

FLOWs – Further Learning, Outreach and Working Skills

Project no: 2022-1-TRO1-KA220-YOU-000089240

National Piloting Report

FLOWs Practitioner Training

Country: Romania

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Report on National Piloting Romania

PARTICIPANTS OF THE PILOT TRAINING

Please give an overview of the pilot training in your country: target groups, number of participants, date of event, etc., Collect Learning Agreements and Attendance Sheets for practitioners and the Consent form for the young persons working with the FLOWS tool.

The Pilot Training in Romania was organized by UNSTPB in 2 sessions:

- Session 1 took place on 29th of August 2024 when 4 practitioners were trained from 2 organisations
- Session 2 took place on 26 of September 2024 when another 2 practitioners were trained from 1 organisation

The aim of the training sessions was to transfer essential knowledge to the practitioners about:

- understanding of the theoretical background and key concepts which support the FLOWS tool
- the assessments and how they might assist in overcoming some of the issues and or concerns that organisations and participants face in a rapidly changing world of work
- how to use the FLOWS tool to help participants to recognise their own competencies and those the world of work is seeking.
- Understand when to use the tool in an already established Guidance process

The training was provided by 2 practitioners from UNSTPB (Palina SPANU and Bogdan ABAZA) who have already been trained during the LTTA in St. Pölten / Austria in February 2024.

The Pilot Training in Romania was based on a blended learning approach whereby practitioners had access to online resources and combines face-to-face and online activities with pedagogical strategies to deliver a cohesive and engaging learning experience.

The trained participating practitioners are:

- 5 teachers/professors from different departments of UNSTP and which also play roles as tutors for different groups of students. These tutors have the role to enhance the student learning experience, offer tailored support, and bridge the gap between theoretical knowledge and practical application, helping students become independent and confident learners and have an important role in guidance for future development.
- one practitioner from 4CAREER an organisation which provide customized career services and guidance with a large opening for young job seekers .

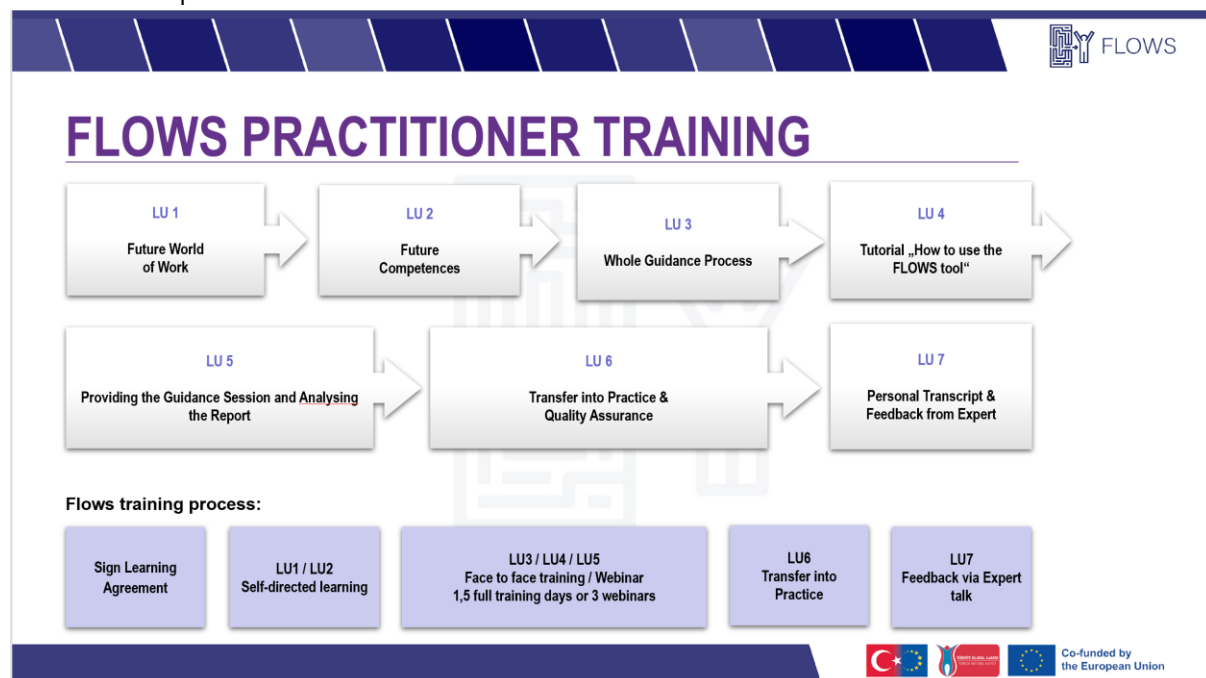
The 8 Romanian trained practitioners were involved in the FLOWS piloting process and applying the FLOWS knowledge, methodology and they succeed to test with 28 young people the online FLOWS Tool. It was used a specific secure tracking system based on individual logins and password access, with anonymous records of young people's personal information to ensure compliance with GDPR data protection policy.

DESCRIPTION OF THE PILOTING PHASE

Please summarise main outcomes such as content of the training (see also Learning Unit 7 and annexes); describe the structure of the training; make sure that all Learning Agreements are delivered and describe that participants filled the Personal Transcript to get prepared for the Expert Talk;

The training procedure outlined in Learning Unit 7, as detailed in the FLOWS project on Google Drive, was implemented without any modifications.

The training session started by introducing the practitioners to the FLOWS project and with an overview of the training structure. There were used learning materials from LU1 'The Future World of Work', LU2 'Future Competences', LU3, 'Whole Guidance Process', LU 4 'Tutorial on Use of FLOWS Tool' and LU 5 'Guidance Session and Report'.



After the face-to-face session an email was sent to each practitioner with information about login to the FLOWS platform, unique username and password and short pdf document with instructions about how to easy mange the clients accounts during the piloting process (Annex 4). It was also provided a short pdf document with instructions to be sent to the clients (Annex 5).

At the end of the training all practitioners filled and signed the Learning Diary, provided feedback which was evaluated (see next section). According with the methodology, after the Expert Talk the Training Certificates where distributed. At the end one example Use Case was provided.

All 28 young people involved in the piloting as clients provided consent forms.

FEEDBACK RECEIVED VIA PERSONAL TRANSCRIPT & EXPERT TALK

Please summarise the feedback you received via the Personal Transcripts and the final Expert Talk;

All Romanian practitioners were actively involved and interact during the training process. They were positive and well surprised about the FLOWS project results, and they appreciate the training process and FLOWS methodology. Based on their feedback obtained from the Personal Transcripts and the final Expert Talk here are the main contributions:

1) Training process and content of Learning Units

Module 1- Future World of Work

- Practitioners gained insights into how digitalization is transforming key competencies in the workplace.
- A discussion on how digitalization has created additional barriers to the labor market for certain clients was particularly valuable for practitioners.
- Automation and AI have introduced uncertainties in employment, highlighting the importance for practitioners to stay informed about these emerging trends.
- The focus on life-long learning was well-received and recognized as crucial by practitioners.
- Practitioners found the module content and delivery to be and effective.
- A continuous update of the content might be welcome taking in account high dynamic of change in digital world

Module 2- Future Competences

- The training emphasized the importance of cognitive, social, and practical skills, with a strong focus on social and emotional competencies.
- Practitioners found the discussion on how cognitive skills, attitudes, and behaviors influence workplace success valuable for client session preparation.
- Exploring experiential learning as a tool for skills development and addressing the barriers young people face in the labor market was appreciated by participants.
- The clear comparison between the GROW and IDEAL models helped practitioners better support clients' needs.
- Highlighting gaps between soft and digital skills provided useful insights into preparing clients for evolving job requirements.

Module 3- Whole Guidance Process

- Practitioners found the training on preparing young people to use the model and understanding its relevance highly effective.
- They appreciated the tool's flexibility to be used at various stages of the guidance process and its ability to highlight clients' hidden strengths and talents.
- The discussion on applying identified skills to real-world work environments was particularly valuable for participants.

Module 4- Tutorial How to Use FLOWS tool

- The training effectively described the structure and technical aspects of the tool.
- The ability to access raw data from reports was highly valued by participants.

- The report related to the Top3 is useful for an in depth analysis made by practitioner and could be correlated with the report from Raw Data
- The report Dashboard is a starting point in discussion with the client
- There is potential for further developments in the future projects which may use FLOWS experience and knowledge

Module 5- Providing the Guidance Sessions and Analysing the Reports

- Participants appreciated the emphasis on careful language use when explaining competencies to clients and framing the tool as a resource/activity rather than a test to encourage participation.
- The training highlighted the need for positive interactions, active listening, and well-prepared, structured feedback sessions.
- Guidance officers found the training effective in providing a clear understanding of the system and how to navigate it.

FEEDBACK & SUGGESTIONS FOR IMPROVEMENT FROM UNSTPB

Please summarise from your point of view as implementing partner organisation and give feedback both on training and FLOWS Tool:

The pilot implementation of the FLOWS in Romania received positive feedback from tutors which mainly deal with industrial engineering students, who found it useful for initiating discussions about engineering career paths with students who were still unsure of their professional direction/specialization.

The FLOWS tool may help students gain a clearer understanding of how their technical skills and competencies align with industry requirements.

The training provided tutors with a solid foundation for using the tool effectively to identify students' key strengths, helping them build confidence and prepare for internships or entry-level positions in engineering.

Overall, the feedback highlights the positive impact of the FLOWS Tool in guiding clients through their career planning and development.

Annex 1: Attendance list



The Flows Further Learning, Outreach and Working Skills Project

KA220-YOU - Cooperation partnerships in youth
Project Nr: 2022-1-TR01-KA220-YOU-000089240

List of Attendance

Date: 29.08.2024

Place: Bucharest, POLITEHNICA of Bucharest

	Country	Name & Surname	Organisation	E-Mail	Signature
1.	Romania	Abaza Bogdan	Politehnica Bucuresti	bogdan.abaza@upb.ro	
2.	Romania	Paulina Spanu	Politehnica Bucuresti	paulina.spanu@upb.ro	
3.	Romania	Marius Lazar	Politehnica Bucuresti	marius_vali.lazar@upb.ro	
4.	Romania	Vlad Gheorghita	Politehnica Bucuresti	vlad.gheorghita@upb.ro	
5.	Romania	Teodora Chiciooreanu	4CAREER	office@4career.ro	
6.	Romania	Nicoleta Litoiu	Departamentul de Formare pentru Carieră Didactică și Științe Socio-umane	Nicoleta.litoiu@upb.ro	




The Flows Further Learning, Outreach and Working Skills Project

KA220-YOU - Cooperation partnerships in youth
Project Nr: 2022-1-TR01-KA220-YOU-000089240

List of Attendance

Date: 26.09.2024

Place: Bucharest, POLITEHNICA of Bucharest

	Country	Name & Surname	Organisation	E-Mail	Signature
1.	Romania	Abaza Bogdan	Politehnica Bucuresti	bogdan.abaza@upb.ro	
2.	Romania	Paulina Spanu	Politehnica Bucuresti	paulina.spanu@upb.ro	
3.	Romania	Cristin Zaharia	Politehnica Bucuresti	zahariacristin@gmail.com	
4.	Romania	Roxana Puiu	Politehnica Bucuresti	roxana.puiu@upb.ro	
5.					
6.					

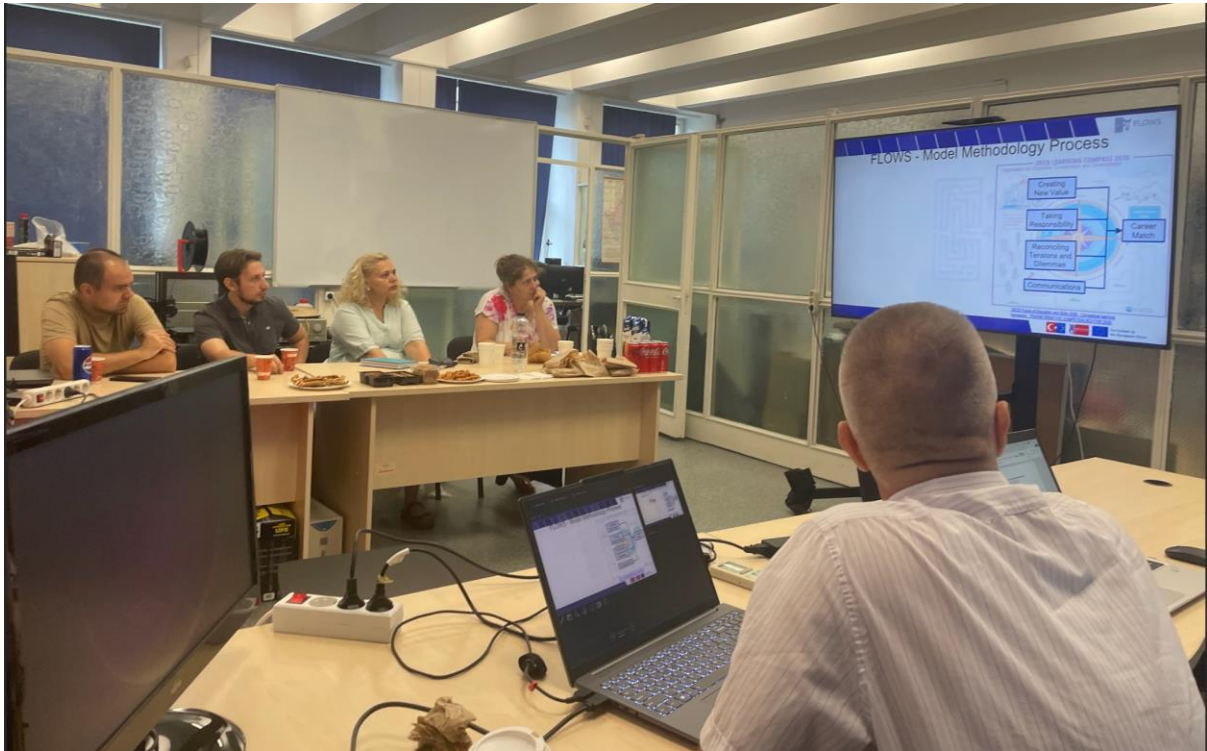


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Annex 2: Photos



Annex 3: One chosen Use Case with a Client

Annex 4: FLOWS - Piloting Instructions – practitioners

Annex 5: FLOWS - Piloting Instructions – clients

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