



The partnership



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tandem

How to establish intergenerational
and -cultural communication and
how to provide for transfer and
transparency of competences in VET



Are you interested in ...



... a specific work sector?

TANDEM focuses on the following five work sectors: agriculture, construction/ building, tourism, manufacturing and retail, as well as health and social services.



... a specific competence?

TANDEM concentrates on the key competences promoted in the EUROPASS CV system: personal, social, organisational, technical, computer, artistic and other.



... a specific language?

You can find TANDEM work stories in the following languages: Bulgarian, Dutch, English French, German, Greek and Norwegian.

... just simply reading interesting details of other people's life?

Then read Peter's story as an example here in short:

In 1992, he migrated from Albania to Greece because there were only a few jobs available in Albania. Now, in Greece, Peter works in construction. He is deals with all the construction work: building, wall plastering, and tiling. He takes over and builds homes from start to finish. Peter has excellent technical skills and is able to use all tools that are related to construction work. Because of his daily contact with different people he has team spirit and he is able to listen to different views and opinions. Additionally, he has good organisational skills. Currently, he supports his children to improve their time management skills. Peter's story is one of many stories stored in the TANDEM Library. It was recorded in a learning tandem in Greece.

The TANDEM project

'TANDEM - How to establish intergenerational and intercultural communication and how to provide for transfer and transparency of competences in VET' is based on a simple, yet very fruitful idea: bringing together different groups of society in learning tandems to make them benefit from each other.



TANDEM stands for intergenerational learning:

Young individuals without formal vocational education interview older people about their work-related experience and learn about important skills and competences in different work sectors. Together they write down the work history following the *Europass* CV structure; their story is then stored on the TANDEM Library, which is an online library.

TANDEM stands for intercultural learning:

The learning tandems not only enable a fruitful exchange of work-related knowledge, skills and experiences. They also bring about intercultural communication and respect. All older participants have a migration background which adds a further dimension to the project. Younger and senior participants practice intercultural exchange.



A good basis ...

TANDEM is a European project which transfers the successful Grundtvig project 'European Generation Link' (2009 – 2011) into vocational education of the following countries:

- Norway
- Bulgaria
- Greece and
- The Netherlands.

Vocational education training (VET) providers and public bodies from these countries are supported by V/ET organisations from Austria, Germany and Belgium.



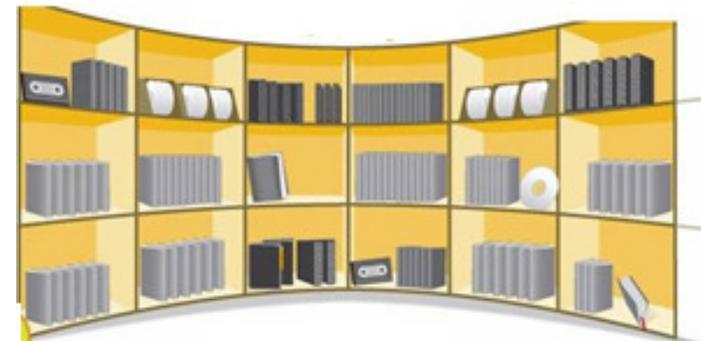
...for young and old

TANDEM is targeted at VET teachers, trainers and guidance counsellors who want to promote intergenerational and intercultural learning in the above listed countries or who want to make young and old aware of their competences and sensitise them towards those skills needed in the labour market. It also hopes to help providing education stakeholders in these four countries ideas on how to implement the TANDEM approach in new training schemes.



A world of stories

'It was very exciting to hear Jaman's life story. It has opened my eyes to the many stories of immigrants around the world.' said one of the first young participants who were involved in TANDEM.



Get to know Boris from Russia, Jani from Iraq, Hatice from Turkey, Livia from Serbia, Frieda from Germany, Galia from Albania, Cyril from France and many more! Their stories are just a *click* away in the:

TANDEM Library www.tandem-library.eu

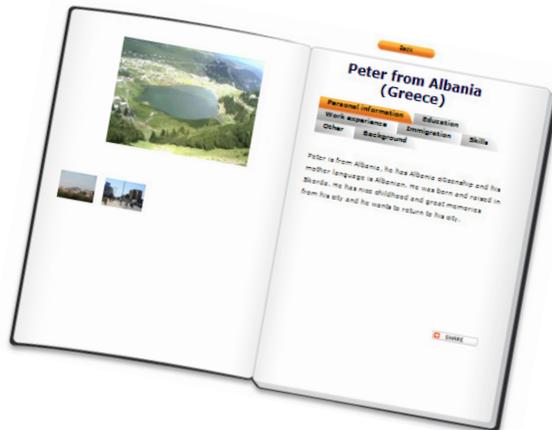
This online platform contains more than 100 stories of senior migrants' who live and work experience abroad. They were recorded, edited and uploaded onto the platform in cooperation with young adults in Bulgaria, Greece, the Netherlands and Norway and can be searched by diverse parameters (e.g. by work sector, key competences, keywords and language.)



TANDEM stories

'It was an exciting possibility to touch so many people's destinies. When I finish one story I right away open another. I will continue visiting the TANDEM Library in the future.'
(A young TANDEM story reader)

In the TANDEM stories, the reader gets to know many interesting details of migrants' lives and learns about the competences they acquired along their work (and life) history. Every story is divided into chapters which are visually represented as two pages of a book, with many pictures or audio/ video files.



Other TANDEM products

To support VET teachers, trainers and counsellors to work with the TANDEM stories, the project partnership developed the following products:



- **TANDEM Didactic Guidelines:** These guidelines provide detailed information about TANDEM's pedagogical approach. They support VET educators in how to sensitise young adults and motivate them to form tandem teams with senior migrants, to prepare and carry out interviews, engage in knowledge transfer and make competences transparent. They include numerous worksheets, ice breakers and hand outs.
- **TANDEM Library User Handbook:** This manual explains how to use the TANDEM Library. It contains step-by-step instructions for all users on how to produce, and edit recordings in different formats (text, audio, video, etc.). From basic insight to detailed information on how to search for specific keywords or where to find help in the library, this document addresses the needs of new library users.
- **TANDEM Implementation Concept:** The partnership has worked out a supporting document for V/ET stakeholders who should help them to see how they can integrate the TANDEM approach and products into their overall strategic concept.



How to use the TANDEM products in training

TANDEM materials can be of great use in: e.g.

- first career orientation,
- social, history or language courses,
- basic skills and ICT training,
- diversity training,
- and many others.

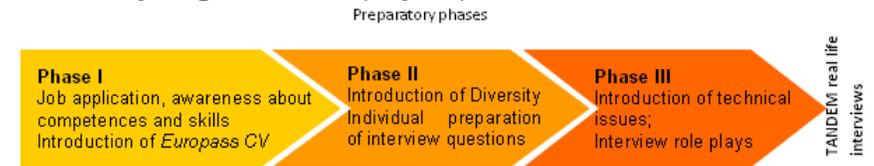
VET Teachers, trainers and guidance counsellors can introduce the TANDEM products in their training in order to support learners in making non-formal and informal skills transparent – in combination with the *Europass CV* e.g., or simply to offer interesting new materials. (See our quotes of our international young testers below.) Moreover, the materials can also be used for the training of career counselors or diversity management of trainers themselves. How the TANDEM partnership is implemented it can be found in the TANDEM Didactic Guidelines.



Implementation tips

Young learners need support before, during and after the interviews!

Many young adults don't have any experience in interviewing. Apart from learning interview techniques and elaborating questions they should be prepared to cope with unexpected situations like overwhelming emotions that they might cause in the interviews, partners who do not want to start/stop talking or similar. Therefore, the partnership elaborated three preparatory phases with recommendations for VET educators what to consider and how to mentor the young learners step by step.



Quotes from young learners



'I am very interested in different cultures and with this interview I learnt things that you cannot find on Internet.'

'I have dreamt about my future job since I was very little. The interview made me look more seriously into this matter.'

Young TANDEM interviewers in Stavanger (Norway).

After the interview is before...

A post-evaluation either only for interviewers, or also for interviewees should be organised after the interviews have been made to reflect upon the work and discuss what the participants (dis-)liked and what they felt they had learnt. The TANDEM Didactic Guidelines provide a template hand out for this.



Last but not least, don't forget the elder migrants!

More bits of advice you can find in the guidelines.



What teachers, trainers and counsellors think ...

... about the TANDEM Library:

'Excellent – provokes interest, gives the impression of something new and different, focuses attention on different work sectors and competencies through responsiveness to the stories and inspires searching of the similarities and common issues with the participants related to their interests, professional focus, problem solving and transition periods, values, self-esteem, etc.'

'Very good informational resource, useful instrument for education, training and learning as a whole. Personal stories are a motivational method for transferring personal and professional life.'

'The group of the interviewed people is diverse and readers will remember their stories. Their social and cultural characteristics, their attitude towards migration and their adaptation processes provoke involvement, reflection and thoughts about global problems, on one hand, and, on the other, issues related to transition periods and the personal qualities, support sources and social skills they require. Rich and various personal and professional experiences are gathered in the stories and the advantage is that together with the facts, values, emotions and personal peculiarities are discovered.'

... about the TANDEM Didactic Guidelines:

'Informative and well structured document which includes sufficient information about the aims and content of the project, provides interesting statistical information and information about the cultural diversity throughout Europe. The main value of this document is the possibility to use it in practice using the concrete guidelines, exercises and the approach for conducting the interview, fill the Europass CV and concrete techniques for conducting trainings.'

'Very comprehensive guidelines and information about content and meaning of different personal and professional competencies are provided. There are clear instructions for filling Europass CV which together with the tandem-interaction helps to a significant extent the recognition of own skills and competencies and their better description and presentation in Europass CV.'

'The mutual acquaintance, the new information, the new skills acquired in the process of preparation for and realization of the interviews by the young participants together with the provided possibility for the elder people to share the stories of their lives and to a certain extent to give a new positive meaning to them bring about broadening the horizon and narrowing the gap between the participants. It is acquired through giving a new point of view and attitude, more global look on the problems and challenges for the personal and professional development as well as the influence of social and economic processes.'