

Apprenticeship in a Globalised World: Premises, Promises and Pitfalls

23 - 24 April 2013

Location:

Wits Professional Development Hub (PDH)
Johannesburg, South Africa

International Conference Programme

Co-Organisers & Cooperation Partners:

The Manufacturing, Engineering and Related Services
Education and Training Authority (merSETA), Johannesburg, South Africa
University of Witwatersrand, Johannesburg, South Africa
National Skills Authority (NSA)
Human Resource Development Council (HRDC)
University of Zurich, Switzerland
European Research Network in Vocational Education and Training (VETNET)
TVET Research Group (I:BB), University of Bremen, Germany

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Tuesday, 23 April 2013, Morning

07.45 – 08.30 a.m.: Registration

ATRIUM	Opening Session <i>Simultaneous translation “English/French” available!</i>	Plenary Part I Chair: Derrick Peo
08.30 – 08.40	Prof. Philipp Gonon	Welcome Chair of INAP Board
08.40 – 08.50	Prof. Ruksana Osman	Welcome Dean, Faculty of Education, University of Witwatsrand
08.50 – 09.00	Dr. Raymond Patel	Welcome and Introduction to the Deputy Minister CEO, merSETA
09:00 – 09.20	Mduduzi Manana, MP	Deputy Minister of Higher Education and Training Opening Speech: Apprenticeship: The (South) African challenge and per- spective
09:20 – 10:00	Christine Evans-Klock	Keynote 1: Overcoming the work-inexperience gap through quality apprenticeships – The ILO’s contribution
10.00 – 10.40	Prof. Robert I. Lerman	Keynote 2: Apprenticeships in global, national, and local contexts: Can INAP help bridge the gaps?
10.40 – 10.50	Dr. Horst Freitag	The German – South African Coop- eration in Vocational Education and Training
10.50 – 11.00	Prof. Salim Akoojee	Introduction into the Workshops
11.00 – 11.15	Coffee Break	



Tuesday, 23th April 2013, Workshop sessions

11.15 – 13.15 Room 111 Workshop I Introducing Apprenticeship: Backgrounds chances and difficulties

Chair: Philipp Gonon
Rapporteur: n.n.

Successful apprenticeships require stable basic conditions such as well-organized employer organisations and trade unions, the acceptance of the industry as well as a close relationship between schools and firms. Meeting these basic requirements poses considerable challenges. This session will focus on backgrounds and difficulties when introducing apprenticeship. Who are the responsible bodies and consortiums of implementation? Which role do research, science, and VET colleges play?

Erica Smith & Ros Brennan
Kemmis (Australia)

Globalising the apprenticeship concept: How far can apprenticeship systems be compared across countries and what can be gained?

Salim Akoojee (South Africa)

The virtues of an inglorious South African past! Premises, promises and pitfalls of apprenticeship development
Artisanal development without a clear demand: What about the public economy?

Lolwana Peliwe (South Africa)

Friedhelm Eicker (Germany)

Development of a further education and research network for VET professional pedagogues in Sub-Saharan Africa (VET-Net)

11:15 – 13:15 Room 211 Workshop II Enabling learning opportunities in work- places and informal contexts This workshop includes a special focus session on: “Informal Apprenticeships” in cooperation with the ILO. Simultaneous translation “English/French” available!

Chair: Christine Hofmann
Rapporteur: Dr. Boubakar Savadogo

If learning is more closely linked to workplace, it is generally more efficient. This session addresses the question of the way in which workplaces could be turned into learning sites and how concepts can and theories are applied in practice. Moreover the session addresses the question whether informal learning reflects the novice expert paradigm and the concept of situated learning?

Annalisa Schitzler (Germany)

To what extent do facets of the learning environment influence apprentices’ motivation and learning success?

Christof Nägele (Switzerland)

Workplace as a learning site: Correlates and predictors of the adolescents’ perception of the workplace as a learning site and their social integration in the workgroup. An analysis of the first three years in apprenticeship.

Lars Heinemann, Thomas Scholz
(Germany) Johan Riekert,
(South Africa),

Using the holistic problem solving approach in VET:
Experiences from the introduction of COMET learning tasks in South Africa

Pilar Pineda, Anna Ciraso
(Spain)

Learning in the workplace: The effectiveness of VET apprenticeship through the evaluation of factors

13.15 – 14.15

Lunch



NATIONAL SKILLS AUTHORITY

**11:15 – 13:15 Room 314 Workshop III
Competence Assessment and Development**

**Chair: Felix Rauner
Rapporteur: Brenda Ntombela/Rodney Manyika (tbc)**

Competence diagnostics, related to performance assessment by means of examinations play an important role in national VET systems. This session looks at theories and models that can form a basis for competence diagnostics and psychometric test instruments. The concept of motivation and commitment as a dimension of vocational education is also an important topic to be examined.

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| Anke Bahl (Germany) | Between a rock and a hard place: Structural dilemmas of workplace trainers in German apprenticeship |
| Ralph Dreher (Germany) | Creating matrices of learning situations as a didactical possibility to fabricate an internal differentiation for action-oriented vocational education |
| Yingyi Zhou & Zhiqun Zhao (China) | The Influence of work process oriented learning context on learning outcomes in VET |
| Martin Kröll (Germany) | A competence analysis and competence creation tool to integrate employees in subsidized contracts |

13.15 – 14.15 Lunch

Tuesday, 23th April 2013, Afternoon: Workshop sessions

**14.15 – 16.30 Room 111 Workshop I (continued)
Introducing Apprenticeship:
Backgrounds changes and difficulties**

**Chair: Lolwana Peliwe
Rapporteur: Zhiqun Zhao (tbc)**

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| Ingrid Berglund (Sweden) | Introducing an apprenticeship pathway in Swedish VET –chances and difficulties in workplace learning |
| Robert I. Lerman (USA) | Marketing apprenticeship in the United States: The case of South Carolina |
| Michaela Marterer & Peter Härtel (Austria) | Success factors of transition in Austria – possible considerations and consequences for countries all over the world |
| Jeroen Onstenk (The Netherlands) | Improving the quality of apprenticeships as learning environment |

18.30 (tbc) RECEPTION/Dinner



14:15 – 16:30 Room 211

Workshop II (continued) Enabling learning opportunities in work-places and informal contexts

This workshop includes a special focus session on:
“Informal Apprenticeships” in cooperation with the ILO.
Simultaneous translation “English/French” available!

Chair: Christine Hofmann

Rapporteur: Dr. Boubakar Savadogo

Ke'an Zhang & Caifeng Chen
(China)

Action research on close cooperation between vocational schools and companies

Ashwani Aggarwal
(South Africa)

Lessons learnt from informal apprenticeship initiatives in Southern and Eastern Africa

Sara Johansson de Silva

Traditional apprenticeships and their importance to labour mobility, employment, and earnings – Analysis of household data (Ghana, Kenya, Nigeria, Rwanda, Tanzania)

Benjamin Ogwo (Nigeria)

Linking informal apprenticeship and formal education in South-eastern Nigeria through market/mechanic village schools

Roger Adanhounzo (Benin)

Experiences with two formal certificates: CQP and CQM

14:15 – 16:30 Room 314

Workshop III (continued) Competence Assessment and Development

Chair: Felix Rauner

Rapporteur: Brenda Ntombela /Rodney Manyika (tbc)

Erika Gericke (Germany)

The influence of apprenticeship systems on professionalization – findings of a qualitative comparative study of the VET in England and Germany

Helen Brown, Zolile Zungu
(South Africa) &
Ursel Hauschildt (Germany)

Competence measurement and development in TVET:
Results of the first COMET test in South Africa

Felix Rauner & Lars Heinemann
(Germany)

Applying the COMET approach to new professions: Metal trades, health and elderly care and business

Angelique Wildschut, Salim Akoojee & Tamlynn Meyer
(South Africa)

The trials, tribulations and experiences of changing artisan identity and status in South Africa: Implications for apprenticeship development.

18.30 (tbc)

RECEPTION/Dinner



NATIONAL SKILLS AUTHORITY

Wednesday, 24th April 2013, Morning

ATRIUM	Plenary	
	Chair: Prof. Lolwana Peliwe	
	Simultaneous translation “English/French” available!	
09:00	Prof. Salim Akoojee	Introduction to the Day
09:15 – 10:00	Prof. Volker Wedekind	Keynote 3: Rearranging the furniture? Shifting discourses on skills development and apprenticeship in South Africa
10:00–10:30	Coffee Break	
10:30 – 13.00	Workshop Sessions	
10:30 – 13:00	Room 111 Workshop IV: Managing transitions from VET into the world of work	
	Chair: Erica Smith Raporteur: Barbara Stalder	
<p>Although a good apprenticeship is one of the best requirements to be successful on the labour market, the transition from apprenticeship into gainful employment is often problematic and a great variety of so-called interim solutions have been developed. Papers in this session will present analyses and critical reflections on the question, whether vocational education is able to deliver the necessary skills and competencies to meet the demands of the labour market and discuss the criteria to assess these skills and competencies.</p>		
Jakob Kost (Switzerland)	(Does) Promoting the permeability decreases social inequality in VET!?	Promises & pitfalls of a widespread idea
Ursel Hauschildt & Dorothea Piening (Germany)	Why apprentices quit: A German case study	
Barbara Stalder (Switzerland)	Successful educational outcomes after early apprenticeship contracts terminations: The effect of prior learning experiences	
Gu Donglian & Cai Cangwen (China)	Application in car mechatronics from vocational education to the workplace	
Bin Bai (China)	Transition from school world to authentic work world: A model of integrating work into learning in TVET colleges	
13.00 – 13.45	Lunch	



Wednesday, 24th April 2013, Morning

Room 314	Workshop V
10:30 – 13.00	<p>Exploring the role of NQFs</p> <p>Chair: Joe Samuels Rapporteur: Thabo Mashongoane</p> <p>In this session, it will be first discussed how general and vocational knowledge, skills, and competencies fit into NQFs and what the advantages and disadvantages of introducing NQFs are. In a second step, this session will have a special focus on informal apprenticeships and curriculum design in such environments. Questions to be addressed are whether informal workplace curricula exist, who the actors for defining occupational profiles are, how the question of illiteracy is addressed and which lessons have been learned from strengthening skills provision through informal apprenticeship.</p> <p>Lisa Rustico (Italy) Apprenticeships in contemporary Britain, Italy and Germany: Policies and practices</p> <p>Willi Petersen (Germany) National Qualification Frameworks (NQFs) as a foundation to gaining more transparency and a better international recognition of professional and VET qualifications</p> <p>Silvia Annen (Germany) Connections between the recognition of non-formal and informal learning and National Qualification Frameworks – consequences for VET</p> <p>Philipp Gonon (Switzerland) Apprenticeship and NQF – do they fit together or compete with each other? The case of Switzerland</p> <p>Stephanie Allais (South Africa) NQFs – A critical reflection</p>
Room 211	Workshop II (continued)
10.30 – 13.00	<p>Enabling learning opportunities</p> <p>Chair: Christine Hofmann Rapporteur: Dr. B. Savadogo</p> <p>Simultaneous translation “English/French” available!</p> <p>Mohammed El Fateh (Egypt) Upgrading informal apprenticeship in Egypt – a formalized approach with off-the-job learning</p> <p>Dan Baffour-Awuah (Ghana) Policy options for improving informal apprenticeship – Experiences from Ghana</p> <p>Gunilla Höjlund (Sweden) Vocational skills formation in the informal economy in Tanzania</p> <p>Brigida O. Singo & Daniel Dinis da Costa (Mozambique) Informal collaborative learning opportunities at Mozambique’s TVE institutions and industry</p> <p>Fouad El Amri (Morocco) Formalizing informal apprenticeship in Morocco – achievements and challenges</p>
13.00 – 13.45	Lunch



Wednesday, 24th April 2013, Afternoon

Room 111	Workshop IV
13.45 – 16.15	Managing transitions (continued) Chair: Barbara Stalder, Rapporteur: Erica Smith Simultaneous translation “English/French” available!
Benjamin Schraven (Germany)	Youths between urbanisation and poverty: livelihood opportunities and challenges of informal apprenticeships in Ghana
Cyr Davodoun (Benin)	End-of-apprenticeship exams (EFAT) in Benin: An accelerator for upgrading informal apprenticeship
Boubakar Savadogo (Burkina Faso)	The development of apprenticeship in Africa: State of the art in 8 countries in terms of innovation, progress and challenges
Christine Hofmann & Wendy Okolo (Switzerland)	Transitions in informal apprenticeship: Results from ILO research in several African countries
B.S. Mndebele (Swaziland)	School-to-work transition: Predictor and explanatory variables for self-employability of high school pre-vocational agriculture graduates in Swaziland
Room 314	Workshop VI
13.45 – 16.15	Open Session Chair: NN Rapporteur: NN
Stefan Wolter, Mirjam Strupler Leiser (Switzerland), Felix Wenzelmann, & Anika Jansen (Germany)	The effect of labor market regulations on training behaviour and quality: the German labor market reform as a natural experiment
Silke Pieneck (Switzerland)	The connection of school improvement and school-intern further teacher education in the Canton of Zurich
Anika Jansen & Harald Pfeifer (Germany)	Productivity of apprentices
Zishi Luo (China)	A pilot project of modern apprenticeship in China
Michaela Marterer & Peter Härtel (Austria)	Sense of work-based learning and Entrepreneurship – An attempt of reflection of the relation between dual education and training and entrepreneurial competences
16.15 – 16.30	Coffee Break



Wednesday, 24th April 2013, Afternoon

Room 211	Workshop VII
13.45 – 16.15	<p>Workshop & Discussion INAP Memorandum: Apprenticeship Architecture</p> <p>Moderator: Philipp Gonon</p> <p>During the 4th INAP Conference in Beijing 2011, the INAP Board Members decided to set up a commission on innovative apprenticeship architecture. This INAP commission has developed a Memorandum on an Architecture for Modern Apprenticeship including standards for structure, Organisation and Governance which has been published in 2012. This workshop will focus on major outcomes of the INAP memorandum and its meaning and implications for different countries. The workshop aims at discussing further needs and development of initiatives in this important field of action in international VET research and policy.</p>
Felix Rauner (Germany)	The Memorandum: An overview
Zhiqun Zhao (China)	Statement 1: A Chinese Perspective
Erica Smith (Australia)	Statement 2: An Australian Perspective
Salim Akoojee (South Africa)	Statement 3: A South African Perspective
Robert I. Lerman (USA)	Statement 4: An American Perspective
	Discussion and Perspectives
16.15 – 16.30	Coffee Break
ATRIUM	<p>Plenary TALK and INAP Network Meeting: TVET Research – Current State and Needs</p> <p>Simultaneous translation “English/French” available!</p>
16.30 – 17.15	Chair: Philipp Gonon
Chair/Rapporteur of all Workshops	Conclusions
17.15	End of Conference
17.15 – 17.30	<p>INAP Board Report</p> <p>INAP Elections (Board and Committee)</p>
17.30	End

