



Innovative WLB Painting Talents

In Paint

Newsletter n.4

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In Paint project will set up a Work Based Learning open platform to support VET Institutes and Painting Trade in Europe



Partners



Associated Partner



Where are we?

After 24 months of activities, the In Paint project arrived at its end on 30th September 2019.

It has been a long journey involving the hard work of all the partnership with the aim to reach a European dimension in the context of the Worked-Based Learning in the Painting and Decorating trade. The In Paint project has to be considered just as a starting point towards the development of a better and professionalized image of the profession, key element for attracting new young and qualified people in the sector. The Final Conference, that took place in St. Pölten (Austria) on 13th September 2019, marked the final step introducing the main project's results to the sectoral stakeholders coming from the different partners countries. It was a good occasion for the project's partners to figure out which is the best direction to move forward in order to ensure the sustainability of the project's impact.



Dissemination Coffee Meeting around “How to boost Work Based Learning”

On 12th June 2019, Unieip, with the support of SMEunited, called stakeholders from different sectors to join a debate around “How to boost Work Based Learning”. The meeting purpose was to share solutions proposed by In Paint project activities to other trades in order to cope with the needs to upgrade the quality of VET and to enhance effectiveness in Work Based Learning.

Opening the event, *Secretary General of SMEunited* said that “at a period of an increasing skills gap, where Crafts and SMEs have real difficulties to recruit - notably young people - with the right competences, In Paint initiative is very welcome” and added “Innovation and concrete application on the ground, in the field of VET and Work-based learning is all what we need”.



Then the Project Coordinator showed how an improved and stronger partnership between Professional associations and schools as well as a new profile, the WBL Developer, can help in filling the gap of communication among trade, Vet providers and companies, while reinforcing the effectiveness of the Work Based Learning.

The European Commission, represented by *Mr Schöbel*, *Ms Lara Paoletti* and *Mr Roman Horváth* presented the **European Framework for Quality and Effective Apprenticeships**, provided an overview on the **Erasmus+ calls on VET**, and discussed about **VET and skills in the framework of the Construction 2020 initiative**, especially focusing on the Construction Observatory.

Main results of the projects were presented to the participants by *Ms Alexandra Costa Artur* from Imanovation and by *Mr Sébastien Ackaert* from Elipsys. *Ms Costa Artur* explained that in the current difficult situation, in which the Painter Profession can hardly find young and qualified people, the Work Based Learning Developer profile, conceived within the project, will reinforce the role of the Professional Associations in putting at the disposal of the companies and the training providers this new facilitator. In practical terms, the WBL Developer will have basic Professional competences in the Painting craft,



strong Social skills (communication, conflict management, ..), Personal competences (self-assessment willingness to develop, motivation, ..) and Methodological skills.

Mr Ackaert, on the other side, focussed on the In Paint Open Resources Platform which has been designed after inquiring all operators in the Painting sector. The responses to the questionnaires were grouped and the main topics to focussed on resulted to be the following: Career Advice, Information (including Technical and Product information and updates, Health and Safety Guides, Web links to a wide range of organisations), Resources and Training.



➔ *Need to know*

The project was conceived as a solution to three main problems of the Painting and Decorating sector: the shortage of young professionals, the lack in the quality of the training for painters and the scarcity of knowledge of market innovation by the painters and the training institutes. After 2 years of activity and thanks to the great work developed by the In Paint partnership, the project has answered to these challenges reinforcing the existing cooperation among Professional Associations, their Painting SMEs Members and VET Institutes at National level coordinated by the European Association of Painters Contractors (UNIEP).

In concrete two tools have been created:

1. The WBL Developer: a new profile with the crucial role to facilitate the relation between the companies and the vocational schools, sustaining the promotion of the image of the profession in order to increase the recruitment of young qualified painters. The profile of the WBL Developer is composed by both professional and soft skills. At a professional level, a relevant experience in the painting craft is required, but on the other side, social skills, personal competences and an efficient methodology are the key traits.

The qualification of the WBL Developer has been developed through the creation of 6 Units of Learning Outcomes following the Skills-Knowledge-Competences scheme.

2. The In Paint Observatory Platform: through a mapping of the different WBL systems, the first European Open Access Portal, entirely dedicated to the Painting and Decorating Sector, has been created. This collaborative and interactive concept aims at gathering all the existing and useful tools and resources for the Painting and Decorating Stakeholders, directly involving the users to share knowledge, training, innovation and skills, in an evolving process for creating best practices and fostering inspiration.

It is with great pleasure that we finally launch the In Paint Observatory Platform: start to navigate and discover more!

Discover here the WBL Developer profile and the Units of Learning Outcomes

Discover here the In Paint Observatory Platform

Nice to know ←



From the participants to both the In Paint Project Dissemination Event and the Final Conference, interesting reactions and reflections came out at the moment of answering to three different questions.

Concerning the WBL Developer, they suggested that he/she must come from the sector and know deeply the local reality in which to operate. He/she should be not only a link between Professional Associations and schools but also a Mentor, helping to find companies for apprentices and apprentices for companies. In this context, a Supply and Demand function of WBL Developers should be available on the WBL Platform.

Concerning the attractiveness of the sector for young people, an important aspect seems to be to show that the painting profession can make an impact on people's life, therefore the necessity to educate students by trying to make it an aspiration job. The best way to promote the

profession is through schools (also at early age), local exhibitions, trade fairs, and above all, social media.

About the open access online Platform as a tool to make the image of the Painter/Decorator more professional, it was confirmed that the various operators of the sector must team up to raise awareness for the profession, using the platform to disseminate photos of work, to promote videos according to skills and to publish interviews with professional painters.

What's next?



At the end of September, the In Paint project has reached its end, completing all the activities that the partners had foreseen. It has been an amazing exercise and a very interesting experience to work with partners from countries having very different VET and WBL systems, with at the same time, methods and tools that deserve to be put at the disposal of the Painter/Decorator Profession.

The need to improve the image, the quality and the support to this trade has been the *leitmotif* of the entire and dedicated project which has detected in the main results - the WBL Developer and the Platform -, an important starting solution to the overall difficult situation of the profession.

As we said, the tasks are now completed, but the most important has to come yet: ***how to make these outputs functioning and developing in the best way.***

In practice, the partners' consortium will sign up a *Memorandum of Understanding*, with rules to be followed in order to ensure the sustainability of project's results. Some of the actions to be put in place are linked to the following goals:

- To operate in order to make the WBL Developer recognized by the competent local bodies by *including the profile on official curricula and courses*;
- The Professional associations at National/Local level will promote the function of the WBL Developer by *"selling" it as a new service to the companies*;
- The VET Institutes at National/Local level will sign agreements with the Professional associations and Guilds *for constantly inform students about the WBL Developer role, the Platform content and the opportunities of in-company apprenticeship and mobility.*

However, and for making all this happening, UNIEP will have to continue and to reinforce the cooperation with Manufacturers, Vet Institutes, Schools, Associations, Companies and all stakeholders in the sector which have permitted till now the successful accomplishment of the project.



Follow In Paint on *Twitter* and catch all the latest news and future development!

Join our community, **#FollowUs** and **#Share** our page!



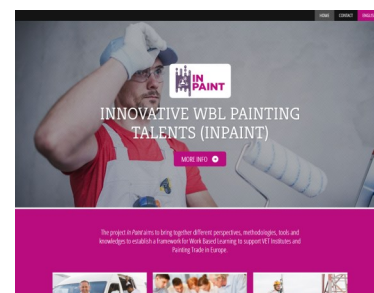
Speaking about In Paint..

We will speak about the In Paint project, sharing our good practices during the following events:



26th November 2019 - Construction 2020: Thematic Group 2 "Skills & Qualifications", Organised by the EU Commission DG GROW in Brussels

28th November 2019 - Contact Seminar on Developing Strategic Internationalisation and Partnerships in VET, organised by the Erasmus+ NA Anefore in Luxembourg



In Paint website has been implemented with all the publications and project's results. Check what has been done and download the In Paint outcomes in the ***"Results" section!***