



Youth and Skilled Workforce Best Practices from SMEunited Members

Table of content

Table of content.....	2
Introduction.....	6
Promotion of apprenticeship.....	8
Chamber of Trades and Crafts (HOK) – Croatia.....	8
Promotional campaigns.....	8
Chambres des Métiers et de l’Artisanat (CMA France) – France.....	8
Open Day event.....	8
Apprenticeship in the Trades and Crafts Awards.....	9
‘Madame’ Award.....	9
Chambre des métiers – Luxembourg.....	9
Promotional campaign ‘Berufsausbildung.lu’.....	9
Best training company Award.....	10
Campaign #MakersOfLuxembourg. MAKE.SHAPE.CREATE.....	10
Confartigianato Imprese – Italy.....	11
‘Alternanza Scuola Lavoro’ Project (Confartigianato Imprese Lecce).....	11
‘Fiera dei Mestieri’ Event (Confartigianato Imprese Bergamo).....	11
European Builders Confederation – EU.....	11
Campaign ‘Nous Construisons Demain’.....	11
Web series ‘Les experts CAPEB’.....	12
Petita i Mitjana Empresa de Catalunya (PIMEC) – Spain.....	13
Apprenticeship Inter-network: Bringing together VET institutions and enterprises....	13
Small Enterprises’ Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE) – Greece.....	14
Apprenticeships in SMEs in Greece: conditions and challenges.....	14
Guide to Apprenticeship Implementation in SMEs in Greece.....	15
Supporting the professional development part of vocational training courses.....	15
Wirtschaftskammer Österreich (WKÖ) – Austria.....	16
TAZ – Test and Training Centre of the Carinthian Chamber of Commerce.....	16
Zentralverband des Deutschen Handwerks (ZDH) – Germany.....	18
ZDH Image Campaign.....	18

‘Sommer der Berufsbildung’ / Summer of Vocational Education and Training.....	18
Bundesprogramm ‘Ausbildungsplätze Sichern’ / ‘Securing Training Places’ programme	19
Trainee Academy (Berlin Skilled Crafts Chamber)	19
KarriereMobil / Career Truck (Berlin Skilled Crafts Chamber).....	19
Youth Entrepreneurship	21
Chamber of Commerce and Industry (CCCI) – Cyprus	21
Support for young entrepreneurs	21
Chambre des métiers – Luxembourg	21
‘Skilled Crafts Perspective’ Service.....	21
Confartigianato Imprese – Italy	22
Giovani Imprenditori (Young Entrepreneurs movement)	22
‘Scuola Artigiana’ Project.....	23
‘MANI’ (Craft Trades for New Entrepreneurs) Project	23
‘Impresa in Azione’ Project	24
‘C-Lab UNIBS – Contamination Lab – percorso di educazione all’imprenditorialità’ Project.....	24
‘Master di Auto-Imprenditorialità’	25
‘Guessing life - School and work orientation project - A.S. 2019/2020’ Project.....	25
Unie van Zelfstandige Ondernemers (UNIZO) - Belgium.....	26
Projects PLANKGAS and PLANKGAS Pop-up	26
Project STEP	26
Digital Boost Day	26
Workshop on request	26
O&O Professional	27
Wirtschaftskammer Österreich (WKÖ) in cooperation with JA Europe	27
Entrepreneur’s Skills (Pass) Certificate	27
Zentralverband des Deutschen Handwerks (ZDH) – Germany.....	28
Succession Network / Nachfolgenetzwerk Baden-Württemberg	28
MeisterPOWER: an online craft company simulation for educational purposes in school	29
Use of EU Funds.....	30

Chamber of Commerce and Industry (CCCI) – Cyprus	30
European Centre of Vocational Excellence in Microelectronics - ECoVEM	30
Technology-Enhanced Career Management Skills - TechCMS	30
Chambre des métiers – Luxembourg	31
‘Cross-border Apprenticeship’ – Erasmus+ project	31
Chambres de Métiers et de l'Artisanat (CMA) – France	32
Internationalisation of training courses and ERASMUS+ accreditation	32
Professionalisation of the mobility coordinators	32
Strategic partnerships (ERASMUS+ and other programmes and schemes)	33
Confartigianato Imprese – Italy (IT)	36
Eduwork.Net Project.....	36
‘Moves’ Project	36
Confederazione Nazionale dell’Artigianato e della Piccola e Media Impresa (CNA) – Italy (IT).....	37
Incentives for hiring and for attending training courses.....	37
EU SMEs and Craft VET NET Platform.....	37
European Builders Confederation (EBC) – EU.....	38
Construction Blueprint for Skills.....	38
Small Enterprises’ Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE) – Greece	39
METVET: Joint Higher VET Course in the Metal Sector, ERASMUS+	39
Mentor4WBL@EU: enhancing work-based learning.....	40
CoVEs for the Tourism Industry - TOUR-X, ERASMUS-EDU-2021-PEX-COVE.....	41
Apprenticeship Inter-network: Bringing together VET institutions and enterprises through a Network of Career Hubs (AppInterN), Erasmus+ - KA2	41
Zentralverband des Deutschen Handwerks (ZDH) – Germany.....	42
National mobility guidance network: Mobilität ohne Grenzen / “Training without borders” (Erasmus+ Key Action I: Learning Mobility of Individuals).....	42
Construction Blueprint for skills (Erasmus+ Key Action II Cooperation among organisations and institutions).....	42
Erasmus+ Centres of Vocational Excellence COVE - Project 3LoE / Three-level centres of professional excellence: Qualification, entrepreneurship and innovation in the Green Economy	42

Youth Guarantee.....	44
Chambres des métiers et de l'artisanat (CMA) – France	44
Prépa Apprentissage.....	44
CAP Artisanat.....	44
Petita i Mitjana Empresa de Catalunya (PIMEC) – Spain.....	45
Supporting unemployed young people via EU funding.....	45
Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE) – Greece	45
Supporting the labour integration of young people in the agri-food sector	45
Orientation and counselling	47
Chambre des Métiers – Luxembourg.....	47
Basic-Check: tool to help find the right vocational training	47
Confartigianato Imprese – Italy.....	47
GIRL'S DAY Project.....	47
'La giovane impresa' Project.....	48
'Liceo dell'artigianato' Project.....	48
Project 'ORIENTIAMOCI'	49
'Educational path to discover ancient crafts' Project.....	49
'Botteghe Didattiche' Project	50
'Maestri di Mestieri' Project.....	50
'Incontri col testimone' Project.....	51
'Artigiani in Cattedra' Project.....	51
'Orientarsi' Project.....	51
'Seventy years what a history' Project.....	52
'Grand Tour' Project.....	52
Wirtschaftskammer Österreich (WKÖ) – Austria	53
Career Guidance and Information.....	53

Introduction

In the 2021 State of the Union, the President of the European Commission Ursula von der Leyen announced that 2022 would be the [European Year of Youth](#). Following this announcement, SMEunited General Assembly decided to contribute to the European Year of Youth by conducting specific activities in the framework of its [Annual Theme 'Youth and skilled workforce'](#). SMEunited organised two events and gathered best practices to provide a better insight into what its members are doing in different Member States.

The first debate took place on 19 May on the topic "[Making apprenticeship more attractive for SMEs and for youth](#)" during the European Vocational Skills Week. One of the main objectives was to reflect on how Crafts and SMEs can better attract more young people through apprenticeship and tackle labour shortages and skills mismatches. European Commissioner Nicolas Schmit took part in the debate renewing the support of the European Commission for apprenticeship as the best way to ensure a successful transition from school to work. In several Member States, apprenticeship has always been one of the main pillars of the school-to-work transition and the most effective way to provide young people with on-the-job learning. It also provides the necessary supply of skilled workforce for Crafts and SMEs. Apprenticeship strongly contributes to entrepreneurship and ensures a smooth transfer of small enterprises. One of the main success factors of quality and effective apprenticeships is to involve SME representatives and social partners in their governance. SMEunited members invest significantly in the promotion of apprenticeship and its image with the objective to increase the number of young people starting Vocational Education and Training pathways.

The second debate took place on 15 September on the topic "[Young entrepreneurs: from talent to successful businesses](#)" in cooperation with the Employers Group of the European Economic and Social Committee. Stefano Mallia, President of the Employers Group, Martina Dlabajová, Member of the European Parliament, and Igor Kalinic from the Executive Agency for Small and Medium Enterprises took part in the debate. The objective of the debate was to promote youth entrepreneurship as one of the very promising responses to youth employment and a stimulator for innovation and competitiveness of the European economy. In cooperation with educational institutions, SME organisations at national level initiated many programmes aiming to discover

and promote talented entrepreneurs and support them in their journey to create successful businesses. SMEUnited brought these experiences to European decision-makers and to education professionals to ensure that together, we create the right environment and pathways to encourage young people to become successful entrepreneurs. EU countries propose different initiatives and programmes to help young people create businesses, starting from entrepreneurship education and training; information, advice, coaching; financial support and infrastructure including incubators and young entrepreneurs networks. What seems to be a pertinent way forward is to support young people develop entrepreneurial skills from an early age.

Finally, SMEUnited collected and published on its website best practices from its members in four different areas: promotion of apprenticeship, promotion of entrepreneurship, use of EU funds, use of the Youth Guarantee, and orientation and counselling services directly targeting young people.

Promotion of apprenticeship

Chamber of Trades and Crafts (HOK) – Croatia

Promotional campaigns

The Croatian Chamber of Trades and Crafts (HOK) organises annual campaigns to promote apprenticeship at local, regional, and national level. Advisors in regional chambers organise promotion events in elementary schools together with local public employment service administrators, craftsmen and VET schools from the local area to familiarise pupils and their parents with craft occupations and enrolment possibilities as well as employment opportunities after finishing the VET programme for craft occupations.

Due to the restrictions during the COVID pandemic, HOK conducted online promotional campaigns through its Facebook page “[Želim biti majstor!](#)” and through online promotional and information articles emphasising the importance of apprenticeship and craftsmanship.

In 2022, HOK continues with the online campaign and will organise also new promotional activities at fairs and similar events targeting young people. In parallel, HOK continuously promotes the importance of apprenticeship to craftsmen, especially young craftsmen who are potential mentors for apprentices through various workshops, webinars, and info days.

For further information, please contact: Zoran Varga, Advisor for Education, zoran.varga@hok.hr

Chambres des Métiers et de l’Artisanat (CMA France) – France

Open Day event

The training centres managed by the Chambers of Trades and Crafts organised a national open day between January and February 2022 to inform and recruit apprentices on a large scale. On 23 March 2022, a national open day took place involving 137 training centres showcasing more than 350 different courses. Read more information about the event [here](#).

Apprenticeship in the Trades and Crafts Awards

The [first edition of the awards](#) took place on 8 February 2022. Their aim is to promote apprenticeship by highlighting the role and commitment of the actors involved: training centres, apprentices and apprenticeship masters.

There are three categories:

- The "Craft Training Centre" award rewards a particular initiative of the Training Centres (CFA) network to promote apprenticeship in the craft industry;
- The "Apprenticeship Master" award rewards a company coordinator or an employee of a craft company who trains apprentices in their trade;
- The "Apprentice" award rewards a young person in training or an adult undergoing retraining in one of the training centres in the CMA network.

'Madame' Award

The network of Chambers of Trades and Crafts supports women daily and locally in their business creation projects and raises awareness among young people that trades and crafts are an opportunity to express their talents in the labour market. The award is assigned to winners in three categories:

- The "Madame Artisanat" Trophy is awarded to a woman who has been working in a craft business for at least 3 years;
- The "Madame Apprentice" Trophy is awarded to a young woman aged between 16 and 30 years old, who is following a training course in a craft company;
- The "Madame Engagée" Trophy is awarded to a woman who has been working for at least 3 years on projects in fields such as innovation, digital technology, the social and solidarity economy, or who has had a positive impact on her region.

For further information, please contact: Sabine Weger, Project manager, Internationalisation of training courses, weger@cma-france.fr

Chambre des métiers – Luxembourg

Promotional campaign 'Berufsausbildung.lu'

With the [Berufsausbildung.lu](https://berufsausbildung.lu) campaign, the Luxembourg Chamber of Trades and Crafts (Chambre des Métiers), the Luxembourg Chamber of Commerce, the Luxembourg Chamber of Employees and the Luxembourg Chamber of Agriculture, the Ministry of Education, Children and Youth (MENJE), have joined forces to launch an apprenticeship campaign. It underlines the importance of apprenticeship and highlights the common goal: to strengthen apprenticeship and motivate business owners to continue training apprentices - the skilled workforce of tomorrow - and finally, most importantly, to motivate students that apprenticeship is a safe

way to start their careers. In Luxembourg, every year, about 2.000 students start their professional life through an apprenticeship - the most important training for the beginning of a career and a crucial instrument to fight unemployment among young people.

For further information, please contact: Lisa ARENDT, Head of initial training, lisa.arendt@cdm.lu

Best training company Award

During the annual award of diplomas and certificates of completion of apprenticeship in the skilled craft sector, the Chambre des Métiers Luxembourg, together with the Chambre des Salariés Luxembourg and the Ministry of Education (MENJE), rewards a training company that stands out among the others with 'best practices' in the training of apprentices. A video is shown at that occasion to illustrate the outstanding investment and supervision of the trainees, with the aim of being a source of inspiration for other training companies. More information on the latest edition of the award can be found [here](#).

For further information, please contact: Lisa ARENDT, Head of initial training, lisa.arendt@cdm.lu

Campaign #MakersOfLuxembourg. MAKE.SHAPE.CREATE.

The objective of this flagship initiative is to improve the overall image of the crafts activities in order to make the sector more attractive, to motivate more young people to choose a career as a craftsman and ultimately to 'turn the tide' on the shortage of skilled labour. A [#MakersOfLuxembourg campaign](#) was created in summer 2020 under the label 'Made in Luxembourg'. The campaign focused on the human being, the craftsman behind a product, a company and was conducted mainly on social networks which engaged many people to actively participate. The main tool of this campaign was storytelling/content creation. Due to the great success of this campaign focused on labelled companies, it was decided to continue using the hashtag (#) from 2021 onwards for the promotion initiatives of craftsmen. An new 'image campaign' for Luxembourg's crafts activities was launched. To improve the image of Luxembourg's crafts sector and to inspire the younger generation to decide for a craft trade, the 2022 campaign focused on apprentices and apprenticeship.

For further information, please contact: Hanna MEYER, Director Communication and Public Relations, hanna.meyer@cdm.lu

Confartigianato Imprese – Italy

'Alternanza Scuola Lavoro' Project (Confartigianato Imprese Lecce)

This project runs since 2016 and implemented 12 school-work alternation courses. Students had the opportunity to perform office activities, to learn the necessary activities within a business setting, including understanding the role of a business association in supporting SMEs and practising customer service skills in reception services.

Twelve students from four different higher education institutes took part in the project, two companies started two different school-work alternation courses and in 2018, 43 alternating school-work pathways were initiated. Forty-three students from higher education institutions took part in this latest initiative called "The Best World Pizza Champions", organised by "Associazione Pizzaioli Salentini di Confartigianato". The initiative represented a formative and cultural moment, in which issues related to food hygiene were addressed in close relation to the world of pizza.

For further information, please contact: giovanimpreditori@confartigianato.it

'Fiera dei Mestieri' Event (Confartigianato Imprese Bergamo)

Since 2015, this event brings together all stakeholders at local and provincial level in the field of vocational education and training. The main objective is to introduce children and families to Bergamo's training excellence and to orient young people towards an educational pathway that adequately prepares them for the world of work.

This event has reached its 7th edition in 2022. Visit the website to learn more about the different activities that were organised: <https://confartigianatobergamo.it/torna-la-fiera-dei-mestieri-online-dal-4-al-9-aprile/>

For further information, please contact: giovanimpreditori@confartigianato.it

European Builders Confederation – EU

Campaign 'Nous Construisons Demain'

**NOUS
CONSTRUISONS
DEMAIN**



BOUWUNIE, a Belgian member of the European Builders Confederation, recently launched the [campaign entitled “Nous Construisons Demain”](#), aiming at attracting new talents into the construction sector.

The campaign is jointly organised by the Belgian social partners of the construction industry, to break down stereotypes about the construction sector and show it for what it can be: an attractive, versatile sector, full of possibilities, offering opportunities and job security. New technologies and innovative materials are changing the construction industry, with new professions attracting new profiles which have emerged.

All the material developed as part of the campaign is gathered in an interactive website, available in [French](#) and [Dutch](#), including [a TV promotional video](#); actions and events organised at local and national level; factsheets dedicated to trending topics in construction, such as innovation and safety, well-being and inclusion, circularity, etc.; and also an interesting overview and description of the [different professions in construction](#).

For further information, please contact: Fernando Vespa, EBC Projects & Communication Manager (fernando.vespa@ebc-construction.eu) / Elena Petrich, EBC Projects & Communication Officer (elena.petrich@ebc-construction.eu)

Web series ‘Les experts CAPEB’



CAPEB, a French member of the European Builders Confederation, recently launched [a web series entitled “Les experts CAPEB”](#), exploring the various challenges that construction companies and craftsmen face daily to promote a better understanding of the building trades and attract new generations to the sector.

Each episode of this web series, which has eight episodes in total, highlights the know-how and expertise of craftsmen. Transformation of an old house into a passive house with very low energy consumption, renovation of the facade of a 19th-century house made of tufa stone, restoration of the roof of an abandoned house, creation of the exterior woodwork of a manor house, installation of hybrid photovoltaic panels, etc.

With regard specifically to youth, one episode was devoted to the [transmission of know-how between the older and younger generations](#) taking place on the construction sites, but also in laboratories where apprentices can progress at their own pace, to repeat their gestures in order to grow and progress. Exchanges that are essential to ensure the continuity of the craftsmen's expertise.

For further information, please contact: Fernando Vespa, EBC Projects & Communication Manager (fernando.vespa@ebc-construction.eu) / Elena Petrich, EBC Projects & Communication Officer (elena.petrich@ebc-construction.eu)

Petita i Mitjana Empresa de Catalunya (PIMEC) – Spain

Apprenticeship Inter-network: Bringing together VET institutions and enterprises

The project 'Apprenticeship Inter-network: Bringing together VET institutions and enterprises through a Network of Career Hubs' (AppInternN) is an Erasmus+ project launched in October 2020. It aims to strengthen the links between Apprenticeship, VET and corporate responsibility, inviting employers to offer apprenticeship places and jobs to VET students and graduates.

The project is focused on the creation of an online platform called 'Apprenticeship Inter-Network', which will host three national Career Hubs (Greek, Italian, and Spanish). Users of each national Career Hub (which will be bilingual: EL/EN, IT/EN, ES/EN) will be informed about developments in the other two countries, thus ensuring a direct exchange of good practices, expertise, information and knowledge about work-based learning, apprenticeship, and labour market integration. Moreover, it is a conscious objective of the project partners to see the AppInternN include more EU countries and relevant institutions in its e-community, which will recognise its practical utility and further contribute to the promotion of apprenticeship as a way of enhancing youth employability throughout the European Union.

Each Career Hub will facilitate the students' and graduates' search for apprenticeships or jobs through relevant databases, enhance their skills by offering guidance and organising seminars, webinars, information events, study visits, presentations, and job fairs. It can support their contact and collaboration with employers and other labour market stakeholders, and ensure their knowledge and exchange about important sectoral issues.

VET-related institutions and associations, social partners, municipalities, and chambers will contribute to the efficiency of Career Hubs by inviting local enterprises, employers and employer associations to join the platform and be directly linked with apprentices, graduates and future employees.

A particularly innovative aspect of the project consists in the establishment of a new intermediary role: that of the "Business Ambassadors", namely 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 the Career Hubs as volunteers, thus demonstrating both their personal interest and that of their companies in corporate social responsibility.

The project is also targeting disadvantaged groups of students and graduates who have limited access to labour-market information and to the labour market itself.

PIMEC will lead the pilot project at a national level (Spain) and the local associated partner will be the Municipality of l'Hospitalet de Llobregat. They will give support to all the activities of the project, as for that city the relation between VET and the labour market is a priority.

For further information, please contact: Silvia Miro, Director of labour area, PIMEC, smiro@pimec.org

Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE) – Greece

Apprenticeships in SMEs in Greece: conditions and challenges



IME GSEVEE published a [study on apprenticeship](#) focussing on the institutional framework for apprenticeships, the role of SMEs, limitations on the involvement of SMEs in apprenticeships, and policy proposals to strengthen the role of SMEs.

The study includes a series of research findings that point to the need to improve the regulatory texts related to apprenticeships in Greece and to the factors hindering the participation of SMEs in apprenticeship programmes. Additionally, the study indicates the significant gap in information about apprenticeships, as well as the complex bureaucratic and administrative procedures and the associated costs.

The study presents some proposals to strengthen the role of SMEs in apprenticeship programmes, such as the need for the systematic collection of quantitative and qualitative data

on apprenticeship and to provide non-financial incentives to SMEs to strengthen the participation of businesses in the apprenticeship system. Finally, such initiatives should be undertaken, in conjunction with actions targeted at establishing an operational culture in favour of apprenticeship in Greece. Currently, this culture seems to be absent.

For further information, please contact: Despina Valassi, Social Sciences Researcher, valasi@imegsevee.gr

Guide to Apprenticeship Implementation in SMEs in Greece



IME-GSEVEE developed a [guide](#) to strengthen the role of SMEs in apprenticeship programmes. The guide is addressed at entrepreneurs to provide useful information for all stages of implementing an apprenticeship programme.

For further information, please contact: Despina Valassi, Social Sciences Researcher, valasi@imegsevee.gr

Supporting the professional development part of vocational training courses

The initiative aims to integrate into the labour market 2,000 trainees studying in public and private Vocational Training Institutes (IEK), with the aim of providing professional experience through internships. The action aiming to support young people joining the labour market is an initiative of Greek Ministry of Education with the cooperation of national social partners in Greece and the participation of the National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP).

The initiative includes the following actions:

- training in 'professional skills for all' (interview preparation, CV writing, business skills) and social skills (e.g. communication skills)
- creation of training material

- development of an online platform aimed at matching the supply and demand of internships, i.e. between companies offering internships and beneficiaries seeking these positions
- finding internship positions in the private sector in all branches of the Greek economy for 2,000 I.E.K. trainees
- monitoring of the internship by mentors
- training of mentors in counseling the beneficiaries during the internship.

The initiative includes an internship grant for the 2,000 beneficiaries of the programme.

For further information, please contact: Georgia Michalopoulou, Training Coordinator, KEK GSEVEE michalopoulou@imegsevee.gr

Wirtschaftskammer Österreich (WKÖ) – Austria

TAZ – Test and Training Centre of the Carinthian Chamber of Commerce

The Test and Training Centre (TAZ) of the Carinthian Chamber of Commerce is operated by WIFI Kärnten GmbH and exists since 2012. So far, 32,600 young people have completed the test course at the TAZ.

The Test and Training Centre (TAZ) helps young people to discover their individual talents and strengths, provides information about suitable professions and brings companies and potential apprentices together. Young people from the age of 13 (no upper age limit) have the opportunity to get to know their skills on a test course consisting of a total of 30 test stations.

Recognising and promoting competencies

In the TAZ, young people can identify their personal strengths on a test course. The test course consists of 30 stations with theoretical and practical exercises. Based on 19 defined criteria, meaningful conclusions can be drawn about the training opportunities.

The test lasts a total of four hours. Anyone who has completed the test course receives their personal "strength diploma" as well as information about the companies whose requirements they meet.

Apprentices sought and found

Once the personal competencies have been determined, they can be matched to the individual requirements of specific companies. Entrepreneurs can also use the 19 criteria developed in the TAZ to create their requirement profile for their future apprentices. A comparison of the test results with the profiles of the companies brings apprenticeship seekers and training

companies together. Young people thus receive vocational training that suits them, and the companies get top-qualified apprentices.

Target groups

- The main target group of the TAZ are young people aged 13 to 14 years. In Carinthia, around 6,000 eighth-grade students are faced with the difficult decision of where their further education should lead them every year.
- Whole school classes are welcome to be tested – for example as part of careers orientation campaigns – as well as interested individuals.
- Companies also have the option of having several applicants for an apprenticeship tested.

Costs:

A test run in the TAZ costs € 154. The Carinthian Chamber of Commerce bears most of the costs for school classes. Students only pay €20 per person. In addition, the Carinthian Chamber of Commerce takes over the bus transfer to the TAZ in Klagenfurt for school classes - the innovative test option should be available to young people from other districts under the same conditions as those from Klagenfurt.

The Carinthian Chamber of Commerce also supports testing of individuals as well as company testing, so each participant pays only € 33 in this case.

Skills tested in the TAZ

- Mathematics (basic arithmetic, text arithmetic, practical arithmetic)
- German (spelling, grammar, text comprehension)
- Logical understanding
- Technical-physical skills
- Sense of shape and space
- Concentration and observation
- memory/retention
- Task understanding
- Manual dexterity (coarse and fine motor skills)
- Ability to coordinate
- Feeling for materials and forms
- English (grammar and understanding of the language)
- IT hardware and system knowledge
- Commercial know-how
- General education - politics/geography
- Appearance and Conduct
- Communication skills
- Organizational skills

- Persistence

For further information, please contact: Mag. Andreas Görgei,
andreas.goergei@wifikaernten.at

Zentralverband des Deutschen Handwerks (ZDH) – Germany

ZDH Image Campaign

Since 2010, the skilled crafts have been improving their image with a [nationwide campaign](#). The aim of the image campaign is to draw more attention to skilled crafts and to convey a contemporary and modern image of crafts - especially to young people. The campaign presents the different occupational fields of skilled crafts, shows the many developments and career opportunities and thus wants to encourage young people to train in one of over 130 apprenticeship occupations. Some examples:

- Skilled Crafts Ambassadors: the campaign shows real craftsmen who convey the work, attitude and lifestyle of craftsmen and craftswomen.
- Skilled Crafts Song: Benoby "[Let's do something that will stay forever](#)"
- Skills Tracker: young people need to find relevant information on an apprenticeship in the skilled trades in order to find the right placement for them. [Skills tracker](#) is a tool designed to help them to find out what suits them best.

For further information, please contact: Gertrud Hirtreiter, ZDH Brussels hirtreiter@zdh.de

'Sommer der Berufsbildung' / Summer of Vocational Education and Training

During the summer months, the German partners of the "[Alliance for Vocational Education and Training](#)" call for the "Summer of Vocational Education and Training" to strengthen confidence in vocational education and training. As in the previous year, the "[Summer of VET 2022](#)" will bring young people and their parents together with companies and enterprises as well as support institutions and placement organisations and motivate them to start an apprenticeship.

The '[Summer of VET 2021](#)' had around 800 regional events and achieved over 2 million views on social media. In this way, numerous young people and their parents were reached and informed about the excellent job, career and earning opportunities of dual training. Many companies were motivated to offer and fill training places. On nine thematic action days, they demonstrated the comprehensive opportunities for personal development that in-company vocational training offers. The action days were accompanied by a variety of events such as information days or summer camps and appealed to numerous young people.

The "Summer 2021" succeeded in placing vocational and dual training prominently in the public eye regionally and nationwide. The success of the initiative is also reflected in the figures on

the training market: Companies in industry and commerce, skilled crafts and liberal professions concluded two percent more training contracts by the end of September 2021 than in the previous year.

For further information, please contact: Dr Kirsten Kielbassa-Schnepp, Head of Unit ZDH, kielbassa@zdh.de

Bundesprogramm ‘Ausbildungsplätze Sichern’ / ‘Securing Training Places’ programme

The German Federal government adopted a programme called ‘[Securing Training Places](#)’ to support companies economically affected by the pandemic. They receive a subsidy for exam preparation courses for each trainee in their final exam years. The companies are reimbursed up to 50% of the course fees and there are no costs for the trainees.

For further information, please contact: Dr Kirsten Kielbassa-Schnepp, Head of Unit ZDH, kielbassa@zdh.de

Trainee Academy (Berlin Skilled Crafts Chamber)

In the Trainee Academy, trainees in the Berlin skilled crafts sector can find great services: Workshops, tutoring, excursions and more. All free of charge! Courses such as "Maths Crash Courses" or "Life Hacks" are very popular. Twice as many courses "Preparation for the Business and Social Studies Examinations" will take place in 2022 due to high demand.

The Berlin Chamber of Skilled Crafts Trainee Academy started in autumn of 2021 – and has been a great success. The services of the Azubi Akademie support trainees in the skilled crafts in their training activities. More than 100 trainees took part in the courses in 2021 and the number of participants in 2022 is growing steadily.

For further information, please contact: Anne Wiedemann, Chamber of Crafts Berlin, a.wiedemann@hwk-berlin.de

KarriereMobil / Career Truck (Berlin Skilled Crafts Chamber)

With the "KarriereMobil", a team from the Berlin Chamber of Skilled Crafts comes to different parts of Berlin to provide information and advice on open apprenticeship positions in the skilled crafts. The “Counselling and Placement Team” is on the road (wherever young people are) together with other actors from the Berlin Skilled crafts sector, regional youth employment agencies and training alliances.

The objectives are: outreach, counselling in schools and public places, advice on choosing a career and finding an apprenticeship.



For further information, please contact: Anne Wiedemann, Chamber of Crafts Berlin,
a.wiedemann@hwk-berlin.de

Youth Entrepreneurship

Chamber of Commerce and Industry (CCCI) – Cyprus

Support for young entrepreneurs

The Cyprus Chamber of Commerce and Industry participates in the design of the Youth Entrepreneurship Scheme that is implemented by the Ministry of Energy, Commerce and Industry and actively promotes it.

Emphasis is given to the development of new technologies, the use of innovative methods of production and promotion of products and services, the growth of business skilfulness in the sector of environment and generally the promotion of modern enterprising activities aiming at the creation of dynamic and competitive enterprises. This scheme concerns young people who had not any previous business activity in any sector, for at least 6 months before the date of the submission of their proposal, and who are either unemployed or employees.

CCCI also cooperates with the Ministry of Labour, Welfare and Social Insurance for the design of a scheme providing incentives for the employment of youth aged 15-29 who are not in employment, education or training (NEETs). The Scheme aims to alleviate youth unemployment and the sustainable integration of young people in the labour market, by placing them in subsidized jobs and further gaining work experience.

For further information, please contact: Menelaos Xenophontos, Officer Department of International Relations and Economic Diplomacy, menelaos@ccci.org.cy

Chambre des métiers – Luxembourg

'Skilled Crafts Perspective' Service

The '[Perspektiv Handwerk](#)' service of the Luxembourg Chamber of Trades and Crafts, launched in spring 2018, has the mission of promoting the brand image of the skilled craft sector to the target audience of 'young' people and to help them discover the assets of the sector in order to make them aware of the 'skilled craft sector career' and to motivate them to engage in it, or even to reinforce the spirit of initiative and entrepreneurship. The aim is to publicise the diversity and strengths of the trades and skilled crafts. The initiative includes a communication strategy adapted to the target audience concerned, in particular through a

stronger presence on social networks and an active association of the initiative with promotion and communication activities around positive actions for the craft sector. The initiative aims to promote also the 'fair value of crafts' to political and strategic partners.

Actions developed:

- Project "Hallo Handwierk": Development of thematic weeks (e.g. "roofing crafts") around craft trades in primary schools to enable children to discover the passion of craft trades and to appreciate the prospects in this sector (in collaboration with the SCRIPT and the House of Orientation in primary education).
- Discovery of the craft sector and its trades in secondary education: Partnership agreement with the Luxembourg Science Center on the development of a practical discovery of technological and technical activity fields and crafts, via workshops, for young people aged 13 to 17.
- Entrepreneurial schools: Integration of the offer to raise awareness of craft trades into the "Sustainable Entrepreneurial Schools" project, a platform that puts secondary schools, involved in the "Sustainable Entrepreneurial Competence" programme, in contact with partners of the economy.

For further information, please contact: Blanche LAMESCH, Head of the service 'Perspektiv Handwerk', blanche.lamesch@cdm.lu

Confartigianato Imprese – Italy

Giovani Imprenditori (Young Entrepreneurs movement)

In 1987, Confartigianato Imprese created the "Giovani Imprenditori" movement, which represents the specific needs of entrepreneurs under 40. The movement currently associates 56.217 entrepreneurs in 65 territorial groups throughout the country. [Confartigianato Giovani Imprenditori](#) aims to:

- strengthen the representation of young entrepreneurs;
- spread awareness of the socio-economic and political function of the craft enterprise and its contribution to employment;
- encourage the development of youth entrepreneurship;
- promote and support entrepreneurial, managerial, and cultural training actions;
- take action to ensure that conditions suitable for business transfer are continually created.

By promoting studies, analyses and meetings, the Movement aims to support the entrepreneurship of young people, offering services and direct support through its different

territorial offices. Moreover, the Movement constantly works with educational and training institutions to enhance the relationship between young entrepreneurs and the world of work and society.

The young entrepreneurs' Movement works on the following topics:

- Integration and strengthening of STEAM subjects in school curricula
- Generational shift in the workplace
- Self-employment
- School-to-job transition
- Support NEETs (Young people Not in Education, Employment or Training) to become entrepreneurs.

'Scuola Artigiana' Project

The ['Scuola Artigiana' project](#), now in its tenth edition, is promoted by the movement of the young entrepreneurs of Confartigianato Imprese Arezzo and the Arezzo Chamber of Commerce (Tuscany).

Scuola Artigiana aims at:

- bringing the world of school and work closer together by contributing to student orientation;
- building a training pathway that allows safeguarding sectors and production techniques at risk of disappearing;
- providing an initial response to the problem of business transmission and generational turnover;
- broadening the students' technical knowledge;
- transferring to students knowledge and skills on handicrafts;
- giving teachers the opportunity to orient school training to the real needs of the enterprise with mainly practical activities (working phases, production, process and product realisation).

The subjects that can be chosen as part of the Scuola Artigiana project are Fresh Pasta, Confectionery, Ice Cream, Bakery, Photography and Video, Information Technology, Graphics and Printing, Woodworking, Carpentry, Furniture, Mechanics, Coachbuilders, Mechanics, Goldsmiths, Artistic Crafts, Fashion, Aesthetics, Hairdressing, Taxi and Transport.

The last edition confirmed the importance of the project with more than 280 hours of classroom-to-company lessons and over 2,500 students involved.

'MANI' (Craft Trades for New Entrepreneurs) Project

The Young Entrepreneurs Movement of Confartigianato Imprese Udine (Friuli-Venezia Giulia) has promoted this project, which started in 2013 and took place through a competition. The

main objective of the project was to connect the world of handicrafts with the world of young people between the ages of 14 and 35. The initiative included two types of activities:

- a creative competition with prizes aimed at students enrolled in upper secondary schools in the two provinces of Udine and Pordenone;
- a training course for self-entrepreneurship to encourage the birth of start-ups in the area.

For the competition with schools, a different theme was chosen each year (2014-2015 Wood, 2015- 2016 Street Food, 2016-2017 Souvenirs, 2017-2018 Accessible Toys).

The project aimed to raise awareness and provide career guidance to new generations toward the world of handicrafts, opening the dialogue between the world of school and the world of handicraft businesses.

The MANI project was aimed at students enrolled in upper secondary schools and vocational training courses in the Udine and Pordenone areas. Each edition was implemented from May to October.

'Impresa in Azione' Project

This project was carried out by the Young Entrepreneurs Movement of Confartigianato Imprese Udine (Friuli-Venezia Giulia). It is based on an entrepreneurial education programme for students aged 16 to 19 that offers a professionalising experience in close contact with businesses and the world outside the school. This project took place through laboratories and workshops held during school hours for a total of 80-120 hours for the whole school year.

Participating classes establish mini businesses for training purposes and take care of their management, the formulation of an idea and its launch in the market. The learning methodology follows learning-by-doing logic and involves the active involvement of all participants who develop a set of skills typical of self-entrepreneurship and fundamental for future working careers.

'C-Lab UNIBS – Contamination Lab – percorso di educazione all'imprenditorialità' Project

Within this project, the Young Entrepreneurs Movement of Confartigianato Imprese Brescia (Lombardy) held different meetings with students from the University of Brescia to let them experience their first contact with young entrepreneurs and entrepreneurship.

The [project](#) took place through a competition and was developed in four phases:

- acquisition of the personal package, non-technical skills, entrepreneurial vision, goals and action plans;

- team formations;
- communication of the foundational elements of a start-up;
- final competition.

The course was developed in four phases. It started in November 2019, with 48 participants, and ended in September 2020.

‘Master di Auto-Imprenditorialità’

This project involved the Movement of Young Entrepreneurs of Confartigianato Imprese Lodi (Lombardy).

The first edition aimed at including a schedule of five lessons with testimonies, discussions and practical exercises developed by professionals and entrepreneurs on topics of self-entrepreneurship and approaching the world of work.

The second edition of the same project included a schedule of five lectures with testimonies, discussions and practical exercises curated by eleven Young Entrepreneurs of Confartigianato Imprese Lombardy, entrepreneurs dealing with the topics of self-entrepreneurship and approaching the world of work.

‘Guessing life - School and work orientation project - A.S. 2019/2020’ Project

This project involved the Movement of Young Entrepreneurs of Confartigianato Imprese Lodi (Lombardy).

Through this project, addressed to parents and students in the second grade of middle school, an innovative and structured orientation path is promoted to contribute to the reflection of families and enrich the "awareness" through the dissemination of the culture of work and entrepreneurship.

This project provided for several meetings with professors, students and families on dedicated issues. Part of the meeting time was also devoted to hands-on demonstrations of craftsmanship and workshops. Meetings and workshops had been held for the whole school year.

For further information about the projects, please contact:
giovanimprenditori@confartigianato.it

Unie van Zelfstandige Ondernemers (UNIZO) - Belgium

Projects PLANKGAS and PLANKGAS Pop-up

With the project PLANKGAS, UNIZO Onderwijs & Ondernemen (O&O) aims to introduce entrepreneurship to pupils from the 3rd degree of secondary education. During this project, pupils get to know more about how to start their own business. They are invited to work on an idea or concept and to turn it into a concrete and solid business plan.

With the project “Plankgas Pop-up” pupils work out their own business idea and set up a real company. UNIZO Onderwijs & Ondernemen ensures that they can do this within a safe legal framework. Each pupil gets to learn what it is like to be an entrepreneur and which responsibilities are linked with running a business. The free ‘Plankgas Pop-up’ manual offers both teachers and pupils an answer to questions about import, export, taxes, insurances, etc.

Project STEP

The Student Enterprise (STEP) project gives students in graduate schools and universities the opportunity to experience professional entrepreneurship. This project is a pedagogical work form in which students start a real business during the academic year. It offers them a challenging frame where they can use their knowledge and competencies to set up their own company. Searching for an innovative idea, taking risks, finding starting capital, managing the company, etc. The Student Enterprise can be set up in all the higher education programmes and can be embedded in the programme’s curriculum (not required).

Digital Boost Day

The [Digital Boost Day | Onderwijs & Ondernemen \(ondernemendeschool.be\)](https://ondernemendeschool.be) offers a full-day programme with various sessions tailored to students from graduate schools and universities and their lecturers. Students and lecturers can easily switch between the different sessions or they can join chats with experienced and starting entrepreneurs to learn about their experiences.

Workshop on request

With ‘Workshops on request’, UNIZO wants to enable teachers, lecturers and students to retrain their entrepreneurial skills so that they can better pass them on to the pupils and students or develop them for themselves. Various workshops are offered, such as ‘Boost your LinkedIn profile’, ‘Pimento map’, ‘Boost your presentation skills’, and much more. Those workshops can be given online or offline (in the school itself). In addition, they are informed about different tools that are useful to manage a project or business plan. For example, Business Model Canvas, Empathy map, Value Proposition Canvas, Customer journey, Disney Brainstorm, Time management tool, i.e..

O&O Professional

With O&O Professional, UNIZO wants to inspire and connect lecturers in Flanders on entrepreneurial topics. UNIZO offers online webinars with experts in their discipline. After a keynote, there is the possibility to discuss and ask questions. Participants can debate on the topic, exchange experiences and share best practices. With this concept, they get the opportunity to learn from each other and exchange knowledge. Digitalisation is getting more and more important. UNIZO O&O wants to focus on professionalising teachers in secondary schools in the context of digitalisation. Digital tools change the way of teaching and even the way education is organised. Technology may not be the main goal but it can be a useful tool to teach digital knowledge and skills. UNIZO strongly believes that the future of education is digital and that digitisation and entrepreneurship go hand in hand.

For further information, please contact: Cara Van den Cloot, Manager Start, Freelance & Education, cara.vandencloot@unizo.be

Wirtschaftskammer Österreich (WKÖ) in cooperation with JA Europe Entrepreneur's Skills (Pass) Certificate

The Austrian Economic Chamber (WKÖ) introduced the Entrepreneur's Skills Certificate® (Unternehmerführerschein) in 2004 to bring business knowledge and entrepreneurial spirit closer to students. The Entrepreneur's Skills Certificate® consists of four modules. Each module concludes with a standardised exam and a certificate. Module A places the complex focus on basic concepts and basic economic relationships. Module B explains economic content, Module C outlines business basics.

The final module deals with in-depth business management topics and the basics of accounting. In Austria, the UP module concludes with a board examination at the regional Economic Chamber.

Since 2004, 96.500 students starting at the age of 13 from secondary schools and (pre-) vocational schools have completed their Entrepreneur's Skills Certificate® in Austria. Its independence of the type of school, its flexible forms of learning and its legal recognition make the Entrepreneur's Skills Certificate® an educational certificate that is in demand by businesses and schools, as well as by parents.

In 2013, WKÖ joined forces with JA Europe to form the [Entrepreneurship Skills Pass](#). Under this scheme, the Entrepreneur's skill pass is combined with real entrepreneurship experience known as Junior Company.

The Entrepreneurial Skills Pass (ESP) is part of the European Business Campaign on Skills for Jobs, an initiative promoted by CSR Europe and JA Europe, and convening companies to provide an answer to business risks related to skills and employability.

ESP is an international qualification that certifies that students (15-19 years old) with real entrepreneurship experience hold the necessary knowledge, competencies and skills to start a venture of their own or be successfully employed.

The initiative includes a full-year in-school mini-company experience, an examination of business, economic and financial knowledge, and the possibility to access further opportunities offered by small and large businesses, top higher institutions and international organisations across Europe.

The final examination aims at assessing, validating and certifying students' theoretical and factual knowledge (facts, principles, theories and practices related to a field of work or study) as well as their cognitive and social skills (the ability to apply knowledge and use know-how to complete tasks and solve problems) about the most important basic business issues and concepts. It is focused on four main categories that cover the main areas of knowledge students should have acquired during their entrepreneurial experience.

For further information, please contact: Bernd Buchinger, Referent I Abteilung für Bildungspolitik, bernd.buchinger@wko.at

Zentralverband des Deutschen Handwerks (ZDH) – Germany

Succession Network / Nachfolgenetzwerk Baden-Württemberg

Amongst other Chambers, the Stuttgart Crafts Chamber implements a project called [Succession Network Baden-Württemberg](#) (Initiative "Company succession - from practice for practice") to provide targeted information and raise awareness among young people in general education schools, in master craftsmen's schools and degree courses with a focus on "entrepreneurship" and in particular on taking over a skilled crafts business.

The objective behind the project is to show young master craftsmen but also career changers, the opportunities of starting a business through business succession in a target-oriented way.

In addition, it is also necessary to draw attention to career opportunities in the skilled crafts sector in schools in the final year classes, students and early school leavers.

For further information, please contact: Susanne Gall, Susanne.Gall@hwk-stuttgart.de

MeisterPOWER: an online craft company simulation for educational purposes in school

The Chambers of Skilled Crafts Baden-Württemberg offers to students the MeisterPOWER programme. The objective is to provide students in lower and upper secondary schools with a playful tool to acquire economic competencies, experience company operation processes and provide a realistic insight into the activities of the skilled crafts professions. The programme consists of learning software, also called Serious Game, as well as precisely tailored worksheets. The game itself includes, for example, a display of image, solvency, creditworthiness, site progress and resource planning.

In this online business game, students take on the role of a boss of a virtual craft enterprise. No special computer knowledge or prior installation is required. With the help of this learning software, the learners can playfully put their entrepreneurial skills to the test in ten challenging scenarios: They take entrepreneurial decisions, monitor their financial situation and face the challenges of a real business owner. Precisely targeted accompanying materials support a more in-depth exploration of the topics covered by the learning software.

In the MeisterPOWER educational concept, content- and process-related competencies from the education plan for the subject of economics, career and study orientation (WBS) in Baden-Württemberg are taught. In addition, the key perspective "career orientation" is brought up.

The ten learning sessions, which can be completed independently of one another, have clearly defined tasks, assistance and feedback, with a duration of 30 to 45 minutes each and with different levels of difficulty. For each scenario, it is possible to clearly identify which competencies of the educational plan for the subject of business, career and study orientation are addressed.

In addition, the best young entrepreneur in the field of learning software is chosen in an annual competition in Baden-Württemberg. With the support of the Chamber of Crafts in the respective region, hands-on explorations of the world of work can be arranged.

For further information, please contact: Patrick Wolf, Project Manager, wolf@handwerk-bw.de

Use of EU Funds

Chamber of Commerce and Industry (CCCI) – Cyprus

The Cyprus Chamber of Commerce and Industry, to support young people and boost their sense of entrepreneurship and employment in general, participates in several projects funded by the Erasmus+ Programme.

European Centre of Vocational Excellence in Microelectronics - ECoVEM

[ECoVEM project](#) brings together VET centres, polytechnics, industrial associations, and social partners to establish a European cooperation platform of Vocational Excellence in Microelectronics, tackling the challenges of digitalisation, artificial intelligence, green technologies, gender equality and technology, and integration of migrants.

ECoVEM builds on and complements the strengths of national VET systems in countries with more advanced VET and supports the less developed regions to achieve VET excellence. ECoVEM implements innovative instructional approaches towards the life-long capacity to self-regulate learning, hard skills and soft skills using ecosystems-based theoretical models and performance support systems.

ECoVEM contributes to the sustainable VET governance at national and EU levels through the involvement of policy makers in VET and employment, social partners, industrial associations and companies for:

- lifelong teacher training and stimuli for raised teacher's qualification,
- implementing the advanced countries' best practices and approaches to excellence in VET into less advanced regions,
- efficient financial models for VET, including work-based and apprenticeship and investment in VET and applied research,
- rising the role of VET in Smart Specialisation Strategies.

ECoVEM embodies excellence in VET with 21 partners from 7 countries representing CoVEs for EQF 3-8, national and EU industry associations, regulatory bodies in accreditation and certification and social organisations of women in technology and immigrants.

Technology-Enhanced Career Management Skills - TechCMS

The main aim of the Technology-Enhanced Career Management Skills (CMS) - [TechCMS project](#) is to develop and deliver an innovative Virtual Career Guidance and Learning Centre and an online Self-Assessment Tool, in order to enhance the capacity of career guidance counsellors

through training, to provide CMS guidance to young people empowering their Career Management Skills through the use of technology.

TechCMS develops innovative career guidance services and innovative tools for career management for individuals, especially young people, through the delivery of an innovative Virtual Career Guidance and Learning Centre and an online Self-Assessment Tool, of the TechCMS Catalogue and Learning Model and training material to be used in the delivery of capacity-building training for careers professionals and by the provision of career guidance and learning services to individuals.

The TechCMS project fully addresses the three priorities defined by the New Skills Agenda in response to the contemporary challenges of improving skills acquisition and development, reducing skills mismatches, and embracing the digital transformation of the economy:

- Improving the quality and relevance of skills formation through the enhancement of technology-enhanced CMS skills, the quality and relevance of which is widely acknowledged by relevant research and policy at national and EU levels;
- Making skills and qualifications more visible and comparable through the development of the TechCMS Catalogue and Learning Model;
- Improving skills intelligence and information for better career choices through the development of the TechCMS Virtual Career Guidance & Learning Centre and the TechCMS Self-Assessment Tool, the TechCMS Training for professionals, and the TechCMS Guidance & Learning Services Provision for individuals.

For further information on the above project, please contact: Demetra Palaonda, Senior Officer Department of European Affairs & Programmes, demetrap@ccci.org.cy.

Chambre des métiers – Luxembourg

‘Cross-border Apprenticeship’ – Erasmus+ project

In 2020, the Chambre des Métiers Luxembourg submitted a 2-years project within the framework of Erasmus+. The project which was granted by the EU aims to offer financial support to apprentices who do a cross-border apprenticeship, respectively to encourage potential apprentices to do a cross-border apprenticeship. In 2021, five mobilities schemes took place and were subsidised under this programme.

For further information, please contact: Lisa ARENDT, Head of initial training, lisa.arendt@cdm.lu

Chambres de Métiers et de l'Artisanat (CMA) – France

Internationalisation of training courses and ERASMUS+ accreditation

Several types of mobility programmes are offered in the network (inward/outward mobility for apprentices and young graduates of the craft industry):

- Short duration of less than 4 weeks, generally in a group, allowing to understand the trade and the world of work in a European or international context and to develop professional and transversal skills;
- From more than 4 weeks to 6 months-1 year, mobility rather proposed to young people who have recently graduated (less than one year): they have the possibility to do an ERASMUSPRO internship in a partner country of the training centre.

The aim is to develop skills and improve professional practices and techniques. Immersive work in a company in the host country is the central element of all these mobilities, but it can also include training time at the vocational training centre. The regional chamber organisation (via ERASMUS+ accreditation) coordinates the mobility programmes involving mobility coaches based in the training centres.

For further information, please contact: Sabine Weger, Project manager, Internationalisation of training courses, weger@cma-france.fr

Professionalisation of the mobility coordinators

Since the adoption in September 2018 of the Law “*Pour la liberté de choisir son avenir professionnel*” (Freedom to choose one's professional future), apprentice training centres must encourage mobility through the implementation of dedicated staff, called the mobility coordinator. CMA France is involved in a national initiative to professionalise mobility coordinators in its network.

The members of the National Working Group on Apprentice Mobility - WG ATMA - have developed a modular professionalisation programme (→ a total of 34h programme to be followed mainly in synchronous and asynchronous distance learning) aiming at developing the competencies of the staff of apprenticeship training organisations who carry out all or part of the tasks related to the function of the European/international mobility coordinator.

The modular course enables students to master the organisation and management of European and international mobility projects through the management of each step:

- the development and implementation of the project;
- its coherence with the educational programme;
- mastering the appropriate regulatory framework;

- the development of these mobility actions.

This course will also allow participants to see and/or review best practices for communicating in English with a partner European organisation in the context of a mobility project. The entire course, i.e. 7 modules, was tested in 2020 and delivered between early October and late November 2021. 80 mobility coordinators were trained on all or part of the modules with a satisfaction rate of 94% of participants, who felt that the training met their expectations. The next session will take place in autumn 2022.

For further information, please contact: Sabine Weger, Project manager, Internationalisation of training courses, weger@cma-france.fr

Strategic partnerships (ERASMUS+ and other programmes and schemes)

CMA France and the regional Chambers are involved in cooperation and strategic partnership projects (ERASMUS+ and national call for projects). The deliverables of the projects enable experimentation, modelling and, in the long term, the transfer and pooling of expertise and tools/resources within the CMA network on the essential themes for developing the quality of mobility paths:

- Facilitating administrative / financial management;
- Implementing mobility for certification purposes;
- Implementing long-term mobility in training programme;
- Optimising - facilitating the mobility of training staff;
- Implementation of "virtual" or hybrid mobility;
- Promoting / enhancing / supporting the commitment of companies.

List of projects

Facilitating administrative / financial management

KA2 ERASMUS+ « Mobilitimeline » 2022-2025

Contact: CMA de région Pays de la Loire, Eudes BASTIDES, Regional coordinator for international mobility, ebastid@artisanatpaysdelaloire.fr; Tel +33 (0)6 72 53 61 62

Partners: Netherlands, Italy, Spain, Germany, France.

Objectives: This project aims to develop online tools accessible to all learners and mobility coordinators of vocational training centres in different European countries to structure and facilitate the pedagogical support and administrative management of their European mobility projects.

These tools will facilitate and enhance the pedagogical support and administrative management throughout the different stages of mobility projects (promotion, selection, preparation, follow-up, evaluation and capitalisation).

Recognition of competencies acquired during mobility abroad

KA2 ERASMUS+ MC-FIE « Mention Europe » 2021-2023

Contact: CMA de région Nouvelle Aquitaine, Aurélie Bost, European Mobility Coordinator, a.bost@artisanat-nouvelle-aquitaine.fr; Tel +33 (0)6 87 80 50 84

Partners: Catalonia and the Netherlands, Germany, Belgium, France (CMA IDF/ Versailles, CMA Centre Val de Loire / Tours)

Objectives: To take stock and exchange with European partners on the approaches of certifying mobility in their countries; To organise and test mobility for certification purposes based on shared didactics and the reciprocity of the exchanges; To equip the mobility coordinators and develop their competencies to master the mobility for certification purposes; To elaborate recommendations to integrate the mobility in the certification process.

Implementing long-term mobility in apprenticeship

KA2 ERASMUS+: TRaining for APPrentices (TRAPP) 2019-2022

Contact: CMA de Lyon, Sara BOTTI, European and International Project Manager, sara.botti@cma-auvergnerhonealpes.fr; Tel +33 (0)4 72 43 43 68

Partners: Germany, Italy, Finland, France (SEPR and rectorate) + CMA France

Objectives: The TRAPP innovation project aims at facilitating, securing and promoting long-term mobility during apprenticeship and post-apprenticeship, through pilot experiences in the hairdressing and automotive sectors.

The presentation materials and the link to the replay of the closing seminar are now available on the TRAPP project page of the [CMA cooperation](#) platform.

The guides and tools developed within the framework of this experience are also available or in the process of being published on the same page. and concern the legal framework, the maintenance of human resources in the company of departure during the mobility, the pedagogical framework and the recognition and promotion of the mobility in the pedagogical pathway of the apprentice, once he/she has returned to his/her country of origin.

« Mon Apprentissage+ en Europe » (« My Apprenticeship in Europe ») 2022-2026

[Programme d'investissements d'avenir](#)/Investment Programme for the Future (PIA) – Call for expression of interest « Compétences et Métiers d'avenir » (AMI-CMA)

Contact: Association Euro App Mobility, amicma@euroappmobility.eu

Partners: Some forty pilot sites throughout France, including the Pays de la Loire regional CMA, the Normandy regional CMA and the Alsace CMA.

Objectives: The consortium aims to set up experimental long-term mobility actions (from two to twelve months) within partner companies and/or training establishments, integrated into the dual training courses leading to professional diplomas and titles at all levels of qualification. For four years, the aim is to support and demonstrate that this prototyping will enable a move to scale in this field.

Implementation of "virtual" or hybrid mobility

Project in the framework of the CMA France proposal for the call for project DEFFINUM 2021 (ongoing)

Contact: CMA France, Sabine Weger, Project manager, Internationalisation of training courses, weger@cma-france.fr; Tel +33 (0)1 44 43 10 58

Partners: CMAs of the Normandy region (coordination), CMAs of the Auvergne-Rhône-Alpes region, CMAs of the Pays de la Loire region, CMAs of the Occitanie region, CMAs of the Réunion region & OFAJ

Objectives: The quality standards of the new Erasmus+ programme encourage reflection on the organisation of hybrid and virtual mobilities. Support is needed to increase the skills of trainers and the use of digital tools. The project proposes to make an inventory of "virtual exchange" experiences within the network. This inventory would lead to recommendations, proposals for themes, and virtual exchange objectives for learners and MAs. A Spoc Fortrainers online training course would be offered to trainers in order to acquire new skills, use new technologies in their practices, and work together on the drafting of the "virtual mobility of apprentices and masters of apprenticeship" process by producing common tools within the framework of the training course (sheets, video, pedagogical scenario, etc.).

Promoting / enhancing / supporting the commitment of companies

KA2 ERASMUS+: Mobility Ambassador Enterprises 2020-2022

Contact: CMA de Auvergne – Rhône-Alpes, Anne DENEFFLE, Project manager - Training, anne.denefle@crma-auvergnerrhonealpes.fr Tel : +33 (0)4 73 29 42 04

Partners: Austria, Belgium, Italy, Iceland, Germany, France (CMA HDF and CMA Occitanie)

Objectives: Identify the needs of "ambassador" companies and their possible activities to convince peers; Collect and analyse good practices to equip CMAs and companies; Develop and test information and promotion tools (video testimonies of sending and hosting companies)

Optimising - facilitating the mobility of training staff

KA2 ERASMUS+ MOB'INNOV www.mobinnov.eu 2019-2022

Contact: CMA France, Sabine Weger, Project manager, Internationalisation of training courses, weger@cma-france.fr; Tel +33 (0)1 44 43 10 58

Partners: Austria, Iceland, Denmark, Catalonia, Finland and France (Compagnons du devoir)

Objectives: to collect and valorise pedagogical innovations and develop a common organisational framework to develop the impact of staff mobility; to develop reciprocity between partners

Confartigianato Imprese – Italy (IT)

Eduwork.Net Project

Confartigianato Imprese is engaged in the [project Eduwork.Net](#). The project aims at building networks and partnerships between Vocational Education and Training (VET) providers and the world of work at regional, national, and European level. It builds capacity at the grassroots level for the effective implementation of national and European policies for work-based learning and apprenticeships. The project also supports VET providers in organising VET students' mobilities abroad.

The main goals of the project are:

- Establish a network of VET providers and facilitate the exchange of knowledge, feedback and experience of policy implementation; sharing of best practices on VET excellence;
- Improve the quality of VET provision and linkage with the needs of the labour market;
- Enhance the impact and relevance of VET provision for both learners and employers;
- Support transnational mobility of VET students for work placements, implementing the European VET policies for transfer and recognition of learning outcomes and using ECVET.

For further information, please contact: giovanimpreditori@confartigianato.it

'Moves' Project

This project was supported by Confartigianato Imprese Bergamo (Lombardy). The project aimed to promote the mobility of young people and entrepreneurs in Europe under the Erasmus+ project. Representatives of the Youth Movement travelled to Bremen to visit the local Chamber of Commerce and to gain more knowledge about professional systems abroad. Moreover, within the Erasmus+ Projects, the Young Entrepreneurs Movement Bergamo entered a partnership with different professors working in the ICT field from schools in Valencia with a view to a mutual exchange of expertise.

For further information, please contact: giovanimpreditori@confartigianato.it

Confederazione Nazionale dell'Artigianato e della Piccola e Media Impresa (CNA) – Italy (IT)

Incentives for hiring and for attending training courses

From September 2021 to February 2022, CNA Formazione ECIPA took part in the regional project “[Formare per Assumere](#)” funded by Lombardy Region thanks to the European Social Fund. The project has been designed for companies with production units/operating offices in the Lombardy area. It finances employment incentives combined with grants to cover external or internal training costs incurred by the company which hires a new employee.

In order to access the grant, the company needs to have already hired the employee and identified a course provided by an external operator accredited for training by the Region. The measure provides a training voucher, which is an integral part of the contribution, as well as a voucher for personnel selection services.

The hiring incentive, is conditional on the completion of a training course and is differentiated according to the difficulty of entering in the job market: it ranges from 4,000 to 8,000 euros. To these amounts an additional value of € 1,000 is added if the hiring is carried out by an employer with fewer than 50 employees.

The aim of the project is to reduce the mismatch of competences offered by the new employee and the competences requested by the hiring company.

Companies associated to CNA Lombardia requested more than 517,105 euros of incentives and grants for training courses. CNA Formazione ECIPA Lombardia supported 84 companies that hired 98 new employees.

For further information, please contact: CNA FORMAZIONE ECIPA LOMBARDIA, Paolo Giacon, General Manager, info@ecipalombardia.it

EU SMEs and Craft VET NET Platform



The main aim of the [VET NET Project](#) co-funded by the ERASMUS + Programme is to foster, through a bottom-up process and a shared global vision, specific practical collaborations between VET Systems, in order to make them more attractive, career oriented, innovative, accessible, and flexible.

The project also aims to foster mutual learning, peer counselling, capacity building and exchange of best practices between VET SMEs and their representative organizations and Training Networks provided through a virtual learning environment that is based on the mix of formal and informal education.

The project proposes an innovative model that works through a basic structure, a 'Community of VET's Practices'. The project aims to design a program that can work as a repository of 'higher education' models and procedures. The impact is achieved in particular in terms of enhancement of the ability to participate, development of co-design, collaboration and cooperation skills in virtual and innovative environments, strengthening of professional skills, building a more open, purposeful and effective mutual dialogue with policy makers. The dissemination and communication of the project will take place through information and communication campaigns also through innovative web tools, Erasmus+ platforms, networks, and contacts of the participating organization. The targets directly Craft and SMEs VET Providers, SMEs' associations, crafts and freelancers, policy and decision makers, and indirectly universities, schools, associations and networks of workers.

For further information, please contact: Giuseppe Vivace, Director of ECIPA CNA, ecipa@cna.it

European Builders Confederation (EBC) – EU

Construction Blueprint for Skills



The European Builders Confederation is a partner in the Erasmus+ project "[Construction Blueprint – Skills Blueprint for the Construction Industry](#)", which started in January 2019 for four years. The project aims at establishing a new strategy and roadmap for professional qualifications in the construction sector.

Led by the Spanish educational institute *Fundación laboral de la Construcción*, the project brings together 24 partners, including national construction industry representatives, VET providers and the three EU sectoral umbrella organisations: EBC, FIEC and EFBWW. The Construction Blueprint is defined as a **Sector Skills Alliance** expected to improve training in the

construction sector in Europe by enhancing the correspondence between the training needs demanded by companies and the training programmes offered by training centres.

With regard to project activities addressing SMEUnited's annual theme “Youth and Skilled Workforce”, examples include:

- The creation of a [pool of regional, national and European best practices](#) promoting the **attractiveness of the construction sector** as a first vocational choice, especially among **women and young people**
- The development of an [Interactive Map](#) collecting good practices to tackle **skills gaps and mismatches in the construction industry**, concerning energy efficiency, digitalisation, circular economy and health and safety. In addition, many initiatives aimed at **facilitating mobility** in Europe were included in the Map.
- A detailed [Report on Skills Needs Analysis](#) was developed, analysing the **emerging skills needs in the construction industry** in 12 EU countries, providing for each skill a table with identified target groups, current situation, barriers, and measures to be taken. A comparative table of skills was also drawn up.
- A comparative [Study on Occupations and Qualifications](#) in the construction sector in Europe was issued, providing a comparative analysis of **occupational profiles and qualifications** in construction, including a series of recommendations on their **possible modernisation**.
- An [e-learning platform](#) was set up, gathering a series of **online courses** on energy efficiency, circular economy and digitalisation, **available free of charge** to all stakeholders in the construction sector (students, workers, trainers, VET officers, etc.).

For further information, please contact: Fernando Vespa, EBC Projects & Communication Manager (fernando.vespa@ebc-construction.eu) / Elena Petrich, EBC Projects & Communication Officer (elena.petrich@ebc-construction.eu)

Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE) – Greece

METVET: Joint Higher VET Course in the Metal Sector, ERASMUS+

Experts from Greece, Italy, Germany and Belgium are joining forces to create a support for policy reform ([METVET](#)), creating a European offer of adapted and innovative initial training and certification for the metal sector. The training will concern skills' developments (fabrication and installation of aluminium frames), as much as international standards, regulations and certification awareness, based on common transnational curricula.

The project's primary target groups are skilled workers and technical experts, related VET graduates and undergraduate students or unemployed related technicians. However, project's beneficiaries will be also, Chambers & Social Partners, VET providers and of course related technical companies.

For further information, please contact: [Sivitanidios Public School of Trades and Vocations](#)

Mentor4WBL@EU: enhancing work-based learning

In-company Work-Based Learning (WBL) mentors are in the front-line and at the core of quality WBL and they play an important role to achieve a successful WBL procedure. The project [Mentor4WBL@EU](#), in the context of introducing innovation on the continuous professional development of WBL mentors, aims at building a specific procedure for in-company mentors. The development of the relevant competences - basic, transversal, soft, digital - leading to the training, assessment and certification for the work-based learning mentors is the project's main objective. This element is vital for their consequent ability to offer quality work-based learning to apprentices and trainees.

The project:

- promotes quality WBL as intrinsic element of Vocational Educational Training (VET)
- fosters innovative approaches by encompassing organizational "double/triple loop learning" (changing the rules/ learning about learning)
- validating of non-formal & informal learning outcomes with recognition of prior knowledge
- encompasses intercultural competences aligned to the needs of labour mobility & immigrants' social integration
- integrates the use of ICT in competences' assessment & certification
- develops a fully operable competence certification scheme for workplace mentors, supported by an IT platform allowing to manage remote examination by affiliated certification bodies
- ensures transparency, recognition, and validation of qualifications of workplace mentors and it participates to their European mobility.

The project is planned to result in the further development and capacity building of professional mentors via:

- a standardization of qualifications (competence profile & skills needed)
- a learning partnership which will foster mutual trust & peer learning between the different actors involved
- a training culture change within small and medium enterprises (SMEs), mainly targeting to their transformation into quality WBL venues
- the creation of a common culture and philosophy between different countries, on the professional upskilling of in-company mentors

- the evolvement of a common perception on assessment and certification of in-company mentors.

The main outputs of the projects are:

- A full training course for in-company WBL mentors, embedding assessment & recognition of prior knowledge
- An operable ISO 17024 compliant competence certification scheme for workplace mentors
- An e-course for in-company WBL mentors
- An IT platform for remote competence certification of in-company mentors.

For further information, please use the [contact form](#).

CoVEs for the Tourism Industry - TOUR-X, ERASMUS-EDU-2021-PEX-COVE

[TOUR-X](#) is a Center of Vocational Excellence (COVE) Project for the Tourism Industry. TOUR-X envisions to create excellence in tourism through a bottom-up approach where the Education providers of the partnership will enhance their ability to adapt skills provision to everchanging economic and social needs.

The TOUR-X project, co-funded by the European Union is led by a Consortium of 23 experienced partners representing the most prominent VET providers, the tourism sector and regional authorities of the seven countries that the project brings together. Moreover, TOUR-X is going to establish partnerships on a regional level called 'Knowledge Triangles' in Germany, Greece, Italy and Spain, four of the leading countries in the tourism sector of Europe. The Knowledge Triangles are gathering VET providers, representatives of the business sector and public authorities in order to better collaborate and contribute to regional development in the tourism sector.

For further information visit the project's [website](#).

Apprenticeship Inter-network: Bringing together VET institutions and enterprises through a Network of Career Hubs (ApplInterN), Erasmus+ - KA2

The ApplInterN 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).

For further information, please contact: Vassilis Siomadis, Project Manager, IME GSEVEE
siomadis@imegsevee.gr

Zentralverband des Deutschen Handwerks (ZDH) – Germany

National mobility guidance network: Mobilität ohne Grenzen / “Training without borders” (Erasmus+ Key Action I: Learning Mobility of Individuals)

The Skilled Craft Chambers are organising Erasmus+ mobility measures and some of them have completed the accreditation for the current programme.

In 2013, the German Parliament set a national goal that by 2020 at least 10 % of all apprentices have completed a vocational internship abroad. [Training without Borders](#) set up a nationwide, inter-chamber network of mobility coaches who have been contributing to the 10% benchmark since 2009. This network is financed by the Federal Ministry of Economic Affairs and Climate Action (BMWK).

More than 60 mobility coaches in the participant chambers of skilled crafts and chambers of commerce and industry provide apprentices and young skilled workers with advice and support in organising traineeships abroad. A coordinating office supports the network.

For further information, please contact: Christian Sperle, (Head of Unit ZDH), sperle@zdh.de

Construction Blueprint for skills (Erasmus+ Key Action II Cooperation among organisations and institutions)

Construction Blueprint is a European project belonging to the Erasmus+ Programme for implementing a new strategic approach to sectoral cooperation on skills. The consortium involves 24 partners from 12 countries, led by *Fundación Laboral de la Construcción* (Spain).

German partners: Zentralverband des Deutschen Baugewerbes (ZDB), Bildungszentren des Baugewerbes e.V. (BZB) and Berufsförderungswerk der Bauindustrie NRW gGmbH (BFW-NRW).

For further information, please contact: Andrea Oel-Bretschneider, (ZDH Brussels), aelbretschneider@zdh.de

Erasmus+ Centres of Vocational Excellence COVE - Project 3LoE / Three-level centres of professional excellence: Qualification, entrepreneurship and innovation in the Green Economy

The comprehensive provision of green skills is a key priority of the project [3LoE](#). Addressing the challenges of energy, climate and environmental protection, 3LoE establishes Centres of

Vocational Excellence on green economy and implements a wide range of vocational education, training and higher education measures concerning green economy, digitalisation and entrepreneurship.

Project Leader: Hanse Parliament

German partners: Skilled Craft Chambers of Dresden and Hamburg.

For further information, please contact: Hanse-Parlament e.V. (Project Coordination)
contact@hanse-parlament.eu

Youth Guarantee

Chambres des métiers et de l'artisanat (CMA) – France

Prépa Apprentissage

“Prépa apprentissage” is a pre-apprenticeship scheme to enable young people to begin an apprenticeship programme by offering them a “sandbox” to discover and test craft trades. The project targets young people aged 16 to 29 (with no age limit for people with disabilities) with no formal qualification or only compulsory secondary education. The scheme offers a support programme enabling the young person to identify the skills and knowledge he/she acquired, to develop further his/her social skills and to secure his/her entry into an apprenticeship contract. In addition, the company hosting the young person receives support for the recruitment administrative procedures. The duration of the Prépa can span from a few days to several months, depending on the young person’s situation and project.

All the regional CMAs implement this scheme financed by the Skills Investment Plan. From its start in April 2019, 30,000 youngsters participated, and 1/3 (10,700 young people) have participated in projects implemented by the regional Chambers, of which 60% have successfully completed the scheme. Among these youngsters, 71% concluded an apprenticeship contract, 24% started another training programme and 5% are employed.

For further information, please contact: Karin VALET, Project Manager, valet@cma-france.fr

CAP Artisanat

CAP Artisanat is a project concluded in December 2020, led by CMA France and implemented by 14 departmental and interdepartmental Chambers from 16 different territories. This project was co-financed by the European Social Fund and the Youth Employment Initiative with a budget of €3.4 million (Cap Artisanat " An immersion in craft know-how (cap-artisanat.fr).

CAP Artisanat provided orientation, individualised and/or collective support towards craft trades for young people under 26 years not in employment. The project aimed to set up a tailor-made integration programme to identify these young people and support them towards employment in one of the craft trades through two actions: individualised guidance towards trades and crafts and Immersive experimentation of artisanal trades.

The project aimed to integrate 1,850 young people into the labour market. After two years, 70% of them have been integrated.

For further information, please contact: Sabine Weger, Project manager, Internationalisation of training courses, weger@cma-france.fr

Petita i Mitjana Empresa de Catalunya (PIMEC) – Spain

Supporting unemployed young people via EU funding

PIMEC is developing the project [SINGULARS](#) to promote the enrolment, reintegration or return to the educational system of young people through the actions of Orientation and Vocational Training.

The ultimate goal of this project is to ensure that the participants, young people between 16 and 29 years old who are registered in the National Youth Guarantee System, get into the labour market and can start a quality professional career.

PIMEC is also providing companies with [Grants for hiring young people](#). This project aims to support the hiring of unemployed young people for jobs or internships. The project offers support to enterprises and self-employed people who employ young unemployed people under 30 for a year. This project is fully funded by the European Social Fund (ESF).

For further information, please contact: Silvia Miro, Director of labour area, smiro@pimec.org

Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE) – Greece

Supporting the labour integration of young people in the agri-food sector

The aim of the action is to create a structured path for the entry or reintegration of unemployed young people (aged up to 29) into the labour market, through the development and strengthening of professional skills in the agri-food industry. Potential beneficiaries of the project are young people, unemployed people who have completed at least secondary education.

In order to achieve this goal, an integrated intervention plan will be implemented which consists of professional counselling, training, certification of professional qualifications and practical training. In particular, the professional counselling will take place in two phases, the first before the start of the training, while the second phase after the completion of the training and before the start of the internship stage.

The main actions of the project consist in professional counselling, training in professional skills, certification of the trainees and internships.

The training in professional skills will be carried out with the method of on site or remote/distance learning, making extensive use of participatory educational techniques. The topics of the training will focus on different professions such as cheese technician, winery and viticulture technician, technician of meat and meat products in production industry, olive oil processing and standardization officer, technician of wheat and bakery processing, food safety

and quality management officer, food marketing officer, executive for the promotion of exports of agri-food products, agricultural Product Standardization Systems Management Executive, sales executive of agri-food products, information and communication technologies (ICT) specialist in the agri-food sector and agri-food supply chain executive.

Subsequently, the certification of the professional qualifications of the trainees will be implemented, which will be carried out by appropriately accredited/certified bodies. The actions of the project are completed with the implementation of a internship, which is carried out after a personalised matching of the beneficiaries with businesses in the agri-food sector.

The ultimate goal of the implementation of the action is to strengthen the social integration of the unemployed as well as the competitiveness of the agri-food sector in general.

The action aiming to support young people joining the labour market is an initiative of NSRF Executive Structure, Employment and Social Economy Sector of the Ministry of Labour and Social Affairs with the cooperation of Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE).

For further information, please contact: Stathis Kourtidis, kourtidis@imegsevee.gr

Orientation and counselling

Chambre des Métiers – Luxembourg

Basic-Check: tool to help find the right vocational training

The Chambre des Métiers Luxembourg and the Chambre des Salariés Luxembourg have adapted the [Basic-check](#) to the Luxembourg context and offer it free of charge to pupils in secondary education. The Basic-check is a 'neutral' tool enabling pupils to choose their future vocational training, comprising a theoretical component at secondary school and a practical training component in an enterprise. The aim of Basic-check is to offer aptitude tests that show the personal 'ability profile' of students. In two aptitude tests ('standard' and 'praxis'), the Basic-check examines the knowledge and skills of the classes of the third year of general secondary education. It is a valuable orientation tool that helps the pupils in the choice of an apprenticeship (initial vocational training), in addition to the school results. The result indicates in the first place whether the student meets the requirements for learning the desired apprenticeship. To ensure that the Basic-check is an objective, accurate and reliable test, it is regularly checked by independent experts. The Basic-check is recognised as a valid and standardised measuring instrument.

For further information, please contact: Lisa ARENDT, Head of initial training, lisa.arendt@cdm.lu

Confartigianato Imprese – Italy

GIRL'S DAY Project

The movement of the Young Entrepreneurs of Confartigianato Imprese Arezzo (Tuscany), together with the territorial group of Women Entrepreneurs, started the project "[Girl's Day](#)" in 2017. The project aims at attracting young girls into the craft and business world.

The project is for secondary school girls and includes visits to some female-run enterprises. The entrepreneurs welcome the students into their enterprises, show them the work they do and tell them about their professional experiences. At the end of the visit, students produce reports highlighting what they have learnt during the visit. These works are then presented during the project's final ceremony, also in the presence of the women entrepreneurs who were involved

and the other classes, to create sharing, interaction, and knowledge of the female entrepreneurial reality of the area.

In this way, the project:

- Allows the students to get to know local businesses
- Encourage female entrepreneurship and empowerment
- Provides valuable orientation from an early age towards the world of enterprise and craftsmanship

'La giovane impresa' Project

The movement of the young entrepreneurs of Confartigianato Imprese Arezzo (Tuscany) is engaged in the project "[La giovane impresa](#)" (the young enterprise). The objectives of this project are:

- to initiate paths of interaction between the school and the business world to bring the school offer closer to the entrepreneurial needs of the territory;
- to develop decisive experiences for the students' curricular growth, thanks to teaching conducted by entrepreneurs and specific visits to the companies;
- to foster the dialogue undertaken with schools and stimulate the matching of labour supply and demand according to specific professional figures and skills required by companies.
- The project involves several companies in the automation, plant engineering and fashion sectors and several classes at a local institute of higher education.

In addition, collaboration with the Institute of Secondary Education has also led over the years to the structuring of a specific course of study concerning the beauty sector, demonstrating the fundamental importance of the dialogue between schools and businesses, which enhances the educational offer to the benefit of the growth of the entire community.

'Liceo dell'artigianato' Project

The Project "[Liceo dell'artigianato](#)", implemented by the movement of the young entrepreneurs of Confartigianato Imprese Arezzo (Tuscany), was created in 2017 and involves a local art high school. During the project, approximately 30 hours of lessons are held by some local craftsmen who work with the students in the fields of artistic goldsmithing, printing, graphics, photography, and fashion. For about 3-4 months, artisans carry out specific projects together with the students in each of the mentioned artistic areas, from the conception phase to the actual realisation. This allows to:

- transfer to students technical skills, trade secrets and give them a first insight into the world of work

- learn how to implement various project ideas for mutual exchange and growth
- implement a project driven by vocational orientation values.

Some of the projects realised by the students are then used by some companies in the area (e.g. graphic logo studio) or are hosted in specific exhibitions or events. For example, photography projects were held as part of the International Festival of Photography 'Cortona on the Move'. Since 2017, at the end of the school year, a presentation ceremony of the realised projects is organised in the presence of the students, teachers and craftsmen involved.

Project 'ORIENTIAMOCI'

The ORIENTIAMOCI project, promoted by the Movement Young Entrepreneurs of Confartigianato Imprese Macerata (Marche), was implemented to create a better match between labour demand and supply, offering career guidance. The main objective of the project is to boost the link between schools, enterprises, training, and work. The project is articulated through the following activities:

a careful and targeted analysis on the identification of skills and training needs relating to the entrepreneurial sectors concerned, which can most appropriately guide the training implemented within professional institutes;

promotion of orientation meetings, with advice from placement experts, to help young people identify the most suitable school paths;

collaboration in school-work activities to foster dialogue between school and the world of work. Confartigianato Imprese selected the host companies for the students during their internship periods and provided information during orientation meetings, which helped young people understand the great work potential arising from business start-ups.

'Educational path to discover ancient crafts' Project

The Young Entrepreneurs Movement of Confartigianato Imprese Macerata - Ascoli Piceno - Fermo (Marche) led the project aiming at enhancing students to rediscover crafts and traditional trades through the following steps:

- selection and involvement of artisan enterprises operating in a variety of sectors related to artistic crafts (ceramics, weaving, amanuensis, theatrical tailoring, etc.);
- visits to the headquarters of the companies participating in the project willing to receive groups of 7- 8 students at their premises, accompanied by Confartigianato representatives.

During the visits, Confartigianato Imprese representatives provided the students with a brief overview of the employment situation of craftsmen, with a look at the current regulatory situation, prospects and possible developments. This was followed by the artisan entrepreneur explaining his or her work, by showing the students how it is done, why certain choices were

made, and the relationship between tradition and innovation. This initiative was addressed to students enrolled in various high schools in the area.

'Botteghe Didattiche' Project

From 2014 to 2019, UPSA Confartigianato Imprese Bari (Puglia) organised several editions of the initiative "**Botteghe Didattiche**" project.

The project aimed to bring the younger generations closer to the world of artisan work through the creation of itineraries and experiential workshops for the enhancement of these professions and knowledge of the territories. The initiative involved students from various technical, professional and art high schools in the area to orient them to a conscious post-school path.

Each edition of the initiative dealt with different aspects of crafts work:

Educational Workshop on Tour 2014 (2-21 May - 60 students) - [Ancient Crafts and Historical Workshops](#);

Educational Workshop on Tour 2015 (27 April-6 May - 88 students) - [Artistic Crafts Fashion and Design - Tradition and Innovation](#);

Educational Workshop on Tour 2017 (6-24 February - 87 students) - [Audiovisual Languages - Knowledge, Traditions and Territory](#);

Educational Workshop Lab on Tour 2018, Eco Design and Green Economy (14 May-8 June - 70 students) - [On the Way to the Sustainable Future](#);

Educational Workshop Lab 2017 (27 November - 16 January - 120 students) - [At School of the Craft](#);

Educational Workshop Lab 2018/19 (10 December – 18 January - 86 students) - [Costume for the Performing Arts: History, Creativity and Technique](#).

'Maestri di Mestieri' Project

This project was sponsored by the Women's Business Movement of Confartigianato Imprese Udine (*Movimento Donne Impresa*). The goal of the initiative was to bring children closer to craftsmanship related to creativity, design, manual skills and culture. Children from several local primary schools in the province of Udine were involved in workshops led by craftsmen, through different stages:

- introduction to craftsmanship;
- practical exercises for the realisation of a finished product made by the children, under the guidance of a master craftsman, through raw materials, processing techniques acquired through participation in the workshops and their expressed ability and creativity.

- The project ran for 15 years, and each workshop was 4 hours long.

'Incontri col testimone' Project

Through this project, the young entrepreneurs' movement of Confartigianato Imprese Padova (Veneto) takes part in a series of meetings with several craftsmen who talk about their professional experiences.

The project aims to convey the characteristics and values of craftsmanship to students with alternative tools; for this reason, the intervention of the craftsman entrepreneurs is based on a short presentation explaining key concepts of craftsmanship through videos and images illustrating the characteristics of the company. To date, 8 meetings have been held in front of 18 classes, totalling about 380 students.

'Artigiani in Cattedra' Project

In this project, students from technical schools with a focus on mechanics are involved in laboratory activities during the whole school year. This project was held by Confartigianato Imprese Padova (Veneto) and several high schools in the territory.

Laboratory activities require the joint participation of an entrepreneur, an expert in the mechanic field, and an engineering professor; they jointly choose the part that the students are to design using CAD.

During the workshop hours, the craftsman goes to the classroom every 2 weeks to coordinate and support the students. In the lab class scheduled in the following weeks, students will finish the assignments supported by the teacher, so that they will be ready for the next lesson in which the craftsman will continue with further deliveries.

The project is expected to be resumed the following year. Students will be able to transfer from CAD to CAM and move to toolpaths by physically producing the part, also with the help of companies that will be able to host directly in the company and follow the students in the practical part.

'Orientarsi' Project

This project was held by Confartigianato Imprese Padova (Veneto) and several schools of the territory, including several activities:

- orientation and testimonies of entrepreneurs - specific to each field of study or specialisation with mentorship action for students;
- internships - Proposal of companies that host students during their internship;
- project work - involving the activation of sector-specific project work;
- training for teachers of higher technical pathways for fostering their technical skills;
- company visits;

- orientation paths aimed at families to accompany their children toward an informed choice;
- training on public speaking.

'Seventy years what a history' Project

Confartigianato Imprese Grosseto (Tuscany) promoted this project to introduce secondary school students in the territory of Grosseto to the history, reality and contribution of the most well-known and significant artisan sectors in the area.

The project was implemented through dedicated training meetings held by craftsmen. During the training meeting with the chosen craftsmen, the entire class was present, and the training meetings were followed by company visits. The final step of the project was the development of a final work presented and awarded at an official event.

The main objectives to be achieved through participation in the project were:

- the implementation of school-to-work alternation projects in the handicraft sector;
- the relocation of craft workshops, through the invitation extended to entrepreneurs to tell their stories in schools;
- bringing young students closer to business activities;
- to stimulate personal and professional growth with a view to continuous orientation;
- reducing the gap between the educational institution and the world of work.

'Grand Tour' Project

This project involved the Movement of Young Entrepreneurs of Confartigianato Imprese Lodi (Lombardy).

It included a schedule of visits to the most representative businesses of Lodi to enable students to observe on-site specific productions. In the context of these visits, the commitment of the companies involved takes the form of organising an explanatory tour through different production sites, using necessary safety devices where required. Students were asked to make a final report on each visited company, and all these elaborations were presented during the closing day of the project

For more information about the following projects contact: giovanimpreditori@confartigianato.it

Wirtschaftskammer Österreich (WKÖ) – Austria

Career Guidance and Information

In the past 25 years, WKÖ has continuously stepped up and improved its offer for career guidance and information. This was done with the express goal of providing neutral information about all relevant educational routes and career options. Every young person in Austria has access to various “basic services” in career guidance and information which are provided by the Economic Chambers in their career centres. For many years free services have been stepped up, and assessment structures for the 13+ target group are available area-wide.

Basic Services

Amongst other things, basic services include face-to-face counselling, counselling for school classes, workshops for young persons and teachers, online interest profiles and first-time counselling at career fairs

Potential Analysis

After a three-hour test, the results are analysed by psychologists at an in-person consultation. A potential analysis is also available for adults and businesses, and it is subject to a fee.

Talent Checks

In most provinces, assessment/counselling is free of charge for young persons. These offerings are organised by the Economic Chambers and held in schools and/or on the premises of the Chambers. The [checks](#) are available almost area-wide; they are addressed to young people in their 7th or 8th year of schooling. Parents are usually taken on board in subsequent counselling.

Bic.at – Online career information offered by the Economic Chambers

[BIC.at](#) is a free online tool of the WKÖ which offers an excellent first insight into the vast choice of options for careers and study programmes. Alongside descriptions of about 2,000 occupations and related educational options, it includes “Career Choice” and “Interest Profile”, important instruments of career guidance.

Virtual reality tours

No other digital medium currently offers the opportunity to deal so directly and intensively with the various professions. Using state-of-the-art virtual reality technology "[right in the middle instead of just there](#)", users can surf through professional worlds. It can be used on all devices from VR-glasses to laptops, smartphones or tablets via a web app. A smartphone or tablet is a "window" into the virtual professional world. More than 150 VR glasses are available in the WK career information centres throughout Austria. With "cardboard glasses", a modern tool for teaching is also offered in schools as part of career orientation lessons.

Career Check for Young Adults

The target group is young adults aged 17 to 25 in phases of professional (re)orientation - in particular, AHS high school graduates, dropouts, school and study changers. During the career check, psychological tests of interests, skills and aptitudes are carried out, including counselling. The Career Check provides concrete assistance in educational and career choice decisions and shows where there is potential and opportunity in the labour market.

For further information, please contact: Petra Duhm, Education Department,
petra.duhm@wko.at