

RECOMMENDATIONS ON METHODS OF SUPPORTING YOUNG PEOPLE IN ACHIEVING PROFESSIONAL GOALS

**PROJECT: Methods of supporting young people
in achieving professional goals**

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Partners:

Fundacja Rozwoju Kompetencji i Przedsiębiorczości PROAKTYWNI – Kraków (Poland)

Zespół Szkół Energetycznych (ZSE) – Kraków (Poland)

Centro de Formación Profesional XABEC – Valencia (Spain)

Recommendations are areas for development within the established partnership of three organizations in which they can support each other and which are common to them or can be complementary to methods of supporting young people in achieving professional goals, in particular young people with fewer opportunities.

The recommendations are also intended to be an inspiration for all organizations and schools that aim to develop working methods related to vocational education and inclusion of people with fewer opportunities. We serve all these organizations and schools by sharing the experience of partnership in the project: "Methods of supporting young people in achieving professional goals".

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Recommendation number and name:**1. Volunteering****Development area:**

- **Professional competence**
- **Social and civic competence**
- **Working with a group**

Recommendation description:

Centro de Formación Profesional XABEC, sharing its experiences with Partners as part of a study visit to Valencia, presented the involvement of its students and teachers in volunteering, which is an important element of their work. XABEC students undertook many volunteering actions in social organizations, such as social care homes, senior clubs, or even monthly volunteer trips of students to schools in Africa.

Students at XABEC, under the supervision of teachers/instructors, perform repair, improvement or renovation works in accordance with the scope of professional competences in which they are educated.

XABEC attaches great importance to social contacts with people for whom the service is provided, e.g. through a common meal during the practice with residents of assistance centers, senior homes, or joint meetings with the community of a given organization.

This is an innovative approach to perceiving volunteering as a method of developing professional competences, because in addition to professional skills, students develop social skills such as: communication, empathy, responsibility, self-esteem and acceptance.

Volunteering is an opportunity for students with fewer opportunities for self-development and building self-esteem. Acting in small groups outside school often allows for better functioning of young people suffering from school phobias, depression and other dysfunctions.

These XABEC experiences inspired the Partners to engage young people in their organizations in professional volunteering, taking into account that it will develop professional and social competences in students, and in students with fewer opportunities it will additionally help in better integration

Recommended methods to use :

Thanks to the inspiration taken from XBEC, the team of Zespół Szkół Energetycznych joined the project "Senior-friendly communes". As part of volunteering, students will perform minor repairs in the electrical and IT area for elderly people in the city of Krakow. PROAKTYWNI, on the other hand, accepted ZSE students for professional practice, after which volunteer students will develop IT tools in activities aimed at people with fewer opportunities and test solutions with them.

All partnership organizations intend to develop volunteering in their organisations. Volunteering based on combining professional and social competences.

Recommendation number and name:**2. International work placements****Development area:**

- Professional competence
- Communicating in foreign languages
- Social and civic competence

Recommendation description:

Membership in the European Union gives school graduates opportunities to work in EU countries. Working in the EU means working in a diverse and multicultural environment where everyone uses their professional, social and linguistic skills every day. The possibility of foreign apprenticeships will enable students and young people studying vocational qualification courses to find themselves in a multicultural environment where language and social competences will be key. Internships abroad often give students from poor families the opportunity to go abroad for the first time in their lives.

Recommended methods to use:

Partners within the established partnership have decided and will develop the program of international internships using both the partnership and the partners' network of contacts. The partners getting to know each other and the trust built will allow for the inclusion of people with fewer opportunities who need more support and a precise adjustment of the practices to their needs.

**Recommendation number and name:****3. Cooperation with companies.****Development area:**

- **Implementation of the program**
- **The learning process**
- **Organization/logistics**

Recommendation description:

All partners cooperate with employers in the organization of apprenticeships. It is very important for partners to develop cooperation with new companies and maintain high-quality practices. The partners formulated conclusions that in the process of cooperation with employers the key is:

- the process of acquiring companies cooperating within the practice
- verification of the quality of practices
- including employers in the education process also outside practice
- developing a new cooperation network
- a mechanism for adapting practices to the interests and needs of students, in particular students with fewer opportunities.
- quick response mechanism in the event of failures in apprenticeships

The core curriculum, both in Poland and Spain, enables topics in the area of labor market qualifications to be conducted in classes. This gives the opportunity to adjust vocational education and training to the needs of the labor market. This opens up further opportunities for cooperation with companies through the implementation of these classes by specialists - employees of companies and on the premises of companies.

Recommended methods to use:

Development of high-quality practices taking into account the formulated conclusions.

Employing employees of companies as specialists to conduct classes in the highest classes with the use of laboratories located in these companies.



Involving employers in retrofitting/subsidizing school laboratories - devices, equipment used by a specific employer.

Developing an apprenticeship program tailored to the needs and capabilities of both learners and employers, with particular emphasis on supporting young people with fewer opportunities.

**Recommendation number and name:****4. Work on projects and organization of competitions****Development area:****Professional competence****Social competence****Language Competence****Recommendation description:**

Each of the partners used the project work method or its elements in their daily work.

The solution on which the partners want to work together and which was created during the partnership's work is the creation of international teams of students, which include both people with above-average abilities and skills and people with fewer opportunities.

Teams work with the project method on a previously selected project. This project is to be presented at a competition of innovative solutions created by the partners. Employers will be involved in the assessment team in addition to partners.

During the work of teams, special attention is paid to the development of social competences, which are the basis for including people with fewer opportunities in the work of project teams.

Recommended methods to use:

Detailed refinement of the idea and writing an application for funding the project under the Erasmus+ program or finding other sources of funding.



Recommendation number and name:

5. Technological innovations

Development area:

- Professional competence
- Social competence

Recommendation description:

During the study visits, the Partners got acquainted with how innovative educational tools work through the possibility of testing innovative educational tools by each member of the study visit. These were: a tram driving simulator, robots, virtual reality glasses. These devices were very technologically advanced. The partnership considers cooperation on virtual reality solutions, taking into account the potential of students and external experts.

Recommended methods to use:

Refinement of the idea for the use of virtual reality glasses, taking into account the education of people with fewer opportunities.

Searching for a source of funding for an idea, e.g. innovative projects under Erasmus+.

Recommendation number and name:

6. Winding down the bells.

Development area:

- Organization/logistics

Recommendation description:

In ZSE, students and teachers have always been accompanied by a bell. Taken from good practices of European partner schools, the idea of eliminating the bell is to allow students and teachers to work stress-free. The experience of XABEC shows that the lack of a bell is conducive to the development of time management skills by students when performing tasks during the lesson.

Recommended methods to use:

Switching off the school bell Evaluation of the impact on time management skills (e.g. impact on punctuality).

Recommendation number and name:**7. Raising staff competence****Development area:**

- **Staff competence**

Recommendation description:

All partners believe that each experience of partner contacts within international projects inspires them to better organize their work, use good practices from partners and develop language skills. All this translates into a better quality of work of partner organizations, more adequate support for people with fewer opportunities and is conducive to setting new ambitious goals.

As part of the partnership, PROAKTYWNI shared with their partners basic knowledge in the field of coaching and methods used in coaching to set goals.

This knowledge is to help in setting new goals for the development of partner organizations.

Recommended methods to use:

Submission of an application for accreditation to the Erasmus+ National Agency.

Continuing the partnership in a formal way - new joint initiatives.

Ongoing contacts between partners related to development and its directions.

Mutual support in dealing with difficult situations.

**Recommendation number and name:**

8. Accession of the Zespół Szkół Energetycznych to the International Educational Association INNMAIN.

Development area:

- **Staff motivation**
- **Staff competence**
- **The learning process**
- **Methods and tools**
- **Working with a group**

Recommendation description:

Working in an international environment gives you more opportunities to look at your problems and needs in a broader perspective. It is conducive to improving the language and professional competences of teachers and students. It raises the prestige of the school in the local environment. It allows for frequent international contacts also in the field of sport and culture.

Recommended methods to use:

Signing of a cooperation agreement within INNMAIN.

Since 2012, Xabec has chaired the "Association for Innovation in Industrial Maintenance" (InnMain), which is a network of educational institutions, companies, chambers of commerce and business associations in the field of Industrial Maintenance, which aims to promote innovation in vocational education in Europe. Its main goal is to improve the quality of work of teachers and trainers participating in education and the quality of educational programs.

