



Partnership ⁴ Creative Apprenticeships

building the skills of apprenticeship coaches
and in-company trainers
in Europe's Creative & Cultural Industries

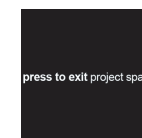


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Intellectual Output 2: NON-FORMAL LEARNING FRAMEWORK



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Intellectual Output 2:

NON-FORMAL LEARNING FRAMEWORK sets out:

- the a non-formal learning framework based upon the occupational profile
- the key areas of knowledge, skills and competences that the Apprenticeship Coach needs in order to support young people to undertake apprenticeships in CCIs.



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IO2 + Learning outcomes

IO2 initiated the setting up of **Peer Development and Review (PDR)** Groups by each partner with user groups in their country to ensure that the learning outcomes and descriptors reflect the realities of current practice and the needs of those who are delivering in the field.

Each partner had set up a PDR group, comprising up to **6 professionals with experience of working in a specific area**, tasked with developing the learning outcomes in that area.

- the **PDR Groups** (practitioners) developed the learning outcomes and proposed appropriate descriptors (skills, knowledge and competences), levels and assessment criteria with relation to the EQF framework

- each partner invited **3 sector experts** (policy and advocacy level) to contribute to and review the learning outcomes to assess and assure quality of the Intellectual Outputs in relation to current industry practice and with relation to the EQF levels



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Target groups

The basic target groups defined in the previous P4CA activities are:

- In-Company Trainers
- those working in VET and other educational settings.
- vocational trainers and coaches supporting young people

The project is aimed at developing new training content and building a professional development path for trainers and tutors so that they can use it in practical situations at the workplace.



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Curriculum Framework to train Apprenticeship Coaches

- Module 1 **Developing creative methods to support future employees in the CCI**
- Module 2 **Building a cooperation network and understanding the specificity of the creative sector**
- Module 3 **Implementing a training path for creative apprentices**
- Module 4 **Implementing and supporting specially-tailored creative apprenticeships**

All modules are developed at **EQF level 5**.



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The structure

The modules are developed at EQF level 5, which means that they need to provide the following:

- **knowledge:** comprehensive knowledge within a field of work as an apprenticeship coach and the awareness of its boundaries
- **skills:** a comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems in the process of apprenticeship coaching
- **responsibility and autonomy:** management and supervision in contexts of work as apprenticeship coach in the case of unpredictable change, reviewing and developing the performance of themselves and others

The IO2 and its results serve as a basis for the IO3.



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MODULE 1 – Developing creative methods to support future employees in the CCIIs

Learning Outcomes for Apprenticeship Coaches:

- 1.1 Introducing young people to career opportunities and employers in the CCIIs
- 1.2 Being able to conduct an analysis of learning needs of a young person
- 1.3 Being able to evaluate, monitor, and track the progress of an apprentice, and give them feedback
- 1.4 Engaging and communicating effectively
- 1.5 Supporting learners and helping them build a range of emotional competences, including resilience, perseverance, self-motivation, etc.



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MODULE 2 – Building a cooperation network and understanding the specificity of the creative sector

Learning Outcomes for Apprenticeship Coaches:

- 2.1 Keeping up to date with skills gaps and employment trends in the CCI
- 2.2 Giving practical support to employers to set up apprenticeships that meet the requirements of the European Framework for Quality Apprenticeships
- 2.3 Building relationships with Employers in the CCI to communicate the value and benefits of apprenticeships and engage them in supporting young people's learning and creative development
- 2.4 Being able to broker the matching of employers with young apprentices and the training provision



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MODULE 3 – Implementing a training path for creative apprentices

Learning Outcomes for Apprenticeship Coaches:

- 3.1** Assessing and indentifying skills gaps and required skills by employers in the CCIs and their sub-sectors
- 3.2** Agreeing the training element of the apprenticeship with the employer and ensuring it meets national quality and accreditation standards
- 3.3** Supporting and coaching apprentices through the training pathway
- 3.4** Working with e-training partners to identify training provision and co-create training material to meet learner needs and their personal development



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MODULE 4 – Implementing and supporting specially-tailored creative apprenticeships

Learning Outcomes for Apprenticeship Coaches:

- 4.1 Agreeing terms and conditions with the employer, including rates of pay, working hours, Intellectual Property, Health & Safety and assisting the employer to meet national statutory requirements
- 4.2 Supporting the employer to implement selection processes, management and supervision and working arrangements that foster diversity, equal opportunities and the welfare of the apprentice
- 4.3 Agreeing goals and objectives of the apprenticeship
- 4.4 Providing support and helping to solve problems
- 4.5 Reviewing the apprenticeship with all parties involved, supporting further progress and implementing improvements



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Thank you for your attention



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Partnership for Creative Apprenticeships (P4CA)

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