

## TEXAPP 2<sup>nd</sup> NEWSLETTER – April 2018

Welcome to the second newsletter of the TEXAPP project! In this newsletter, we would like to present the progress of the project **TEXAPP- a strategic initiative to strengthen the supply of apprenticeships in European textile sector**, as well as its forthcoming implementation stages.

### Progress of TEXAPP so far

The project started in October 2016 and during its initial stages focus was placed on mapping the apprenticeship situation in Europe in the Textile and Clothing (T&C) sector, developing a common understanding of the national and European status-quo, as well as in designing strategic interventions towards generating a common standard and training facility. Currently, the project partners have agreed on a common “standard” to be implemented by the interested companies, as well as on the basic structure of a common training course that is necessary for the successful adoption of the standard.

### Project Partners

The project consortium includes eight partners from Belgium, Bulgaria, Greece, Hungary, Italy, Portugal and the UK. The coordinator of this project is EURATEX, the European Apparel and Textile Confederation (Belgium).

P1 - The European Apparel and Textile  
Confederation (EURATEX) – BE



P2 - Huddersfield & District Textile Training  
Company Ltd (HD TTC) - UK



P3 - Pirin-Tex EOOD - BG



P4 - Centro Tecnológico das Indústrias Têxtil e do  
Vestuário de Portugal (CITEVE) - PT



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P5 - Hungarian Society of Textile Technology and  
Science - HU



P6 - TexClubTec - IT



P7 - Bulgarian Association of Apparel and Textile  
Producers and Exporters (BAATPE) - BG



P8 - Hellenic Clothing Industry Association (HCIA)  
- GR



## The TEXAPP standard

The Textile Centre of Excellence (TCoE) from the UK provided an initial outline of a “standard” that is currently being implemented in the UK. The so-called Approved Employer Standard (AES) focuses on the strengthening of effective relationships between employers, tutors and apprentices, which are essential to ensure the delivery of successful apprenticeship programmes. The Standard targets the following six areas:

1. Provision of a safe working environment
2. Recruitment
3. On-the job learning
4. Supervisor and Mentor
5. The Supervisor and Mentor role
6. Retention, success and progression

The AES provides the basis for the development of national “standards” adapted to differing national approaches towards apprenticeship. The following diagram demonstrates the road-map towards the implementation of such standard.

## The Company Assessment Tool (CAT)

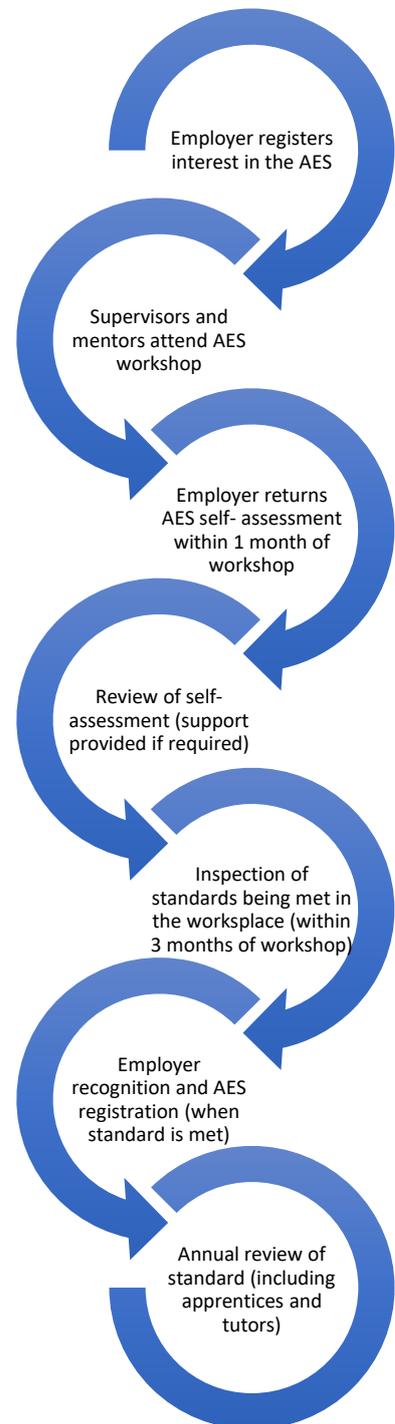
Following the development of the ‘Standard’ provided by TCoE, each partner of the consortium worked with a sample of 10 companies in their own countries (except for Portugal, where the sample included 15 companies) to pilot the Company Assessment Tool (CAT) during the period November 2017-January 2018. Out of all the 65 companies taking part in the pilot testing, 32 are new to apprenticeship training, while the other 33 have some experience.

The CAT is based on working ‘Standard’ and is designed to allow companies to self-assess their needs and priorities while helping them to identify any areas where improvement is required. Indeed, apprenticeships will be key to achieve these developments.

All versions of the CAT are nationally adapted versions based on the ‘Standard’, which has been designed to allow companies to self-assess their needs and priorities and help them identify any areas where development is required, apprenticeships being the key to address these developments.

The main objectives of the CAT were:

- To gain a better understanding of the needs and priorities of clothing companies who are interested in, or currently involved with apprenticeship training.
- To gain a better understanding on how apprenticeships and a Standard will contribute to meet these needs and priorities.



The main results from this exercise are presented in the following table:

<b>Low risk</b>	<ul style="list-style-type: none"> <li>Nearly all companies are aware of their legal obligations for safety and welfare.</li> <li>There is great variety in terms of the ability to rapidly respond when an apprenticeship vacancy arises (lower risk for experienced companies in apprenticeships).</li> <li>Nearly all companies agreed that they would benefit from a supply of young people.</li> <li>Most companies with apprenticeship experience have an induction programme for new employees.</li> <li>Nearly all companies declared having an appropriate member of staff to support a new apprentice.</li> <li>Virtually all companies said they would benefit from having staff trained to support apprentices to be successful.</li> <li>A great majority of companies said they would benefit from having a Standard/Framework to help them structure an apprenticeship programme at work.</li> <li>Nearly all companies replied that they have the necessary facilities and equipment to provide adequate training.</li> </ul>
<b>Medium risk</b>	<ul style="list-style-type: none"> <li>There is considerable diversity among companies having some form of succession plan in place or not.</li> <li>Many companies said that they have people who can train but the amount of those who claimed that they did not is also quite high.</li> <li>Identifying and meeting training needs and priorities for staff is an issue, which greatly varies from country to country and depends on the company. Overall, the proportion of affirmative and negative answers is equalised.</li> <li>Most of the companies show certain commitment to allow time off work for training and skills development where needed, but still the percentage which responded negatively is quite high.</li> <li>Most of the experienced companies are acquainted with the legal regulations to provision of apprenticeships, although there is still a significant number of them who lack information on this matter.</li> </ul>
<b>High risk</b>	<ul style="list-style-type: none"> <li>There is a high number of companies which do not have any plan to attract young people into the sector.</li> <li>Most of the companies without experience declare not having induction programmes for new employees.</li> <li>Also for the non-experienced companies, the number of companies not acquainted with the legal regulations to provision of apprenticeships is high.</li> </ul>

## Project Meetings

The 3<sup>rd</sup> Technical Meeting was held in Famalicão, Portugal on the 28<sup>th</sup> of March, 2018 at CITEVE's premises. During the Meeting EURATEX discussed with the partners about the current status of the project stages and decided on a specific action plan regarding the remaining tasks to be successfully implemented. All specific activities and outcomes to be delivered were assigned to each partner and particular attention was placed on the development and implementation of the training courses in the participating countries, as well as the planning of the various national events and final conference/awards ceremony.



## What's next?

Based on the findings of the CAT, the TEXAPP project's next steps will be the development of a framework that describes the capacities and competences required for a SME to manage and deliver an apprenticeship programme successfully. This will become a training course for the supervisors / mentors who will be the people responsible for managing the apprenticeship in companies. Moreover, the consortium partners are working on the development of a Competence Centre for Apprenticeships (TEXAPP Hub), while, since the project has concrete results, focus will be placed on wider dissemination of the results and important information on apprenticeships to interested target groups.

More details and developments in the next newsletter.

### Keep connected on

[www.texapp.eu](http://www.texapp.eu)

[Facebook website](#)

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