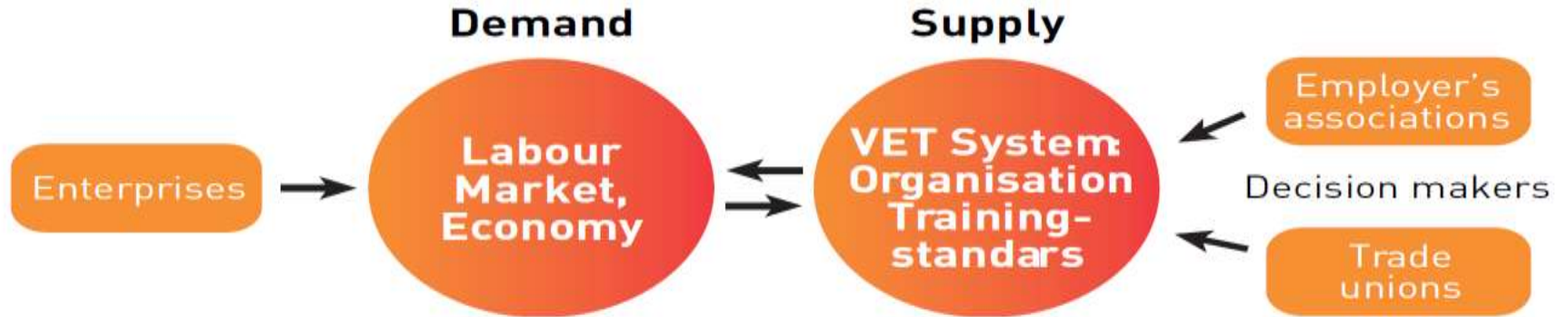

The companies' point of view and role

Companies' influence



Companies' duties

- Providing for the operational, personal and technical suitability
- Signing a contract with the trainee
- Providing a qualified instructor / trainer
- Ensuring that their trainees achieve their training goals within the specified period of dual vocational training to pass the eventual examination
 - Assigning trainees only those tasks related to the particular vocational training program
- Financing the entire own training costs
- Providing the trainees record books and assist them in keeping them

Companies cooperation with VET

Training enterprises co-operate with the second learning venue in the dual system, the vocational school:

- Registration in the responsible vocational school
- Exchange with the school concerning the trainee
- Exchange on technical questions to optimize the training content to the performance of the trainee (in the sense of a good cooperation of the learning venues)

Chambers' role

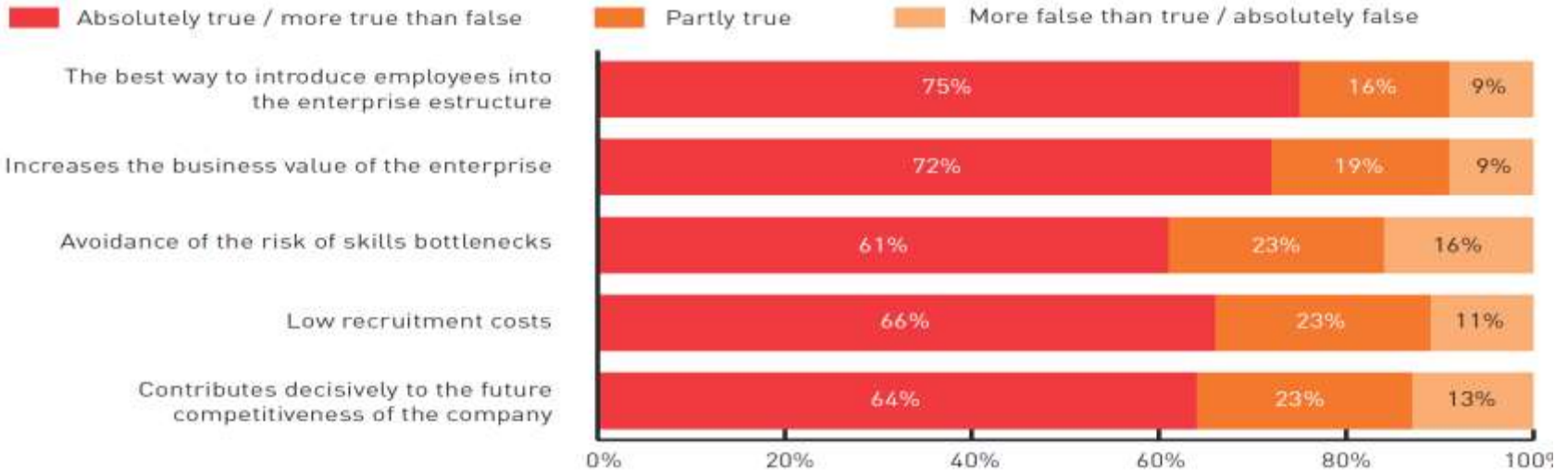
The organisational infrastructure for dual VET training is offered through the chambers:

- Accreditation and reviewing of training companies,
- Registration of training and work experience agreements,
- Maintaining the register of training contracts
- Conducting examinations and certification of trainees and instructors
- Verifying the aptitude of training staff
- Advising firms on all initial vocational training issues via training advisors
- Monitoring execution of training
- Revising of training facilities, training agreements

Best practice idea: engage and get help from your Chamber of Commerce

- In Italy the Chambers do not have by law a role but we had very successful experience in cooperating with them. Try it out to contact your local Chamber to see how they can help you.

Benefits for the companies



Benefits for companies

Why take companies part in dual education? (survey results¹)	
own trainees fit company's needs	94%
acquisition of specialists not available on labor market	93%
low labor turnover through loyal employees	71%
possibility to choose best candidate when considering employment after end of apprenticeship	72%
improving competitiveness in future	64%
avoiding risk of wrong hiring of external candidates	58%
time and cost saving instead of settling-in of external personnel	56%

Arguments to involve companies

- Dual education is a success story
- Use the productivity of the trainees
- Guarantee access to qualified employees
- Reduced costs for integration of external skilled workers
- Less miscasting
- Cost advantages by higher employee's connection
- Improved image

Group activity: Speed marketing



Group activity: Elevator Pitch

- You have 5-10 minutes to prepare a 1 minute speech to convince a company to host your students



Best practice idea: specialised team in contacting companies

- To select and train staff to contact companies, convince them to start cooperating and to keep contact with them.

In-company training key principles

- Vocational training is held under real-life working conditions
- Most of the training can be provided through productive activities
- Companies have the possibility to use complementary practical training in a training alliance

Best practice idea: training alliance

- To foster cooperation among the companies we're in contact with so that they can create a training alliance and cooperate to offer a better training experience to the students and to streamline and ease their work

The in-company trainer

Should have the following competences:

- The technical qualification for the occupation intended to train or an examination for the master's certificate in the sector
- Several years of work experience
- The willingness to participate in a train the trainer seminar preparing on the trainer aptitude examination
- The willingness to work as trainer beside the normal work
- Personal and social competences: interested in training young people and the ability to train

The in-company trainer

The main areas of responsibility of the in-company instructor are:

- Determination of training aims on basis of the occupation profile
- Planning of the training in the company
- Preparation, realisation and control of the training
- Behaviour patterns of the instructor towards the apprentice
- Questions concerning the laws as well as concerning the position of the dual training system in the education

Best practice idea: train the company tutor

- Even though in our countries there is not the standardise role of the in-company tutor it would be a good idea to offer a short training to the person in the company that will have the role to tutor the students.

Checklist for companies

- A good practice to support the new companies getting involved in dual education is to share with them practical checklist

Group activity

- See the checklist given and discuss about it
- Do you agree with everything?
- What would you change?



Best practice idea: company's checklist

- To support the companies that start to cooperate with your organization considered preparing a checklist based on on country/local context to streamline the procedures and improve the experience for all the actors involved.