

## INNMAIN - RELATIONSHIP WITH COMPANIES

Koblenz, Germany, April 27-29 2016

### FINAL CONCLUSIONS

#### Participant institutions:

- |                            |                     |
|----------------------------|---------------------|
| 1. Handwerkskammer Koblenz | Koblenz. Germany    |
| 2. TEC                     | Copenhagen. Denmark |
| 3. SAVO                    | Kuopio. Finland     |
| 4. Izmit Vocational School | Izmit. Turkey       |
| 5. Xabec.                  | Valencia. Spain     |

#### REGARDING THE INTERNATIONAL TECHNICAL DEPARTMENT OF "RELATIONSHIP WITH COMPANIES"

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1. **PARTICIPANTS AND COORDINATION:** We agree that InnMain partners are free to join this Department: they are free to participate. We will ask all of them if they want to join us. We suggest TEC to be the coordinator partner.
2. **FREQUENCY OF MEETINGS:** we have agreed that the meeting should to be every year. We have to plan in advance the dates and the place in order to be able to apply for KA1 Staff Mobility to get funds. Regarding the place, we suggest to change every year: we can go to different participant institutions to learn the peculiarities of each country.
3. **COMMUNICATION:** Yearly meeting , Skype meetings, and Emails

#### FOR THE INNMAIN STRATEGY – IDEAS AND CONCLUSIONS

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*The situation is different in all countries. Not all the following ideas can be applied in all the countries, but can be a useful guide to start working in this International Department*

1. **AIMS OF THIS DEPARTMENT:**
  - To get **knowledge** from the Companies about new trends and technologies (the need of robots and automation, new equipments and technologies, etc.)
  - To **be closer** to the companies to **oversee future changes**.
  - To improve **the connection between the practical work and the theoretical knowledge** when giving lessons at school. i.e.: changes in the electricity programmes.
  - To promote international mobility of students, teachers, trainers, principals and entrepreneurs.
2. **COMMON CONCERNS IN COMPANIES AND SCHOOLS:**
  - To innovate in **motivation activities** for getting more placements (specially in those professions where the youth don't want to go)
  - To improve the **image** of some Professions (in schools, families, society)
  - To prepare the students to enter in the Company with **better skills**, technical and human (soft skills)

- Companies want to provide Good Service to the costumers; they need good workers, with innovative mentality.
- **Knowledge.** To promote cooperation between companies and schools:
  - SME's can ask for advice to school about new technologies, trends, solving problems.
  - Schools can get advice from big companies about the ultimate machinery.
- Schools are "Knowledge centres". They can offer their workshops with machinery to the companies:
  - Big Companies: As a "show room" of new machinery (HWK-K they pay the first time and afterwards the Factory change the model frequently)
  - SME's: As a workshop for using some machinery /tools they don't have in the company
- NETWORKING for getting benefits from others in the same field of knowledge (companies and schools). Four areas:
  - Technical
  - Pedagogical
  - Management
  - Business
- Training the Company trainers (in some countries there is no god / enough training):
  - Pedagogic
  - Legal aspects
  - Knowledge about different kind of skills
  - Evaluation
  - Psychological skills to deal with the youth
  - How to deal with bad behaviour. Reactions
  - How to teach in a practical way (how to create a lesson)
- Safety

### 3. CHALLENGES OF THIS DEPARTMENT:

- The aim of the Company is to earn money (& increase production); the aim of the school is to give education to the youth for them to get a job. **How can we close the circle?**
- To improve the **mutual knowledge:**
  - The companies SHOULD KNOW what we do in schools (sometimes they don't know and don't feel confidence regarding the knowledge of the student)
  - The schools SHOULD KNOW what the student do in the company
- Each partner who wants to promote international placements should have a list of national companies tested as good companies to host international students; then, we can have a database of Companies to offer to other partners, with some explanations. Those companies could be "**Associated partners**" in InnMain.
- To give advice to the schools about adapting their workshops to the reality of the companies. It is crucial to have good workshops to reach the aims we want to achieve.
- To prepare properly the students for the success of the mobility (language skills, psychological and cultural preparation, competences (punctuality, etc.)

### 4. POSSIBLE FUTURE ACTIONS:

- To send to all the InnMain partners a **questionnaire** in order to get information about the following topics:
  - Do you want to participate in this International Department?
  - Show your own experience in the relationship of your school with the companies
  - Let us know what are the difficulties you find in this relationship

- To promote the **social dimension** to have good relations between schools and companies. To think about possible activities. And share the experience with other InnMain Partners.
- In order to improve innovation, we should promote **meetings between Schools and Companies** to talk about “innovation in your company and in the school”:
  - **FIRST:** at local, regional, national level
  - **AFTEWORDS:** at international level
- **Advice Report:** All the InnMain partners could ask the companies: “What do you need”, and with this information we can write an “Advice Report” to share with all the companies and partners involved in the research.
- **TECHNOLLOGY DAY:** to show machinery and facilities

## 5. HOW TO PROMOTE TOGETHER THE IMAGE OF SOME PROFESSIONS

- Companies must be conscious that they cannot do it alone: we have to work together all the companies and Vocational Schools.
- We need to “change minds”, especially in families (“the mother”): they want their children to be doctors, engineers, lawyers... but maybe this is not the best for their children...
- We need to speak in the language the young people can understand: same “tune”
- Social Networks: we must use them (Facebook, etc.)
- **SHOWING WHAT IS THE REAL JOB. TECHNOLOGY DAY:** open the school and the companies to the public. Facilities and machinery.
- **SHOWING THE RATE OF EMPLOYMENT**
- **SHOWING THE BENEFITS** of those professions.
- We need to have clear what it is in the mind of the apprenticeship:
  - **Attractiveness. What is attractive to the youth?**
    - The people (boss, colleagues...)
    - The Company (to be proud of it)
    - The profession (to be happy forming this particular job)
  - **Motivation of the student to choose the company:**
    - External: how much money they are going to earn?
    - Internal: to have expectations inside the company (developed career), to become a better qualified person, to have stable employment: stability
    - Significance: to give sense to their lives and their actions: “I’ve made this building”; The opportunity to build in the future your own company