



NEWSLETTER 24 - 23 AUGUST 2017

A CHAIN5 SEMINAR  
**WORK-BASED LEARNING  
&  
FOCUS ON LEVEL 5 QUALIFICATIONS**

**Theory, Practice & Strategy**

Thursday 9 / Friday 10 November 2017

Venue: University of Bedfordshire, Luton, UK

Including social programmes on:  
Wednesday afternoon, 8 November  
Friday afternoon, 10 November

Some of our key issues

- *What is the role of higher level WBL in different countries, contexts, locations and contractual relationships?*
- *Is WBL successfully captured?*
- *What is the role of WBL in meeting the needs of changing labour markets?*

Some of our speakers

- *Bill Rammell, University of Bedfordshire*
- *Jonathan Garrett, expert on WBL*
- *Simon Broek, Ockham/IPS*
- *Helen Hoffmann, European Commission*

Some of our workshops

- *Tandem project, for work-based learning at levels 4 and 5*
- *Dual Education: good practices*
- *Models for WBL*
- *Apprenticeships at level 5*

Our extra activities

- *Visit to St Albans + dinner (Wednesday afternoon and evening)*
- *Visit to British Schools Museum in Hitchin (Friday afternoon)*

This seminar is the first thematic one organized under the flag of CHAIN5, in accordance with the principles of a community of practice, for themes at the European level in the so-called 'European Level 5 Area'. This EL5A is the bundling of all qualifications at this level of the EQF and the NQFs based on this general framework. The qualifications Higher VET and Short Cycle HE are the best-known examples, but there are many forms in all member states - especially when it comes to work-based learning.

The seminar in Luton is intended to lay the foundation for a broad discussion on the subject of work-based learning. This involves the way in which this form of education and training can contribute to the use of qualifications at Level 5 for shaping learning pathways from Level 4 to Level 5, and from there to the labour market or to take a study at Level 6. This involves an effective permeability between VET and HE, but also the streamlining of the pathways that are needed.

More in general: How can this EL5A contribute to making the entire system more flexible? This can be done by launching a discussion at the European level, reviewing the need at the national level, and then looking at how we can act like CHAIN5 by using the power of the community. That's why the three pillars of the seminar in Luton are: What is WBL in theory, how is it going to work with WBL in practice and what's the best strategy to further explore how best to support WBL's developments on the European level, to benefit from this all at the national level.

### **1 Our theoretical elements of the seminar**

Work-based learning is a container concept when it comes to using a work environment for acquiring competencies that are required to qualify for a diploma, certificate or degree, knowing that work is a crucial component. In addition, a company or organization plays an important role in completing the programme and providing the correct format in agreement with the educational institution. This setting is responsible for ensuring the level and quality. A familiar format is what can be understood as 'apprenticeship', in addition to 'professional training and education'.

There is the approach of 'study-based working', on the other side of the spectrum of possibilities. The study is central, based on a clear formal standard, and parts of it are programmed within a work environment, in order to follow components in a labor market-oriented situation. These include 'the internship', 'work placement', 'professional oriented projects' and 'professional research'. But in the meantime, countries can offer their own formats, based on their national education system and the possible involvement of the world of work - including specific legislation and rules for combining learning and work. This can be done for students who already have a diploma at level 4 and for workers who want to take the next step in their career.

The program includes for this theoretical part some introductions on Thursday, as well as a presentation at the beginning of Friday. There will be tried to describe a number of principles for possible models, coupled with criteria. It is not a question of reaching for a general European concept. This would not be really helpful for a national approach that each country is using and also wants to maintain as well – as long there is no better alternative...

**So, come to Luton to talk about the need to clarify what the best models are, to make it possible for all stakeholders to make the best of WBL.**

### **2 Our practical elements of the seminar**

Having a theoretical substantiation is absolutely necessary but needs to be flexible and not overly prescriptive. A number of models and formats are important for enriching the workplace with a powerful working environment as a country within its own system.

In order to understand what is possible and how to handle Level 5 in combination with work-based learning, we will put some examples into the spotlights in Luton. It will be interesting to add theory and practice to each other at the end of the seminar, and to show that the models also can apply in other national situations. All of this can be a good basis for further elaboration, as a strategy that can be used by CHAIN5 in cooperation with other parties.

We have as practical components for you during the seminar:

- Introduction to recent developments
- Information about the Tandem project, which looked at training for workers who started at Level 4 and can try to achieve a formal degree through a certain trajectory using work-based learning and obtaining certificates. The involvement of employers is crucial in such situations. See for more information: [www.tandemflexiblepathways.eu](http://www.tandemflexiblepathways.eu)
- Workshops on the main outcomes of the project, coupled with findings about work-based learning in a number of countries and at the international level.
- Workshops on forms of work-based learning in a number of European countries as the Netherlands, England, Denmark, Slovenia and France.

**We invite you to include your own experiences and examples of WBL, using these practices. This makes it possible to identify similar formats, taking into account all kinds of developments.**

### **3 Our strategic elements of the seminar**

Combining the outcomes of the discussions about the theoretical models and the national practices concerning WBL, we can talk about the strategy of CHAIN5 if it is about using level 5 qualifications in such a setting for more flexibility in the educational systems. We have to identify the themes that are relevant for countries, maybe not all, but certainly for a significant group of them.

This means that we can organize in the coming years thematic WBL-events, in regions of Europe, bringing in experts in this field – who will be members of our experts' groups, to be installed after the seminar. The aim is to 'feed' the national discussions, giving our members the opportunity to gather good practices and relevant information through the CHAIN5 community.

But a country can be struggling with bringing the discussions on the table if it is about the most effective way of using WBL, for having new learning pathways and a better permeability between Levels 4, 5 and 6 of its NQF. Then our members can invite CHAIN5 to be a co-organiser of a national event. We can ask experts to contribute and it is an option to have workshops with national stakeholders to use good practices from other countries.

It will be our task to have at the end of the seminar such a list containing the most challenging themes. But... it will be so that in all situations concerning WBL the institutions and providers of the Level 5 qualifications have to deal with the world of work, with regional and national companies. They will have to provide the workplaces, willing to take care of the necessary arrangements.

That's why we will have at the end of the seminar a panel discussion with representatives of the world of work, to ask them for their opinions. They have to warn us if we are mentioning themes that are relevant for the institutions but (far) less for the companies...

At the European level we need also strategic support, for more international focused discussions, events and other activities – with DGs EAC and EMPLOY, and the European associations, having their VET4EU2 network. That's why the 'final words' will be about the European developments and challenges.

**We have to think and act practical within the community, but we need also a convincing strategy for the role of WBL in making the European Level 5 Area a powerful instrument, to support the national systems for having the most flexible learning pathways. This seminar gives you the chance to bring in your ideas.**

### **BACKGROUND PAPER**

At the end of September we will publish a background note about WBL and the developments that are important for the use of qualifications in the 'European Level 5 Area'.

In the annex already an interest list: 20 guiding principles for apprenticeships, formulated by the European Alliance for Apprenticeships in 2015. In the background note more about them, having also articles, summaries of reports and input for the round-table sessions on the second day of the seminar.

## SOCIAL ACTIVITIES

Knowing that some participants will arrive on Wednesday morning (or even on Tuesday) and that there is also a possibility that participants will leave Luton on Friday evening or in the weekend, we offer them two opportunities to add an extra 'social activity' to this seminar.

### *Wednesday afternoon plus dinner*

On Wednesday afternoon, we will organize a tour to St. Albans, a nearby Roman city, including a visit to the impressive Cathedral/Abbey and a dinner in the old town near it. There will be a bus leaving from the Campus at 14.00, and you will be back in Luton at 21.30. The cost for this extra activity are 25 euro.

### *Friday afternoon plus high tea*

On Friday afternoon, there will be a visit to the British Schools Museum in Hitchin, not far from Luton. This visit will include a an introductory talk, a guided tour and a taught half-hour lesson (Victorian style...) in the Gallery Classroom – followed by a Victorian Afternoon Tea. The cost for this extra activity, including bus transfer, are 25 euro.

Mention in your e-mail to register for the seminar also your interest in one of them, or both.

An activity will be organised if we have at least 10 participants. We will decide about that on the 16<sup>th</sup> of October.

## PROGRAMME

Here the programme as we have put it together for you at this moment.

### **Thursday 9 November 2017**

Time	Activity	PG/CPD Centre
11.30 – 12.00	Registration with coffee	Reception
12.00 – 13.00	Lunch	Lounge
13.00 – 13.10	<b>Official Opening</b> <i>Steering Group of CHAIN5</i>	Harvard Lecture Theatre
13.10 – 13.40	<b>Opening Speech</b> <i>Bill Rammell, Vice-Chancellor University of Bedfordshire</i> Reflection on WBL and today's education	
13.40 – 14.20	<b>Keynote Speech</b> <i>Professor Jonathan Garnett</i> WBL in practice – and the theory	
14.20 – 15.00	<b>The TANDEM project: WBL at levels 4 and 5</b> <i>Project management</i> An overview of the most useful outcomes	
15.00 – 15.20	Coffee and networking	Lounge area
15.20 – 16.10	<b>Workshops - round 1</b>	Breakout rooms
16.10 – 16.15	Circulation time	
16.15 – 16.55	<b>Research on WBL</b> <i>Simon Broek, Researcher, Ockham/IPS</i> Teachers and Trainers in WBL and Apprenticeships	Harvard Lecture Theatre
16.55 – 17.00	Closing of the first part of the seminar	
18.30	Buses from hotels to Putteridge Bury	Putteridge Bury, Luton
19.00 – 19.30	Reception	
19.30 – 22.00	Dinner	
22.00	Buses from Putteridge Bury to return to hotels	

## Friday 10 November 2017

Time	Activity	Venue: PG/CPD Centre
08.15 – 09.00	Arrival, coffee and networking	Lounge area
09.00 – 09.30	<b>WBL: definitions, formats and possibilities for the involvement of 'the world of work'</b> <i>CHAIN5 President Hans Daale</i>	Harvard Lecture Theatre
09.30 – 09.40	Circulation time	
09.40 – 10.30	<b>Workshops - round 2</b>	Breakout rooms
10.30 – 11.00	Coffee and networking	Lounge
11.00 – 11.40	<b>Round-table sessions</b> Formulating themes, relevant issues and questions for the panel discussion	Breakout rooms
11.40 – 11.50	Circulation time	
11.50 – 12.40	<b>Final Panel Discussion</b> Panel with representatives of the world of work. Among them: Sigrid Stavenuiter, Ahold, The Netherlands Colin Sellers, The IET, UK <i>Mediator: CHAIN5 Vice President Ole Faaborg</i>	Harvard Lecture Theatre
12.40 – 13.00	<b>Feedback on the seminar</b> <i>Helen Hoffmann, European Commission, Directorate General Employment, Social affairs and Inclusion</i> What have we learned, and what will be important for CHAIN5?	
13.00 – 13.10	Wrap-up of the seminar	
13.10 – 14.00	Lunch and goodbyes	Lounge

### THE ORGANISERS

The seminar is a co-production of CHAIN5 (the international community of practice for level 5) and the TANDEM-project (see for more information at: [www.tandemflexiblepathways.eu](http://www.tandemflexiblepathways.eu) - having as partners: EVBB, eucen, Leido, EWF, Prysmian Group and Cámara de Comercio de Oviedo) - and it will be hosted by the University of Bedfordshire in the UK.

### REGISTRATION

We can host a group of 80 participants for this event. Knowing that 'WBL, Apprenticeships and Level 5' is a very hot and interesting topic at this moment, we will advise you not to wait too long with registering. As always we will keep it simple.

You can register yourself for the seminar by sending an e-mail to [info@leido.nl](mailto:info@leido.nl), mentioning:

- Name
- Organisation, and position in organisation
- E-mail and telephone number
- Dinner on Thursday evening: yes or no
- Interest in the social programme on Wednesday afternoon and/or Friday afternoon.

### PRACTICAL INFORMATION

Here is the most relevant practical information.

#### Venue

The seminar will take place at the campus of the University of Bedfordshire in Luton. Information about the campus can be found on: <https://www.beds.ac.uk/about-us/campuses/luton>.

We will use the 'Postgraduate & CPD Centre'.

#### Fee for the seminar

The fee for the seminar is based on the country of the participant:

- Italy, United Kingdom, France, Denmark, Austria, Germany, Switzerland, Norway, Malta, Sweden, Finland, The Netherlands and other countries in the Western and Northern part of Europe, not mentioned below: 175 Euro
- Estonia, Latvia, Poland, Russia, Lithuania, Greece, Slovakia, Portugal, Czech Republic, and other countries in the Eastern or Southern part of Europe, not mentioned below: 125 Euro
- Kosovo, Bosnia Herzegovina, Croatia, Bulgaria, Romania, Turkey and all other countries not mentioned above: 90 Euro.

### ***Dinner***

The dinner will be on Thursday evening, at the Conference Centre of the University of Bedfordshire, just outside Luton (transport will be arranged from the hotels).

You may have a look at <https://www.beds.ac.uk/putteridgebury>.

The cost for the dinner are 45 euro. This includes:

- A welcome cocktail
- Three courses
- Drinks and coffee/tea
- Transport to Putteridge Bury and back to the hotels after the dinner.

### ***Hotels***

In the previous newsletters we have mentioned that there are possibilities to book hotels near the campus of the University, having some discount. After that we have contacted other hotels, and we checked the well-known websites – like booking.com. It turned out that it is the best for the participants to book their own rooms, having also the best prices for them.

Some hotels near the campus are:

- The Icon Hotel
- Hampton by Hilton (a 10 minute walk)
- Premier Inn Luton Town Centre - Regent Street, Luton (not to be confused with other Premier Inns in the area) – having their own website (not on booking.com):  
[http://www.premierinn.com/gb/en/hotels/england/bedfordshire/luton/luton-town-centre.html?cid=GLBC\\_LUTREG](http://www.premierinn.com/gb/en/hotels/england/bedfordshire/luton/luton-town-centre.html?cid=GLBC_LUTREG)

### ***London airports serving Luton***

All the following airports cover a wide range of destinations across Europe.

#### ***London Luton airport***

Airlines include: easyJet, Ryanair, WizzAir (Central and Eastern Europe), Vueling, Iberia/Air Nostrum, Blue Air and Tarom (Romania), El Al, Monarch, Sun Express (Turkey & Germany)

#### ***London Heathrow Airport***

Airlines include: British Airways, KLM, SAS, Air France, Lufthansa, Brussels Airlines, Aer Lingus

#### ***London Stansted Airport***

Airlines include: British Airways, easyJet, Ryanair, Jet2

#### ***London Gatwick Airport***

Airlines include: easyJet, Norwegian, British Airways, Aer Lingus, Air Portugal, SAS, Ryanair, WizzAir, Estonian Air, Flybe, German Wings, Air Malta, Croatia Airlines

#### ***London City Airport***

Airlines include: CityJet (including from Rotterdam), KLM, British Airways, Lufthansa, Aer Lingus

### ***Other practical information (taxi, trains, flights...)***

On the website [www.chain5.net](http://www.chain5.net) you will find a document with further practical information.

### **QUESTIONS**

If you have questions about this seminar, please send an e-mail to [info@leido.nl](mailto:info@leido.nl). We are trying to give the answers a.s.a.p. And of course suggestions are more than welcome.

## Annex

### Apprenticeships at level 5 and 20 guiding principles

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(adopted from the general publication about apprenticeships – EAfA – 2015)

#### National governance and social partners' involvement

- Principle 1: A clear and consistent legal framework enabling apprenticeship partners to act effectively and guaranteeing mutual rights and responsibilities
- Principle 2: A structured, continuous dialogue between all apprenticeship partners including a transparent method of coordination and decision-making
- Principle 3: Strengthening the role of social partners by capacity building, assuming ownership and taking on responsibility for implementation
- Principle 4: Systematic cooperation between the institutions or training centers at the levels 4, 5 and 6 of the EQF, and the companies involved
- Principle 5: Sharing costs and benefits to the mutual advantage of companies, institutions, providers and learners.

#### Support for companies, in particular SMEs, offering apprenticeships

- Principle 6: Supporting measures that make apprenticeships more attractive and accessible to SMEs
- Principle 7: Finding the right balance between the specific skill need of training companies and the general need to improve the employability of apprentices
- Principle 8: Focusing on companies having no experience with apprentices
- Principle 9: Supporting companies providing apprenticeships for disadvantaged learners
- Principle 10: Motivating and supporting companies to assign qualified trainers and tutors.

#### Attractiveness of apprenticeships and improved career guidance

- Principle 11: Promoting permeability between Vocational Education, Level 5 qualifications, Higher Education, and other educational and career pathways
- Principle 12: Improving the image of qualifications in the European Level 5 Area and apprenticeships by promoting excellence of the used learning pathways
- Principle 13: Career guidance to empower young people to make well-founded choices
- Principle 14: Enhancing the attractiveness of apprenticeships by raising the quality of teachers, lecturers, counsellors and supervisors at the workplace
- Principle 15: Promoting the attractiveness of level 5 qualifications and apprenticeships through a broad range of awareness-raising activities

#### Quality assurance in work-based learning

- Principle 16: Providing a clear framework for quality assurance of apprenticeship at the system, provider and company levels ensuring systematic feedback
- Principle 17: Ensuring the content of level 5 programmes is responsive to changing skill needs in companies and society
- Principle 18: Fostering mutual trust and respect through regular cooperation between the apprenticeship partners
- Principle 19: Ensuring fair, valid, and authentic assessment of learning outcomes
- Principle 20: Supporting the continuous professional development of in-company trainers and improving their working conditions