

Co-operation agreement Restaurant and Food processing
vocations



AGREEMENT PARTIES

The parties that have entered into this agreement are: LO Agder, NHO Agder, KS Agder, Vocational office for reception desk services, restaurant- and food processing vocations in Agder, Vocational office for food and service vocations in Agder, Office for course- and training within sales- and food vocations, Aust-Agder County Council, Sam Eyde Upper secondary school and Møglestu Upper secondary school.

LO - Landsorganisasjonen: The Norwegian Confederation of Trade Unions
NHO - Næringslivets Hovedorganisasjon: The Confederation of Norwegian Enterprises
KS - Kommunenes Sentralforbund: The Norwegian Association of Local and Regional Authorities

Contract period: 1 January 2016 – 31 December 2020

Measurements will be made by the department of education annually throughout the contract period, and the results will be presented at evaluation meetings.

The agreement parties will partake in an annual evaluation meeting, where the road ahead and actions will be discussed. The office for vocational training will convoke for a meeting of the parties.

MAIN AIMS

The overall aim of the parties is to secure a solid supply of highly qualified craftspeople to businesses within the region that recruit students from the Restaurant and Food processing vocational program.

TARGET AIMS

The parties will work towards reaching the following shared aims by the end of 2020.

- Increase the number of first-choice applicants to the vocational program Restaurant and food processing. Status 2015: 40 applicants. Aim 2020: 70 applicants
- Increase the number of practice candidates who earn a certificate of apprenticeship. Status 2015: 5 candidates. Aim 2020: 10 candidates
- Training in school will qualify students (pass all subjects) for an apprenticeship. Status for 1. year student 2013/14 and 2014/15 who did not qualify: 23 students. Aim for 2020: 10 students
- Increase the percentage of students transferred into an apprenticeship. Status 2015: 65,2%. Aim for 2020: 75%
- Increase the number of apprentices who earn a certificate of apprenticeship or a journeyman's certificate within 5 years. Status class of 2009: 56,3 %. Aim for 2020: 65%

SHARED MEASURES

1. Information exchange between schools and vocational offices about In-service training establishments/potential training establishments who are able to receive PTF students. (PTF – Prosjekt til fordypning – Vocational specialization studies)

2. Make propositions to the number to school places offered by schools in line with the need for recruitment in the region.
3. Increase the number of applicants to the vocational program by arranging shared activities and events such as:
 - a. Vi dekker til fest
 - b. Mad og leven
 - c. Information conferences
 - d. Competitions for schools and apprentices
4. Motivate participants for international education programs (Erasmus Pluss)
5. Coordinate career counselling
 - a. There are to be made plans for systematic career counselling (Full year plan)
6. A structured plan for raising the reputation and promote the branch of industry
 - a. Premeditatedly use of media and profiling
 - b. Make use of young role models
 - c. Promote the further education possibilities of the programs
7. The members of Fagforum (cooperation between teachers from different schools teaching within the same subject) will carry out assignments issued by the principal – in accordance with the letter of assignment issued by the principal – to revitalize the Restaurant and food processing vocational program.
8. Make arrangements for flexible education courses
9. Clarify, counsel and follow up 2. year students in May for the course ahead
10. Increase the status and reputation of instructors

AUST-AGDER COUNTY COUNCIL WILL AIM TO:

Department of education

1. Contribute to improve the competence of apprenticeship applicants by raising the competence of trade program teachers and instructors in In-service training establishments.
2. Finance and organize internship schemes for trade program teachers and instructors.
3. Encourage teachers within the trade program to partake in the internship scheme for trade program teachers and instructors.
4. Buy goods and services from approved In-service training establishments that employ apprentices, in addition to zero-tolerance on social dumping and exploitation in the work place.
5. Guidance counsellors will be informed and included in the cooperation agreement for Lærlingløftet (The Apprentice boost) – by means of guidance counsellor meetings.
6. Ensure that the competence of the examination boards qualifies them to perform their tasks in the examination boards.
7. Cooperate with the industry to annually ensure that schools have adequate school places related to the amount of available apprenticeships, in addition to ensure that as many as possible apprenticeship applicants are perceived as qualified applicants.
8. Contribute in terms of promoting internationalization measures
9. Office of vocational training will lead the evaluation processes
10. Provide statistics about the agreed upon indicators, and evaluate these towards the specified aims.

a. Schools

11. Reduce the amount of undocumented absence compared with 2015
12. Schools will issue notices to students who have a high amount of absence or who have failed a subject, Autumn 2. year
13. Actively contribute in the transfer process for students between schools and In-service training establishments and the process of entering into apprenticeship contracts, and contribute to making this process take place as early as possible.
14. Contribute to improve guidance counselling in the application process
15. Arrange gatherings for PTF teachers in order to exchange experiences and share successful methods for working with trade skills at training establishments.
16. Schools will use PTF as a means to effectively transfer applicants to apprenticeships.
17. The school will use preferably approved/potentially approved In-service training establishments for PTF to complete students training.
18. Training establishments that are presumed to accept apprentices will be prioritized for placement of students for PTF.
19. Students who do not receive an offer of apprenticeship with an In-service training establishment are to be transferred to another relevant training establishment.

(PTF – Prosjekt til fordypning – Vocational specialization studies)

THE PARTIES OF THE INDUSTRY WILL AIM TO:

1. Procure new In-service training establishments within the trade program in cooperation with trade unions, the industry, schools and offices for vocational training.
2. Make arrangements to encourage more adults to have the opportunity to sit for a craft examination.
3. Ensure that members of examination boards to as large extent as possible are staffed by highly qualified representatives from the industry.
4. Work towards having training establishments accept students from PTF as a means to acquire future apprentices and training candidates.
5. Encourage In-service training establishments to accept more apprentices and practice candidates.

THE OFFICES FOR VOCATIONAL TRAINING WILL AIM TO:

1. Offer and carry out training courses for instructors
2. Map out the industry's need for apprentices and training candidates, and provide input to the sizing process of schools in terms of school places at upper secondary level.
3. Promote suitable In-service training establishments for schools when carrying out PTF.
4. Contribute with arranging gatherings with a "Kick off event" for students prior to PTF at a training establishment for 1. and 2. year students.

5. Make visits to relevant schools in order to get to know/map out students in relation to using membership training establishments to complete PTF training, and for apprenticeships
6. Cooperate with the school in order to transfer applicants into apprenticeships
7. Encourage instructors of the memberships training establishments to take part in the internship scheme for teachers and training establishment instructors.
8. Contribute to develop flexible education courses

GENERAL TERMS OF AGREEMENT AND TERMINATION

The agreement will take effect as of the date of signature, and remain in effect until 31 December 2020.

The agreement will be evaluated/revised annually.

The agreement may be subject to change after negotiations between the agreement parties.

The agreement is signed in 9 copies, whereby every agreement party receives a copy each.