



VET Stakeholders of the Automotive Sector

Progress Report

Public Part

Project information

Project acronym: VETAS
Project title: VET Stakeholders of the Automotive Sector
Project number: 142793-LLP-1-2008-1-DE-LEONARDO_LNW
Sub-programme or KA: Leonardo-da-Vinci Thematic Networks
Project website: <http://www.project-vetas.eu>

Reporting period: From 01/12/08
To 30/11/09
Report version: 1
Date of preparation: 18/01/10

Beneficiary organisation: DEKRA Akademie GmbH

Project coordinator: Gerald Thiel
Project coordinator organisation: DEKRA Akademie GmbH
Project coordinator telephone number: +49 177 9298707
Project coordinator email address: Gerald.thiel@dekra-akademie.com

This project has been funded with support from the European Commission.

This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

The document may be freely copied and distributed provided that no modifications are made, that the source is acknowledged and that this copyright notice is included.

Executive Summary

Today's automotive sector is characterized by steadily ongoing work process innovations, by the development of global delivery networks, and by increasing competition. This yields a lot of requirements for the employees in terms of flexibility to cover the needs of this ever-changing world of work, or, in other words, the ability to cope with complex work requirements which can only be determined properly on the basis of a collaboration of all players in the field, as enterprises and employees, social partners, providers of training and education, public authorities.

This situation delivers good arguments for setting up a *network of VET stakeholders in the automotive sector*. There is no doubt that at the very end success in this field is only possible if stakeholders of various kind collaborate on the basis of the conviction that competition in the sector must not prevent benefits which can be gained by mutual exploitation of resources which have not to be considered as critical for achieving advantages over competitors. But this idea will only have an impact on behaviour if it can be shown practically *at work level* that cooperation in training, education, and human resources development enhances chances in global competition.

Therefore the project *VET Stakeholders of the Automotive Sector (VETAS)* aims at setting up a network of practitioners and researchers which ensures the quality of training in a way that requirements of work processes are to a maximum degree matched by the *abilities of employees to carry out their work*. This delivers a "natural link" to all currently ongoing activities intending to establish resp. to update frameworks which are based on *learning outcomes* as the *European Qualification Framework (EQF)*, *national qualification frameworks*, but of course also *sectoral frameworks* (which are planned to be established also in the automotive sector) since these learning outcomes are described within these frameworks *in terms of required abilities to carry out work and studies*.

It is therefore obvious that a *network project* as VETAS can only achieve *sustainability* if relationship to other projects and activities can be established which deal with framework issues. Chapter 5 of the report at hand ("Plans for the Future") shows how these relationships could be organised systematically.

As there can be seen, VETAS would play the role of a *pool of information resources* for collaboration in the framework of a cluster of EQF-assigned automotive projects, to which a *forum for discussion of VET stakeholders* shall be closely linked since debates can gain benefits from information available in this pool, and vice versa the pool might be enriched by harvesting the fruits of discussions.

The way *how* the project VETAS sets up the conditions for initiating these processes is described within Chapter 2 ("Project Approach") where, in particular, it is clarified what is being done in order to set up the *knowledge database* which can be considered the overall basis of work in the future. Chapter 3 gives an overview of the results of project work achieved so far, Chapter 4 describes the project consortium, whereas Chapter 1 should give a more detailed description of the project objectives which should make it easy to understand how far the project can be understood as a contribution to EU policies (Chapter 6).

Table of Contents

1. PROJECT OBJECTIVES.....	6
2. PROJECT APPROACH	7
3. PROJECT OUTCOMES & RESULTS.....	8
4. PARTNERSHIPS	9
5. PLANS FOR THE FUTURE	11
6. CONTRIBUTION TO EU POLICIES	12
7. EXTRA HEADING/SECTION	14

1. Project Objectives

It is the main objective of the project to set up a *network of VET stakeholders in the automotive sector in order to facilitate the identification of best practice in training and qualification and to allow for mutual collaboration in the improvement of training processes.*

This type of network should have the potential to ensure the quality of training in such a way that requirements of work processes are to the fullest possible extent matched by the knowledge, skills and competences of employees. In order to create a zone of mutual trust, the network will provide stakeholders with information on the conditions of learning and qualification in the automotive sector in different European countries, thereby enhancing transparency. Based on the collaboration of stakeholders, the network aims to supply methods to identify qualification requirements and to transform them into qualification processes. Based on the needs of the sector, examples of good practice in learning can be identified and serve as reference models for generally accepted training standards. In terms of a more detailed description, setting up the network should include the following steps:

- Identify stakeholders, collect data about the situation of training and education in the automotive sector in the European countries and store data in a knowledge database
- Monitor and evaluate current approaches to plan and carry out training and education in the automotive sector at national and European level
- Identify best practice and suggest optimum models
- Set up a forum of mutual exchange between stakeholders of various origin
- Evaluate project work, set up a model of future collaboration within the network, and draft recommendations for educational policy

2. Project Approach

There are two pillars of network collaboration to be created:

- A *knowledge database* delivering information about subjects relevant for vocational training in the European automotive sector
- A *communication platform* where those subjects can be discussed by VET stakeholders in the automotive sector

Project work is intended to create conditions for the development of these network foundations; this is mirrored by the structure of the work plan, in particular by the *three development work packages 2, 3, and 4*:

- Workpackage 2 will be used for the design of the *knowledge database structure* based on a short investigation report identifying the relevant issues.
- Workpackage 3 collects methods of setting up and maintaining environments of automotive sector oriented training and education in order to identify *good practice* and to be able to make suggestions for effective future procedures.
- In Workpackage 4 ongoing training/education activities shall be investigated which are of specific interest in terms of *innovation*, thereby delivering a valuable up-to-date supplement to the – necessarily – older elements description of training and education in the automotive sector which can be gained by using the knowledge database for the issues of WP 3.

The results of these research and development activities will be used as the basis for *policy recommendations*, which constitute the exploitation part of the work programme. They will include a synthesis report, policy recommendations and suggestions for organisational development in order to allow for further collaboration (see Chapter 5).

The work programme also includes communication and dissemination activities that aim to communicate the results to a wider audience and to encourage a debate among stakeholders. This will be achieved especially through the web-based stakeholder forum.

The quality management of the network is based on the method of process-oriented self-evaluation, which will be continuously applied over the entire lifetime of the project.

3. Project Outcomes & Results

The main deliverables so far are

- A short investigation report on work related to the project results mentioned above, describing features of optimum EQF use scenarios
- A description of the provisional structure of the VETAS portal/ the VETAS knowledge database
- An interim report on *methods of setting up occupational profiles and designing qualification processes*, comprising
 - an overview of already existing instruments of work process analysis,
 - an overview of already existing approaches of setting up occupational profiles,
 - an overview of already existing design of training, education, and human resources management in the automotive sector.

4. Partnerships

The consortium of partners mirrors the overall project objective to support the *successful application of the European Qualification Framework (EQF)* by setting up a network of VET stakeholders in the automotive sector in order to facilitate the identification of best practice in training and qualification and to allow for mutual collaboration in the improvement of training processes. Partners' specific expertise and already existing relationships to important players in the field can be used to fulfil the tasks required to achieve this goal, considering the need to get easy access to information about relevant EQF-related discussions in national environments and within the automotive sector, and to take into account the views of various stakeholders, such as organisations of entrepreneurs, trade unions, and public institutions. This is meaningful if the partnership succeeds in covering a maximum of differing situations in which the EQF can be used, and this implies that partners hold a specific position in relevant environments according to their involvement in debates to be analysed, and according to their abilities to make this involvement fruitful for project work.

The table below shows the specific features of the partners in terms of links to project requirements:

Name	Kind of organisation	Relationship to sector	Country	Status of national qualification system
<i>DEKRA Akademie GmbH</i>	Training provider	Member of a technically oriented group of enterprises dealing with automotive issues	Germany	National framework under construction
<i>3 s research laboratory</i>	Research institute	Participant in relevant projects	Austria	National framework under construction
<i>Universität Bremen, Institut Technik und Bildung (ITB)</i>	Research institute	Responsible for setting up national professional profiles in the automotive sector	Germany	National framework under construction
<i>Lux Personal & Kommunikation</i>	Consultancy	Enterprise working for Volkswagen in the area of human-resources development for service professions	Germany	National framework under construction
<i>Volkswagen Service Deutschland</i>	Service company	Automotive enterprise working	Germany	National framework under

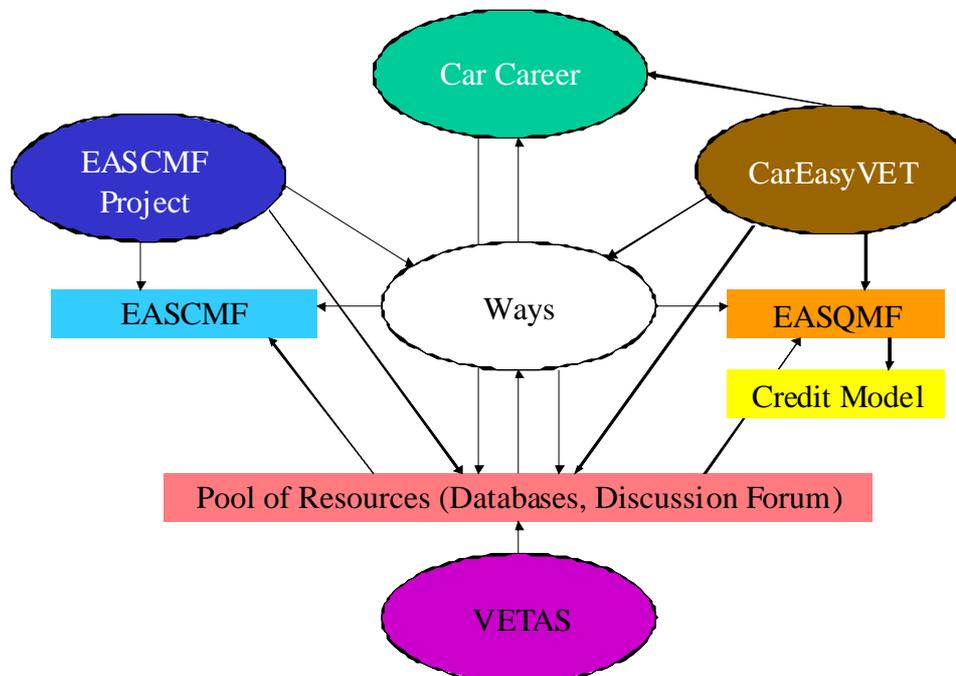
		internationally		construction
<i>Fundación Laboral del Metal</i>	Insitution of metal workers' trade union	Involved in the stakeholder network of the Spanish automotive sector	Spain	National framework under construction
<i>Centre Regional pour le Développement, la Formation et l'Insertion des Jeunes (CREDIJ)</i>	Private body, closely collaborating with the French Ministry of Education as well as with the Ministry of Labour	Collaboration with national association of automotive industry, sub-sector trade service and repair	France	National framework
<i>Politecnico di Torino</i>	Research institute	Technical university with relationship to Fiat	Italy	National framework under construction
<i>Fondazione Giacomo Rumor Centro Produttività Veneto (CPV)</i>	Training provider collaborating with the Italian national institute for vocational training (ISFOL)	Involved in regional networks of collaboration with automotive enterprises	Italy	National framework under construction
<i>Univerza v Ljubljani (Fakulteta za družbene vede)</i>	Research institute	Participant in relevant projects	Slovenia	National framework under construction
<i>Industriegewerkschaft Metall (IG Metall) (Associated partner)</i>	Trade union	Largest trade union involved in automotive industry	Germany	National framework under construction
<i>European Metal Workers' Foundation (EMF) (Associated partner)</i>	Umbrella organisation of metal workers' trade unions	With regard to the automotive sector, most important trade union organisation at European level	Belgium/European Union	

5. Plans for the Future

As the project VETAS deals with setting up a *network of VET stakeholders in the automotive sector* using the EQF as a tool for enhancing the quality of their work, it is obvious that it makes sense to create relationships to all activities which already aim at enabling appropriate use of the EQF in the automotive sector. This is certainly the case for EQF related projects of the automotive sector which are the following:

- *European Automotive Sector Competence Meta-Framework (EASCMF* - coordinated by DEKRA Akademie, project duration 01.01.2007 – 30.04.2008). This project deals with creating conditions for setting up a sectoral framework formulating the requirements of the demand side (i.e. automotive enterprises)
- *Car EasyVET* (coordinated by Universität Bremen, Institut für Technik und Bildung, project duration 01.12.2007 – 30.11.2009). This project deals with preparing a qualification framework (showing the offers of the supply side, e.g. training institutions) in the automotive sector and a credit point system related to it.
- *Ways to Sustainability* (coordinated by DEKRA Akademie, project duration 01.02.2008 – 31.01.2010). This project *confronted scenarios of using the instruments of a future European learning space* (EQF, NQFs, ECVET) with *obstacles and favourable conditions* arising from differing understandings of stakeholders responsible for implementation, and derived from this investigation *recommendations* for ongoing work.
- *Car Careers* (coordinated by Universität Bremen, Institut für Technik und Bildung, project duration 01.01.2009 – 28.02.2012). The focus of this project is the *permeability and connection of qualification frameworks in the automotive sector to tertiary education* with identification and documentation of domain-related qualifications and vocational competencies.

The picture below illustrates how these projects can collaborate and gain benefits from each other.



VETAS, the overall VET stakeholders project in the automotive sector, shall create resources for the collaboration of all projects. Therefore, the *pool of resources* being set up by this project shall get input from all sides, but also deliver support to the work of all projects.

The *EASCMF Project* was carried out in order to initiate an EQF-related *European Automotive Sector Competence Meta-Framework (EASCMF)*, formulating the requirements of the *demand side* (enterprises of the automotive sector). Further steps to be done in order to achieve this goal can be supported mainly by VETAS (discussions among stakeholders) and *Ways to Sustainability* which has developed *recommendations* for how optimum EQF use can be ensured.

This also covers the needs of the *European Automotive Sector Qualifications Meta-Framework (EASQMF)* initiated by the *CarEasyVET Project*. A possible scenario of optimal EQF use could be the future interplay between this framework which describes the offers of the *supply side*, and the sectoral competence framework developed by EASCMF.

Finally, *Ways to Sustainability* and VETAS can support the *Car Career project* to identify solutions for interfaces between VET and Higher Education. This project, of course, can gain benefits also from the qualification-oriented *CarEasyVET Project*.

On this basis, an *automotive projects cluster as a functional system of collaboration* can be established; projects can achieve better sustainability by

- *Economising efforts for finding organisational solutions*
- *Enhancing visibility of project work in general*

- *Localising dissemination activities* in particular (by carrying out regional events organised by partners)

As mentioned above, it belongs to the outputs of the projects *Ways to Sustainability* and *VETAS* to formulate *recommendations* for enhancing EQF implementation and activities related to it. Based on the collaboration within the projects cluster, it would be possible to create a *sustainable interface of information* between those who set up and maintain frameworks and those who use them:

- User stakeholders can define their needs continuously and systematically.
- Public bodies can use this *institutionalized bottom-up approach* for set-up and up-date of their systems.

6. Contribution to EU policies

Setting up a European learning area requires, by definition, the involvement of stakeholders from a variety of European countries that are interested in participating in the implementation of the Lisbon strategy. Given the different national traditions and backgrounds of training systems, it cannot be expected that approaches for the application of the EQF and related instruments can be developed in a single national context and then simply be transferred to other countries.

The general objective of the project VETAS is *as such* related to the objectives of EU policies: If it is intended to set up a *network of VET stakeholders in the automotive sector in order to facilitate the identification of best practice in training and qualification and to allow for mutual collaboration in the improvement of training processes*, this exceeds automatically national borders; under current conditions it requires that the sustainable structures of collaboration to be created are properly related to the EQF.

The *transnational structure of the consortium*, the involvement of partners embedded in a wide spectrum of networks, working in national environments and related to various areas of stakeholders, ensure that experiences and perspectives from diverse backgrounds can be integrated into the debate, and that, in turn, a common understanding can be achieved that facilitates the dissemination of results within the various national contexts. It also should make sure that collected material and discussions taking place on the VETAS communication platform can be used for harvesting information delivering the basis for a bottom-up approach of supporting the implementation of the EQF as described in Chapter 5.

