



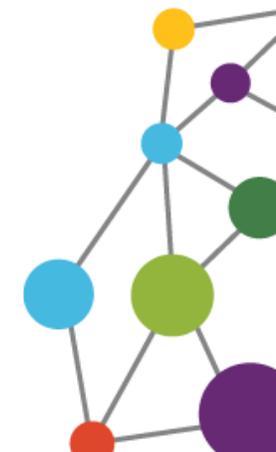
**CHAIN 5 SEMINAR
WORK-BASED LEARNING &
FOCUS ON LEVEL 5
QUALIFICATION**

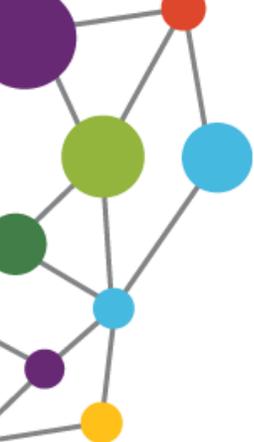
Luton, 9 and 10th November 2017

Project 562049-EPP-1-2015-1-DE-EPPKA3-PI-FORWARD

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WBL AND THE ROLE OF EMPLOYERS

Some thoughts in the course of the project:

- Companies are aware of the importance of training within their organizations
- Training enables them to respond to shortages of certain professional skills
- They stress the importance of financial assistance for training their employees
- The necessary involvement of social and economic agents in planning vocational training, since *"employees and companies understand training requirements better than anyone"*





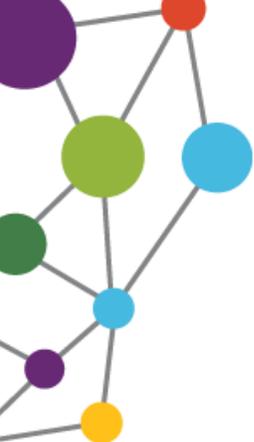
WBL AND THE ROLE OF EMPLOYERS

The current situation:

When it comes to training and skills development, SMEs face several very practical and organizational problems:

- How to identify a training program suited to the company's specific needs?
- How to organize training, for example further training for workers in micro companies where each worker is needed every day?
- How to find financing for training courses?





WBL AND THE ROLE OF EMPLOYERS

How do Chambers of Commerce collaborate with companies?:

Most SMEs, and especially micro-enterprises, do not have departments of HR or do not have sufficient structure. In these cases, the Chambers play an important role as “facilitator” or external adviser of the companies on their training objectives

Chambers of Commerce detect the SMEs training needs through:

- periodic surveys of training needs
- the different services provided to companies
- their permanent knowledge of the business reality: its environment, trends, new developments affecting companies....



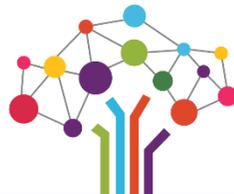


WBL AND THE ROLE OF EMPLOYERS

Spanish Chambers of Commerce are the second formative entity by number of students, after the University.

Common points in relation to training:

- Most of the teachers they have are active professionals with a great deal of experience in their field
- The training they program has a 100% business vision
- They use different formats to adapt to the needs of SMEs: courses, conferences, seminars,...
- They also develop training programs that include a specific tutoring for companies, adapting in this way the training received to the reality of their company





WBL AND THE ROLE OF EMPLOYERS

Spanish Chambers of Commerce and VET:

Most Chambers of Commerce have agreements with the competent Organism collaborating, for example, in the search of companies where students can carry out the Training in Work Centers Module, which is mandatory for students.

Developing programs as: “Stays in companies for VET teachers”, with the fundamental objective of intensifying the relationship between teachers and the world of work and business.

Managing programs in the field of Dual Vocational Training, with the objective of strengthening the quality and extension of the Dual Vocational Training system in Spain through the promotion, advice and support of the participant companies





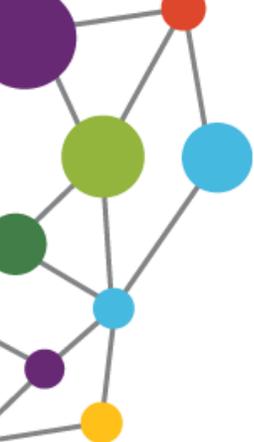
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Spanish Chambers of Commerce are proposing a more active participation and collaboration in the framework of the Training System for Employment (one of the systems that integrate vocational training in Spain, linked to the Ministry of Employment and Social Security, and the Autonomous Communities).

For example:

- A permanent function of prospecting and detection of training needs whose results will be collected in an annual report and will be reflected in the multi-year strategic scenario that will be the reference of the programming of all the training that is imparted in the system. These reports must be done with all rigor so that the courses offered really provide the training that companies need to increase their productivity. Here the Chambers could offer their independence, being one of their functions to look after the general interest.





WBL AND THE ROLE OF EMPLOYERS

- It is envisaged that questionnaires and interviews will be carried out with the participants in the training actions, annual monitoring plans by the Administrations and specific instruments to detect, avoid and sanction cases of non-compliance or infraction.

This would require the involvement of independent agencies in order for the evaluation of the process to be efficient. Once again, the Chambers of Commerce could contribute their independence to help the Public Administrations to carry out the necessary follow-up.

- A commitment of permanent evaluation is introduced in all the phases of the training process and the performance of quality audits of the entities that impart the training.

The Chambers of Commerce could make such assessments with full guarantees





THANK
YOU

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