



“Innovative WBL Painting Talents - IN PAINT” **2017-2019**

Partnerships between European umbrella organisations and their national members or affiliates

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KA3 – Support for Policy Reform

VET-Business Partnerships on Work-based learning and Apprenticeships

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Partners:



Luxembourg – Austria - Belgium – Czech Republic – Germany – Slovenia – United Kingdom – Portugal

Associated partner:



www.eu-inpaint.eu



In Paint aims to:

- improve a systematic cooperation between painting contractors, National VET Institutes and school to professionalise more the sector;
- increase the effectiveness of the WBL painting training with a permanent work with teachers in connection with businesses;
- promote the image of the painting sector, increasing the recruitment of young painters.

The objective is to create a “Work Based Learning Observatory” (open access interactive platform) gathering existing tools for trainers/teachers in the sector as handbooks, videos, checklists, giving the possibility to exchange good practices and documents. Furthermore, a Work Based Learning Developer’s profile will be defined in order to ensure the cooperation among Professional Associations, VET providers and companies. The Developer will be managed and provided as a “service” by the National Associations.

The 10-members partnership is balanced between partners with a strong experience in European projects and new-coming partners. Gathering different experiences on the Work Based Learning in Painting training, *In Paint* aims to bring together different perspectives, methodologies, tools and knowledges to establish a framework for Work Based Learning to support VET Institutes and Painting Contractors in UNIEP’s and other countries (the transnationality of the project).

The 10 partners come from 8 countries: Luxembourg, Austria, Belgium, Czech Republic, Germany, Slovenia, United Kingdom and Portugal.

They are:

- 1 European association representing 60.000 Painting companies in 14 countries (Luxembourg);
- 5 National Associations of Painting Contractors (Austria, Belgium, Czech Republic, Germany, UK);
- 1 Chamber of Craft and SMEs (Slovenia);
- 2 Territorial organisms of Professional training (Germany, Czech Republic);
- 1 Company bringing together a network of international and national experts in vocational education and training (Portugal).

These partners will act with a systematic approach, based on the territorial cooperation among the different actors working in the field of professional training and apprenticeship.

Through a mapping of the WBL Trainers, good practices and training tools, *In Paint* activities will result in:

- a) a WBL Observatory – Interactive Platform and open-access resource centre for all stakeholders,
- b) a Report of the mapping on trainers’ training, good practices and training tool,
- c) a WBL Developer’s profile – effective link among Professional Associations, VET providers and companies
- d) a WBL developer’s qualification in Units of Learning Outcomes - design and validation.

The project will run for 2 years, starting on 2nd October 2017 and ending on 30th September 2019. It initially foresees the identification of the good practices and the needs; thereafter the implementation of the Observatory and the Developer's profile/qualification; and finally the validation of results and the dissemination.

It will be coordinated by UNIEP which will control and guarantee the good implementation of the objectives, and the dissemination of results with the support of UEAPME (associated partner).

All partners will participate in the definition/concept of the WBL platform, in the translation (EN, DE, SI, CZ, NL) of the documents and the information to be held online.

Three transnational project's meetings, one on 20th October 2017 (Bled-Slovenia), one on 21st September 2018 (Brussels) and the last on 12th April 2019 (London) will serve to decide on the procedural and content level of the project's implementation, to correct any deflection, to discuss the products achieved and finally to evaluate the results.

Two trainers' camps, one in Germany (December 2018) and one in Czech Republic (May 2019) will help for the awareness and validation of the WBL Developer's profile, the exchange of experiences and the reinforcement of cooperation.

One communication/dissemination event in June 2019 (Brussels-Belgium) and a Final Conference in July 2019 (Vienna-Austria) will represent the opportunity to collect the sector stakeholder's perspectives and then to disseminate the results, while six National Validation Workshops (Austria, Belgium, Czech Republic, Germany, Slovenia and UK) in October-December 2018 will give the possibility to the sector's stakeholders to validate the WBL Developer's qualification.

In each country, In Paint and its results will:

- reinforce the cooperation awareness among Painting/Decorating sector's stakeholders (Professional associations, VET Institutes, Tutors and Contractors);
- improve skills and job opportunities in the painting sector;
- provide a European platform for WBL training with freely accessible tools/contents;
- reinforce the associations' role in the WBL process through the WBL Developer.

The partners will be able to use the results of In Paint project thanks to the WBL Observatory open-access and interactive platform and the new WBL Developer's profile who will ensure the link among professional associations, VET Institutes and companies.

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1. Partners and their contribution to the project

The project gathers main stakeholders in the Construction Painting sector representing thousands of SMEs as well as recognised Institutes and Experts in Vocational Training and Apprenticeship:

- 1 European association representing 60.000 Painting companies in 14 countries, **UNIEP** (Luxembourg), leader of the project, which is the unique voice for painting contractors and allied trades, being the authoritative trade association representing Professional Painters.

- 5 National Associations of Painting Contractors (Austria, Belgium, Czech Republic, Germany, UK):
Landesinnung der Maler und Tapezierer Niederösterreich (AU) which works with vocational schools and master schools for training painters and masters. It supports painting companies in the training of apprentices in the dual training system, the vocational qualification measures of instructors in enterprises and teachers in professional master classes and vocational schools. **Confederatie Bouw – Belgische Schilders** (BE) a non-profit organization of craftsmen working in the painting sector, representing the interests of its 600 members. It provides services on technical, environmental and juridical matters. **Cech maliru, lakyrniku a tapetarů CR z.s.** (CZ) which is a guild of painters and decorators representing 250 members and working with 30 professional schools. It organises training for vocational teachers to acquire skills according to the labour market needs. **Bundesverband Farbe Gestaltung Bautenschutz** (DE) represents over 40,000 painting and varnishing firms employing 206,000 persons. The Association represents an important companies' sector network. **PDA - Painting and Decorating Association** (UK) represents the painters and decorators across the UK and has the purpose to ensure all members adhere to the highest standards. It represents large National contractors and small businesses with a large experience in training tools.

- 1 Chamber of Craft and SMEs (Slovenia), **OZS - The Chamber of craft and Small Business of Slovenia** (SI) which is an umbrella organisation covering the craft and small business and connected with initial vocational education and training. It monitors places for practical initial VET, supporting the process of WBL.

- 2 Territorial organisms of Professional training (Germany, Czech Republic):
SBG (DE) is a private, non-profit educational institution operating a Painter Master (Meister) school. It is embedded in the dual system of vocational training in Germany. Work-based learning is an important pedagogical principle for SBG. **Střední škola stavební a strojní, Teplice** (CZ) is one of the main technical middle schools in region (600 students). The school offers VET experience and has a long-term cooperation with employers, companies and social partners in vocational training explicitly in the painting field.

- 1 Company bringing together a network of international and national experts in vocational education and training (Portugal): **IMANOVATION** (PT) which is a private sector company with a strong experience in apprenticeship and quality assurance.

These organisations with complementary backgrounds will work together to build useful and sustainable products and to ensure the achievement and impact assessment of the project's goals. Each of the 6 countries partner will organise a national workshop to discuss and validate the WBL Developer's qualification using the same methodology.

Each partner, even if it will participate to all activities foreseen, will have the following specific responsibilities:

- **UNIEP**, being the coordinator of the project, will be responsible for the whole management of the project, preparing the tools and templates for each step of the project management to be used for all partners, including a budget plan for each of them and the instructions on how partners should report costs and administrative issues to the applicant. It will monitor all phases of collecting data and structuring the platform. Communication among the partners as well as the dissemination plan will be also under UNIEP's responsibility.
- **Landesinnung der Maler und Tapezierer Niederösterreich (AU), Confederatie Bouw – Belgische Schilders (BE), Cech maliru, lakyrniku a tapetaru CR z.s. (CZ), Bundesverband Farbe Gestaltung Bautenschutz (DE), PDA - Painting and Decorating Association (UK) and OZS - The Chamber of craft and Small Business of Slovenia (SI)** will define and conceive the WBL platform, translating documents and information to put on-line. They will organise a National Workshop to validate the WBL Developer's profile.
- **PDA (UK)** will be responsible for carrying on a survey with questionnaires in the 6 partners countries in order to identify users' needs in the WBL approach and will analyse the collected data for preparing the platform structure (with SBG).
- **SBG**: will provide support to the analysis of the collected data for preparing the platform structure and will contribute to the mapping of teachers/trainers WBL training, good practices training tools. It will define the WBL Developer's profile and qualification (units in learning outcomes) and organise a trainer's camp for validating the WBL Developer's profile.
- **Landesinnung der Maler und Tapezierer Niederösterreich (AU)** will design the questionnaire for the mapping of teachers/trainers WBL training, good practices and training tools (with SBG) and will produce a report on collected information.
- **Střední škola stavební a strojní, Teplice (CZ)** will design the questionnaire for the mapping of teachers/trainers WBL training, good practices and training tools (with SBG). It will create specific pedagogical material for the WBL Developer (guidance tools as videos, check lists ..) and organise a trainers camp for validating the WBL training tools.
- **IMANOVATION (PT)** will guarantee the quality and monitor the project, its partnerships and products. It will be in charge of the external evaluation report.

2. Work Packages

Activity	Description	Start Date	End Date	Responsible Partner
<p>WP1 Project Management</p> <p>Delivering all aspects of the project on time and following the budget. Managing the financial, administrative, legal aspects as well the internal communication among the partners.</p>	Task 1. Communication with the European Commission.	02/10/2017	30/09/2019	<p>Leading organization: UNIEP</p> <p>Participating: Landesinnung Niederösterreich , Conf. Bouw, Cech maliru, BFGB, OZS, PDA, SBG, Střední škola Imanovation, SMEunited</p>
	Task 2. Financial and administrative management. Consortium agreement. Provide templates for the reporting instances; submit reports and cost claims on time and in the framework required.			
	Task 3. Transnational Project meetings. Organisation of 3 transnational meetings: - Kick off meeting - Mid-term meeting - Final meeting			
	Task 4. Internal communication. Coordination activities and communication (i.e. organization of Agendas, Minutes and Action Lists).			
	Task 5. Dissemination management. Enhancement dissemination and communication activities throughout the project.			
<p>WP2 Work Based Learning Observatory Platform</p> <p>The platform will be an aggregator of the sector WBL data, news, videos, training tools, guidance to the companies and the WBL developer online courses. All the data and information collected in the platform structure must be disseminated to a wide range of future users of the platform - VET providers, teachers/trainers, companies and learners.</p>	Task 1. User needs identification Carry on surveys (a set of written questions to the users in the 6 partners countries) in order to determine preferences of teachers/trainers, associations and enterprises.		01/12/2017	<p>Leading organization: PDA</p> <p>Participating: Uniep Landesinnung Niederösterreich , Conf. Bouw, Cech maliru, BFGB, SBG Střední škola</p>
	Task 2. Data collection and analyses. Analysis of the collected data to better know the user's needs in order to prepare the structure of the platform.	01/01/2018	28/02/2018	
	Task 3. Interactive Platform system specification and terms of reference. Specification of the system in terms of its strategic objectives and required functionalities to prepare the subcontracting procedure.		01/03/2018	
	Task 4. Monitoring the implementation. After the subcontracting procedure, track the development work of the platform.	01/04/2018	31/10/2018	
	Task 5. Follow up of the platform contents. Assure the information inclusion and the contents update.	01/11/2018	30/09/2019	
<p>WP3 Mapping the situation of teachers and trainers WBL training, the good practices and training tools</p> <p>The starting point is to know the state of art in the 6 countries aimed to identify the situation of teachers and trainers</p>	Task 1. State of the art – Questionnaire Design of the questionnaire to be launched among the partners networks and associations affiliates as well among the VET providers to collect the information.		30/11/2017	<p>Leading organization: Landesinnung Niederösterreich</p> <p>Participating: SBG Střední škola</p>
	Task 2. Desk research. A desk research into planned and existing WBL and apprenticeship reforms and collecting examples of best practices and policy frameworks.	01/11/2017	31/03/2018	

<p>WBL training, the good practices and training tools examples.</p>	<p>Task 3. WBL report. Producing the report, which includes the information collected in the previous tasks and an analyses of the countries experiences in WBL and apprenticeships.</p>		31/03/2018	
<p>WP4 WBL Developer The objective is to draft a competence framework for the WBL developer in line with the directions of the EU (EQF, ECVET) policy. To provide a definition and design the WBL developer qualification and the description of the units in learning outcomes in KSC (knowledge, skills and competences).</p>	<p>Task 1. Definition of the WBL developer profile. The descriptions, based on the respective learning outcomes, will be defined according to stakeholder input. The national associations' project partners will have a relevant role as they are going to support the definition of the profile.</p>	01/01/2018	30/05/2018	<p>Leading organization: SBG</p> <p>Participating: Landesinnung Niederösterreich , Conf. Bouw, Cech maliru, BFGB, OZS, PDA, Střední škola</p>
	<p>Task 2. Design of the WBL developer qualification. The qualification profile will be based on the professional activities and tasks WBL developers have to perform and fulfil. This means that Learning outcomes will be identified and organised in matrixes and where a unit displays a core task or core activity of the profession. A unit of learning outcomes can be defined as a logically coherent collection of learning outcomes, covering the different facets of knowledge, skills and competences. The methodological basis will be training regulations and curricula combined with consultation of professional experts and stakeholder input representing also work-based learning.</p>	01/01/2018	31/08/2018	
	<p>Task 3. Description of the units in learning outcomes in KSC. The qualification profile will be described in KSC descriptors and positioned according to EQF levels.</p>	01/01/2018	31/08/2018	
	<p>Task 4. National validation workshops Relevant VET providers, associations and companies in partner countries will be invited to provide input and perform quality and relevance checks to undertake a gap analysis of the draft competence framework: a) Identify glitches in the preliminary qualification descriptions b) Nominate new elements where lacking competences are identified c) Nominate structural changes in the internal logic of the matrix, based upon the proposed categorisations and units of Learning Outcomes</p>	01/10/2018	31/12/2018	
	<p>Task 5. Trainers' camps. A 3 days gathering teachers/trainers, associations from the UNIEP network (all UNIEP members) for the awareness and validation of the WBL profile developer. At the same time will be an opportunity to exchange experiences and reinforce cooperation.</p>	01/11/2018	31/12/2018	

<p>WP5 Tools to trainers and WBL developers</p> <p>In order to offer a complete framework for WBL education, the partners will gather and adopt existing paper and informative materials to develop innovative resources, update tools and set up the adequate training materials to the WBL developer.</p>	<p>Task 1. Analysis of the training materials. From the collected material, to create innovative and effective training tools addressed to teachers and trainers in WBL positions as well for the new WBL Developer.</p>	01/09/2018	31/03/2019	<p>Leading organization: <u>Střední škola</u></p> <p>Participating: Landesinnung Niederösterreich , Conf. Bouw, Cech maliru, BFGB, OZS, PDA, SBG</p>
	<p>Task 2. Pedagogical materials to support the WBL developer. Specific training materials will be created for the WBL developer's new profile and qualification. A framework for the development of training and guidance tools and the supporting materials (Videos, check lists, tutoring, ..).</p>	01/03/2019	30/04/2019	
	<p>Task 3. 2nd Trainers camp A 3 days gathering teachers/trainers, associations from the UNIEP network (all UNIEP members) for the awareness and validation of the WBL training tools. At the same time will be an opportunity to exchange experiences and reinforce the network.</p>	01/04/2019	31/05/2019	
<p>WP6 Quality Assurance</p> <p>A Quality plan will be set up to ensure the quality and timeliness of deliverables and to monitor the critical points to ensure that the project milestones are met. Central to the quality assurance is an emphasis on planning, communication and problem - solving</p>	<p>Task 1. Quality Plan. The plan will establish a monitoring framework that will be adopted throughout the performance period in order to determinate the coherence between project forecasts and results obtained. The plan will include a set of monitoring indicators (qualitative, quantitative, for effectiveness, for efficiency).</p>	01/10/2017	30/09/2019	<p>Leading organization: <u>IMANO</u></p> <p>Participating: Uniep Landesinnung Niederösterreich , Conf. Bouw, Cech maliru, BFGB, OZS, PDA, SBG, Střední škola</p>
	<p>Task 2. Monitoring and follow-up. Assessment about the implementation and results of the activities to ensure that all partners involved are participating in the production, the follow up of the timetable, monitoring attainment of milestones and deliverables and risk management. To support the work, a project monitoring template will be used.</p>	02/10/2017	30/09/2019	
	<p>Task 3. Quality reports Two internal reports (one mid-term and one final report) will be done. These reports will assess the state of play of the project regarding its activity performance, financial management, functioning of the consortium, and achievement of results, impact on target groups. They will also suggest corrective and preventive actions to be taken in order to ensure a smooth and sound project performance.</p>	10/2018	09/2019	

	<p>Task 4. External Evaluation Report.</p> <p>The external evaluation will concern the quality of the final product as regard its usefulness and its capacity to respond the user's needs. The external evaluator aims at evaluating the quality of the products, in terms of: its compliance to the objectives set; its capacity to respond to the needs of target groups; its "usefulness". It will be a subcontracting activity to get an independent analysis.</p>	01/07/2019	31/08/2019	
<p>WP7 Dissemination of results and communication activities</p> <p>To define a structured plan for the foreground exploitation, transfer of project's results along with communication to all the stakeholders to maximize impacts.</p>	<p>Task 1. Communication plan.</p> <p>In order to target the activities and the creation of the corporate image of the project, a communication plan will be set up with the planning of the actions to be carried out alongside the project.</p>	02/10/2017	30/09/2019	<p>Leading organization: UNIEP</p> <p>Participating: Landesinnung Niederösterreich, Conf. Bouw, Cech maliru, BFGB, OZS, PDA, SBG, Střední škola Imanovation, SMEunited</p>
	<p>Task 2. Logo creation.</p> <p>A logo will be created to give a coherent image to the project.</p>	11/2017		
	<p>Task 3. Newsletter.</p> <p>Each 6 months a newsletter in EN about the project will be published with 2 parts: one "Need to Know" about news and evolutions on the topic and another "Nice to know". It will ensure continuous information during all the project life.</p>		03/2018 09/2018 04/2019 09/2019	
	<p>Task 4. Dissemination event to other sectors.</p> <p>Organization of 1 dissemination event in Brussels in close cooperation with UEAPME, for 60 participants to present to the other sectors the project results and offer the lessons learnt.</p>		12/06/2019	
	<p>Task 5 - Final Conference.</p> <p>At the end of the project a final Conference will be held to disseminate the project results and reinforce the cooperation within the sector.</p>		1-2/07/2019	

3. Timesheet with meetings, seminar and multiplier events

The transnational meetings will be considered as formal moments for analyzing the project's progress, to discuss about the products, to make correction if necessary, and for the administrative and financial control. They will take place once a year and will complete the regular follow-up of the project by the coordinator (UNIEP, LU). 6 National Validation Workshops will be organized in 2018-2019 (November/January) in the countries of the National Associations of Painting Contractors in order to validate the tools and the products. A dissemination event will be held in Brussels (June 2019) and the Final Conference will follow one month later in Vienna (July 2019).

TRANSNATIONAL MEETINGS	EVENTS
<p><u>KICK-OFF MEETING, 20/10/2017 Bled - Slovenia</u> Participants: one participant per partner. The aim is to launch the project among the partners and take decisions on the project implementation, both at procedural and content level in order to define the timing of the activities, the communication tools, the quality plan and the administrative arrangements.</p>	<p><u>DISSEMINATION EVENT, 12/06/2019 Brussels - Belgium</u> The dissemination conference, organised with the support of SMEUnited, will serve to present the results of the project and to offer them to other sectors (transfer of good practices).</p>
<p><u>MEDIUM TERM MEETING, 20-21/09/2018, Brussels - Belgium</u> Participants: one participant per partner. The medium-term meeting will analyse the project progress, correct any deflection and will give the opportunity to discuss the products achieved and the future work.</p>	<p><u>FINAL CONFERENCE, 1-2/07/2019 Vienna - Austria</u> Participants: 40 people. The Final Conference will serve to present the final report and the results of the project after 2 years of activities.</p>
<p><u>FINAL MEETING, 11-12/04/2019, Nuneaton - UK</u> Participants: one participant per partner. The final meeting will take place 6 months before the end of the project in order to well prepare the final events scheduled until the end of the project.</p>	<p><u>E1. NATIONAL VALIDATION WORKSHOP, 09/11/2018 Mutenice – Czech Republic</u> In each of the 6 countries partners will be organized a national workshop to bring together the sector stakeholders aimed to evaluate the outputs of the project (platform, WBL Developer profile, training contents and tools).</p>
	<p><u>E2. NATIONAL VALIDATION WORKSHOP, 19/11/2018 Coventry – UK</u> In each of the 6 countries partners will be organized a national workshop to bring together the sector stakeholders aimed to evaluate the outputs of the project (platform, WBL Developer profile, training contents and tools).</p>
	<p><u>E3. NATIONAL VALIDATION WORKSHOP, 30/11/2018 Fluda – Germany</u> In each of the 6 countries partners will be organized a national workshop to bring together the sector stakeholders aimed to evaluate the outputs of the project (platform, WBL Developer profile, training contents and tools).</p>
	<p><u>E4. NATIONAL VALIDATION WORKSHOP, 18/01/2019 St. Pölten – Austria</u> In each of the 6 countries partners will be organized a national workshop to bring together the sector stakeholders aimed to evaluate the outputs of the project (platform, WBL Developer profile, training contents and tools).</p>
	<p><u>E5. NATIONAL VALIDATION WORKSHOP, 25/01/2019 Portoroz – Slovenia</u> In each of the 6 countries partners will be organized a national workshop to bring together the sector stakeholders aimed to evaluate the outputs of the project (platform, WBL Developer profile, training contents and tools).</p>

	<p>E6. NATIONAL VALIDATION WORKSHOP, 29/01/2019 Brussels – Belgium</p> <p>In each of the 6 countries partners will be organized a national workshop to bring together the sector stakeholders aimed to evaluate the outputs of the project (platform, WBL Developer profile, training contents and tools).</p>
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