

Work Based Learning in Romanian Initial VET Goals, Success Factors and Challenges



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COMPACT – Mission, Vision, Values

Over its more than 125 years of existence, COMPACT has progressed steadily, technically and technologically, constantly investing in the quality of its products and services.

Mission

We want to build a secure future for our shareholders, employees and community.

Vision

A company that brings local industrial tradition among the global automotive industry players.

Values

- Understanding and respect for the client
- Performance priority
- Self-confidence
- Compliance with the law
- Honest communication
- respect for the environment
- Investment in people



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Main goal

- **Develop new professional competencies/ skills in a sustainable environment**
 - Develop pupils/ students competencies in modern industrial management and manufacturing
 - Train local Romanian teachers (technical fields of study)
 - Create the sustainable educational environment



Context

- Development of Romanian industry in computer assisted machining.
- Growing demands from COMP A clients.
- Emerging opportunities in accessing partnerships (know-how; funding)



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Initial VET development

- **Partnerships (2005)**
 - REALMECA – modern equipment supplier
 - Ministry of National Education, France; support of French Embassy, Romania
 - “Henri Coanda” Technological High School, Romania, Sibiu
 - “La Fayette Clermont Ferrand” France High School
- **Professionalizing teachers for best modern performance (starting 2005)**
 - Training high school teachers at the source of know-how (REALMECA, France)
 - Implementation and dissemination of knowledge
 - Constant exchange of know-how
 - Teachers access COMP A know-how, processes and equipments (research projects included)
- **Vocational Training Center COMP A**
 - Modern CNC machining learning platform
 - Work Based Learning concept
 - Sustainable development of VET

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Vocational Training Center COMPA

Vocational Training Center COMPA

VTC-CMP established 2005

- through a Romanian-French partnership
- modern platform for **training in CNC machining**
- **continuously developed** for broader coverage of the vocational training for human resources



Goal

- **integrate, maintain and develop the human resources** competencies on a modern, flexible and inclusive labor market.
- **higher level of vocational training**
- **“life-long” approach, including WBL**



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VTC-CMP - Activities



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COMPA contribution in VET development

- **Local educational curriculum development**
 - COMPA may locally influence the content and structure of the curriculum within the national framework (adapt courses to local needs)
 - COMPA representative in Local Committee for Development of Social Partnership (local VET topics included)
- **Traditional relationship with Technological High Schools**
 - Laboratory courses (VTC CMP)
 - Practice courses (VTC CMP)
 - Topics and full know-how & logistics support for pupils' final examination projects
 - Scholarships for selected pupils (VTC CMP)
 - On-going participation of Technological High Schools in partnerships along with COMPA in EU funded projects
- **Consultancy in development of vocational training standards**
 - CNC Operator
 - CNC Machining Technician

Results

- **VTC-CMP – Excellence Training Center**
 - CNC machining
 - Electronic and automation equipment maintenance
- **Human Resources development (COMPA and Labor Market)**
 - **Work Based Learning** concept priority
 - Ensuring **sourcing** of new qualified employees
 - Smoothing professional **assimilation** (induction)
 - **Training** current employees
 - **Retraining** – professional reconversion
 - **Career Coaching & Counseling**
- **Access to further projects and partnerships**
 - EU funded projects
 - Other partnerships for human resources related sustainable development
- **Influence in adapting the VET to actual needs**

COMPA is a pool of:

- **competencies** (over 70 trained and certified tutors)
- **logistics** (fully equipped)
- **rigorous processes** (instruments, methods etc.)
- **proven results**



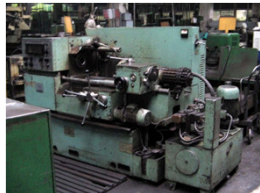


Evolution

This is history. . .



This is present.



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Thank you!

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