

Name of the good practice

Specific Work-study programs

GENERAL INFORMATION		
Country	Place (town, village, region)	
France	Marseille, France	
Name of the Institution	Type of institution	
E2C Marseille	E2C	
Level of education according to ISCED (if applicable)		
Target Group	Stage of implementation	
NEETs	?	

A brief background of good practice

To support young people in defining their professional project, E2C offers to get several work-placements in different companies. The number and duration of these work-placements vary from school to school. The E2C is there to help and support young people in their search for an internship. Each E2C has solid regional roots and strong and lasting relationships with the business world. Those kind of partnerships promote work-study internships. The E2C's work-study program is an active one because on average 35% of a learner's path takes place in companies. The E2Cs can develop "specific courses", according to the needs and opportunities of the territory. Here, in E2C Marseille, we work more particularly in the "hotel-catering" sector, and we have opened several courses in the construction trades (plumbing, electricity), fiber optic installation, Health, hygiene and cleanliness, Transport & Logistics

GOOD PRACTICE DESCRIPTION

Good practice description (aim and objectives; provided services – activities, approaches, methods)

The main goals of these specific work-study program are to help trainees to develop their employability and to promote their professional integration, especially in jobs that are recruiting. Also, it aims to improve the possibilities of integration for young people supported by our E2C. These specific courses can last from a few weeks to several months. They are built with the partner-company : the E2C provides refresher training on fundamental knowledge and interpersonal skills, and provides training in the prerequisites requested by the partner. Usually, the partner intervenes from the sourcing and recruitment phase, then throughout the course (interventions, immersions, etc.).

Results (developed skills and attitudes; good practice's impact on the participants' life, professional realization, health, self-confidence, motivation to learn, etc.).

Immersion in a company allows to work with the trainees on professional codes, interpersonal skills, "soft skills". They are part of the Competence-Based Approach logic developed by the E2Cs.

These work-placements are one of the main tools for building a professional project: they allow to discover a profession, then to confirm a professional project. They allow to work on the acquisition of the first technical skills. They are the opportunity for the trainees to get known by the companies, and can thus lead to apprenticeship contract or a job.

Evidence of effectiveness of the practice

1- Electricity field : FAFTT (company), APAVE (training center) and E2C Marseille have joined forces to enable people entering and / or remote from employment to obtain the skills necessary for the exercise of the profession of building equipment electrician. The course consisted of a 5-week preparatory bridge training at E2C followed by entry into "Building equipment electrician" training offered by APAVE. The experiment was offered to around fifteen young people and 90% of these trainees got involved in a qualifying training.

2 - Hygiene and cleaning sector : Selected at the end of a collective information, 15 young people got involved in a three-month preparatory phase in March 2019 intended to give them access to an apprenticeship contract. The INHNI (training center) and the E2C worked together to set up this 1st hygiene / cleaning section which was really successful. Basic basis, specific contents such as hygiene and safety, work on codes, immersions at the training center, meetings with professionals, work-placements in partner companies ... At the end of this course, 93% of interns are in employment or in training.

GOOD PRACTICE DESCRIPTION

Factors and conditions for the successful implementation of the good practice

To be successful, this good practice requires several conditions :

- 1- A good analysis of the professional sectors that are recruiting
- 2- A strong relationship with training centers (co-working on pedagogical sequences...)
- 3- A large portfolio of partner companies
- 4- A relevant sourcing of young people

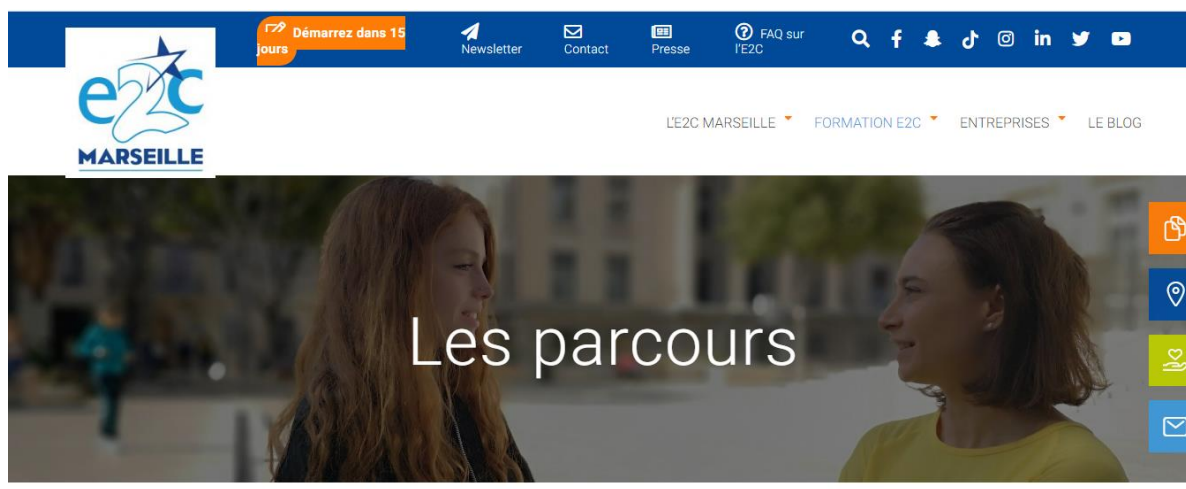
Evaluation of the practice

The best way to assess the specific work-study program is to analyse the datas of integration in employment or in qualifying training after the program.

Resources

Company officer, trainers...

Images, Videos, other documentation



CONTACTS

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