



International Network on Innovative Apprenticeship

**Situated Competence Development through
Innovative Apprenticeships**

The Role Of Different Stakeholders

01/02 February 2008 in Vienna

Location:
Fachhochschule des bfi Wien
Wohlmutterstraße 22
1020 Wien

<http://www.fh-vie.ac.at/>

Co-Organisers

Austrian Institute for Research on Vocational Training, ÖIBF
Bertelsmann Foundation, Gütersloh
VETNET, European Association of Educational Research (EERA)

Conference Programme

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Peter Schlögl, Austrian Institute for Research on Vocational Training
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Prof. Dr. Stefan C. Wolter, University of Berne, Switzerland
Helmut Zelloth, ETF - European Training Foundation, Agency of the European Union, Torino, Italy

Conference Programme

Arrival at Thursday Evening

Friday, February 1st, Morning

08.30 Registration at the reception of the Fachhochschule des
bfi, Wien

Room: E 01 (ground floor)

09.30	Peter Schlögl	Welcome
09.45	Clemens Wieland	Apprenticeship: Activities of the Bertelsmann Foundation
10.00-10.30	Felix Rauner	Introduction
10.30 -11.15	Erica Smith	The 'Crowded Market': Agencies Dealing with Apprenticeship in Australia
11.00 - 11.45		Coffee Break and Exhibition
11.45 - 12. 30	Thomas Deissinger	Apprenticeship Systems in the German Speaking Countries: Different Logics and Policies with Respect to Full-Time VET and Higher Education
12.30 - 12.45	Philipp Grollmann	Introduction into the Workshops
13.00 - 14.00		Lunch

Lunch

There will be the opportunity to have lunch in the restaurant "Apartment02".
The restaurant is located in the immediate neighbourhood of the conference
location (across the street).

The price of the lunch buffet will be 6,80 € per Person.

<http://www.apartment02.at/>

Friday, February 1st, Afternoon.

Paper sessions

There will be a coffee break during the sessions

Coffee breaks will take place in the restaurant Apartment02.

Friday, February 1st, Afternoon

Room: 101 (first floor)

14.00 - 17.30 Chair:
Erica Smith

Workshop I

Interventions by Government and other Stakeholders in Apprenticeships

Apprenticeship is important to countries' skill formation and also to sound career development among young people. Therefore governments at many levels, from national to local, undertake many interventions to maintain and improve apprenticeships. Other stakeholders such as employer associations, trade unions and industry advisory bodies also have roles to play. Papers in this topic will describe, discuss and critique the roles taken by governments and other stakeholders.

Bob Lerman

The Apprenticeship System in the United States:
The Evolving Roles of States, Firms, and
Industries

Felix Rauner,
Wolfgang Wittig
Ludger Deitmer

Plural Governance in Dual Systems in Selected
European Countries

Graham Attwell,
Philipp Grollmann,
Eileen Lübcke

Towards an Open Framework for Continuing
Professional Development for Trainers in Europe

Trine Deichman-Sørensen

"Flexi-VET" in the Making. Norwegian VET System
Reform Adaptations, Including Curricular
Remodelling Objectives, to Aims, Measures and
Instruments Rooted in the Copenhagen Process

Philipp Gonon

Innovation and the Swiss Vocational Education
and Training System

Magdolna Benke

Towards Innovative Apprenticeship? The
Evaluation of the Development of Integrated
Regional Vocational Education and Training
Centres in Hungary

Room: E 06 (ground floor)

Workshop II

14.00 - 17.00

Chair:
Peter Schlögl

Designing Optimal Conditions for the Development of Competence Through on.the-Job Learning

While most apprenticeships involve some off-the-job training, the majority of the learning time is spent on-the-job. Employers may create optimal conditions by attention to appropriate organisation of work processes as well as by attention to the training process itself. Important levers for the design of such quality learning processes are also educational policies, the educational system, its graduates and their learning histories. Papers in this topic will report on research and/or theory about optimal conditions for on-the-job learning.

Eduard A. Stoeger

Promoting Competence Development of
Apprentices Through Combining Learning at the
Workplace and in the Training Workshop

Jeroen Onstenk

Coaching and Collaborative Learning in New
Apprenticeships

Natasha Kersh,
Karen Evans

Facilitating Learners' Motivation and
Competence Development in the Workplace: the
UK Context.

Graham Atwell,
Raymond Elferink

Developing Tools to Support Work Based
Competence Development

Felix Rauner,
Lars Heinemann
Rainer Bischoff
Dorothea Piening

Occupational Commitment and Vocational
Identity

Room: E 08 (ground floor)

Workshop III

14.00 - 17.00

Chair:
Lorna Unwin

Costs, Benefits, and Outcomes of Apprenticeships

The literature on apprenticeship contains many arguments about the costs and benefits of apprenticeships to employers. Depending on the type of analysis used, it can be argued that employers bear a net cost when employing apprentices, or alternatively that employers gain considerable benefits. These arguments are of particular importance in countries where unemployment is high and employers need to be persuaded to employ apprentices. Training providers also need to consider ways to maintain the quality of off-the-job training while keeping costs within reasonable bounds. Papers in this section add to these debates, especially through the reporting of empirical research and through the presentation of instruments, methods and tools measuring costs, benefits and outcomes.

Lorenz Lassnigg

Costs - Benefits - Quality: the Specific Profile of Austrian Apprenticeship and its Future Potentials and Drawbacks

Katleen De Rick

Analysis of Costs and Benefits of Apprenticeship in Belgium

Marc Fuhrer,
Stefan C. Wolter,
Samuel Mühlemann

Quality of Apprentices and Training Strategies of Firms

Elmo D´Angelis,
Ludger Deitmer

Quality and Impact of New Apprenticeship Approaches in Italy

February 1st, evening: guided city tour, 18.15

The meeting point for the city tour is the **Bar** of the **Hotel Post**,
Fleischmarkt 24, 1010 Vienna.

social event, 20.30

12 Apostel Keller
Sonnenfelsgasse
1010 Wien

<http://www.zwoelf-apostelkeller.at/>

Saturday, February 2nd, Morning

Room: E 01 (ground floor)

09.30	Ludger Deitmer	Introduction into the day
09.45 - 10.15	Helmut Zelloth	Apprenticeship and Enterprise-based Learning in the Mediterranean (MEDA) Region (Comparative Analysis + Regional Network of policy makers)

Papers sessions continued:

Room: 101 (first floor)

Workshop I

10.20 - 11.45 Chair:
Erica Smith

Interventions by Government and Other Stakeholders in Apprenticeships

Sandra D'Agostino	Apprenticeship in Italy: Distinct Features and Future Challenges
Barry Nyhan	Reflections on the Socio-Economic and Educational Developments Giving Rise to Ireland's Apprenticeship Programme
Benedicte Gendron, Pascal Varnier, Cecile Gendre, Jean-Claude Floutard	Competence Development through Workplace Learning: the Case of the French Vocational Baccalauréat from the Lycée and the Maisons Familiales Rurales

Room: E 06 (ground floor)

Workshop II

10.20 – 11.45 Chair:
Peter Schlögl

**Designing Optimal Conditions for
the Development of Competence
Through on the Job Learning**

Philipp Grollmann,
Pekka Kämäräinen

Comparing Cases of Trainers' Practice –
Implications for Professional Development

Regina H. Mulder,
Gerhard Messmann

Relations Between Characteristics of Innovative
Learning Environments and Competence
Development in Secondary Vocational Education

Linda Clarke,
Michaela Brockmann

How to Provide Meaningful Work Experience with
a Vanishing Employer?: The Implications of the
Changing Employment Relationship for Work-
Based VET

Room: E 08 (ground floor)

Workshop III

10.20 – 11.45 Chair:
Lorna Unwin

**Costs, Benefits, and Outcomes of
apprenticeships**

Lars Heinemann,
Felix Rauner
Rainer Bischoff
Dorothea Piening

Costs, Benefits and Quality of Apprenticeships –
a Regional Case Study

Barbara Burger,
Andreas Saniter

Certifying Professional Competence within
Workplace Learning Preliminary Suggestions of
the Project MOVE PRO EUROPE at EADS in
Germany

Ludger Deitmer,
Ramli Rashidi

Investigating the Quality of Collaboration in
Countries with little History of Cooperation
under Industrial and School Partners in VET – the
Case of China and Malaysia

Room: E 01 (ground floor)

11.45	12.00		Coffee Break
12.00-13.00	Chairs of the workshops		Apprenticeship research - current state and needs
13.00			Lunch

Saturday, February 2nd, Afternoon

14.00	INAP Members		Open Network meeting: outlook on further activities
16.00			End