

## STOP & RESTART -- Spiral Training for training Operators: REfreshing Skills, Tools And Remotivating on Target

I/03/B/F/PP-154058

<http://www.adam-europe.eu/adam/project/view.htm?prj=3978>

## Project Information

Title: STOP & RESTART -- Spiral Training for training Operators: REfreshing Skills, Tools And Remotivating on Target  
Project Number: I/03/B/F/PP-154058  
Year: 2003  
Project Type: Pilot Project, project with multiplying effect (2000-2006)  
Status: completed  
Country: IT-Italy  
Marketing Text: "We do learn in two different environments, on the job and within the educational system. These two environments do complete themselves and are both equally necessary"

The objectives of the STOP&RESTART project has been focused on the research of solutions for a problem that has been, for a long time, at the centre of E.U. politics and interventions concerning training and labour themes, that is to say training in alternation centred on practical job-experiences.

The proposal has meant to predispose and thicken with didactic tools and subsidies a training model for operators involved in alternation training and apprenticeship processes, with particular reference to the aspects of the re-entering in training pathways and of the organization of stages/apprenticeships in firms and business units.

Summary: In all European Countries, for some time, it has grown the conviction that training for development should promote skills and ability, not only through traditional pathways but also through the recourse to apprenticeship and alternation training. This is clearly expressed either by the EU guidelines of public strategies concerning employment development, economic development and social cohesion supporting its becoming "the most competitive and dynamic knowledge economy of the world", either –and more specifically- by the Leonardo da Vinci Programme, in the Decision which establish it. Both apprenticeship and alternation training represent, nevertheless, devices or training contexts structured and affirmed in a widely different way in the various EU Countries. They are, however, crucial strategies for which it has not been succeeded however, also with a variety of formulations, in expressing always total effective formulas, and this is due either to organizational problems, either for the difficulty to realize a system of cultural and theoretical support able to give a total strength to learning. It is a common shared opinion that only through the improvement of a combined engagement between the education system and the productive world, it can be concurred to exceed all the difficulties that are also in terms of lack of communication and of self-reference.

The STOP&RESTART Project focused its general objective in order to contribute to the reinforcement of EU strategies (and, for some aspects, also National strategies) in this field, through the study and experimentation of conditions for the re-qualification of education and vocational training operators involved in national initiatives of alternation training, in function of both the Systems organizational and structuring problems as well as in function of the innovation of approaches and processes. In connection with such objectives, the project has been operatively developed through an organic sequence of exchanges, contributions and interventions involving a wide range of EU partners and it was comprehensively aimed at: jointly sharing and constructing referring frameworks on the systemic situations of alternation training in EU -and in particular within the Countries partner- in order to supply, to all operators involved in the different systems, tools for a more indepth knowledge and to start processes of exchange and integration between the different experiences;

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constructing, in a Lifelong Learning perspective, shared innovative models of pathways able to organize the experiences and best practices, shared between the Countries partner, in order to facilitate the approach to alternation training processes especially for all those people which, for personal necessity, attitudes, difficulty of integration or other problems, do not desire or do cannot follow a traditional training pathway;

preparing, within such pathways, learning tools, in terms of training Modules and Units, usable also in a self-learning context, and tools for the presentation, monitoring and evaluation of these pathways (their results and outcomes);

producing, in parallel, a set of supports and subsidies for vocational training operators and tutors involved in alternation training initiatives, useful either for the teaching/learning phases (traditional or distance learning) either for the periods of training in the enterprise;

preparing and realizing, wherever possible, information and dissemination actions of the experiences and good practices shared by the partnership, both at transnational and at national level.

Description: The problematic questions challenged by the project, as it is also evidenced in the outcomes of the Luxembourg Council and in the European Council Decision of the 21 December 1998 itself, constitute a fundamental plug for the development of a Lifelong Learning system. The proposed initiative becomes part and supports the guide lines evidenced in all the literature of the Leonardo da Vinci Programme. In particular the coherence is as well identifiable either within one of the objectives of the Leonardo programme, for what concern the needs to increase the quality of initial training systems and of apprenticeship too ( Objective A - To increase abilities and competences ), and within one of the cross-sectional objectives, which refers to the necessity to cope with social exclusion ( Thematic n. 1 - Development of practices in order to facilitate the access to vocational training system for disadvantaged people on the labour market )

In the first case, the proposal means to predispose and thicken with didactic tools and subsidies us a training model for operators involved in training in alternation and apprenticeship processes, with particular reference to the aspects of the re-entering in training pathways and of the organization of the stage in firms and business units.

In the second case, it appears extremely shared the belief that the resource to professionalizing training pathways, with an important value assigned to practical experience, respond to the objective of contrasting the premature abandons phenomenon which are often the origin and cause of social exclusion.

In particular, the project was meant to support the acquisition of adequate competences for trainers and training organizers, coherently with what was clearly expressed in the Leonardo Programme that considers all training operators as strategic part of the systems for the correct acquisition and application of innovative pedagogical solutions since they are in a position able to reach the objective to effectively improve professional insertion possibilities of the final beneficiaries target.

The project offered a significative contribution to the attainment of objectives, as long as it foresee to favour the flexibility of training supply.

During the planning process particular attention has been addressed to:

- the training needs of Small and Medium Enterprises, through a training experimentation in a position to facilitate the realization of business plans aimed at access facilitation to learning of workers and employees and aimed to offer a solution to the problem of low competences (comprised the cross-sectional ones) and to favour their mobility;
- disadvantaged people training requirements identified within the final beneficiaries target of the project proposal, proposing an innovative learning plan in a position to favour the access to the labour market.

For what concern specific objectives of the project they may be identified in:

- to set-up, in a lifelong learning framework, models of structured training pathways

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that start from practical experience in order to satisfy the requirements of anyone who, for personal needs, attitudes, integration difficulties or other, do not want or can not follow a traditional training pathway;

- to predispose learning tools, in terms of Modules and enjoyable training Units also in self-education contexts, structured in entry tests, contents, tests of overcoming for students;
- to predispose, in parallel, the subsidies that could be used by trainers and tutors, either in the teaching/learning phase either at distance during the periods of business training;
- to realize, moreover, guides for the student support to which the tutor business will be able to refer himself in order "to plan" the training periods.

Such objectives would concur to:

- offer to the productive system persons trained in a logic closely connected to their needs;
- give a contribution, in terms of training processes structure, to the fight against scholastic drop-out and training dispersion and against some kind of marginalization from job opportunities in the productive sectors.

The attainment of these objectives is bound to the pinpointing and the realization of training pathways able to lead to real solutions which should be:

- alternative to the traditional school systems, on the side of learning processes contents;
- equivalent to them, in all or in part, on the theme of acquirable competences and abilities, even though in a different balance between acquaintances and relative expositive formulas.

The objective of results equivalence appears as a fundamental requirement in order to avoid the creation of a lower levelled training pathway or, however, not suitable for the standards qualities that were going to be defined in the European Community decisional centres.

Themes: \*\*\* Continuous training  
 \*\* Initial training  
 \* Lifelong learning

Sectors: \* Professional, Scientific and Technical Activities  
 \* Agriculture, Forestry and Fishing

Product Types: CD-ROM  
 teaching material  
 website

Product information: This project has processed training models and instruments for the operators (trainers, tutors and mentors) involved in learning processes characterized by the theory-practical alternation.

The outcomes of the project are, therefore:

- guidelines/handbook for training operators and in the production of prototypes for three training pathways on multimedia and multi-language supports, enjoyable at distance and directed to develop management competences (either with regard to the competences transmission moments -teaching- either with the management moments - alternation management) directed to:

Trainers (coming from the scholastic system and the business one)  
 pedagogical tutor/mentor;  
 business tutor/mentor..

Projecthomepage:

## Project Contractor

Name: Sviluppo & Competenze, SV&CO Srl  
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## Partner

### Partner 1

Name: State Agricultural Secondary Vocational School of SAULAINĒ - Valsts Saulaines Lauksaimniecības  
City: Saulaine - LV  
Country/Region: Latvija  
Country: LV-Latvia  
Organization Type: continuing training institution  
Homepage:

### Partner 2

Name: Ministry of Education and Science of Latvia - Centre for Curriculum Development and Examination  
City: Rīga - LV  
Country/Region: Latvija  
Country: LV-Latvia  
Organization Type: public institution  
Homepage: <http://www.isec.gov.lv>

### Partner 3

Name: LICÉE AGRICOLE "Jean Marie Bouloux"  
City: Montmorillon - FR  
Country/Region: Poitou-Charente  
Country: FR-France  
Organization Type: continuing training institution  
Homepage: <http://www.eplea-montmorillon.org/>

### Partner 4

Name: A.L.Im. – Associazione Libere Imprese  
City: Milano - IT  
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Country: IT-Italy  
Organization Type: others  
Homepage: <http://www.alim.it>

## Partner

### Partner 5

Name: Istituto Tecnico Agrario Statale "Basile Caramia" di Locorotondo (Bari)  
City: Locorotondo –BARI- IT  
Country/Region: Puglia  
Country: IT-Italy  
Organization Type: public institution  
Homepage:

### Partner 6

Name: FRANCE EUROPEA  
City: Montmorillon - FR  
Country/Region: Poitou-Charente  
Country: FR-France  
Organization Type: association/non-governmental organisation  
Homepage: <http://www.educagri.fr/reseaux/resgeo/europea.htm>

### Partner 7

Name: CRSA - Centro di Ricerca e Sperimentazione in Agricoltura "B. CARAMIA" di Locorotondo  
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Country: IT-Italy  
Organization Type: research institution  
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### Partner 8

Name: Asociatia Poliedra– Europa Faculta Lucru  
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## Partner

### Partner 9

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### Partner 10

Name: CONFEMADERA – Spanish Confederation of Woodworking Industries  
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Country: ES-Spain  
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### Partner 11

Name: Direzione Generale dell'Ufficio Scolastico Regionale per la Puglia  
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### Partner 12

Name: Istituto Professionale di Stato per l'Industria e l'Artigianato di Monza  
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