

# VET Study visit Hengelo, the Netherlands, 29 November – 1 December 2010

## Visit details

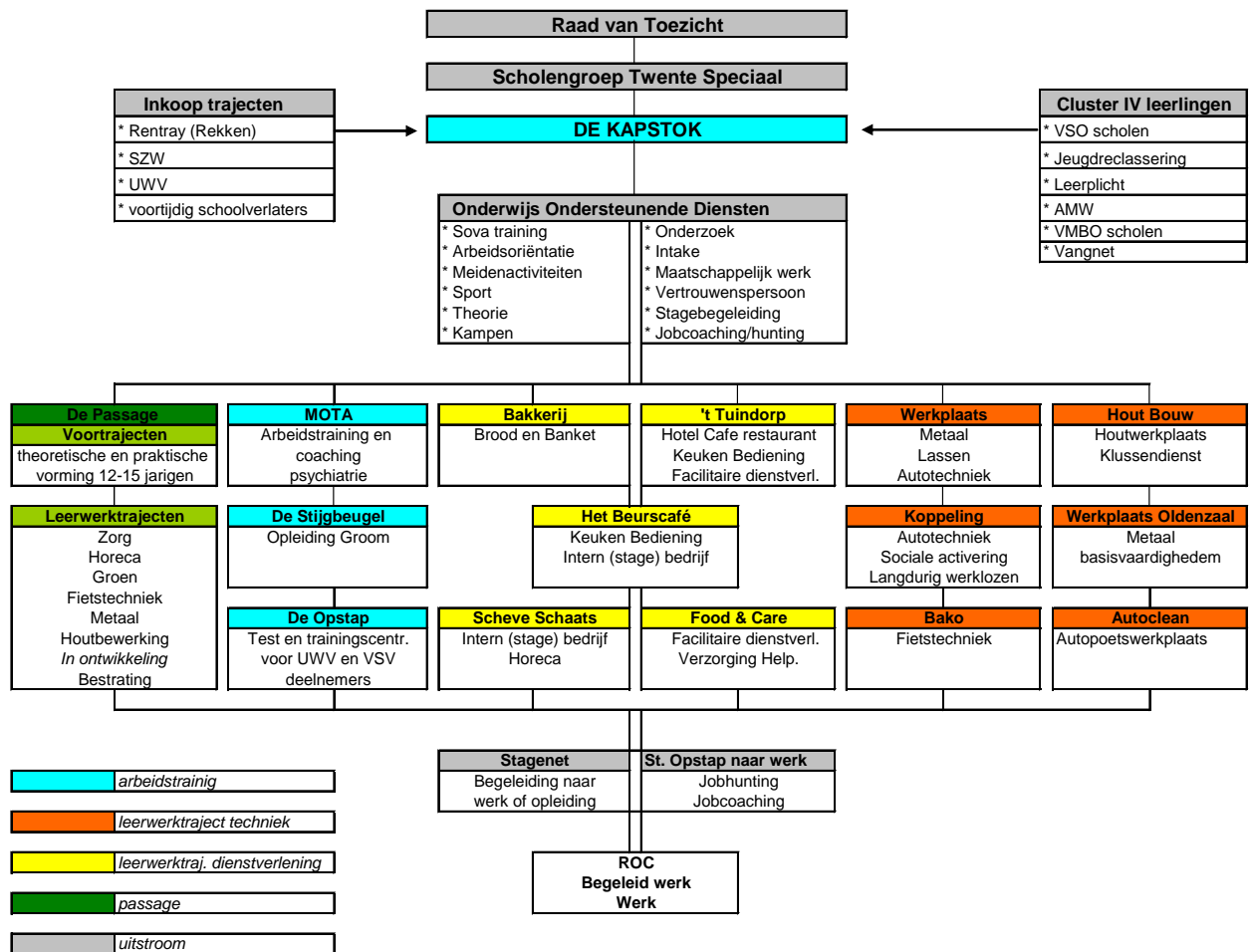
Study visit team:

- Marjan Zandbergen (RB member European Agency, OCW)
- Jeroen Stok (VET Dutch expert, OCW)
- Berthold van Leeuwen (PAG member, NC, SLO)
- Fernand Sauer (Luxembourg) (VET external expert)
- Susi Aeschbach (Switzerland) (VET external expert)
- Freerk Steendam (VET Dutch expert, WEC-raad)
- Victoria Soriano (European Agency staff)
- Harald Weber (European Agency staff)

### 1st day afternoon

Presentation of the project and discussion with the different stakeholders involved in the VET process, in order to gather information from different perspectives at different system levels (national level, regional level, school level)

1. ***Introduction of the aims and methods of the study visit (Harald and Victoria)***
2. ***Short introduction of the educational system with a focus on VET and a short overview of actual developments at a policy level (Marjan Zandbergen)***
3. ***Introduction of 'De Kapstok***



Introduction of 'de Kapstok' - Leo Lammerink (director of 'de Kapstok') / Monique Engelbertink (Project leader at Attendiz Jarabee)

## **Flyer from de Kapstok**

"De Kapstok" is school for special secondary education and for children with severe behavioural difficulties. Learning and working projects: "De Kapstok" provides educational programmes for children with severe behavioural difficulties. It deals with a category of children that have already been confronted with several types of schooling and youth welfare work without any effect on their behaviour and their social living conditions. Taking part in the learning and working projects can be regarded as a last chance to link up with the labour market or a vocational training.

The basis is formed by an individual education plan for each participant consisting of several activities and activity plans. Individual guidance must guarantee that the content is geared to this route and must prevent early school leaving. Orientation towards the capacities and interests of the participants forms an essential part of the project. The nature of the bottlenecks of the participant such as stamina, realistic career perspective, lack of motivation, lack of recent work experience, insufficient skills, insufficient self-reliance, psycho-emotional disability, limited intelligence, etcetera, determines the drafting of the individual education plan. The schooling and work-experience programme is aimed at assessment, orientation, training of social skills and job training courses.

At the same time it is a matter of very intensive counseling whereby a lot of attention is paid to the personal problems of the individual juvenile.

### *Assessment*

An individual profile is drawn up by means of testing the aptitude, suitability, attitude and skills. All these things in connection with the demands that go with a future position.

### *Orientation programme*

The orientation period goes more deeply into the expectations and the abilities of the juvenile. It is aimed at drawing a complete picture of the career choice.

### *Job training courses*

Laying the foundation for a future career is achieved by means of job training courses. From the work situation in the learning and working projects the participants are prepared for a work experience that has to lead to an eventual placement on the labour market.

*"De Kapstok" includes the following projects:*

bicycle technology, car technology, moped technology, motorcycle technology, metal working, hotel and catering, baking trade, construction, garden and horse care

About 70 % from the pupils will be guided to the labour market or to ordinary education.

[See presentation of De Kapstok Leerwerksprojecten \(1-VET.pdf\)](#)

**Cooperation at a regional level - Liesbeth de Jong (municipality Hengelo, department for Education and Youth) and Joop Wikkerink (municipality Hengelo, department for Social affairs)**

[See presentation of RMC and 'De Kapstok' \(2-RMC.pdf\)](#)

[See presentation 'Vocational training and education' - The importance in the frame of the labour market and the social policy of the Municipality of Hengelo \(3-Hengelo.pdf\)](#)

**Transition to the labour market - Willem von Piekartz (traject coordinator)**

A video was presented in which 3 young people explained what they were doing as well as their training process in De Kapstok.

**The perspective of a teacher and two students - Two students (MBO, level 2) with their teacher (Joki Wervers)**

Three young pupils were attending the meeting, explaining what they are doing and replying to questions raised by participants. They all agree on the following items: a) they felt too much stress and pressure once they were attending mainstream education; b) mainstream teachers had not 'time for us'; c) they would like teachers to 'look, to pay attention to us'.

## 2nd day morning

### *Site visit of the local activities*

The group visited different locations.

### **Bicycles repair shop**

6 to 10 students from De Kapstok follow training courses there. Other companies are not interested in this niche market of repairing used bicycles. Young people are not paid for their work repairing bikes brought by customers. They are only paid when they are placed in open labour market. The shop is 90% financed through subsidies and the rest by external income. After the training period, students follow mainstream examination in order to get a diploma. The examination takes place when the young person feels ready for it.

### **Catering**

Around 4 young people are being trained here together with long term unemployed people sent by the municipality. Catering facilities are used during daytime for VET, in the evenings to run the Metropol discothèque. They will receive a diploma not existing in or provided by mainstream education. Young people are not paid as it is part of their education. The place is used for those who need a quieter environment.



**Garage**

Young people from De Kapstok together with long term unemployed people attend this training. Only men are working there. Students have contact with real customers.



## Bakery

Training provided in the bakery (established 13 years ago) has similar characteristics than the catering one. 4 young people follow this training. It is always a limited number of them for educational reasons. Products are sold to customers at a lesser price (fixed group of customers).



## Car cleaning

As an average 10 young people follow this training located inside a Skoda truck company. Young people have low learning capacities. The resulting certificate does not exist in the mainstream VET (very low level). 30% of these young people will go to further VET in mainstream provision, the rest will find a job. So far 5% return from the labour market. About 10-15% of the 30% are coming back because problems with the further VET. Mathematics and languages are taught there as well. The car cleaning follows up students at least 1 year after they left de Kapstok.

## Farm

14 to 15 young people follow this type of training, max. 8-10 at the same time. They all have learning and behavioural problems. They stay for 2 to 3 years. Three situations are possible: to get a job, to follow further VET or to go to day care centres. All youngsters trained there have social benefits, so they are attractive for employers.



## De Opstap

15 - 20 young people are working there. It is located in a business district. Job coaches are located there as well. They have a maximum of 3 months training, job interesting and personality tests are performed in this time. Afterwards, the transition is planned and performed. Observation tests are performed to see which social skills and other skills are available, the a matching is performed with the skills required on the labour market. Average duration of the stay of people in that centre: 6 - 12 months.

**Hotel and restaurant**

Young people are prepared to run a small hotel and restaurant.





## 2nd day afternoon

Different professionals from 'de Kapstok' and its network gave a short presentation about their work.

See presentation by Sandy Demunck Mortier (orthopedagogue 'de Kapstok') ([4-Mortier.pdf](#))

See presentation on the UWV by Grietje Olthuis and Christine van Grinsven ([5-UWV.pdf](#))

See presentation on the William Schrikker Juvenile Probation Office by Jos J. Sterk and Servy Milder ([6-Schrikker.pdf](#))

#### **4. *Diner pensant at Het Seminar in Zenderen (by kindly invitation of the Ministry of Education, Culture and Science)***

Participants: project group, some experts from 'de Kapstok', some experts and deciders at a regional and national level.

The aim was the project experts to discuss with different experts at school, regional and national level. The framework of the agency gave direction to these discussions. The outcomes of side visits can be reflected on developments at a regional or national level. The discussions permitted to complete some of the information collected during the visits in the morning.