

The COPILOTE project, which has been in progress since October 2006 and will finish in June 2008 within the framework of the Leonardo da Vinci programme, aims at **the setting up a supporting strategy for small and medium size company tutors in the building sector in Europe.**

The partners coming from 8 countries (Belgium, France, Germany, Italy, Poland, Spain, Sweden and Switzerland) **are currently working at methods, processes and tools permitting company tutors to be more efficient and to give**

trainees a real opportunity to be durably integrated as skilled workers into building companies. Original experiences made in each country are explored. Moreover, the partners conceive new solutions, adjustable to specific national contexts. In fact, high quality training programmes whose achievement is shared between companies and training centres need **a real partnership between company tutors and training centre instructors.** The CCCA-BTP is the promoter of this project.

■ Achievements foreseen within the framework of the project ■

■ DESCRIPTION OF TUTORSHIP IN SMALL AND MEDIUM SIZE COMPANIES



Real conditions of tutorship in Belgium (Wallonia region), France, Germany, Italy, Poland, Spain, Sweden and Switzerland are described within the report «Tutors in Construction Companies» which summarises the results of phase 1 of COPILOTE project. National situations are compared and analysed.

■ INQUIRY ABOUT TUTORSHIP IN EUROPE



An analysis of how the tutorship is perceived by the main concerned players was carried out in every partner country. Each national synthesis has brought a new light permitting a better understanding of the tutorship. A European synthesis is currently elaborating and will be available in May 2008.

Achievements foreseen within the framework of the project

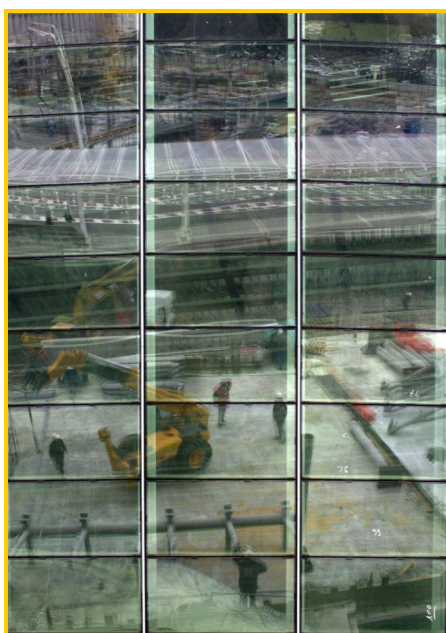
EUROPEAN REFERENCE SYSTEM OF ACTIVITIES & COMPETENCES OF TUTORS



This reference system will contain 5 activities and 23 tasks, completed by a competence list. It will be a tool facilitating a human resources management in a small or medium size building company which receives people in initial or continuing training.

Experiences of each country have highly contributed to the definitive shape of the final work.

TOOLS FOR ACCOMPANIMENT OF COMPANY TUTORS AND FOR COMMUNICATION WITH THEM



To reinforce partnership between companies receiving trainees and training centres, it is necessary to have stronger relationships between company tutors and training centre instructors. Moreover, company tutors must be accompanied in their tasks by these instructors. That is why they have to be prepared to this accompaniment.

The COPILOTE project has as a purpose to collect and analyse already existing tools in all partner countries in order to make them evolve according to the priorities expressed by the company tutors, training centre instructors and apprentices. The training of company tutors cannot be the only answer permitting to satisfy their needs in terms of accompaniment.

Training centres have to be better recognised as potential resources for companies who play a formative role, in order to facilitate their tasks. The COPILOTE project wishes to bring the answer on how to achieve this goal.

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Both partners training alternately, i.e. company and training centre, don't communicate enough to strengthen together the quality of programmes and to offer more professional perspectives to trainees. This observation is common, at different degrees, to all partner countries.

In order to achieve declared goals of the project, it is logical and wise to give a reinforced role to training centre instructors who must become main players in the accompaniment intended for company tutors.

The principal element of the communication strategy is the reinforcement of **TRUST** between players.