

Course implementation report

Croatian course implementation of project Apprentice Track was organized throughout September online via zoom on multiple occasions due to COVID situation and legal limitations.

7 participants attended.

Program
1. Introduction
2. Module 1
3. Module 2
4. Module 3

Attendees:

Mentors: 5

Moderator: ,1

Team members: 1

The course lasted in total of 5 days (40 hours) and it was made up of the modules which were:

- Key features of apprenticeships
- Integrating placements into strategic workforce planning
- Gaining the support of colleagues and senior managers for the apprenticeship programme
- Finding the right provider- how to collaborate with educational organizations
- Drawing up an apprenticeship agreement and employment contract
- Running a successful apprenticeship: managing, mentoring and supporting the apprentice
- Process after the apprenticeship- assessing performance and integrating apprentice into workforce

Course used interactive group work methodologies, simulation and case studies to achieve its aims.

Moderator was a person from VERN' University Nataša Jeličić who is in charge with business-education collaboration at the University and she worked with mentors through all 3 Modules.

Modules were:

- 1) Before the Apprenticeship
- 2) During the Apprenticeship
- 3) Completing the Apprenticeship

CONCLUSIONS

- ✓ Mentors found the course useful, informative and well adjusted
- ✓ They appreciated online flexibility and teamwork
- ✓ Peer to peer communication was found very efficient

- ✓ Each mentor found a new or/and improved solution for their own companies' apprenticeship situation
- ✓ Mentors gave feedback at the end that they feel more prepared now to :
 - ➔ Mentor apprentice
 - ➔ Guide apprentice into being well adjusted to the company
 - ➔ Solve potential issues that may arise at the apprenticeship
 - ➔ Use apprentices' skills more efficiently for the apprenticeship
 - ➔ Find a good apprentice-apprenticeship match
- ✓ More efficient apprenticeships are expected to come in the future

The report was prepared by Tea Gagro Held, project manager from VERN'.