



Lifelong
Learning
Programme

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Mobility and Methods of Transfer

Mobi'Vet as a testing tool for ECVET



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Tourism and Hospitality in Europe

Tourism and hospitality is one of the most important economic sectors in Europe and provides more than 9 million jobs. The fact that this sector relies heavily on a flexible and mobile workforce is the underlying rationale for the development and implementation of an ECVET model, in order to establish the basis for the mutual recognition and transparency of competences in measuring learning outcomes.

In general, the tourism industry of the EU generates more than 5% of the EU GDP, with about 1.8 million enterprises employing around 5.2% of the total labour force (approximately 9.7 million jobs). When related sectors are taken into account, the estimated contribution of tourism to the GDP creation is much higher: tourism indirectly generates more than 10% of the European Union's GDP and provides about 12% of the total labour force.

Obviously, tourism is a key sector of the European economy. It comprises a wide variety of products and destinations and involves many different stakeholders, both public and private, with areas of competence very decentralized, often at regional and local levels.

To sum up, I would like to stress that the sector of tourism and catering is, without any doubt, one of the strongest driving forces of the European market, which applies not only for the current member states, but also for the most recent additions as well as any future member states of the European Community.

Employment in the Tourism and Catering Industry

The European tourism and hospitality industry is increasingly faced with the demand for high quality tourism, which goes hand in hand with an increased mobility and flexibility in the workforce as well as high quality employees with excellent competences and skills.

Unlike any other economic sector, flexibility and mobility of the workforce are factors of very high relevance in the tourism and hospitality industry.

At this stage however, the mobility of the workforce is still tremendously limited due to the lack of transparency and international recognition of qualifications and competences within the European Union. There is a rising demand for European-wide programmes to allow the mutual recognition of competences and skills.

The tourism and catering industry is unique in its high level of employee rotation and the flexibility of workers as one of its most relevant requirements. This is all about persons working for other persons with the plain intention to satisfy the customers' needs. It takes highly qualified professionals with the ability to fulfil the requirements of this sector, which implies covering a wide range of activities and services that arise from the specific requirements of the tourism and catering industry. Some of the key features of the hospitality industry are internationalization, the ability to follow new trends, self-motivation and initiative and a high amount of flexibility.

As far as training and skills are concerned, basic training provides the tools needed to complete the main duties within this economic sector. However, the European hospitality industry is now faced with the requirements of a high standard tourism, which again, requires high standard employees with excellent competences and abilities.

The main problem that the tourism industry has encountered is the lack of capacity and competences of the employees on the one hand, as well as the lack of international recognition of the knowledge and capacities of the workforce within

Europe on the other hand. There is a remarkable necessity of models which allow for the mutual recognition of all of these capacities, knowledge and abilities.

Motivation for Using ECVET in the Tourism and Hospitality Industry

Tourism vigorously helps towards achieving the goals of the Lisbon strategy which refers to boosting employment. Furthermore, tourism is a powerful engine for the creation of jobs in other sectors of the EU's economy: the number of people employed in the Hotel, Restaurant and Café (HORECA) sector is growing at a rate faster than the rate of employment of the entire workforce in EU countries. Employment in HORECA contributes to the increase in the employment of young people, in particular. The 15-24 age group employed within HORECA is twice as large (22.4%) as in all the other sectors of the economy (10.3%). The share of temporary employment is significantly higher in the HORECA sector in comparison with both the overall EU economy and the entire service sector. Some of the factors influencing this higher portion of temporary employment are the seasonal character of employment in tourism, as well as a high turnover of workers – in particular, those belonging to younger age groups – because of low wages, unsatisfactory working conditions and limitations to career development.

As stated above, the key concepts for the tourism and hospitality sector are internationalism, the ability to follow new trends, independent initiative and flexibility. As far as the workforce is concerned, employers in the fields of hotel, restaurant and catering services are more and more looking for the fresh faces entering the field with a spirit of service, broad-mindedness, the ability to adapt to the work community and proper interaction skills; here, both jacks-of-all-trades as well as specialists are wanted. As a matter of fact, the shift to a service field-oriented society places new demands on workers and, consequently, on educators. Thus, the basic training has to provide the essentials for completing the various aspects of different work tasks in this field.

A high quality and well-educated workforce is the key, as this industry relies very much on the flexibility and mobility of its employees. In the tourism and hospitality sectors, people work for people – everything starts with the customers' needs. It is trained professionals that are required to fulfil each customer's expectations and to meet the challenges in the field. Throughout the centuries, good food and attentive service have held an essential role both in everyday life and on special occasions.

In order to address this issue, the ECVET model is geared to cater for the demands of a rapidly developing and constantly changing tourism and hospitality sector: for the achievement of genuine mutual recognition and transparency of competences, as well as learning outcomes for the hospitality and tourism industry.

ECVET and Its Contribution to EU Policies

Transparency and recognition of learning outputs and competences are vital for lifelong learning throughout Europe. In the tourism and hospitality sector the need for these systems has become more evident due to seasonality and tourist fluctuation.

The development of ECVET began in 2002 after the Copenhagen Process emphasized the need for a credit transfer system for VET.

The European Parliament and the Council have released the recommendation for member states to create the necessary conditions and adopt measures, so that the European Credit System for Vocational Education and Training can gradually be applied to VET qualifications at all levels of the European Qualifications Framework for Lifelong Learning (EQF) and can be used for the purpose of the transfer, recognition and accumulation of individuals' learning outcomes achieved in formal, non-formal and informal contexts.

The ECVET TC NETWORK (2008-2011) was one of the projects which were established in response to the demand of developing ECVET in the European Union member states and corresponding to the recommendations on the establishment of the European credit system for VET, which formally came into force in June 2009 (cf. the Official Journal of the European Union, Recommendation of the European Parliament and of the Council of 18 June 2009 on the Establishment of a European Credit System for Vocational Education and Training).

ECVET TC NET as the Basis for Mobi'Vet

The Leonardo da Vinci ECVET TC NET (European Credit System for Vocational Education and Training – Tourism and Catering Network) was a three-year Leonardo da Vinci network project for the development of the ECVET system for the tourism and hospitality industry in Europe (www.ecvet-tc.net).

The ECVET TC NET consortium aimed at reflecting the characteristics of vocational education and training in the tourism and hospitality industry, where a significant proportion of training programmes are held at the workplace, through corporate training and apprenticeship systems. Thus, the consortium included hospitality- and tourism schools, VET providers, colleges, universities, hotels, cruise ship companies, staffing agencies and industry-related professional associations.

One of the main activities of this project was to investigate the competences and associated learning outcomes required in the hospitality and tourism industry. This was used as the basis for the development of a competence grid, which formed the cornerstone of the ECVET model.

A comprehensive handbook detailed the procedure on how to implement the ECVET model along with supporting documents, such as the Memorandum of Mutual Trust and the ECVET Certificate. At the final result conference in Vienna in October 2011, the Test Report and the Policy Paper were presented with suggestions on how to work on and implement the ECVET system in the tourism and catering industry in Europe.

All the project activities were embedded in a comprehensive quality management strategy and were supported by a sustainable dissemination strategy. The network

actively pursued an enlargement strategy throughout the duration of the project, and it also developed a detailed and realistic exploitation and sustainability strategy to ensure the continuation of the ECVET TC NET project well beyond the European funding period.

From a personal point of view, with the experiences gained from the ECVET TC NET project, I can confirm that the ECVET system is a useful tool to allow mutual recognition of competences and skills and to upgrade skills in the tourism industry in Europe.

As a matter of fact, the ECVET based model provides, for the first time, a system for the transparency of learning outcomes, together with an approach for the concrete implementation of the ECVET system in the tourism sector, where flexibility and mobility of workforce is of greater importance than in any other economic sector in Europe.

ECVET TC NET: Project Outcomes and Results

The ECVET TC NET project produced the following outputs in the three years of its existence:

Deliverable No	Deliverable Title
D 1	Network Website
D 2	European Survey and Competence Grid
D 3	ECVET Model for Tourism and Catering
D 4	Memorandum of Mutual Trust
D 5	ECVET Certificate
D 6	Test Report
D 7	Policy Paper – VET in Tourism and Catering
D 8	Network Enlargement Strategy

D 9	Network Sustainability Strategy
D 10	Start Conference
D 11	Final Result Conference
D 12	Interim Quality Report
D 13	Final Quality Report
D 14	Materials for public relations and dissemination

As its main objective, ECVET TC NET developed an ECVET based model for the mutual recognition and transparency of learning outcomes and competences in the tourism- and catering sector in Europe.

Within the three years of the network activities ECVET TC NET envisaged the following detailed goals:

- The development of a competence description grid: the competence description grid provides a basis for all the competences in the tourism- and catering sector in Europe to get a detailed perspective of the different competences and job profiles needed as a basis for the development of the ECVET model.
- The elaboration of the ECVET model for the tourism- and catering sector in Europe: the ECVET model for the sector was developed and documented in a comprehensive way from a multi-stakeholder perspective, with a strong focus on the companies and service providers included in the partnership.
- The development of the ECVET model handbook for the European tourism- and catering sector: The handbook describes the ECVET model for the tourism- and catering sector on the basis of the ECVET regulation and the competences deducted from the European survey. The handbook provides the necessary information about the model as such, the definition of learning units, learning outcomes in tourism and catering, allocation of credit points to learning outcomes, etc. It also contains concrete guidelines on how to work

with ECVET in the practice of tourism- and catering training, and especially in corporate training.

- The development of guidelines on how to develop ECVET compliant training programmes: It was important to have proper guidelines for the training organizations in the tourism- and catering field on how to develop ECVET compliant training programmes in the future.
- A draft model for an ECVET certificate was developed especially for the tourism- and catering sector. The certificate presents the competences and learning outcomes together with the corresponding ECVET credits and serves as the basic document for mutual recognition and transparency.
- Mutual trust was the most important principle in the use of ECVET. To establish this core factor, a Memorandum of Mutual Trust was developed as the basic document for all participating organizations in the ECVET model for the tourism- and catering sector in Europe. By signing this memorandum of mutual trust, all participating organizations in the network and beyond declared that they guarantee to accept and respect the principles and rules of ECVET in the tourism- and catering sector.
- Test implementation of the ECVET model: Training organizations and companies involved in the ECVET TC NET tested the developed approaches and instruments to give and receive feedback on the mutual recognition of skills and the feasibility of the ECVET certificate.
- Policy development: the ECVET TC NET developed the VET policy for the tourism- and catering sector from a multi-stakeholder perspective by developing a policy recommendation paper for vocational education and training in the tourism- and catering industry in Europe.
- Network website: www.ecvet-tc.net is the reference domain for the network and contains all outputs in electronic format for download (the European survey, the ECVET model handbook, the ECVET certificate, the Memorandum

of Understanding, the Test Report and the Policy Paper for Tourism and Catering, the dissemination and sustainability strategy and the network enlargement strategy), as well as links and a public discussion forum.

- Public relations, dissemination and valorization materials: A set of materials for public presentation, dissemination and valorization of the outputs and the network has been developed (folders in every partner language, posters and a box of coffee beans as a giveaway, three newsletters). Two major conferences, the starting conference and the final result conference were planned and implemented.

All these outcomes and results were embedded in a multi-stakeholder approach ensuring the highest possible relevance for all the parties involved in the sector. The network as such followed an elaborated network development strategy allowing a sustainable network development in the tourism- and catering sector in Europe.

From ECVET TC NET to MOBI'VET

Generally, project results can only be of sustainable value and use if their dissemination and exploitation have been well planned and implemented at different levels to support the further use of project results.

Another crucial key factor for the genuinely sustainable use of a European project is the further use and the development of one project's results in another European project, especially in a transfer of innovation project.

"MOBI'VET" came into existence in February 2011, when the French organization Aformac participated in the call for proposals on an EU transfer of innovation project. The proposal was approved in a positive way and this TOI project was launched in October 2012 with the aim of transferring the ECVET TC NET project's results and to realize learners' mobility. In the course of the Mobi'Vet project the elaborated and

developed outputs, instruments and documents of the ECVET TC NET project (the European survey and competence grid, the ECVET Model for Tourism and Catering, the Memorandum of Understanding and the ECVET certificates) have been implemented, taken to further development and tested in practice. The main aim of Mobi'Vet is the exchange of students and participants, the awarding of international and competence-based certificates and the recognition of skills acquired abroad in the partner countries.

The objectives of Mobi'Vet are to transfer the tool of ECVET TC Net, to test ECVET in real life in the fields of hospitality and catering, to ensure that learners undertake a two-week training abroad and to allow for the recognition of the skills acquired abroad. Long term targets of the project are the integration of the ECVET system in the qualifications of the partner organizations and the promotion of the ECVET system and its development to other actors, sectors and geographic networks.

The MOBI'VET project is a two-year project, which runs from October 1st 2011 to September 30th 2013, to be exact. The MOBI'VET partnership consists of education and training organizations and hotels from Austria, France, Greece, Hungary (new partner), Poland (former partner) and the United-Kingdom:

	Country	Institution	Webpage
P0	France	Aformac	www.aformac.fr
P1	Austria	bfi Steiermark	www.bfi-stmk.at
P2	Greece	Hotelia	www.hotelia.gr
P3	Poland	Zespol Szkol	www.zsnr1-klobuck.edu.pl
P4	United Kingdom	Leeds City College	www.leedscitycollege.ac.uk
P5	Hungary	1CEBA	http://www.1ceba.com/

Outputs of Mobi'Vet

The expected outputs of the TOI project Mobi'Vet are:

- a transnational transfer of ECVET TC NET outputs
- the extension of the ECVET TC NETwork and outputs to France, Greece, Hungary and the UK
- the translation of the ECVET handbooks into French and Greek
- the establishment of teams of experts in the partner countries with the aim of further dissemination, recognition and realization of ECVET in the VET training
- the exchange of students and course participants for a 14-day training in the partner countries
- the awarding of ECVET certificates
- the recognition of the skills acquired abroad
- the production of a DVD about the exchange programme
- the release of a handbook about the transfer of ECVET into a realistic setting including the documentation of the exchange programmes
- evaluation
- valorisation
- five transnational meetings
- a webpage

ECVET Credit Points for Mobi'Vet

ECVET credit points are a numerical representation of the overall weight of learning outcomes in a qualification and of the relative weight of units in relation to the qualification. Together with units, descriptions of learning outcomes, information about the level of qualifications, ECVET points can help understand the character and meaning of a qualification.

The number of ECVET points allocated to a qualification, together with other specifications, can indicate for example, that the scope of the qualification is narrow or broad.

The number of ECVET points allocated to a unit provides the learner with information concerning the relative weight of what she or he has accumulated already. It also provides the learner with information concerning what remains to be achieved.

The allocation of ECVET points to a qualification is based on using a convention according to which 60 points are allocated to the learning outcomes, which are expected to be achieved in a year of formal full time VET.

In addition, for the two week mobility training, which will be undertaken during the Mobi'Vet project, the awarding of six credit points is foreseen. The students will be assessed by the hosting organisation and tested at the end of the two-week training. Finally, the Mobi'Vet certificates together with the ECVET credit points will be issued and awarded to the trainees at the end of the mobility training by the hosting organisation.

Methods of Transfer

The main objective of Mobi'Vet is to provide a two-week training abroad for students and workers in the tourism and hospitality sector. This training takes place in one of the project's partner countries and comprises approximately 45 hours of lessons and work, including an assessment and the awarding of certificates at the end of the practical training. The learning outcomes will be assessed by using credit points which correspond to the competence grids. The mobility training for students applies only for the selected professions of cook and waiter/waitress. The competence grids for cooks, waiters and waitresses were developed and adopted by the countries of the partnership, especially for this mobility training.

Finally, the learning outcomes achieved and the credits awarded are assessed by the hosting institution of the partner country. In addition, the learning outcomes achieved and the corresponding ECVET points are recorded in each learner's 'personal transcript'. A personal transcript is a document which specifies each learner's assessed learning outcomes, units and ECVET points awarded.

It is the task of the 'home' institution to validate the learner's credits as a record of the learner's achievement and to formally recognize the learning outcomes that have been acquired. This formal recognition is definitely a boost to the practice of awarding of the units and their corresponding ECVET points according to the rules of the 'home' system.

All in all, the validation and recognition by the competent 'home' institution relies on the successful assessment of learning outcomes by the competent 'hosting' institution, in accordance with the agreed procedures and quality assurance criteria.

The following three stages of the mobility training can be specified:

- pre-placement
- placement
- post-placement

Steps during the pre-placement stage

- discussion with the host organisation about the learning outcomes/units being undertaken by the trainees and for which evidence is being gathered
- identification of a mentor and/or assessor within the host organisation who will work with the trainees during their stay and who will support as well as assess the performance of the trainees
- preparation for trainees – discuss the learning outcomes with the trainees for which evidence will be gathered
- preparation of the learning materials and the evidence gathering tools required, for example: logbooks or portfolios

Steps during the placement stage: evidence gathering and recording:

- The trainee gathers and records the evidence.
- Where appropriate, the mentor/assessor ensures that the evidence gathered meets the requirements of the learning outcomes/aims.

Post placement stage: verification, validation and certification

- The evidence gathered during the placement is presented to the trainee's lecturer/assessor for assessment and verification.
- A decision is made on the quality of evidence and how it meets the learning outcomes.
- The achievement is recorded and information passed to the awarding body at the appropriate time.
- Certification issues are subject to any external quality assurance procedures.

Mobility among the Movi'Vet Partnership

MOBI'VET includes a two-week mobility programme for trainees, which aims at realizing the ECVET system and its tools on an experimental basis for the first time. In more detail, the mobility programme will allow five trainees from each partner organization to undergo a training programme in an enterprise as well as in the training centre of the partner organization. The mobility programme works in reciprocity, which means that five Austrian trainees will have the chance to do their mobility programme in Greece, while five Greek trainees will do the same in Austria, five Hungarian trainees will go to France, five French trainees will go to Hungary, and finally five English trainees will carry out their mobility programme in France while five French trainees will have the chance to do the same in the United-Kingdom.

The **period of the mobility training** is projected to start in December 2012 and will run through March 2013. You can find the exact dates for the mobility exchange programme in the table below:

Mobility	Start	Ending
UK to FR	02/12/12	15/12/12
FR to UK	20/01/13	02/02/13
HU to FR	20/01/13	02/02/13
FR to HU	17/02/13	02/03/13
GR to AT	21/01/13	02/02/13
AT to GR	11/03/13	22/03/13

Within the ECVET TC NET partnership a European study focusing on nine different professions was carried out. (The professions include cook, assistant cook, waiter/waitress, assistant waiter/waitress, sales and marketing assistant, bartender, receptionist, guests' relations assistant and housekeeping).

Out of considerations of relevance and practicality, the Mobi'Vet partnership has agreed on concentrating on the following **two professions**:

- cook
- waiter/waitress

Thus, the mobility programme for students and workers can be applied within these two professions.

The **competence grids for cooks and waiters** elaborated during the ECVET TC NET project were discussed, reviewed and adopted for the Mobi'Vet project. These competence grids are the basis for the allocation of the ECVET credit points.

Each grid includes the following aspects:

- the field of work specified for a particular level of the profession
- competences required in order to achieve satisfactory performances
- indicators of the specified competences
- descriptors of the individual's performance including specified skills and competences

A detailed two-week schedule including practical and theoretical training as well as social activities was elaborated amongst the sending and the hosting organisation in order to provide an overview of the matters that will be learned and assessed abroad. The aim is for the participants to acquire some insight into the basic characteristics of the foreign cuisine and hospitality services. For example, the Greek students spending two weeks in Austria in the course of the mobility programme will learn how to prepare Austrian dishes, they will experience real Austrian hospitality, typically Austrian food and beverages and they will have the chance to exchange experiences with Austrian workers and students.

A tutor's handbook is destined to enterprises and tutors skilled in receiving and supporting learners or trainees. It specifies how to host a learner in the field of a certificative mobility. Besides, the tutors' handbook informs about the specificities when receiving a learner from another country, speaking another language.

Mobi'Vet T-shirts and jackets will be produced, showing the Mobi'Vet logo and the Leonardo da Vinci logo on it. Each trainee will receive three T-shirts and one jacket and each trainer will receive one T-shirt and one jacket. These items basically serve two purposes – for the participants to be easily identified and secondly, to increase publicity with regard to the Mobi'Vet project. There is a general recommendation for the participants of the mobility programme, trainers as well as trainees, to wear these clothing items in the course of the two weeks.

A learning agreement / a memorandum of understanding will be signed by the sending and hosting organisations on the mutual recognition of the skills acquired abroad. The memorandum of understanding is an agreement between the partner organisations, which sets the framework with regard to the credit transfer. In addition, the memorandum formalises the Mobi'Vet partnership by expressing mutual acceptance of the status and the procedures of the competent institutions involved. It also establishes a range of partnership procedures with regard to the internal cooperation. The credit transfer is supported by the mutual trust between the institutions involved, which is the most fundamental requirement for the successful realization of the mobility programme.

After completing the two-week training programme, the learners will receive **Mobi'Vet certificates** with the allocated credit points on it. After their return home, the sending organisation will formally recognize the credit points and with it, the newly acquired skills of the learners. This certificate represents the competences and learning outcomes together with the corresponding ECVET credits and serves as the basic document for mutual recognition and transparency.

For the two-week mobility training, which will be undertaken in the course of the Mobi'Vet project, the awarding of **6 credit points** is projected. The students will be assessed by the hosting organisation and tested at the end of the two-week training. The Mobi'Vet certificates with the ECVET credit points will be issued and awarded to the trainees by the hosting organisation, after the successful completion of the mobility training programme.

A **DVD** will be produced during the mobility training which will show the trainees' experiences in living and working abroad in one of the countries of the partnership. At the same time, the DVD will serve as the main source of documentation for the exchange programme. All in all, the DVD is a documentation of every single step of the trainees, from the departure in their home country, to the arrival in the hosting organisation, covering the training during the two weeks as well as the social activities, from experiences made to the awarding of the certificates.

The **evaluation of the mobility programme** after its successful completion will be an important quality criterion: the trainees will be evaluated at the end of the mobility training in order to ensure the quality, to receive a feedback about the mobility process and to adopt the Mobi'Vet recommendations.

Mobility from the Stakeholders' Point of View

In the tourism sector internationality, flexibility and mobility of the workforce are of particular importance and more relevant than in any other industries, since workers are faced with international guests and intercultural issues on a daily basis.

One of the main requirements for high quality workforce in tourism is to gather some international experience, to stay abroad in order to learn from and about cultures, nationalities and countries different from one's own. There is no doubt that intercultural training, foreign language training, working abroad as well as personal experiences and insights gathered abroad, are fundamental experiences and skills needed when working in the tourism industry.

In the course of the meeting with stakeholders in Ouranopolis, Greece, in May 2012, the possibilities and problems that might arise from the mutual mobility programme, were discussed. Here are the results:

- The European tourism and hospitality industry is increasingly faced with the demand for high quality tourism, which is closely related to mobile workers and high quality employees with excellent competences and skills.
- Every partner country reports about having problems with finding qualified workers.
- The general reputation of tourism needs to be improved.
- The tourism- and hospitality industry's current reputation is not at its best, which has to do with the fact that finding qualified personnel has become more and more difficult. One of the reasons for this problem is probably the fact that jobs in tourism are often subject to changes and secondly, workers often

change professions and leave tourism after some years of working in the tourism industries, as other fields of work seem to be more attractive to them.

- It is difficult to inspire young people to undergo an apprenticeship in tourism for becoming waiters, waitresses, cooks or receptionists.
- You often hear about the stereotype of inconvenient working hours in tourism, which seems to be quite widespread: Work on weekends is not very attractive to people in general, however, there is no doubt that there are a lot of other sectors of economy where work in the evening or even night shift or work on the weekends is becoming more and more common. Waitresses/waiters and cooks are not the only professions which require people to regularly work on weekends or in the evening. On the contrary, there is a distinct trend of working hours to extend to weekends and evenings.
- Income in the tourism industries: one cannot deny that wages in tourism are relatively low, compared to many other fields of work. The trade unions in these sectors do not have much influence on the wages negotiations, with the result that the wages have stayed at a relatively low level. This might be another reason why waiters/waitresses and cooks often change to other fields of work. The fact that most of them change to the industrial sector confirms this assumption.
- Qualified workers move to other countries for salary reasons:
The Hungarian tourism industry in particular is missing qualified employees, as a lot of the Hungarian waiters, waitresses and cooks have left Hungary in order to work in the Austrian tourism sector. The fact that the salary is much higher in Austria obviously makes jobs here way more attractive. On the other hand, Hungarian workers are highly welcome in Austria, and Austrian HR managers in tourism are more than glad to have workers from Hungary available who can fill the vacant posts in Austrian tourism which, due to the lack of Austrian workers in tourism, would be difficult to fill.

- Mobility programmes and internship abroad are limited by financial reasons: it is generally not possible for hotels and restaurants to pay for foreign trainees. If the expenses for mobility cannot be paid in the course of a programme of the European Union and if it is up to the hotel owner to pay for trainees, having foreign trainees is not a realistic option.

Summary and Further Recommendations

The European Credit system for Vocational Education and Training (ECVET), which is aimed at facilitating the accumulation, transfer and the recognition of knowledge, skills and competences gained by individuals towards a qualification, is applicable to learning outcomes gained in different learning environments or through periods of vocational education and training abroad.

Furthermore, the ECVET meets the requirements of a changing and internationalized hospitality industry and as such it is applicable for the learning outcomes in the field of tourism, catering and hospitality which are achievable through the levels of the European Qualifications Framework with the objective to facilitate the mobility, transfer, recognition and transparency of assessed learning outcomes in a lifelong learning Europe without frontiers.

Through the experiences gathered in the course of this Mobi'Vet project, it can be considered a useful tool for allowing mutual recognition of competences and skills and of upgrading the skills in the tourism industry in Europe. The ECVET based model provides a system for transparency of learning outcomes together with an approach for the concrete implementation in the tourism sector, where flexibility and mobility of workforce is of greater significance than in any other economic sector in Europe.

At present, Mobi'Vet as a two-year transfer of innovation project is testing the ECVET system with the long-term objective of realizing an ECVET based model for the mutual recognition and transparency of learning outcomes and competences in the tourism- and catering sector in Europe.