

Erasmus Policy Statement (Overall Strategy)

The SCM TEIDE-HEASE, is formed by three state centers of the Community of Madrid. It is aimed to the teaching of VET at all levels. It has the golden seal of European excellence 500+ for its Management System since November 2015.

In 2013, a Strategic Plan was drafted in which an improvement line was established: Modernization and Internationalization of our VET.

Milestones to review:

- 2013: the Commission composed of 3 directors-Standardization of the FCT in EU is created.
- 2014: Commission formed by 9 people -Development of the 1st project KA102 (9 mobilities) and request ECHE letter of Higher Education. APPROVED
- 2015: Maintain commission - Expansion of possible host partners - Draft and manage project KA102 (12 mobilities with 6 partners in 5 countries)- 2 news English speaking countries and KA103 (10 mobilities). APPROVED. The 9 mobilities granted in 2014 were managed successfully.
- 2016: Projects KA102 and KA103 approved. 16 mobilities successfully managed.
- 2017: Projects KA102 and KA103 approved. 22 mobilities successfully managed.
- 2018: Projects KA102 and KA103 approved. 22 mobilities successfully managed.
- 2019: Projects KA102 and KA103 and VET Erasmus+ (KA109) letter application approved 20 mobilities successfully managed.
- -2020: VET Erasmus+ letter granted and 15 KA116 mobilities and 5 KA103 mobilities requested.

Today, the job market not only requires employees who have strong and broad knowledge, but also requires increasingly dynamic professional profiles who are good at multitasking and have received international training. Therefore, we firmly believe that we must continue to dedicate our efforts to modernizing and internalizing our educational programs.

In general terms, our organization is open to collaborate with any European partner according to our educational programs: administration and finance, development of multiplatform applications, administration of network information systems, social integration, marketing and advertising, and childhood education, as well as participating in those collaborations that we are requested.

SCMTH has currently Erasmus+ mobility agreements for Key Action 1 with numerous organizations in ten different countries of the European Union with which we have been working since our inception in 2014.

Our main objective is **to promote and support mobility, especially favoring those groups with fewer opportunities, following policies of inclusion and non-discrimination.**

The previous main objective can be broken down into the following objectives compatible with the European Development Plan of our organization:

- Strengthen and improve cooperation between European organizations to provide high quality training and improve the attractiveness of Vocational Education and Training.
- Participate in improving personal, linguistic, cultural and professional development and knowledge by giving our students and staff the opportunity to work in an international environment within the European Union and improve their employability in an increasingly competitive job market.

- Acquire new knowledge through the promotion of skills such as autonomy, responsibility and entrepreneurship to cope with everyday situations.
- Promote the creation of a cohesive European society through the development of professional and personal skills to promote social and cultural inclusion and thus avoid discrimination.
- Promote and disseminate good practices that respect the environment.
- Foster and promote digital skills, both for students and staff, as key competences for the development and sustainability of our project.

The **specific objectives** for each of the groups involved in the mobilities are detailed below:

1.- For students

- Contribute to the training of young people as future qualified professionals, open and with multicultural experiences.
- Make our students more competitive so that they can more easily access the job market.
- To develop in students the skills and competences required in the European job market.
- Improve the linguistic, technological and cultural skills of the participants
- Enhance the sense of initiative and entrepreneurial spirit.
- Increase the sense of independence and responsibility based on their experience in the European Union.
- Improve the knowledge of the project and European values.

2.- For staff:

- Increased motivation and increased teaching capacity by experiencing new experiences in the European Union.
- Strengthen cooperation ties between the educational school and the companies of the European Union.
- Support the development of good practices in relations between training centers and labor market agents from different countries of the European Union.

All the aforementioned objectives are aligned with the European Development Plan implemented by the SCM Teide-Hease.

Actions you would like to take part in and explain how they will be implemented in practice at our institution

Participation in European and international cooperation projects is integrated into the global strategy of modernization and internalization of our organization, as stated in the European Development Plan implemented since 2015 and updated annually.

Since 2014 we have been participating with student mobility for internships in Vocational Training, and since 2015 with student mobility for Higher Education internships. Since then, we have carried out numerous collaborations with companies, not only in the field of our students' internships, but in all those contributions that our European partners have requested of us.

Our intention is to continue working in the same line as until now, carrying out student mobility for internships in companies in the European Union, taking advantage of the contacts and good relationships developed in recent years.

In addition, we want to promote incoming mobility, collaborating with homologous centers that want to send their students to do internships in Spanish companies, taking advantage of the wide network of business contacts that we have due to doing the internships of our students at all levels.

At this stage, we also want to facilitate the possibility of staff mobility with the intention of improving good practices in education, taking advantage of the many contacts we have made in recent years.

As every year, the Erasmus Commission of our centers will be in charge of the diffusion and implementation of the different mobilities following the process detailed below:

1st Previous Phase: Project mobilities request.

2nd Communication Phase:

- Communication to the students of the possibility of accessing the FCT module in one of the countries of the European Union.
- Information about the different types of mobility to which they may have access (number of mobility, host countries and companies, dates, economic aspects, characteristics of the selection process, etc.)

3rd Selection Phase: The selection of candidates will be carried out through a fair, transparent, inclusive, coherent and documented process. (We attach the 2020 call as Annex 1.)

4th Preparation phase: With the student selection we will seek:

- The improvement of the linguistic competence of the language of the country of origin through its reinforcement through the insertion in different online courses.
- Knowledge of the culture and customs of the destination country through videoconferences with your tutor at the workplace in the destination country.
- The knowledge of the company and its idiosyncrasy through interviews, apart from with his tutor, with some of his colleagues from the department.
- Monitoring and permanent advice from the student's tutor (travel, accommodation, ...).

With the host company:

- Signing of the documentation: learning agreement for higher education practices, collaboration agreement and the different annexes that require us to carry out the FCT module (list of selected students and training program in the company).

- Fluid communication between the tutor of the center and the tutor of the host company, to specify the essential aspects of mobility (place, date and time of arrival, reception process, resolution process of possible incidents, permanent means of communication to use between the student and the tutor of the center and between the student and the tutor of the work center).

5th Mobility Phase: Monitoring and permanent advice from the student's tutor.

6th evaluation phase:

- Continuous monitoring and evaluation of mobility, in its different competences: self-confidence, flexibility, initiative, teamwork and cooperation, linguistic competence, etc.
 - Personal interview with the student on their return, evaluating the experience and the increase in their key skills.
 - Recognition of the practices through the Europass Mobility document
- 7th dissemination phase. This last phase is carried out throughout the entire project, from the previous phase and indefinitely.

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With these mobilities we will achieve the following objectives of the European Development Plan:

- Improve the quality and attractiveness of Higher Level Training Cycles among students and companies.
- Promote the learning of languages and the culture of the countries of the European Union.
- Promote integration between different cultures.
- Encourage the creation of a more cohesive European society through the development of student competences, using as a tool the increase in mobility between the different member countries of the European Union.

The specific objectives for each of the groups involved in the mobilities are detailed below.

1. Students

- Contribute to the training of young people as future qualified professionals, open and with multicultural experiences. -Improve the possibilities of our students in the international labor market.
- Develop / Increase in students the skills and competencies required in the European job market.
- Increase the sense of independence and responsibility based on your international experience

2. For teachers

- Increased motivation.
- Increased teaching capacity through the experience of new experiences in the European Union.
- Strengthen cooperation ties between the educational center and the companies of the European Union.
- Support the development of good practices in relations between training centers and labor market agents from different countries of the European Union

The envisaged impact of your participation in the Erasmus+ Programme on our institution

The expected short, medium and long-term impacts for the participants will be:

1. For the students

- Increase the sense of independence and responsibility.
- Increase interculturality.
- Obtaining the degree of superior technician, with the completion of the Training in Work Center module in a country of the European Union.
- Improve the linguistic ability.
- Increase their personal and intellectual maturity.
- Increase self-confidence.
- Increase the feeling of belonging to the European Union.
- Improve their possibilities of incorporation into the labor market, in large companies in which they will be able to develop international projects, thanks to the experience gained during mobility in terms of languages knowledge, labor regulations of other countries and their work methodology.

2. For the shipping partner.

- Internationalization of our training offer and image, since it will have an external projection.
- Modernization of the training offer of the school.
- Increase in the number of students enrolled, attracted by the possibility of being able to participate in an Erasmus+ mobility.
- Improve the attractiveness of Higher Level Vocational Training.
- Expansion of our brand, being better known both in Spain and in the different countries of the European Union.
- Improve the training of the personnel participating in the mobilities.
- Strengthen cooperation ties between the educational center and the companies of the European Union.
- Improve the statistics of academic results by encouraging students to seek excellence in their transcript in order to be selected in the mobility project.
- Improve the statistics of employability results of our students. Our experience is that recent graduates who have enjoyed Erasmus+ mobility find work more easily.

Qualitative and quantitative indicators:

1. Students

- Result of the personal interview with the guidance team in which the attitude of entrepreneurship, interculturality, personal maturity and confidence in the student on the return of mobility will be assessed.
- Number of language training accreditations.
- Statistics of incorporation into the labor market.
- Assessments by the tutors after the mobility of the degree of achievement of the objectives during their stay.

2. Shipping partner

- Final reflection evaluating how our international vision has evolved, as well as increasing the motivation of the school's staff, which will have an impact on improving the organization's working environment.
- Statistics of enrolled students.
- Statistics of accreditation of linguistic capacity of the school's staff.
- Statistics of collaborations with companies in countries of the U E.
- Results statistics by encouraging students to seek excellence in their academic record.
- Mobility statistics.
- Statistics of companies contacted through social networks and eTwinning.