



WP2 - Best practices and Training Needs Assessment

Template for Best Practice Documentation (Case Study): SMEs in Apprenticeships with focus on role of intermediary organisations

Title	<p>What is the name that best describes the good practice? Apprenticeship with taste, "Anastasopoulos Theodoros"</p>
Publication date	<p>When (month and year) was the good practice documented/published? August 2016</p>
Source of Information	<p>Who (What) is your source of information? The main source of information is the VET organization VERGI VET COLLEGE.</p>
Location (Region / Country)	<p>What is the geographical range where the good practice has been used? The described good practice of apprenticeship took place in the Western Greece in the Prefecture of Achaia in the company that has the operation of the restaurant "Eis Ygeian" of the "University Hospital of Rio"</p>
Context (appr. 500 words)	<p>What is the context (initial situation) and challenge being addressed? Provide a short description.</p> <p>"Eis Ygeian" restaurant is the official visitors' restaurant of the Hospital of Rio, near Patra. It is established in the Hospital of Rio and provide food services to the visitors. This company was looking to cover its needs for young and well-educated staff in the sector of food preparation. The staff would help company in the preparation of food and could help the company to respond efficiently to the visitor's demand's with quality.</p> <p>The owner of the company applied for an apprenticeship position on his company at the VET organization VERGI VET COLLEGE. The VET organization after a specific internal procedure, proposed Anastasopoulos Theodoros for the place that the company would like to cover.</p> <p>According to VERGI VET COLLEGE, Theodoros was the ideal candidate for this position. He had successfully fulfilled the theoretical part of the «Cooking Art Specialist - Chef» course and he was ready to make his apprenticeship in a relative to his objective company</p> <p>Theodoros started his apprenticeship in January 2016 and from the first day he helped a lot "Eis Ygeian" to address efficiently the demand which faces on time. Also month by month he was getting better and better and he started to implement some new technics on his job that they were adopted from the company.</p> <p>When his apprenticeship was over, the company hired him and today he is still working for "Eis Ygeian".</p> <p>The company found on Theodoros a skilled employee that he adds his knowledge to the needs of the company.</p>
Methodological Approach (appr. 500 words)	<p>What methodology has been used in order to address the initial issue and lead to a successful outcome and finally to the good practice? What was the process? Who are the beneficiaries or the target group of the good practice? Who are the users of the good practice?</p> <p>The methodology that has been used and lead to this successful result was very specific and focused on the main objectives of the issue. The VET organization recorded the needs of the company and started to evaluate all the possible students that could cover this position. The evaluation process started implementing with some students' interviews, who were ready for</p>

	<p>their apprenticeships and they fulfilled the major criteria of the company. After the interview process, the VET COLEGE suggested to the company Theodoro Anastasopoulo. The company also had an interview with him and after that came to the decision to start him apprenticeship.</p> <p>The target group of the good practice is VET organizations, companies and finally the customer. A good apprenticeship practice improves the quality of the products and the services in a society and helps the economy to grow in a viable way.</p> <p>Thus, the final user of the good practice is the company, the employee, his family and all the society in general. That happens because of the experience they can gain and the ability to capitalize all the benefits of this successful procedure.</p>
<p>Impact and key success factors (appr. 500 words)</p>	<p>What are the lessons learned and the key success factors identified? What has been the impact compared to the initial situation / challenge addressed?</p> <p>According to our experience from this good practice of apprenticeship, there are some key factors that we can identify on this procedure.</p> <p>The basic factor that we can outline is the lack of soft skills that are needed for the students to get in the market and meet the needs of the companies. Some of the VET organizations – including VERGIS VET COLEGE – have started to embody on their educational methods, the development of soft skills. Those skills have to do basically with behavior and communication skills, that the students without any job experience is very difficult to gain.</p> <p>The development of the soft skills of Theodoros Anastasopoulos, helped him to meet the needs of the apprenticeship in the “Eis Ygeian”. So, soft skills seem to be necessary to all the students and help them to increase the possibilities to complete their apprenticeships successfully.</p> <p>That saw us that teaching specific soft skills, like communication, is needed to be part of the curriculum and that will help a lot the students to their apprenticeships.</p>
<p>Stakeholders and Partners (appr. 500 words)</p>	<p>Who are the institutions, partners, intermediary organisations involved in the good practice, and what is the nature of their involvement? Explain the different roles and benefits from the good practice!</p> <p>There are two major ways that the students can do their apprenticeship. The one is via private sector VET organizations and the other is via public VET organizations, mainly through OAED.</p> <p>Each private sector VET organization like VERGIS VET COLEGE has its own procedure to approach companies for students’ apprenticeships.</p> <p>The basic role of the procedure for the VET organization is to match the right student to the specific needs of the companies.</p> <p>That happens through skype interviews and meetings between VET organizations and companies. That procedure followed by VERGIS VET COLEGE also with Theodoros Anastasopoulos and “Eis Ygeian” company.</p> <p>The public-sector organizations like EPAL, EPAS, are using OAED to match their students with companies for apprenticeship. OAED has a large deposit of interesting companies for apprenticeship and it flows their students to them according to the profile of the companies and the specialty of the student.</p> <p>As we can see OAED is working as an intermediary organization that matches the specialties and the skills of the students with the companies’ needs.</p> <p>The benefits from the good practice are coming from the better matching</p>

	<p>between the companies' needs and the job profile of the students. The benefits spreads to all the society and the economy widely.</p>
<p>Conditions (appr. 500 words)</p>	<p>What are the conditions (institutional, economic) that need to be in place for the good practice to be successfully replicated? Please mention funding and subsidies that were provided!</p> <p>In order to achieve better results in implementing apprenticeships, it is needed to be recorded all the specific factors that are important. It is necessary to evaluate the situations that bring those good results. This can happen through a research and a data analysis of the good practices. After that, it is needed to be established a system that will record the results of the search, as steps that need to be followed by the involved organizations. A good solution to this, could be the implementation of an ISO system, that could set the general framework for all the relative organizations, to succeed better results in the apprenticeship. That system could be implemented in pilot mode for a couple of years and then to reevaluate the results. The apprenticeship is self-funding and this is the main reason that the most of apprenticeships in Greece fail to succeed. The the funding procedure could be actively supported by European organizations and projects, like EFS and Erasmus+.</p> <p>An analysis of the factors that led Theodoro's apprenticeship to a successful result, could be a guide and help the total framework for better results in the apprenticeship in Greece.</p>
<p>Materials / Tools</p>	<p>What materials and tools were developed?</p> <ul style="list-style-type: none"> • Interview • Skype Meetings • Evaluations
<p>Replicability and/or up-scaling (appr. 500 words)</p>	<p>What are the possibilities of extending the good practice more widely?</p> <p>The possibilities of extending more widely the good practices of the apprenticeship has to do with the utilization of the results of the specific system that the relative organizations would follow. If the results are encouraging (as expected to be) then the next step is the Federations and the Chambers to get involved in the procedure actively, as intermediary organization between VET and companies.</p> <p>In a second phase it could be created a total Quality Management System for the more efficient matching between students and companies. Both Federations and Chambers in Greece have the knowledge and the experience to face out the apprenticeship needs in a higher level than nowadays and as a result it could have a very positive impact in the economy and the society. If we involve Federation and Chambers to the pilot program referred above, we could have a new innovative tool for the apprenticeship and it could increase significantly the good practices in Greece for the next years.</p> <p>Federations and Chambers in combination with the right Data Analysis from the existing good practices, could be the solution for a more quality apprenticeship in the future.</p>
<p>Conclusion (appr. 500 words)</p>	<p>Conclude specifying/explaining the impact and usefulness of the good practice.</p> <p>A good apprenticeship practice has multiple benefits both for the society and the economy. We can number lots of factors that are affected from a good</p>

	<p>practice. The most important of them are:</p> <ul style="list-style-type: none"> ➤ Horizontally Growth of the Economy. <p>A successful apprenticeship practice has positive results to all the economy, in local and national level. The input of specialized skills and knowledge to the economy will help companies to improve its competitiveness in the market.</p> <ul style="list-style-type: none"> ➤ Reduce of Unemployment <p>Every good practice of apprenticeship means less unemployed people. Nowadays in Greece, while unemployment is about 23% (the highest in EU), it is very important to increase the level of the good practices, that apprenticeship could offer to the economy.</p> <ul style="list-style-type: none"> ➤ Improvement of skills and abilities <p>One of the biggest advantages, gained from a successful apprenticeship is the higher level of skills and abilities that are obtained by the students, during their apprenticeships in a company and the further improvement that they can achieve by the “on the job training”.</p> <p>As we can see, a successful apprenticeship could have a lot of benefits both in the society and the economy, and can help actively to a sustainable growth.</p>
Other remarks:	