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Apprenticeship Inter-Network: **Bringing together VET institutions and enterprises** **through a Network of Career Hubs**

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	AppInterN CONSORTIUM	
1	OAED: Manpower Employment Organization, the Greek Public Employment Service	
2	EVTA: European Vocational Training Association	
3	IME GSEVEE: Research Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants	
4	MUNICIPALITY OF AMAROUSSION: Amaroussion is a northeastern suburb of Athens, Greece	
5	PIMEC: Employers' confederation representing micro-/SMEs and the self-employed of Catalonia, Spain	
6	ROMA CAPITALE: Municipality of Rome, Italy	
7	STEGI SA: Subsidiary of the Hellenic Federation of Enterprises (SEV)	
8	TBC	



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AppInterN ASSOCIATED PARTNERS

KEDE, the Central Union of Greek Municipalities, represents Municipalities all over Greece (more than 330) and will actively participate in the exploitation of the project's results.

The Municipality of L'Hospitalet de Llobregat (Barcelona) is the second largest in Catalonia and the sixteenth in Spain. It will pilot-test the project's results in the relevant area and promote them to other Spanish municipalities and regions.

ANCI, the National Association of Italian Municipalities (Associazione Nazionale Comuni Italiani), will contribute to the dissemination of the project's results.



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1. CONTEXT

A closer collaboration between Apprenticeship/VET schools and institutions, enterprises, employer associations, municipalities and social partners can effectively promote Apprenticeship as a means of:

- enhancing young people's employability
- shaping a well-structured, efficiently functioning and inclusive labour market.

Key aspects of this collaboration: — labour-market information exchange — a closer approach between young apprentices/VET graduates and the professionals of their occupational sector — better knowledge of local, national and international labour market developments (including skill requirements) — networking of all key stakeholders.



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2. CONCEPT & OBJECTIVES

The AppInterN project primarily ***aims to*** strengthen the links between Apprenticeship, VET and corporate responsibility, and, with the contribution of local authorities and social partners, invite employers to provide apprenticeships and jobs to students and graduates, as well as share and utilize information about the national and international labour markets' state-of-play, current skill requirements and occupational/sectoral developments.

To this end, the project is focused on the creation of an international online platform titled "**Apprenticeship Inter-Network**", which will host three national **Career Hubs** (Greek, Italian, and Spanish).



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2.1. CAREER HUBS

Each national Career Hub will:

- (1)** provide information about Occupational Specialties both in the respective national language and in English; exchange information and good practices with the other two Career Hubs;
- (2)** facilitate VET students' and graduates' search for apprenticeships or jobs through relevant databases;
- (3)** support the enhancement of VET students' and graduates' competences and skills by offering career guidance and organizing or publicizing special events (seminars, information events, study visits, presentations, job fairs, etc.);
- (4)** facilitate VET students' and graduates' contact and collaboration with employers and other labour market stakeholders.



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First Career Hub

(In EN. Based on the current state-of-play of Apprenticeship / VET and the labour market in Greece.)

Selected Occupational Specialties

(Open-access information about the selected specialties, relevant Apprenticeship / VET institutions, occupational profile, required skills, licenses, employment prospects etc.)

VET Student/Graduate database

(To be used by registered employers looking for apprentices or employees)

Employer / Business Ambassador database

(To be used by registered (1) students looking for apprenticeships/employment; (2) VET staff wishing to better organize student apprenticeships, seminars, etc.)



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The first Career Hub will be created in English and, in due time, translated into Greek. The English Career Hub will form the basis for the creation of the Spanish and Italian Career Hubs, which will be appropriately localized (in response to local labour market and VET needs and requirements) and similarly translated into English, so that the informational interconnection of the three national Career Hubs can be ensured.

Only the information about the selected Occupational Specialties is to be bilingual (EL/EN, ES/EN/IT/EN) in each national Career Hub. Database content is to be presented in the respective national language.

One of the most innovative aspects of the AppInterN project consists in this twofold function of the AppInterN portal, namely its operation at both national and transnational level.



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First Career Hub
(EN)

Translated into EL

Localised in Spain

Localised in Italy

Greek Career Hub
(EL/EN)

Spanish Career Hub
(ES/EN)

Italian Career Hub
(IT/EN)

Apprenticeship Internetwork



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The Career Hub data system will gather and organize data from employers, enterprises, students, graduates, and VET providers.

The VET-related institutions, social partner institutes, and Municipalities participating in the project will invite local enterprises, employers and employer associations to join the Career Hub databases in order to be directly connected to apprentices, graduates and future employees.

The Career Hub's main communication target is to become a valuable tool for better informing communities about the status, availability, and access to high-quality apprenticeship and employment.



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2.2. DATABASES

Each national Career Hub will contain the following Databases: a **VET Student and VET Graduate Database**; a **Business Ambassador and Employer Database**: all aimed at facilitating networking, apprenticeships and job placements.

2.3. BUSINESS AMBASSADORS

An AppInterN innovation is the establishment of the role of the **Business Ambassadors**: established professionals, employers or other business staff members who will inform/advise students and graduates on current labour market needs and trends, occupational “problem-solving”, business development prospects, etc. The Business Ambassadors will support Career Hubs as volunteers, thus demonstrating both their personal and their businesses' keen interest in corporate social responsibility.



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3. TARGET GROUPS

- VET learners, apprentices, students, graduates
- VET providers, schools, and other VET-related institutions
- Employers and employer associations
- Municipalities and regional authorities
- Social partners
- Relevant public bodies
- National and international stakeholders



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4. AppInterN: A NETWORK OF NETWORKS

Through the transnational AppInterN online platform, each national Career Hub will have the chance to be informed about developments in the other two countries, and ensure a direct exchange of good practices, expertise, information and knowledge about Work-based Learning, Apprenticeship, VET and labour market integration.

The project consortium aims to see AppInterN to contribute to the promotion of Apprenticeship as a way of enhancing youth employment throughout the European Union.



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5. RESULTS and IMPACT

Bringing together students, graduates and professionals in several Occupational Specialties, the national Career Hubs are expected to **enhance the efficiency of Apprenticeship and VET in terms of securing and increasing youth employment.**

They will establish **business networks** adjusted to the needs of current, new, and future professionals, which will not only facilitate the **integration of students and graduates into the labour market** (through apprenticeships and job placements), but will also contribute to **upgrading their skills and competences**, and supporting their overall career.

More widely, the Apprenticeship Inter-Network is expected to establish an **Apprenticeship e-community** both at national and international level, focused on the enhancement of employability and effective labour market integration through the exchange of VET/occupational innovations and good practices.



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6. ACTIVITIES

1. Intellectual Outputs

3. Multiplier Events

AppInterN

**2. Transnational
Project Meetings**

4. Evaluation



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6.1. INTELLECTUAL OUTPUTS

01 Linking the AppInterN project methodology to other EU initiatives for Apprenticeship

(Lead Organization: **TBC** || Start: 1/12/2020 – End: 30/04/2021)

Desk research analysis aimed at studying and recording the existing initiatives for Apprenticeship in the EU, such as the European Alliance for Apprenticeships, the European Network of Apprentices, etc., and suggesting ways of linking the AppInterN methodology to the aforementioned initiatives and/or utilizing the principles and conclusions of these initiatives.

02 Analysis for the design of the VET Student and Graduate Database

(Lead Organization: OAED || Start: 1/12/2020 – End: 31/03/2021)

Drafting of a Requirements Specification document for the design of both the Apprentice/VET Student and Graduate Databases of the Career Hub platform. The aim is to create a document providing the necessary specifications for the design of an effective digital solution.



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03 Analysis for the design of the Employer and Business Ambassador Databases

(Lead Organization: STEGI || Start: 01/12/2020 – End: 31/03/2021)

Drafting of a Requirements Specification document for the design of both the Employer and the Business Ambassador Databases. As with O2, the document will assist the Database designer in designing a fit-for-purpose digital solution.

04 Content analysis of the Occupational Specialties to be hosted in the national Career Hubs

(Lead Organization: IME GSEVEE || Start: 01/02/2021 – End: 31/08/2023)

Selected occupational specialties offered by Apprenticeship/VET Schools in each participating country will be presented in detail, including specialty descriptions, necessary employment licenses and skills for each specialty, labour market state-of-play in each specialty, future employment prospects and news about the developments in each specialty. In each CH the relevant info will be presented both in English and in the respective national language.



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05

Creation of the Apprenticeship Inter-Network online portal

(Lead Organization: OAED || Start: 01/04/2021 – End: 31/08/2023)

The key output of the project: creation of the Apprenticeship Inter-Network (AppInterN) portal, through which the three national (Italian, Greek, and Spanish) Career Hubs will be interconnected. The creation of the AppInterN portal will be contracted to an external provider. Given that all kinds of adaptations and amendments will be needed until the final version of AppInterN portal, the contractor will collaborate with the transnational project partnership throughout the project's life cycle.

Note: As part of the project budget reduction, 5 Intellectual Outputs were eliminated (O6, O7, O8, O9, O11 [*External Evaluation*]).

However, **all of the activities of the former Intellectual Outputs O6 (Piloting of the CH in Greece), O7 (Localisation and Piloting of the CH in Spain), O8 (Localisation of the CH in Italy), O9 (Piloting of the CH in Italy) have been incorporated into O5**, since they are integral parts of AppInterN's architecture.



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010

Exploitation Plan

(**Lead Organization:** EVTA || **Start:** 01/11/2022 – **End:** 30/06/2023)

AppInterN exploitation aims include:

- maximizing the potentiality of using the project results beyond the life cycle of the project and the project partnership;
- enhancing cooperation at the local, national, and international level for the expansion/exportability of the AppInterN project's methodology and results;
- fostering new partnerships, in order to exchange best practices and enhance the AppInterN project methodology.



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6.2. TRANSNATIONAL PROJECT MEETINGS

With the participation of all partners

1. Kick-off Meeting / Distance Meeting

(**Country:** Greece || **Organizer:** OAED || **Time and Place:** 9 December 2020, Athens, Greece)

2. 1st Annual Managerial Meeting

(**Country:** Spain || **Organizer:** PIMEC || **Time and Place:** June 2021, Barcelona, Spain)



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3. 2nd Annual Managerial Meeting

(Country: Greece || Organizer: OAED || Time and Place: June 2022, Athens, Greece)

4. 3rd Annual Managerial Meeting

(Country: Italy || Organizer: **TBC** || Time and Place: April 2023, Rome, Italy)

5. Final Managerial Meeting

(Country: Belgium || Organizer: EVTA || Time and Place: July 2023, Brussels, Belgium)



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6.3. MULTIPLIER EVENTS

E1: Multiplier Event in Greece

Country of venue: Greece || **Leading Organization:** Municipality of Amaroussion || **Date:** 24/06/2022

One-day multiplier event in Greece, aimed at raising awareness about the advantages of the AppInterN online portal for enterprises and VET students/graduates of specific occupational specialties.

E2: National Event in Greece

Country of venue: Greece || **Leading Organization:** STEGI SA || **Period:** 30/11/2021

One-day multiplier event in Greece, aimed at promoting the AppInterN online portal among participating enterprises and employers, as a tool of effective networking between enterprises and VET students and graduates.



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E3: Workshop

Country of venue: Greece || **Leading Organization:** OAED || **Date:** 15/03/2021

Workshop at OAED's Head Office premises among representatives of the social partners, OAED's Apprenticeship Vocational Schools (EPAS), and Municipalities. This Focus Group will discuss the various aspects of the creation of the AppInterN portal.

E4: Workshop

Country of venue: Greece || **Leading Organization:** STEGI SA || **Date:** 14/02/2021

Workshop at the premises of SEV (Hellenic Federation of Enterprises) among representatives of the social partners, enterprises, and OAED. This Focus Group will discuss the design of the Employer and Business Ambassador Databases.



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E5: Workshop

Country of venue: Greece || **Leading Organization:** IME GSEVEE || **Date:** 01/04/2021

Workshop at IME GSEVEE's premises, bringing together representatives of the social partners, OAED's Apprenticeship Vocational Schools (EPAS), employer/sectoral associations. This Focus Group will discuss various parameters related to content analysis of the Occupational Specialties to be hosted in the Greek Career Hub of the AppInterN online portal.

E6: Workshop

Country of venue: Spain || **Leading Organization:** PIMEC || **Date:** 13/09/2021

Workshop at PIMEC's premises, among representatives of the social partners, enterprises, as well as its Associated Partner, i.e. the Municipality of L'Hospitalet de Llobregat. The group of participants will work as a Focus Group that will discuss the various aspects of localizing and piloting the Career Hub in Spain.



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E7: Workshop

Country of venue: Italy || **Leading Organization:** *TBC* || **Date:** 25/03/2021

The new Italian partner (*TBC*) will hold a Workshop at its premises, among representatives of the social partners, enterprises, VET schools and VET-related institutions, as well as Roma Capitale. This Focus Group will analyse the various parameters of localising and piloting the Career Hub in Italy.

E8: Multiplier Event in Italy

Country of venue: Italy || **Leading Organization:** ROMA CAPITALE || **Date:** 28/04/2023

One-day multiplier event in Italy, aimed at presenting the advantages of the AppInterN online portal for enterprises and VET students/graduates of specific occupational specialties.



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E9: Multiplier Event in Spain

Country of venue: Spain || **Leading Organization:** PIMEC || **Date:** 25/06/2021

One-day multiplier event in Spain, aimed at raising awareness about the advantages of the AppInterN online portal for enterprises and VET students/graduates of specific occupational specialties.

E10: Final Multiplier Event

Country of venue: Belgium || **Leading Organization:** EVTA || **Date:** 15/07/2023

The Final Multiplier Event is to be held in Brussels, Belgium, at the end of the project's implementation, with a view to presenting and publicizing the project's results to interested audiences and EU stakeholders.



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6.4. EVALUATION

The project will be **internally and externally evaluated**.

- For the internal evaluation the AppInterN **Steering Committee** will be responsible, yet with the support of all project partners. To this end, the Steering Committee will develop a *Quality Assurance Guide*.
- For the external evaluation, an external expert will be contracted.



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Thank you for your attention!