



Paint Tutors Up

2017-2019

Transnational Strategic Partnership Project

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Partners:



Luxembourg - Belgium - France - Slovakia - United Kingdom - Portugal

www.eu-paintup.eu



PaintUp aims to reinforce the tutor's role in work-based learning, namely in the apprenticeship systems with the involvement of the sector stakeholders and a strong engagement from the companies.

The objective is to bring out, through a mapping of the tutor's role in different VET contexts, the common elements that could make a contribution to a painting, decorating and finishing sector approach, motivating VET providers, schools, companies and teachers, trainers and tutors to improve their skills, namely transversal skills, through a unit learning outcome qualification specifically addressed to the tutors. The tutor plays a crucial role in improving the employability of the trainees and apprentices. The quality of the tutor's training can increase the attractiveness of the sector for the young people boosting skills and employability.

The 7-members partnership is balanced between partners with a strong experience in European projects and new-coming partners. Gathering different traditions on the tutor's role, PaintUp aims to bring together different perspectives and to establish a framework for tutors to support the painter companies in UNIEP's and other countries (the transnationality of the project).

The 7 partners come from 6 countries: Luxembourg, France, UK, Belgium, Slovakia and Portugal:

- 1 European association representing 60.000 Painting companies in 14 countries (Luxembourg);
- 4 Territorial organisms of Professional training (France, UK, Belgium and Slovakia);
- 1 Association managing a platform dedicated to the Painting sector (Belgium);
- 1 Company bringing together a network of international and national experts in vocational education and training (Portugal).

These partners will act with a systematic approach, based on the territorial cooperation among the different actors working in the field of professional training and apprenticeship.

Through a mapping of the tutor's function in painting SMEs, *PaintUp's* activities will result in:

- a) a tutor's practical activities guide,
- b) a learning tool for company's tutors in Learning Outcomes, and
- c) the designing of an on-line course tailored to tutors.

The project will run for 2 years, starting on 2nd October 2017. It initially foresees the identification of needs, and thereafter the implementation, the experimentation and the evaluation of results.

It will be coordinated by a steering committee composed by members of each partner who will control and guarantee the good implementation of the strategic and functional objectives.

Partners accepted to work together on the new solutions, reinforcing at the same time their performances. Their activities within the project will be complementary, taking into account their own experience and expertise. Each partner will participate to all phases of the project and to the communication, spreading and valorisation of the results.

3 transnational meetings, one on 9th October 2017 (Paris), one on 19th September 2018 (Liège) and the last on 6th June 2019 (Luxembourg) will serve to decide on the procedural and content level of the project's implementation, to correct any deflection, to discuss the products achieved and finally to evaluate the results.

One transnational workshop on 18th September 2018 (Belgium) and a Final Conference on 7th June 2019 (Luxembourg) will represent the opportunity to collect the sector stakeholder's perspectives and then to disseminate the results, while four National Validation Workshops – March/April 2019 in Belgium, France, Slovakia and UK – will give the possibility to the sector's stakeholders to validate the Intellectual Outputs (IO), particularly the Learning tool for Company tutors in Learning Outcomes.

In each country, Paint Tutors Up and its results will:

- create/reinforce the cooperation among Painting/Decorating sector's stakeholders (Professional associations, VET Institutes, Tutors and Contractors);
- support the Building painting sector's tutors in their tasks;
- strengthen the transversal skills required by SMEs in the sector;
- help in recognizing the units of learning outcomes of the new qualification: Painting Tutor;
- improve training provision adapted to labour market needs.

The partners will be able, in a longer term period, to use the results of Paint Tutors Up project. In fact the free on-line course available on the brand-new project website and on the one of each partner will assure an adequate and updated training of tutors in the painting sector.

Paint Tutors Up

2017-2019

TABLE OF CONTENTS

1. Partners and their contribution to the project	<i>Page 5</i>
2. Intellectual Outputs	<i>Page 6</i>
3. Timesheet with meetings, seminars and multiplier events	<i>Page 11</i>

1. Partners and their contribution to the project

The project gathers main stakeholders in the Construction Painting sector representing thousands of SMEs as well as recognised Institutes and Experts in Vocational Training and Apprenticeship:

- 1 European association representing 60.000 Painting companies in 14 countries, **UNIEP** (Luxembourg), leader of the project, which is the unique voice for painting contractors and allied trades, being the authoritative trade association representing Professional Painters.
- 4 Territorial Organisms of Professional training (France, UK, Belgium and Slovakia): **CCCA-BTP** (FR) which is a professional organization in charge of coordinating the apprenticeship in the construction industry. **IFAPME** (BE) which is a training centre with around 15.000 students and more than 1.000 certified people per year. **SIOV** (SK) which is a professional and educational institution of the Ministry of Education, guarantor for the issues of vocational education and training for the whole network of secondary VET schools. **Doncaster College** (UK) which is a VET provider with strong competences in the painting sector and apprenticeship programmes.
- 1 Association managing a platform dedicated to the Painting sector (Belgium): **EPP** (BE) which is a brand-new association that seeks to share the experiences/projects of UNIEP, UNIEP-related educational institutes and manufacturers through a platform dedicated to the Painting sector (VET, students and apprentices, tutors and trainers, companies and producer).
- 1 Company bringing together a network of international and national experts in vocational education and training (Portugal): **IMANOVATION** (PT) which is a private sector company with a strong experience in apprenticeship and quality assurance.

These organisations with complementary backgrounds will work together to build useful and sustainable products and to ensure the achievement and impact assessment of the project's goals. Each partner, even if it will participate to all activities foreseen (see section 2), will have the following specific responsibilities:

- UNIEP, being the coordinator of the project, will be responsible for the whole management of the project preparing the tools and templates for each step of the project management to be used for all partners, including a budget plan for each of them and the instructions on how partners should report costs and administrative issues to the applicant. Communication among the partners as well as the dissemination plan will be under UNIEP's responsibility.
- CCCA-BTP will be responsible for mapping the tutorial function in the Painting SMEs from the partner countries.
- IFAPME will be in charge of designing the Units of Learning outcomes for the tutorial qualification.
- SIOV will perform as an umbrella organisation by carrying out a Multiplier event in order to ensure the validation of the learning tool for company's tutors by the sector stakeholders.
- Doncaster College will support the tutors with guidelines and recommendations addressed to the tutors.
- EPP as technological partner will be responsible for the digitalisation of the course which will in turn provide a recognised certificate to the tutors.
- IMANOVATION will guarantee the quality and will monitor the project, its partnerships and products.

2. Intellectual Outputs

Output identification	Output description	Start Date	End Date	Responsible Partner
<p><u>IO1. Mapping the tutor function in painting SMEs</u></p> <p>To analyse the tutor role in SMEs in the painting sector, a mapping of skills (namely transversal skills) will be done, required by SMEs in building paint, as well a state of play on the tutor function based on various aspects like the relation with the VET provider, with the trainee, how to identify the sector and companies' needs, positive and negative aspects.</p> <p>The proposed mapping of the tutor function will take account not only of the expectations and needs of businesses in the SME sector of painting but also of the target audiences.</p>	<p>O1-A1. Definition of the methodology and preliminary state of play.</p> <p>As a methodological choice, from an in-depth analysis of the documentary sources available at the transnational level (Eurostat, Eurofound's surveys on enterprises in Europe's studies and others) and at each national level regarding the issue of competences in the painting sector. As they are not many in most countries, the partnership option is to balance experts people, from the business and the potential beneficiaries.</p>	01/11/2017	31/03/2018	<p>Leading organization: <u>CCCA-BTP</u></p> <p>Participating: UNIEP; Centre IFAPME; SIOV; Imanovation; Doncaster College</p>
	O1-A2. Data collection and design of questionnaires and interview guides.	01/11/2017	31/03/2018	
	O1-A3. Identification of the different interlocutors and contacts preparation.	01/11/2017	31/03/2018	
	<p>O1-A4. Conduction of interviews.</p> <p>In each country of the partnership:</p> <ul style="list-style-type: none"> • 3 expert group interviews, involving mainly representatives of federations, Chambers or sections of the building professionals, or possibly independent experts who used to work with this sector, • 10 interviews in companies (ideally divided by size: 4 interviews in company of 11 to 20 employees and 2 others in companies with 21 employees and more), • 3 interviews with potential beneficiaries of the training course (tutors), • 16 interviews by partner countries. <p>A total of 64 interviews altogether, which is an interesting sample to a transnational qualitative analysis.</p>	01/11/2017	31/03/2018	
	O1-A5. Results analysis and consolidation – report	01/11/2017	31/03/2018	
	<p>O1-A6. Quality assurance on the final IO:</p> <ul style="list-style-type: none"> - Launch of a questionnaire among the partners to collect information on the activities - Evaluation of the final product 	01/11/2017	31/03/2018	
<p><u>IO2. Tutor's practical activities guide.</u></p> <p>To bridge the conclusions from the mapping report to the common learning tool, a compendium of concrete activities and tools to support the tutor in the learning activity</p>	<p>O2-A1. Detection/choice of subjects</p> <p>Based on the conclusions and recommendations included in the mapping report, identification of the subjects that will be covered within the common learning tool (qualification).</p>	01/04/2018	30/06/2018	<p>Leading organisation: <u>Doncaster College</u></p> <p>Participating UNIEP; IFAPME; CCCA-BTP; SIOV;</p>
	<p>O2-A2. Description of real life work situations and activities according to the type of enterprise. The description will</p>	01/04/2018	30/06/2018	

will be set up.	be done to find the adequate learning process and the right assessment.			Imanovation
	O2-A3. Problems/encountered difficulties. When taking on an apprentice, an employer is signing up to say that they support the process of teaching the student and support the assessment process. A list of difficulties will be set up with the correspondent solutions proposals.	01/04/2018	30/06/2018	
	O2-A4. Recommendation on the developments of the function of the apprenticeship supervisor/tutor based on the companies needs A set of recommendations and guidelines will be established in a way to link to the qualification on tutor's role in the painting sector.	01/04/2018	30/06/2018	
	O2-A5. Quality assurance on the final IO - launch of a questionnaire among the partners to collect information on the activities - Evaluation of the final product	01/04/2018	30/06/2018	
<p><u>IO3. Learning tool for company's tutors in Learning Outcomes (LO)</u> A unit learning outcomes qualification will be designed according to a common methodology based in the sector special needs. (Size of companies, complexity of the painting techniques and products). The output will feed the contents of the training framework, which will allow the beneficiaries to acquire or improve their tutorial skills in terms of learning outcomes. Thus, the partners will exploit their cross-expertise in the field of pedagogical engineering and training. The objectives and content of the training framework, which will respect the chosen methodology, in relation to the evolution of professional situations, activities and tasks in companies, will be developed with the expertise of practitioners, researchers, corporate tutors who train learners and professional trainers of training centres.</p>	O3-A1. Design of the training reference document. The activity leading organization will design the frame of the training path, in units of LO. Partners, linked to their own experiences, will validate the methodology and the units of LOs. The activity leading organization will divide the work among the partners. Each partner will develop some LOs, linked to his own experience and expertise. The activity leading organization will collect the products and draw conclusions in order to have a ready to use product. Core partners will validate the training framework / curricula, developed in units of learning outcomes.	01/07/2018	31/01/2019	<p>Leading organization: <u>IFAPME</u></p> <p>Participating UNIEP; CCCA-BTP; SIOV; Imanovation; Doncaster College</p>
	O3-A2. Design of the reference document of evaluation The same methodology will be set up in order to design the new evaluation framework in ULOs. The common work method, based on units of learning outcomes will be a good occasion for partners to share experiences and good practices at a European level, and then, to introduce new elements in its own system.	01/07/2018	31/01/2019	
	O3-A3. Design of the training content – handbook The partners will draw up the training content and evaluation content (handbook) containing the methods, the pedagogical tools, the assessment grids, based on the training framework defined here above, for painting tutors. They will build it based on their national pedagogical strategies (especially for VET and work-based learning). This product will be transferable in the logic of training modules. The learner (painting tutor in this particular case) has to be	01/07/2018	31/01/2019	

	<p>actor of his training and the methodology has to take this important point into account. Transversal skills will take an important role as well.</p> <p>The different steps will be as follow:</p> <ul style="list-style-type: none"> • National identification of experiences: exchange of national documents in order to design a common document, taking the experiences into account; • Proposition (by the activity leading organization) of a common document, adapted to modular training pathways for painting tutors; • Validation of this draft by all the partners; • Division of the work linked to the specific experiences of the partners; • Compilation of the transnational document (by the activity leading organization); • Validation by partners; • Updates if necessary. 			
	O3-A4. Design of evaluation content. Same methodology for training content (See A3)	01/07/2018	31/01/2019	
	<p>O3-A5. Internal evaluation (before digitalization and on-line disposal). At the end of the previous activities (A1 to A4) partners will have a common training / evaluation framework and common training and evaluation content. Before digitalization of the content, partners will test the methods and documents created, directly with the target group, in order to have their impressions, feedbacks that will permit the partnership to adapt the content if necessary.</p> <p>The activity leading organization will draw up the methodology and each partner will test the beta version on his own public, (national workshops) getting all the possible feedback and suggestions.</p> <p>National suggestions, conclusions will be given to the activity leading organization that will draw up the final conclusions. Based on that, the activity leading organization will update the content if necessary.</p>	01/07/2018	31/01/2019	
	<p>O3-A6. Quality assurance on the final IO:</p> <ul style="list-style-type: none"> - launch of a questionnaire among the partners to collect information on the activities; - Evaluation of the final product. 	01/07/2018	31/01/2019	
<p><u>O4. Online training to tutors.</u></p> <p>To set up an online training specially addressed to the tutors painters is innovative by the target public (tutors usually are not in the front of the learning</p>	<p>O4-A1. Data collection and organization on the contents:</p> <ul style="list-style-type: none"> - Collect the various content; - Split up into manageable sections; - Equipped with a clear overview; - Focus on a clear, manageable language; - Provided with the necessary visuals; - Defining the devices used. 	01/03/2019	31/08/2019	<p>Leading organization: European Painting Partners</p> <p>Participating: UNIEP, IFAPME, CCCA-BTP,</p>
	O4-A2. Definition of technological	01/03/2019	31/08/2019	

<p>process) and by the sector. An online course is an opportunity to learn in a flexible mode. The lack of time cannot be a reason not to qualify while tutor.</p>	<p>aspects:</p> <ul style="list-style-type: none"> - Defining the URL and administration; - The construction of a structural plan, a roadmap of the digital course; - The look and feel of the training course. 			<p>SIOV, Imanovation. Doncaster College</p>
	<p>O4-A4. Online publication of the site: Translation of the final contents; All the activities in this IO will be led by the activity leading organisation, considering the specific required expertise. However the partners will be involved in targeting the needs, the format, the utilities and the best way to reach the tutors.</p>	01/03/2019	31/08/2019	
	<p>O4-A5. Quality assurance on the final IO: - launch of a questionnaire among the partners to collect information on the activities; - Evaluation of the final product.</p>	01/03/2019	31/08/2019	

3. Timesheet with meetings, seminar and multiplier events

The technical meetings will be considered as formal moments for analysing the project's progress, to discuss about the products, to make correction if necessary, and for the administrative and financial control of the *PaintUp* project. They will take place once a year and will complete the regular follow-up of the project by the coordinator (UNIEP, LU). A transnational workshop will be held before the mid-term technical meeting in Belgium (September 2018) and the Final Conference will immediately follow the Final meeting in Luxembourg (June 2019). Four National Workshops will be organized in 2019 in the countries of the Territorial Organisms of Professional Training in order to validate the tool and the products.

TRANSNATIONAL MEETINGS	MULTIPLIER EVENTS
<p>M1. KICK-OFF MEETING, 9/10/2017, Paris - France</p> <p>Participants: one/two participants per partner (maximum 14 participants).</p> <p>The aim is to launch the project among the partners and take decisions on the project implementation, both at procedural and content level in order to define the timing of the activities, the communication tools, the quality plan and the administrative arrangements.</p>	<p>E1. Transnational workshop (at the occasion of the 2nd Transnational meeting), 18/09/2018 Liège - Belgium</p> <p>The first 2 IOs should be achieved. The aim is to discuss and collect the sector stakeholder's perspectives (a way of results validation) and get inputs to move forward.</p> <p>The activity leading organization is IFAPME and this meeting will cover the following intellectual outputs:</p> <ul style="list-style-type: none"> - Mapping the tutor function in painting SME's; - Tutor's practical activities guide; - Learning tool for company's tutors in Learning Outcomes (LO). <p>The day after the meeting, gathering the partners, the workshop will be the opportunity to deliver the state of play of the project.</p>
<p>M2. MEDIUM TERM MEETING, 19/09/2018, Liège - Belgium</p> <p>Participants: one/two participants per partner (maximum 14 participants).</p> <p>The medium-term meeting will analyse the project progress, correct any deflection and will give the opportunity to discuss the products achieved and the future work.</p>	<p>E2. National Validation Workshop, March/April 2019 - Belgium</p> <p>In each of the countries of the partnership will be organised a national workshop to bring together the sector stakeholders aimed to validate the IO achieved particularly the Learning tool for company's tutors in Learning Outcomes (LO). A validation process by the branch is very important before the digitalisation. The activity leading organization is IFAPME which will present the results of the following intellectual outputs:</p> <ul style="list-style-type: none"> - Mapping the tutor function in painting SME's; - Tutor's practical activities guide; - Learning tool for company's tutors in Learning Outcomes (LO).
<p>M3. FINAL MEETING, 06/06/2019, Luxembourg</p> <p>Participants: one/two participants per partner (maximum 14 participants).</p> <p>The final Meeting is to evaluate/exchange experiences, to require updates and to disseminate final outputs.</p> <p>The final meeting will take place 3 months before the end of the project for two reasons: to be held the day before UNIEP General Assembly (a special session encompassing all UNIEP members will be organized) and to give time to do all the necessary adjustments on the final products and the dissemination.</p>	<p>E3. National Validation Workshop, March/April 2019 - France</p> <p>In each of the countries of the partnership will be organized a national workshop to bring together the sector stakeholders aimed to validate the IO achieved particularly the Learning tool for company's tutors in Learning Outcomes (LO). A validation process by the branch is very important before the digitization. The activity leading organization is CCCA-BTP which will present the results of the following intellectual outputs:</p> <ul style="list-style-type: none"> - Mapping of the tutor function in painting SME's; - Tutor's practical activities guide; - Learning tool for company's tutors in Learning Outcomes (LO).
	<p>E4. National Validation Workshop, 12/03/2018, Slovakia</p> <p>In each of the countries of the partnership will be organized a national workshop to bring together the sector stakeholders aimed to validate the IO achieved particularly the Learning tool for company's tutors in Learning Outcomes (LO). A validation process by the branch and the VET providers is very important before the digitization.</p> <p>The activity leading organization is SIOV which will present the results of the following intellectual outputs:</p> <ul style="list-style-type: none"> - Mapping of the tutor function in painting SME's; - Tutor's practical activities guide; - Learning tool for company's tutors in Learning Outcomes (LO).

E5. National Validation Workshop, March/April 2019, United Kingdom

In each of the countries of the partnership will be organized a national workshop to bring together the sector stakeholders aimed to validate the IO achieved particularly the Learning tool for company's tutors in Learning Outcomes (LO). A validation process by the branch and the VET providers is very important before the digitization.

The activity leading organization is Doncaster College which will present the results of the following intellectual outputs:

- Mapping the tutor function in painting SME's;
- Tutor's practical activities guide;
- Learning tool for company's tutors in Learning Outcomes (LO).

M.E. - Final Conference, 07/06/2019, Luxembourg

The Final Conference of the project will take place the day after the 3rd transnational meeting. The objective is to disseminate the results for a future appropriation by the sector and beyond the partnership.

The activity leading organization is UNIEP which will present the results of the following intellectual Outputs:

- Mapping of the tutor function in painting SME's;
- Tutor's practical activities guide;
- Learning tool for company's tutors in Learning Outcomes (LO);
- Online training to tutors.