

Apprenticeship in the Retail Sector

The challenge

- Development of methodology for Innovative Apprenticeship in the Retail Sector on Apprenticeship providers' level and on Company level
- Working with all relevant stakeholders and to intensify cooperation in education and training
- Promoting sector-specific skills at an early stage

The approach

- Developing country specific Guidelines and Recommendations for apprenticeship in the Retail sector
- Pilot testing of the prepared exemplary case of the apprenticeship training methods had as main objective testing and validating the guidelines and recommendations developed for Bulgaria by organizing the experimental apprenticeship course in selected VET schools and retail business in a real learning context.

The role of supporting organizations

The supporting organization in this practice was the Chamber of Commerce and industry – Dobrich with following role:

- Coordination of activities
- Appointment of apprenticeship provider (Territorial Centre for Qualification and Re-Qualification Ltd.)
- Nomination of partner-company, in which this apprenticeship course was conducted (supermarket chain ABC Bulgaria Ltd., working in the Food retail)
- Training of tutors (a tutor for every two/three trainees)

The results

Developed and validated:

“Guidelines and Recommendations for Development of an Innovative Apprenticeship in the Retail Sector”

“Testing of the prepared exemplary cases of the apprenticeship training methods in Retail sector”

Sustainable and systematic methodology to accelerate the introduction of apprenticeship as a successful way to sustainable employment; The method is already applied in 6 European countries, and follow-up apprenticeships have been realized.