

Work Based Learning in Hotels, Restaurants & Catering

Case: Apprenticeship in the Hospitality Industry in Flanders

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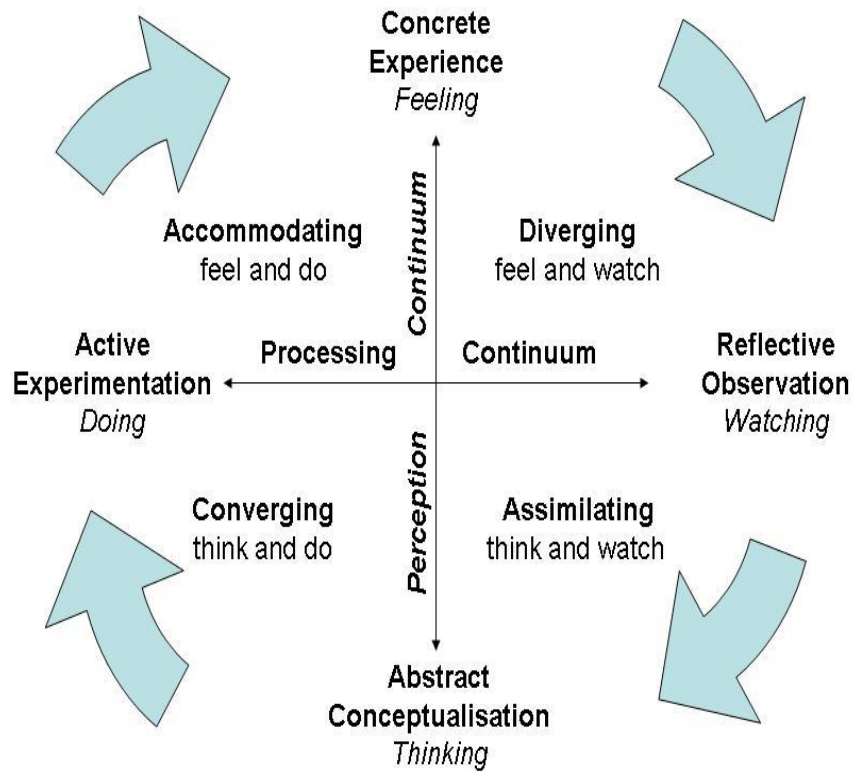
Horeca Vorming Vlaanderen

Regional centre for professional training in the hospitality industry.

Board = Employers & syndicates in the hotel, catering and tourism industry.



Our philosophy : Work Based Learning



Model of Experiential Learning (Kolb)



Apprenticeship in the Hospitality Industry

1. Fixed programmes

2 days in school + 3 days in company

- Kitchen : 12 / 24 / 36 months
- Restaurant: 12 / 24 / 36 months
- Reception: 12 / 24 months
- Housekeeping: 12 months

2. Fixed salary

3. Follow-up by learning committee for the hospitality industry



Our policy regarding Apprenticeship

In schools

- direct collaboration with 33 schools in Flanders
- support for \pm 250 students in apprenticeship

In the industry

- \pm 500 places for apprenticeship available
- 95% SME's

Focus on service

- for partners in SME
- for apprentices
- for schools



Our approach in Apprenticeship

1. Preparing the start of an Apprenticeship
2. Accompanying the apprenticeship programme
3. Training programmes for mentors
4. Development of a network
5. Quality assurance



Results 2012

ACTIONS	INFO	NEW COMPANIES	NEW CONTRACTS	MID TERM EVALUATIONS	QUALIFICATIONS	TOTAL
2010	94	64	95	4	9	266
2011	120	97	135	39	29	400
2012	131	120	163	35	30	479



Drivers for participation of SME's:

- Renown concept
- Option to engage apprentice
- Services delivered by Horeca Vorming Vlaanderen
- Reduction on social taxes for the mentor
- ESF-bonus



Key factors for success:

- Personal approach
- Quality assurance
- Solution focus



The challenge:

=> prepare Europeans for an European Labour Market


Promote international Apprenticeship programmes

- to students
- to parents



Thank you

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