

## TWAINÉ - 3.way in Europe

DE/12/LLP-LdV/TOI/147541

<http://www.adam-europe.eu/adam/project/view.htm?prj=10045>

## Project Information

Title: TWAINE - 3.way in Europe  
Project Number: DE/12/LLP-LdV/TOI/147541  
Year: 2012  
Project Type: Transfer of Innovation  
Status: completed  
Country: DE-Germany  
Marketing Text: Transfer of a German model of vocational training called the 3. way. This modular approach aimed on young people with special needs to complete a vocational training course.

**Summary:** A huge number of young people under 25 years in the EU were unemployed. Often these young people dropped out of school system and find no access to education and labor market.  
It is particularly important for these young people, to facilitate the possibilities of developing the necessary skills for the job market. A large proportion of them are looking for an apprenticeship is not equipped with the skills that are required to be used sustainably in the labor market. These young people do have a desire to get an education, get but because of their multiple funding requirement in the control systems, no chance to earn a diploma. It is therefore for this target group, which has already been taken by all control systems, particularly important to apply concepts and methods that are included in a special way on the strengths and developmental needs of young people and encourage them individually.  
For this reason, the state of NRW is the funding concept "3 Developed way in vocational training ". This approach is specifically aimed at the target group of young people who are training willing but not trainable. Core elements of the "3 Way "is an individual training and education planning, which enables the young people" step by step "to come to the conclusion of training, an intensive interaction between learning sites (closer cooperation between training) and an accompaniment in the form of coaching education. The concept of the 3rd Path clearly orientated towards the needs of young people and the needs and demands of the industry relevant training.  
In the context of innovation transfer to the particular approach of the 3rd Path to be tested with its own methods for achieving the occupational competence, at the European level and developed. The exchange will take place on the background, as it is possible to provide young people in an efficient manner the necessary skills for the job market.  
The transfer takes into account both the core elements of the innovative "3 Way "as well as the characteristics and strengths of the specific vocational training systems in the participating countries. The transfer of existing concepts and to test the methodology and implementation of the educational partners lead to the development of vocational training systems in the respective countries.

**Description:** In December 2012, the initial meeting of all participating project partners took place in Bochum. Clarifying organizational questions, responsibilities and the implementation of the work plan within the project were the focus here.  
Arrangements for the work on a local level have been made. The local tasks were to organize the formation of a pool of regional actors and the preparation of the reports of the respective national systems of vocational training.

The transnational meeting of the project partners again took place in Bochum in March 2013. Within an official public kick-off meeting, the pilot project "3rd way in the vocational training NRW" was presented once again and the developments and the implementation were reflected retroactively. Dr. Buschmeyer (G.I.B.) spoke about the history and the core elements of the support framework initiated by the state of NRW. During the talk afterwards, regional actors of the Federal Agency of Employment, of the Chamber of Industry and Commerce, of the vocational school, former trainees and network partners discussed their experiences during the NRW pilot project "3rd way". The European project partners got the opportunity to compare notes with the regional actors. In the course of the transnational meeting initially, the respective systems of vocational training in the participating partner

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countries were analysed. The current economic conditions for the respective region and the current training and labour market situation were considered in this connection.

The consideration of the different vocational systems showed the diverse approaches how the young people in the partner countries shall be led to a possible vocational qualification. On this basis, the situation of the described target group was focused. Here, it became apparent that in all participating partner countries a high number of young people did not have the competences to be employed in the labour market sustainably or to achieve a successful professional degree within the existing control systems. In this context, the experiences of the Gewerkstatt with the support framework "3rd way in the vocational training NRW" were presented in detail. Using the example of the profession "Skilled employee in hotel and restaurant industry", the project partners received translated materials concerning the apprenticed profession, such as the training framework plan and the training modules used in the "3rd way". To work with the job folder as well as the handling of learn and work orders were introduced and discussed with regard to the possibilities to transfer them into the partner countries.

A further introduction into the methodological approach of the "3rd way" took place in Bochum in April 2013 within the scope of the trainer workshop. Trainers and teachers of the participating partner countries took part in different workshops to become acquainted with the methodological approach and the didactic materials.

This included took part in vocational school, participation in professional practical sessions with trainers, description of support planning, learning processes and representation of cooperation of learning location. The trainer workshop was a precondition for the testing phase of the project partners taking place from October 2013.

The work at local level took place continuously during the other phases. The participating regional actors compared notes on the current developments in the project. To prepare for the testing phase, information events have been implemented to advice parents, other teachers and potential participants on the process.

During the second transnational meeting in Kolberg in September 2013, further details for the testing phase were discussed with all partners involved. Out of two training modules two learn and work orders each were selected which shall be edited in the local partner countries with one group of participants.

Learn and work orders to be processed were translated into the mother tongue each. Ideas for the possible implementation at local level have been exchanged. The individual possibilities of the project partners and questions about deployment of staff, participant structure and group size were discussed in the team of all participants.

Furthermore, the website and the blog of the project were presented. The blog informs of contemporary issues as well as being a forum for comparing notes between all participants within the testing phase.

For September 30, 2013, the interim report was prepared.

The home page of the project is continuously updated and available in four languages. The testing phase is carried out until March 2014.

Representatives from Germany and Poland will support and accompany the partners during the implementation in the course of a monitoring visit.

At the next project meeting in France in March 2014, the Polish partner will present a report about the implementation of the testing phase. The experiences of the partners with the implementation of the learning approach "Model of complete action" are the subject of this report. This is an essential element of the pilot project "3rd way".

Afterwards, events are carried out from all participating partners at local level, with the aim to discuss the experiences made during the testing phase with the local actors and to pass on the results to interested institutions of vocational training. This will be prepared at the meeting in Italy in May 2014.

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Furthermore, all products created during the project will be published and prepared for the final report.

In October the final conference was held in Malta.

Project results and white book on 3rd way implementation were presented and shows that the approach and methods were easily transferable to other countries and could be sustainably adapted to other target groups and the specificities of other training systems.

The project also showed a large impact on trainers and trainees. They learn how to use training modules as a tool for individual support and successful learning and teaching. For trainers it was also a sustainable experience to have a changed role in the training process. There was a lively exchange of views about the work with new learning materials and tools in their own countries. Work with the approach of the 3. Way sustainably implement in the participating partner organizations. Teaching methods are permanently applied and transferred to new courses. A further effect of the project was shown by the events at local level. The results of the test phase, which showed an increase of the professional competence have been very well received by the participants of the training.

It also developed networks, which want to intense and exchange information on the approach to apply in their organizations.

The vocational training system in the partner countries no longer meets the requirements of the economy. Also stakeholders of the VET system see in the approach a way to allow the target group an access to the labor market, especially the increase employability and the ability and motivation to occupational and geographical mobility.

The project was completed on 30.10.2014.

Themes: \*\*\* Access for disadvantaged  
 \*\*\* Initial training  
 \*\* Recognition, transparency, certification  
 Sectors: \*\*\* Accommodation and Food Service Activities  
 \* Other Service Activities

Product Types: CD-ROM  
 evaluation methods  
 modules  
 teaching material  
 program or curricula  
 website

Product information: Information sur les produits, essai, application et possible mise en œuvre des méthodes dans les pays partenaires participants. Les résultats sont publiés dans un livre et sur CD.

Projecthomepage: [www.twaine.eu](http://www.twaine.eu)

## Project Contractor

Name: Gewerkstatt  
City: Bochum  
Country/Region: Nordrhein-Westfalen  
Country: DE-Germany  
Organization Type: others  
Homepage: <http://www.gewerkstatt.de>

## Contact Person

Name: Werner Fuhrmann  
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Homepage: <http://www.gewerkstatt.de>

## Coordinator

Name: Gewerkstatt  
City: Bochum  
Country/Region: Nordrhein-Westfalen  
Country: DE-Germany  
Organization Type: others  
Homepage: <http://www.gewerkstatt.de>

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## Partner

### Partner 1

Name: Future Focus Ltd  
City: Floriana  
Country/Region: Malta  
Country: MT-Malta  
Organization Type: others  
Homepage: <http://www.futurefocus.com.mt>

### Partner 2

Name: Academie Limoges  
City: Limoges  
Country/Region: Limousin  
Country: FR-France  
Organization Type: public institution  
Homepage: <http://www.ac-limoges.fr>

### Partner 3

Name: Pracownia Kształcenia Zawodowego "Voca Train" w Kolobrzegu  
City: Kolobrzeg  
Country/Region: Zachodniopomorskie  
Country: PL-Poland  
Organization Type: continuing training institution  
Homepage: <http://vocatrain.w.interia.pl>

### Partner 4

Name: Centro di Formazione Turistico Alberghiera "Elio Miretti"  
City: Varrazze  
Country/Region: Liguria  
Country: IT-Italy  
Organization Type: continuing training institution  
Homepage: <http://www.cfpmiretti.it>

## Partner

### Partner 5

Name: GRETA Haute Vienne  
City: Limoges  
Country/Region: Limousin  
Country: FR-France  
Organization Type: continuing training institution  
Homepage: <http://www.reseaugretalimousin.com>

### Partner 6

Name: ISFORCOOP  
City: Savona  
Country/Region: Liguria  
Country: IT-Italy  
Organization Type: National Agency  
Homepage:

## Project Files

AB\_Fk\_Gastgewerbe.pdf

[http://www.adam-europe.eu/prj/10045/prj/AB\\_Fk\\_Gastgewerbe.pdf](http://www.adam-europe.eu/prj/10045/prj/AB_Fk_Gastgewerbe.pdf)

Evaluation project report (2).pdf

<http://www.adam-europe.eu/prj/10045/prj/Evaluation%20project%20report%20%282%29.pdf>

Jobmappe NRW -gesamte Fassung.pdf

<http://www.adam-europe.eu/prj/10045/prj/Jobmappe%20NRW%20-gesamte%20Fassung.pdf>

publication de.rar

<http://www.adam-europe.eu/prj/10045/prj/publication%20de.rar>

RahmenplanFachkraftGast-data.pdf

<http://www.adam-europe.eu/prj/10045/prj/RahmenplanFachkraftGast-data.pdf>

## Products

- 1 leaflet and poster
- 2 state of the art report
- 3 Evaluation report
- 4 Weißbuch
- 5 Whitebook
- 6 Livre blanc
- 7 Il libro bianco
- 8 Biata ksiega

## Product 'leaflet and poster'

Title: leaflet and poster

Product Type: others

Marketing Text:

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages: English

## product files

english.pdf

<http://www.adam-europe.eu/prj/10045/prd/1/1/english.pdf>

french.pdf

<http://www.adam-europe.eu/prj/10045/prd/1/1/french.pdf>

german.pdf

<http://www.adam-europe.eu/prj/10045/prd/1/1/german.pdf>

italian.pdf

<http://www.adam-europe.eu/prj/10045/prd/1/1/italian.pdf>

polish.pdf

<http://www.adam-europe.eu/prj/10045/prd/1/1/polish.pdf>

## Product 'state of the art report'

Title: state of the art report

Product Type: transparency and certification

Marketing Text: report of the different VET Systems

Description: VET Systems in Germany, Poland, France, Malta and Italy

Target group:

Result:

Area of application:

Homepage:

Product Languages:

### product files

#### 2.3. state of the art report.pdf

<http://www.adam-europe.eu/prj/10045/prd/2/1/2.3.%20state%20of%20the%20art%20report.pdf>

## Product 'Evaluation report'

Title: Evaluation report

Product Type: evaluation methods

Marketing Text:

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages: English

### product files

Evaluation project report.pdf

<http://www.adam-europe.eu/prj/10045/prd/3/1/Evaluation%20project%20report.pdf>  
Evaluation Project Report

## Product 'Weißbuch'

Title: Weißbuch

Product Type:

Marketing Text: Beschreibung der Umsetzung des Ansatzes des 3. Wegs im Rahmen des Projektes "Twaine"

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages:

### product files

white book\_de\_body.pdf

[http://www.adam-europe.eu/prj/10045/prd/4/1/white%20book\\_de\\_body.pdf](http://www.adam-europe.eu/prj/10045/prd/4/1/white%20book_de_body.pdf)

## Product 'Whitebook'

Title: Whitebook

Product Type:

Marketing Text: 3rd way approach implementation within twaine project

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages:

### product files

white book\_de\_body.pdf

[http://www.adam-europe.eu/prj/10045/prd/5/1/white%20book\\_de\\_body.pdf](http://www.adam-europe.eu/prj/10045/prd/5/1/white%20book_de_body.pdf)

## Product 'Livre blanc'

Title: Livre blanc

Product Type:

Marketing Text: Livre blanc sur la mise en oeuvre de l'approche Twaine dans le cadre du projet

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages:

### product files

white book\_fr\_body.pdf

[http://www.adam-europe.eu/prj/10045/prd/6/1/white%20book\\_fr\\_body.pdf](http://www.adam-europe.eu/prj/10045/prd/6/1/white%20book_fr_body.pdf)

## Product 'Il libro bianco'

Title: Il libro bianco

Product Type:

Marketing Text: implementazione dell approccio 3.way

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages:

### product files

white book\_it\_body.pdf

[http://www.adam-europe.eu/prj/10045/prd/7/1/white%20book\\_it\\_body.pdf](http://www.adam-europe.eu/prj/10045/prd/7/1/white%20book_it_body.pdf)

## Product 'Biata ksiega'

Title: Biata ksiega

Product Type:

Marketing Text: wdrazania podejscia 3.drogi w ramach projektu

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages:

### product files

white book\_pl\_body.pdf

[http://www.adam-europe.eu/prj/10045/prd/8/1/white%20book\\_pl\\_body.pdf](http://www.adam-europe.eu/prj/10045/prd/8/1/white%20book_pl_body.pdf)

## Events

### Final conference

Date 22.10.2014

Description Presentation of the project;  
Information and exchange on the implementation options in the participating countries

Target audience Stakeholders in VET, interested public

Public Event is open to the public

Contact Information Roseanne Galea  
Future Focus

Time and place 22.10.2014

### Transnational partners meeting

Date 21.10.2014

Description Final publication, finances, evaluation report

Target audience all project partners

Public Closed event

Contact Information Rosanne Galea

Time and place 21.10.2014  
Future Focus Ltd  
Floriana

## Events

### Dissemination Seminar

Date 20.05.2014

Description Introduction of the Twaine Project.  
Italian experience within Twaine Project.  
Vocational and Training courses in Liguria.  
Methodology Implementation.

Target audience Public.

Public Event is open to the public

Contact Information Monica Campana, ISFORCOOP

Time and place 20th may 2014.  
ISFORCOOP Savona, Varazze.

### Transnational partners meeting

Date 19.05.2014

Description Final publication, finances, report, evaluation, next steps.

Target audience All project partners.

Public Closed event

Contact Information Danilo Ravera, Isforcoop  
Monica Campana, Isforcoop

Time and place 19th-21st may 2014.  
ISFORCOOP, Varazze, Italy.

## Events

### transnational partners meeting

Date 20.03.2014

Description presentation of the pilot test phase evaluation,  
exchange trainers,  
next steps - report final publication

Target audience all project partners

Public Closed event

Contact Information GIP -fcip  
Francois Sanchez

Time and place 24. - 26.03.2014  
Lycee Jean Monet, Limoges

### Dissemination Seminar

Date 19.03.2014

Description Opening Session, presentation of the current project status, intermediate results, plans.  
Discussion about the development of vocational training on the national and European level.

Target audience Public. Regional actors and project partners.

Public Event is open to the public

Contact Information Werner Fuhrmann, Gewerkstatt gGmbH.  
fuhrmann@gewerkstatt.de  
gerhard@gewerkstatt.de

Time and place 19th march 2014. 10-12:00.  
Gewerkstatt gGmbH, Bochum, Germany.

## Events

### transnational partners meeting

Date	06.09.2013
Description	preparation of the test-phase, planning next steps
Target audience	Steering committee meeting
Public	Closed event
Contact Information	Voca Train Poland Maya Kowalczyk
Time and place	Hotel New Skanpol , Kolobrzeg/Poland 09.09. - 11.09.2013

### Train the Trainer Workshop

Date	08.04.2013
Description	Introduction of the 3.way approach in vocational training; theoretical and practical training sessions
Target audience	Selected representatives of teachers and trainers from every partnering organisation.
Public	Closed event
Contact Information	fuhrmann@gewerkstatt.de
Time and place	Gewerkstatt gGmbH, Schleipweg 20, 44805 Bochum 08.04. - 11.04.2013

### Opening event

Date	11.03.2013
Description	Presentation of the project "twaine 3.way in Europe".
Target audience	Local partner, all partner of the project, steering committee and interested persons.
Public	Event is open to the public
Contact Information	fuhrmann@gewerkstatt.de gerhard@gewerkstatt.de
Time and place	Gewerkstatt gGmbH, Schleipweg 20, 44805 Bochum, 9 to 12 a.m.

## Events

### Transnational Partners meeting

Date 11.03.2013

Description Presentation of the report on the VET systems in partnering countries; introductory workshop of the 3.way approach for the steering committee; preparatory phase for the TRAIN THE TRAINER event.

Target audience all Projectpartner - steering committee

Public Closed event

Contact Information fuhrmann@gewerkstatt.de

Time and place Gewerkstatt gGmbH, Schleipweg 20, 44805 Bochum  
11.-13.03.2013

### Kick off meeting

Date 03.12.2012

Description First meeting of the project. Presentation of all partners (new partner from french). Decision about contracts between partners, financial aspects, regulations for tasks and workplan dates.

Target audience All partners of the project, steering committee.

Public Closed event

Contact Information Werner Fuhrmann  
fuhrmann@gewerkstatt.de

Time and place Bochum, from 10. - 12. december 2012