

TEXAPP 1st NEWSLETTER – September 2017

Welcome to the first newsletter of the TEXAPP project!

In this newsletter, we would like to introduce the project **TEXAPP - a strategic initiative to strengthen the supply of apprenticeships in European textile sector**, who is involved, what has been done and what are the next steps.

What is the TEXAPP project?

EURATEX as the European level organisation of the Textile and Clothing (T&C) national associations is leading the TEXAPP project working with its partners, members and affiliates to develop an integrated approach for fostering and strengthening the supply of apprenticeships in sector's SME's and micro enterprises. The following objectives are pursued:

- SMEs Capacity Building
- Setting up a Competence Centre for Apprenticeships (TEXAPP Hub)
- Mobilising SMEs and companies to engage in Apprenticeships
- Exchanging experiences in the delivery of apprenticeships

The TEXAPP project aims to develop the competence and capacity of SMEs to engage in the delivery of successful apprenticeship programmes through supporting strategic activities between EURATEX and its members and affiliates.

Who is involved?

The project consortium includes eight partners from Belgium, Bulgaria, Greece, Hungary, Italy, Portugal and 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 (HDTTC) - UK



P3 - Pirin-Tex EOOD - BG



P4 - Centro Tecnológico das Industrias
Textil e do Vestuário de Portugal
(CITEVE) - PT



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



What has been done?

The Kick Off Meeting of the ERASMUS+ TEXAPP project, was held on the 5th of December, 2016 in the premises of the host organisation TexClubTec in Milano, Italy with the participation of all partners' representatives. During the Meeting the partners proceeded with the analysis of the project time schedule with special reference to the 1st year activities and outcomes to be delivered.



The 2nd Technical Meeting met in Budapest, Hungary on the 11th and 12th of September, 2017. The main objectives were to provide an overview of the implementation process, 1st semester timetable and discussion on the deliverables and tasks undertaken, specifically the presentation of the National Surveys about the current situation of apprenticeships in partner countries and discussion around procedures, obstacles and survey findings.



EURATEX made a Presentation of the EU Level Synthesis Report and comparative analysis based on national reports.

Partners also discussed the core activities of the project: development of a framework that assesses and details the capacities and competences required for a SME to manage and deliver an apprenticeship programme.

How companies look at apprenticeships?

As one of the first activities of the TEXAPP project, a survey was conducted among the six European partners' countries. The survey aimed to analyse the current situation of apprenticeships and the preconditions for its development in each country, as well as to gather information on the main needs and expectations of the companies. In total, 210 companies responded representing roughly 23,800 employed workers of the sector.

The main **findings of the survey** are:

Current situation				
Although companies have problems in recruiting staff, they plan to increase their headcount in 2018	More than 50% of the companies do not have any training/HR strategy and, consequently they use internal training capacity and external training providers	Companies have a limited knowledge of apprenticeships programmes and are not familiar with the financing support when employing an apprentice	Almost 50% of the companies do not have any experience in apprenticeships, however the majority of companies is likely to recruit an apprentice over the next two years, namely in the fields of manufacturing, technical and marketing	The main reasons for participating in apprenticeships are the need to train the company's future workforce, the difficulty in finding employees with relevant skills and education and the necessity to replace retiring employees

Main challenges		
The main challenges foreseen with apprenticeships are related to selecting/finding the right person with the right attitude for work	What would be useful when recruiting an apprentice is the identification of the person, support the development of the training programme and provide links to schools	The most relevant reasons for not recruiting an apprentice is related to the lack of vocational training pertinent for the company profile, the lack of suitable young people/applicants and the attitude of the students to work that is not supportive

What's next?

Based on the findings of the survey, the TEXAPP project 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. More details and developments in the next newsletter.

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