

Project “Development of Partnerships through Intermediary Platforms for the Support of WBL/ Apprenticeship Schemes in Tourism- WBLTour”, implemented within the framework of the Erasmus+ programme of the European Commission

The pilot implementation activities of the Project “Development of Partnerships through Intermediary Platforms for the Support of WBL/ Apprenticeship Schemes in Tourism- WBLTour” are ongoing!

The project is being implemented within the framework of the European Program Erasmus+, Key Action 3- Support for Policy Reform. It started in November 2017 and will finish in July 2020.

The lead partner of the project is HELLENIC MANAGEMENT ASSOCIATION (HMA) from Greece. The other project partners are the following institutions/ organisations:

- INSETE- Greece
- MUNICIPALITY OF SYROS
ERMOUPOLIS- Greece
- ARIS FORMAZIONE E RICERCA- Italy
- CONSORZIO ITACA SOCIETA
COOPERATIVA- Italy
- CÁMARA OFICIAL DE COMERCIO,
INDUSTRIA Y SERVICIOS DE
ZARAGOZA- Spain
- FORMATION Y ASESORES EN
SELECTION Y EMPLEO SL.- Spain



The project's Pilot Implementation activities began in February 2020, but due to the expansion of Covid-19 in the three participating countries (Greece, Italy and Spain), they have been interrupted in March 2020. As a result, all project partners unanimously decided to ask for a prolongation of the project's eligibility period for three months until 31st July 2020, which was considered as a necessary corrective measure for the finalisation of the last project's activities and was approved by EACEA.

The aim of the Project's Pilot Implementation activities is to monitor the efficiency of the project's apprenticeship approach methodology on three students/workers from each partner country (Spain, Italy, Greece), one for each professional profile (housekeeper, receptionist, cook).

The specific objectives and activities of the pilot phase include:

- **The creation of a Pilot Implementation Plan per country**
- **The support of Work base learning/ apprenticeship channels between VET, company and apprentice**
- **The support and the accreditation of companies by the intermediary platforms**
- **The preparation and the implementation of pilot apprenticeships (e-learning & work-based training)**
- **The online testing and delivery of project certificates to successful pilot learners / apprentices**
- **The collaboration between the intermediary platforms, including the exchange of cross-country good practices and activities**
- **The identification of potential gaps and barriers in the implementation of the pilot phase**
- **The collection of data, including efficiency measurements of the pilot phase**

The project's pilot implementation activities include the participation in apprenticeship programs in the 3 participating to the project countries. Particularly, 3 beneficiaries from each country (one participant per selected professional profile: receptionist, housekeeper and cook) will participate in apprenticeship programs which have the following structure:

- **220 hours of internship in a tourist company (hotel or restaurant) under the supervision of a qualified supervisor, employee in the company, and**
- **80 hours of on-line training through the project's e-platform**

The partners involved in the project's Pilot Implementation activities, in collaboration with the Intermediary Platforms have proceeded to preparatory measures for their implementation, which are summarized as follows:

- **Definition of the criteria for the selection of tourist companies and the apprentices who will participate in the pilot implementation activities**
- **Contact of the tourist companies and apprentices to engage them to take part in the pilot implementation**
- **Matching between to the company's profile and needs and the trainee's needs educational and professional background and professional needs.**



The criteria which were taken into consideration and assessed by the Intermediary Platforms and project partners for the selection of the companies were the following:

- **Knowledge of the apprenticeship programs existing at national level, of the legal framework on apprenticeship and of the benefits for the tourist company, while participating in an apprenticeship program**
- **Interest on the WBLTour project, the activities it is consisted of and willingness to participate within them**
- **Readiness of the company to host an apprentice (convenient location, appropriate working environment etc.)**
- **Compliance with the regulations existing in apprenticeship programs at national level**
- **Provision of a strong integration of the apprentice in the company environment**
- **Ability of the company to train the apprentice in the training modules described within the training curriculum, prepared by the partners**
- **Disposal of an appropriate qualified employee who will supervise the trainee and will guide him/her during the whole training process**
- **Willingness to adapt the training contents proposed by the WBLTour project within the operational activity of the company**
- **Willingness of the company to assist to the insertion of the trainee in the labour market**

The criteria which were taken into consideration for the selection of the apprentices in the project's Pilot Implementation activities are summarized as follows:

- Interest to be involved in the tourism sector and particularly in one of the three professional profiles, selected within the project
- Interest to attend an apprenticeship program in the tourism sector
- Willingness to attend the apprenticeship process (on-line and training in the tourist company) and to comply with the regulations described in the Learning Agreement
- Dedication in the training process
- Compliance with the guidelines provided both for the on-line training and by the supervisor in the tourist company
- Former educational background and professional experience particularly in the tourism sector
- Organisational, communicational and social skills
- Basic knowledge of ICT and of the English language
- Ability to work in a team
- Kindness/Friendliness
- Open to the acquisition of new knowledge

After the selection of the tourist companies and the recruitment process, the partners-VET Providers with the collaboration of the Intermediary Platforms proceeded to the matching of the apprenticeship places available and the profile and the professional needs of each one of the apprentices selected. In the end of the Pilot Implementation phase, partners involved in collaboration with the intermediary platforms will prepare reports, including the measurements of efficiency of the pilot phase, potential gaps and barriers and identified good practices, procedures and activities.