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VET UP WEBINAR - ACTIVITY REPORT

organized by SIPOB, Bulgaria

Objectives of the webinar:

- To increase knowledge among the participants about Bulgarian VET system with special focus on quality assurance at system level
- To familiarize the participants with the SIPOB network and the activities provided by its members
- To share good practices from the work of the SIPOB members with special focus on quality assurance. – Bulgarian-German Vocational Centers with branches in 4 different cities in Bulgaria – Pleven, Pazardjik, Smolyan and Stara Zagora, CVT Znanie, Sofia, and National Business Development Network

The webinar was organised in order to substitute the Study visits in Bulgaria due to the Covid-19 pandemic restrictions for travel.

Duration:

Following the experience of the French partner, it was decided that the best duration would be ½ day, three consecutive weeks:

- To keep the duration long enough for 2 content rich sessions with a short break in between, and not too overwhelming;
- Easier to commit by working people;
- Once a week is the right balance between keeping people engaged without distracting them from their daily work.
- Online seminars are very intense and it is more than advised to have some time for reflection between them

The VET UP webinars organised by SIPOB took place at:

- 15th February, 2022
- 22nd February, 2022
- 1st March, 2022

Target group:

The target audience were professionals (trainers, educational experts, training providers, training organisers, VET experts, VET managers) from VET system; staff and collaborators from VET UP partner organisations originally planned to visit Bulgaria in the framework of the



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project, staff and collaborators from SIPOB and its member organisations, and external collaborators for all partners.

The online format opened up the event for more people to participate, beyond the originally planned 12 participants per partner country (Spain and France), and 2 participants from Austria and 2 from Poland.

Number of participants

For the whole event we have altogether 80 registrations.

For the first webinar we have 64 registrations

For the second there were 14 new registrations

And for the last, third day we have 2 more registrations.

All of the registered participants participated the webinars although not all of them were 100% presented for the whole duration of the webinars.

Preparation

18 videos in 10 different locations were shot presenting the activities of the SIPOB members – interviews with managers, staff, students and ex-students were included.

In order to ensure a good quality level of the key speakers, they were officially invited by letters sent to the institutions with short description of the project, its aims and the aim of the webinar:

- Representative from Employment Agency, part of the Ministry of Labour and Social Economy;
- Representative of NAVET (National VET Agency)
- Representative of VET providing sector – highly recognized expert who worked as an VET expert in projects at national and international level, Head of VET center and General Manager of a software company developing educational management software systems.

The programme was thoughtfully prepared so to provide a good balance between the amount of information provided, broadcasted videos, interaction between the speaker/representative of the institution and the audience, and a short break for tea/coffee.

Publications and dissemination

The information about the Webinar was spread by all several channels:

- Official letters to the Institutions
- Emails to partner organisations



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- Publications at social media – the official website of the project, the Facebook page of Znanie Association (member of SIPOB), on LinkedIn page of the project

Online posters were created as part of the dissemination strategy and were posted well in advance to inform the followers for the upcoming events.

Poster Day #1 English version

VET UP
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Presentation and implementation of policies related to Quality in VET in Bulgaria

ONLINE SEMINAR
Registration :
<https://rb.gy/mjwvyy>

FREE

EA **Nadezhda Bogdanova**
Senior Expert,
Employment Agency

NAVET **Krasimira Brozig,**
General Secretary, NAVET

Admin Soft **Radosveta Drakeva**
General Manager AdminSoft Ltd.

BGCVT **Petya Zabunyan,**
Director, Bulgarian-German CVT, Pazardzhik

15 FEBRUARY, 2022 | 09.00 AM - 12.00 PM (CET)

Poster Day#1 Bulgarian version

VET UP
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Съфинансиран от програма „Еразъм+“ на Европейския съюз

Представяне на политики свързани с качеството в ПОО в България, Добри практики

ОНЛАЙН СЕМИНАР:
<https://www.vetup-project.eu/policies-related-to-quality-in-vet-in-bulgaria-seminar/>

АЗ **Надежда Богданова**
Старши експерт,
Агенция по заетостта

НАПОО **Красимира Брозиг,**
Секретар, НАПОО

БГЦПО **Петя Забунян**
Директор, БГЦПО
Пазарджик

Админ Софт **Радосвета Дракева**
Директор, АдминСофт
ЕООД

15 ФЕВРУАРИ, 2022 | 10.00 - 13.00 Ч.



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Poster Day #2 English version

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Relationships with Employers
Sharing of Good Practices

ONLINE SEMINAR
Registration :
<https://rb.gy/mjwvvy>

FREE

- BGCVT Pleven** Dual education - Good practices
- BGCVT St. Zagora** Relationship with employers - Meeting the demands of the Business
- NBDN** Entrepreneurship training - Good practice

22 FEBRUARY, 2022 | 09.00 AM - 12.00 PM (CET)

Poster Day #2 Bulgarian version

VET UP
For the excellence in Vocational Education in Europe

Съфинансиран от програма „Еразъм+“ на Европейския съюз

Дуално обучение и Връзки с работодатели - добри практики

ОНЛАЙН СЕМИНАР:
<https://www.vetup-project.eu/policies-related-to-quality-in-vet-in-bulgaria-seminar/>

- БГЦПО Плевен** Дуалното обучение - споделяне на добри практики
- БГЦПО Ст. Загора** Връзки с работодатели - за качествено професионално обучение
- НМБР** Обучение в предприемачество - споделяне на добра практика

22 ФЕВРУАРИ, 2022 | 10.00 - 13.00 Ч.



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Poster Day #3 English version

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Sustainability - what happens after the end of the training

ONLINE SEMINAR
Registration :
<https://rb.gy/mjwvyy>

FREE

- BGCVT St. Zagora** Relationship with employers - meeting the demands of the Business
- BGCVT Smolyan** After the end of the training - sharing good practices
- CVT Znanie** Sustainable cooperation - sharing of a good practice

1 MARCH, 2022 | 09.00 AM - 12.00 PM (CET)

Poster Day #3 Bulgarian version

VET UP
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Устойчивост - Какво се случва след края на обучението

Онлайн семинар
Регистрация:
<https://rb.gy/mjwvyy>

- БГЦПО Стара Загора** Отношения с работодателите - посрещане на изискванията на бизнеса
- БГЦПО Смолян** След края на обучението - споделяне на добри практики
- ЦПО Знание** Устойчиво сътрудничество - споделяне на добри практики

1 МАРТ 2022 | 10.00 - 13.00 Ч.



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Posts in social media:

Facebook post from Дружество "Знание" - Znanie Association, published by Vasilena Varbanova on February 8, 2022. The post is in Bulgarian and announces an online event. It includes the following text:

- За нас е удоволствие да ви поканим на първото от трите международни онлайн събития, организирани от СИПОБ в рамките на проекта «VET UP – за отлично качество в професионалното образование в Европа».
- 15 Февруари 2022 г. от 10:00 до 13:00 ч.
- Ще разгледаме качеството на професионалното образование и обучение на системно ниво с участието на лектори от Министерството на труда и социалната политика, Агенцията по заетостта и Националната агенция за професионално образование и обучение.
- За повече информация и регистрация за събитието: <https://www.vetup-project.eu/policies-related-to-quality.../>

The post also features a banner with the VET UP logo and the name of the expert, Ивайло Найденов (Ivailo Naydenov), an expert from the Ministry of Labour and Social Policy.

Facebook profile page for Znanie Association (@ZnanieAssociation). The profile is in Bulgarian and identifies the organization as a non-governmental organization (НПО). It shows 53 reviews and a button to edit the page. The main post, published by Vasilena Varbanova on February 26, 2022, is in Bulgarian and reads:

- Присъединете се към нас на 1 март!
- По време на 2 и последен онлайн семинар по проект VET UP ще поставим акцент върху устойчивостта и споделянето на добри практики.
- Представители, обучители и обучаеми ще говорят за взаимоотношенията между работодателите и доставчиците на обучение.
- Ще имаме възможност да споделим и обсъдим какво се случва след обучението.
- Моля, регистрирайте се на адрес: <https://www.vetup-project.eu/sustainability-what-happens.../>



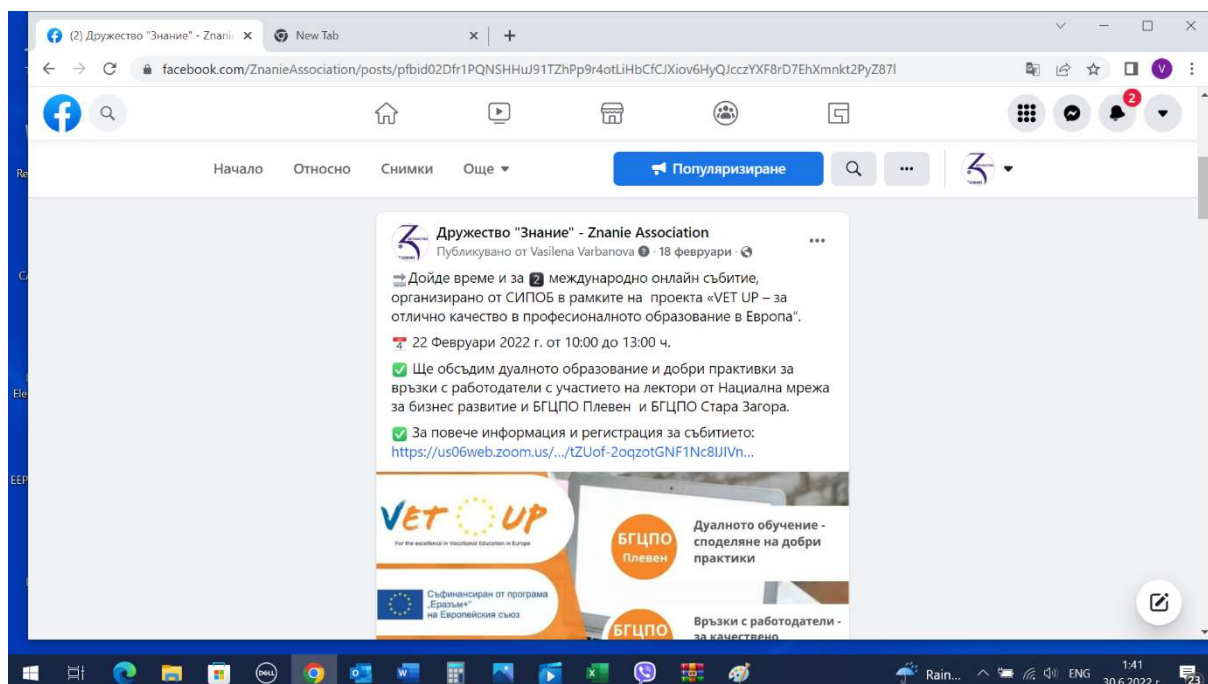
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The programme

The first webinar took place on 22nd of February, 2022, from 09:00 till 12:00 CET. The day was dedicated to make a short overview of the VET system in Bulgaria and the Quality assurance at system level.

The key speakers were representatives from Employment Agency, NAVET (National VET Agency) and a VET expert involved in ReferNET project.

Bulgarian-German Center for Vocational Training, branch Pazardjik was presented. Some good practices from the Center were shared. This is the only CVT adopted and applying the motivational programme for unemployed people which is much longer than standard ones and includes carrier guidance. It was shared as a good practice. The researches showed that course participants are better prepared for their work life and the percentage of drop outs is decreased due to their more realistic expectations.

After each presentation there was allocated time for Q&A session and a discussion.

AGENDA

1st Online Seminar, SIPOB, Bulgaria

15/02/2022, Zoom

10:00 – 10:10*	Opening	Valentina Georgieva, SIPOB
10:10 – 10:40	Adult and VET training in Bulgaria	Nadezhda Bogdanova, senior expert Employment Agency



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10:40 – 11:15	The role and functions of NAVET, Quality in VET	Krassimira Brozig, Gen. Secretary of National VET Agency
11:15 – 11:25	Coffee/tea break	
11:25 – 12:00	CEDEFOP and ReferNET	Radosveta Drakeva, VET expert, Co-owner and General manager at AdminSoft Ltd.
12:00 – 13:00	Good practice from BGCPD, Pazardzhik	Petya Zabunyan, Director Lidiya Kainarova, teacher Stanislava Filipova, trainer

*Eastern European Time

The **second** day of the webinar took place on 22 February, 2022, 09:00 to 12:00 CET.

The main topic of the day was the Dual education and the relation of the training institutions with the employers.

During the day, 2 of the organisations, members of the SIPOB network were presented.

Virtual tours were organised in BGCVT, branch Pleven.

Power point presentation was made to present the overall activities of the branch Pleven. Afterwards short video presentations with a trainer and a trainee presented particular programme - woodworking - developed in cooperation with one of the international companies represented in the region showcasing a successful partnership leading to improved employment perspectives of the course participants.

In the second part of the day, National Business Development Network - NBDN was presented.

Our SIPOB member from NBDN chose to share their experience in the framework of a project focused on women entrepreneurship from rural area, with special focus on the specifics of empowering target groups of NEETs and women who have been through domestic violence.

AGENDA

2nd Online Seminar, SIPOB, Bulgaria

22/02/2022, Zoom

Start 10:00 a.m.	Opening	Valentina Georgieva, SIPOB
	Virtual tour in BGCVT Pleven	Videos and presentation - Alexandra Georgieva – PR; Students Department - Albena Lazova – Director



		<ul style="list-style-type: none"> - Testimony of a trainees - Plamen Nikolov – trainer
12:00 p.m.	Coffee/tea break	
End 13:00 p.m.	Virtual meeting with NBDN	Presentations and videos <ul style="list-style-type: none"> - Marieta Karanikova, Director - Diana Georgieva, expert and entrepreneurship trainer - Testimony from a trainee

The **third** day, and last webinar took place on 1st of March, 2022

The topic of the 3rd day was Sustainability.

Two virtual tours were presented – BGCVT Stara Zagora and Smolyan.

Both organisations demonstrated good practices related to their successful cooperation with local businesses.

The Stara Zagora branch has their unique training in mechanical engineering, including welding and industrial mechatronics, automotive technology, including automotive mechatronics, installation equipment, including heating and plumbing, electrical engineering, medical diagnostics and treatment technologies which is specialization in orthopedic technology. Among other trainings the center also offers trainings in cosmetics, manicure, tax operations, audio-visual arts, etc.

Two of their ex students from Orthopedic technic has established a company high profile leg prosthesis and are still in collaboration with the BGCVT Stara Zagora. Other good practices related to the excellent collaboration between the training center and the local businesses were presented.

BGCVT Smolyan is situated in picturesque are in Rhodopi Mountains, very near to one of the most beautiful ski resorts in the country – Pamporovo. The training center, having about 16 different professions, is specialized in Hospitality and Catering, and more specifically on preparing Mountain guide specialists. A good practice was presented with a tour operator company owner who has requested training for their staff. A good collaboration between small business and a training institution was demonstrated.

The third presentation was done by CVT Znanie, presenting very successful and long-term cooperation with National Center for Public Health and Analysis. Znanie has been providing courses for ex-users preparing them to work in rehabilitation centers, in profession of Social worker.



AGENDA

3rd Online Seminar, SIPOB, Bulgaria

01/03/2022, Zoom

Start 10:00 a.m.	Opening	Valentina Georgieva, SIPOB
	Virtual tour in BGCVT Stara Zagora	Videos and presentation <ul style="list-style-type: none"> - Alexandra Georgieva – PR; Students Department - Albena Lazova – Director - Plamen Nikolov – trainer
11:30 p.m.	Coffee/tea break	
11:45	Virtual meeting in BGCVT Smolyan	Presentations and videos <ul style="list-style-type: none"> - Marieta Karanikova, Director - Diana Georgieva, expert and entrepreneurship trainer
End 13:00 p.m.	Virtual meeting with CVT Znanie	Presentation of a project with National Center for Public Health and Analysis (NCPHA)

Observations and conclusions

The pandemic put us in challenging situation where needed to be flexible and creative on a short notice in order to execute the plans we have made. Being involved in project with focus on networking and sharing good practices during study visits it was even more challenging.

The rearrangement of the working programme was a good team exercise and the partnership agreed, after multiple postponing with the hope that face-to-face visits will be possible, that the online option is the only way to carry out the project implementation in the part related to study visits.

It was decided that for the purpose of virtual tours there will be shot short videos and during the online events, the videos will be presented so the audience could have better idea about the training centers, together with presentations, discussions and Q&A sessions, this could be the nearest experience we could offer to our staff.

Luckily the study visit in Alzira had taken place right before the Covid-19 so the part of our staff already had an idea what experience they might expect during the French and Bulgarian online events.



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The ultimate benefits from online seminars were related to 1) the opportunity to involve much wider audience. The number of 26 people supposed to go to face-to-face visits was tripled for the online sessions. We had 80 registered participants.

Another positive result is that the high-quality videos of the project remain as future dissemination tool and for further use.

However, there were number of challenges in preparation and conducting the events:

- Networking is all about human interaction and having professionals from different countries was definitely useful. Of course, the nonformal communication was not existing
- English as a common language works very well during face-to-face meetings where people are very tolerant and use all their language and body skills. Unfortunately, this is less than true about online events where people are reluctant to speak if they are not confident enough in their language skills. It reflects also to the speakers, who felt under pressure to give presentations in second language not knowing the audience.
- People being busy with their daily routine had to be sure that the presented topics and the quality would be worth it their time.

However, there is overall positive feeling about the event. The informal feedback is encouraging, and the questions and discussions were at decent level despite above mentioned challenges.

There were number of emails congratulating us for the job done.

Further evaluation based on the feedback forms will be made additionally.