

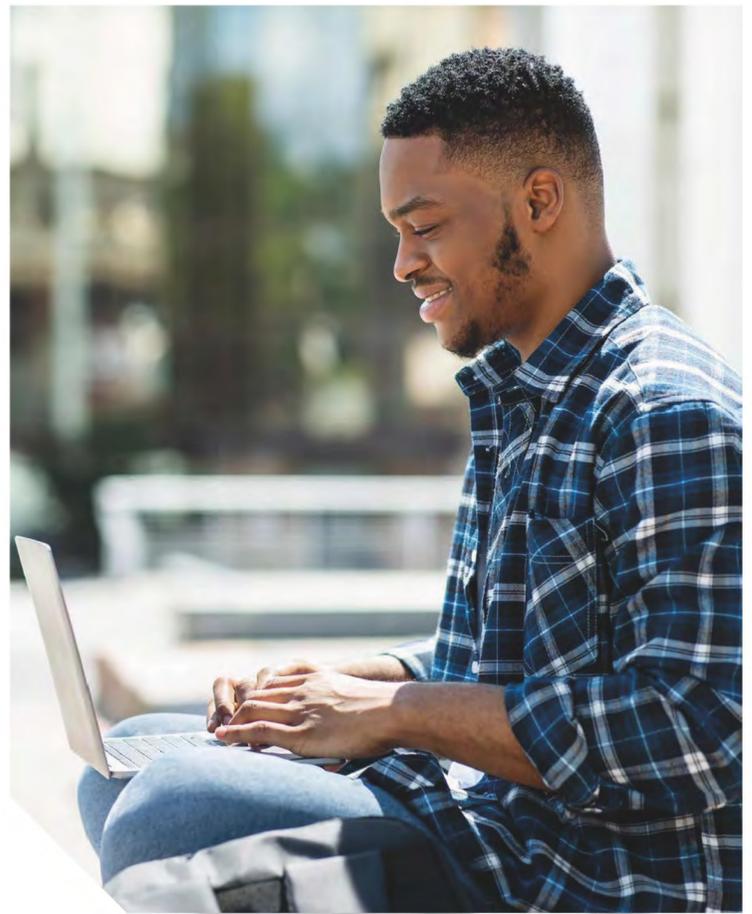


TOMORROW COMES TODAY

PROJECT GUIDE



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SUMMARY

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INTRODUCING TCT

Tomorrow Comes Today

The Tomorrow Comes Today project (TCT) has been initiated by 5 partners in France, Poland, The Netherlands and Slovakia in order to facilitate access to employment for jobseekers doing a training, students and apprentices through EU with an innovative digital tool connecting VET actors with employers.

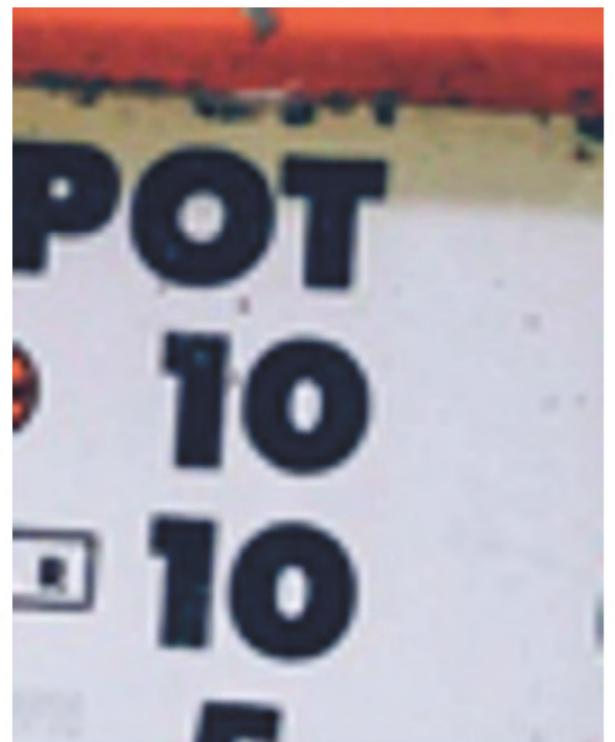
From 2018 until 2021, our partnership developed a specific web platform for VET providers to register and assess their learners, digital training courses for students and companies about job search and mentoring.

This guide will provide you all information about our project results and contact if you wish to implement and/or test our platform in your school or training centre.



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TCT IN A GLIMPSE



OBJECTIVE

Boosting employment and partnership between employers and VET providers

TARGET GROUP

VET providers: Schools, training organisations, Universities...

HOW?

Developing a specific web platform to connect unemployed persons with potential employers



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TCT

PARTNERSHIP



VET Provider, France
www.leno.fr



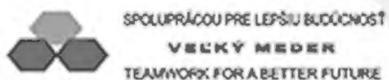
VET Provider, France
www.ldnr.com



HR studies and research, Poland
www.orangehill.pl



VET Provider, The Netherlands
www.endurance.nl



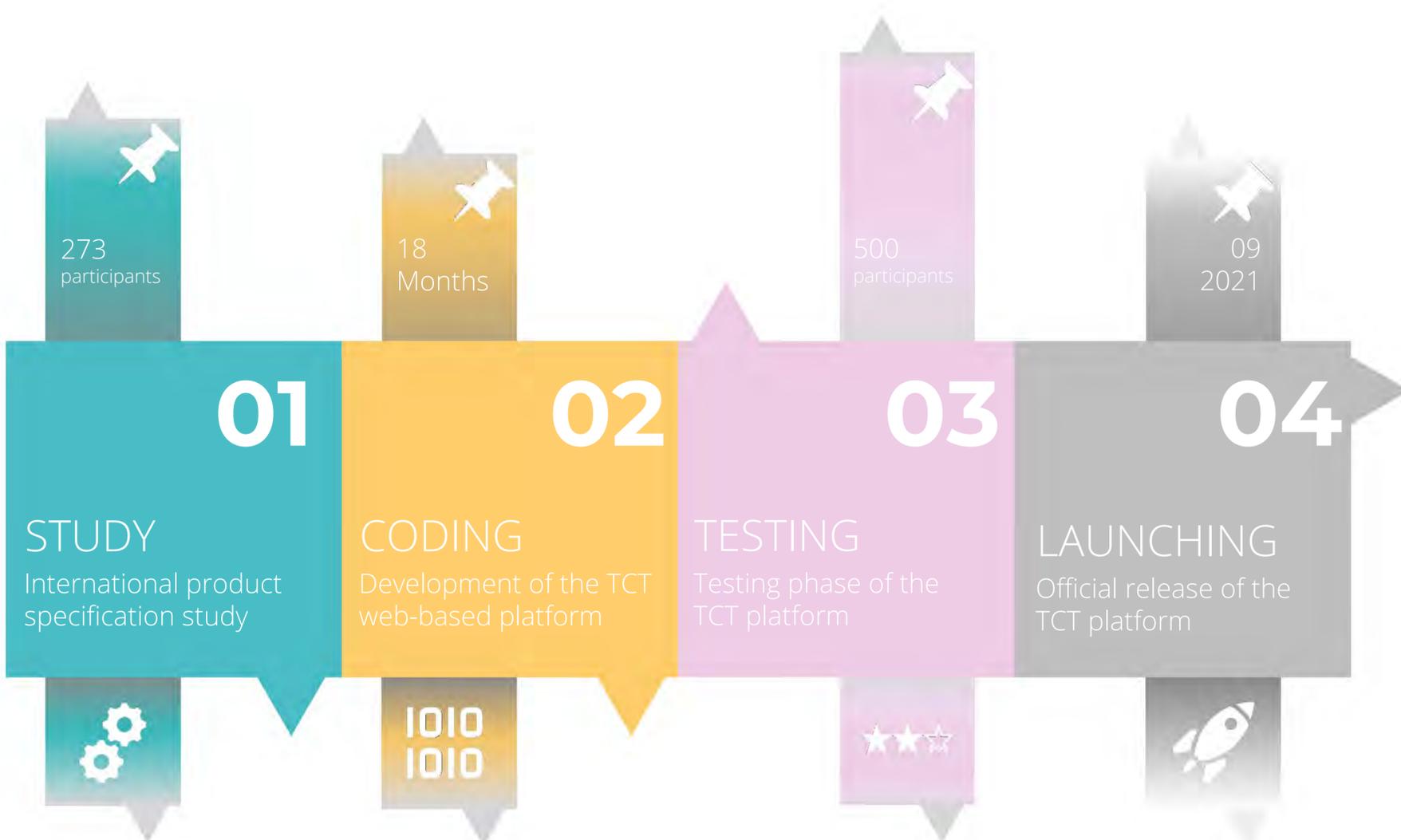
VET Provider, Slovakia
www.ozbuducnost.sk



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4 STEPS



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TCT 01

INTERNATIONAL STUDY

Product Specifications Study

The first step of the TCT project has been to conduct an international study across Europe. This study has been conducted amongst learners, trainees and students, VET providers (schools, training organisations, Universities, Teachers and trainers) and companies.

The aim of the study was to define the specifications of the software we were going to develop and also to get feedback from future users about their specific needs, expectations and limitation.

The study has been conducted through face-to-face interview and dissemination of electronic questionnaires via email to selected stakeholders in all participating countries.



TCT 01

INTERNATIONAL STUDY



The researched Group

191 Learners

Students, Jobseekers, Employees



47 VET Providers

Schools, Training Organisations, Universities



35 Employers

Companies, HR consultants, Recruiters



67%

of the participants were interested in the project progresses



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TCT 01

INTERNATIONAL STUDY



Learners

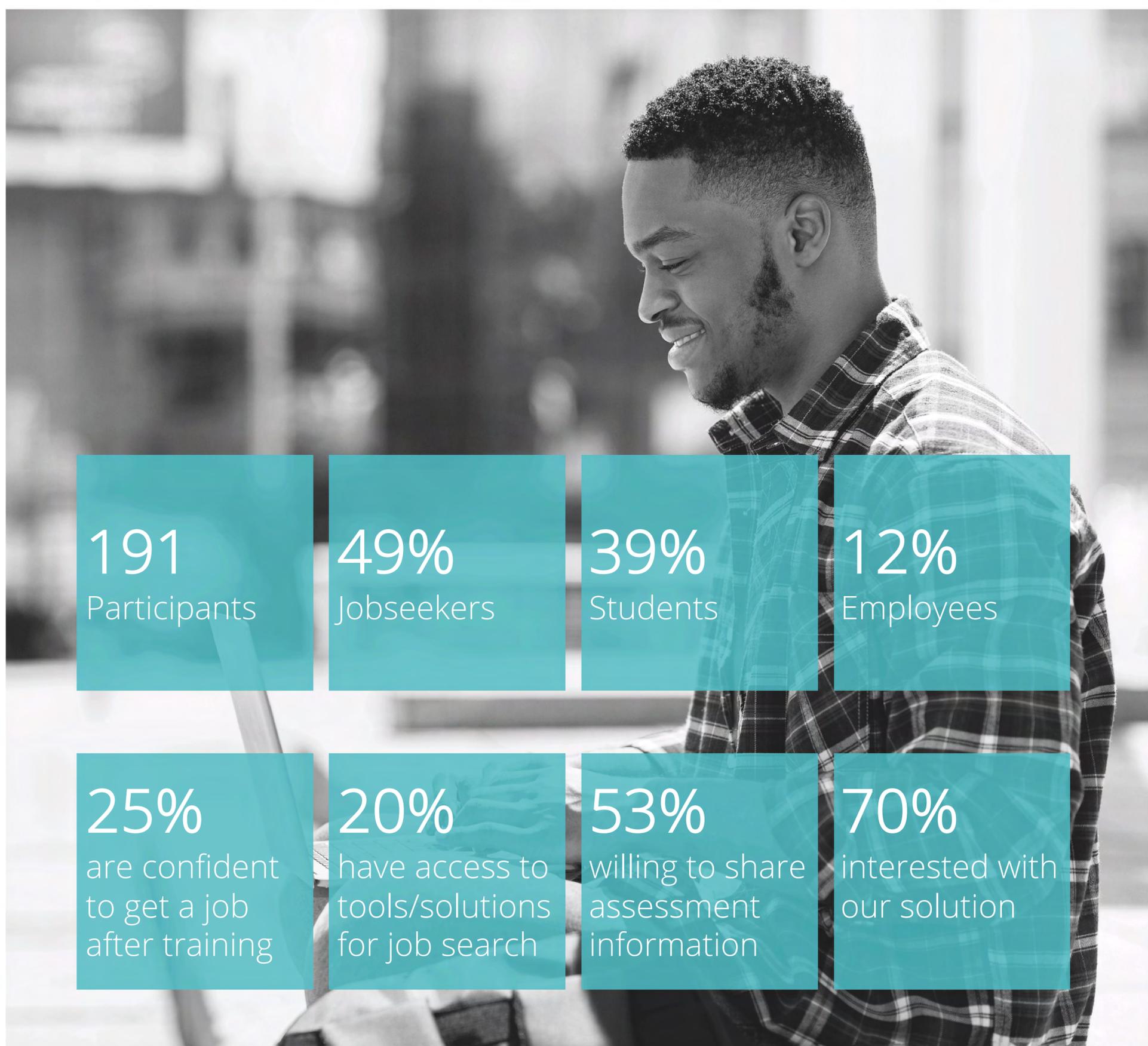
SUMMARY



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TCT 01

INTERNATIONAL STUDY



191

Participants

49%

Jobseekers

39%

Students

12%

Employees

25%

are confident
to get a job
after training

20%

have access to
tools/solutions
for job search

53%

willing to share
assessment
information

70%

interested with
our solution



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TCT 01

INTERNATIONAL STUDY



VET Providers

SUMMARY



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TCT 01

INTERNATIONAL STUDY



47

Participants

26%

are collecting
CV from
learners

48%

are providing
attendance
form to
financing org.

70%

provide
assessments
prior a training

33%

are assessing
training with
practical tests

37%

are assessing
internships
with interviews

70%

cooperate with
companies

80%

interested with
our solution



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TCT 01

INTERNATIONAL STUDY



Companies

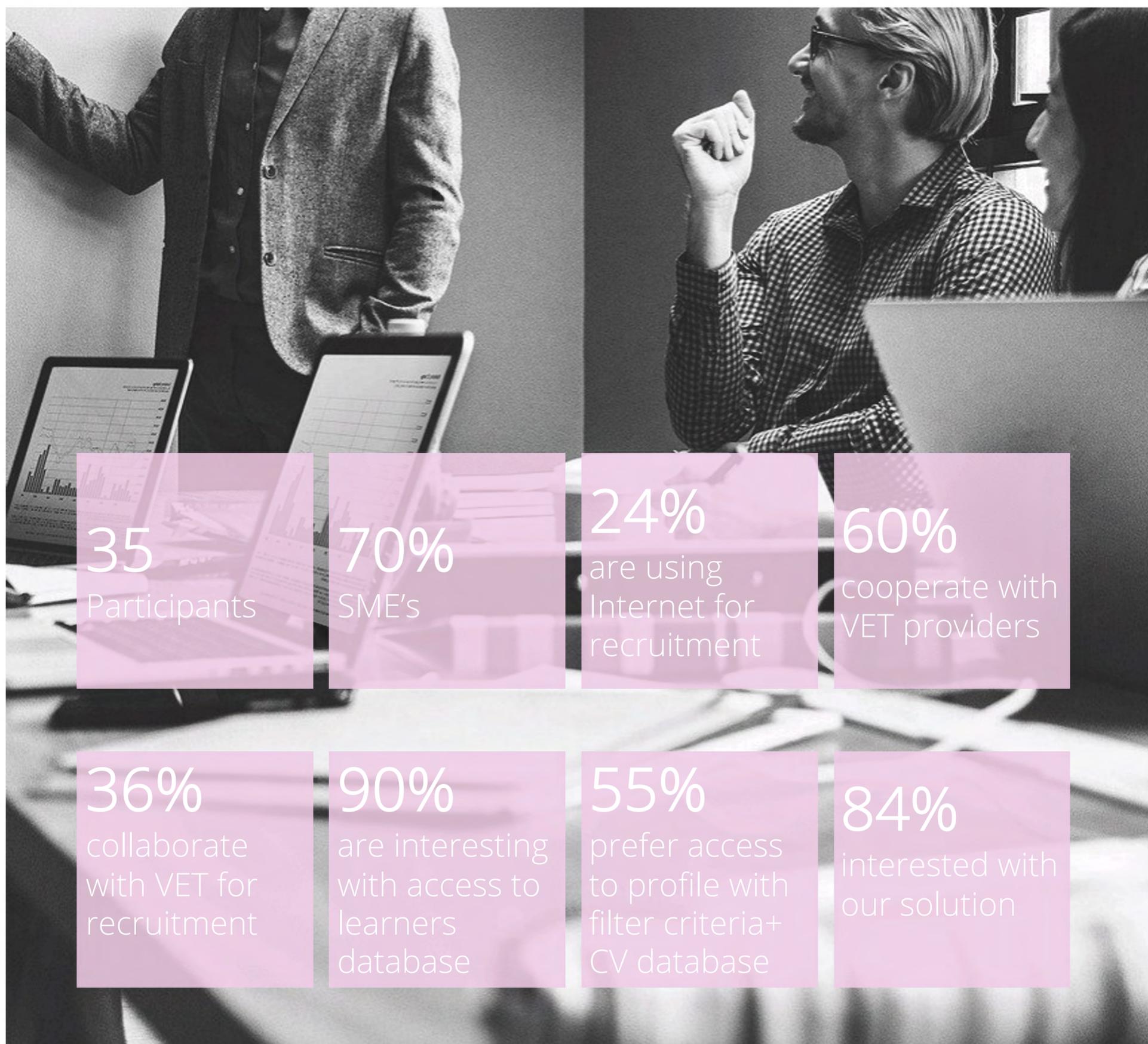
SUMMARY



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TCT 01

INTERNATIONAL STUDY



35

Participants

70%

SME's

24%

are using
Internet for
recruitment

60%

cooperate with
VET providers

36%

collaborate
with VET for
recruitment

90%

are interesting
with access to
learners
database

55%

prefer access
to profile with
filter criteria+
CV database

84%

interested with
our solution

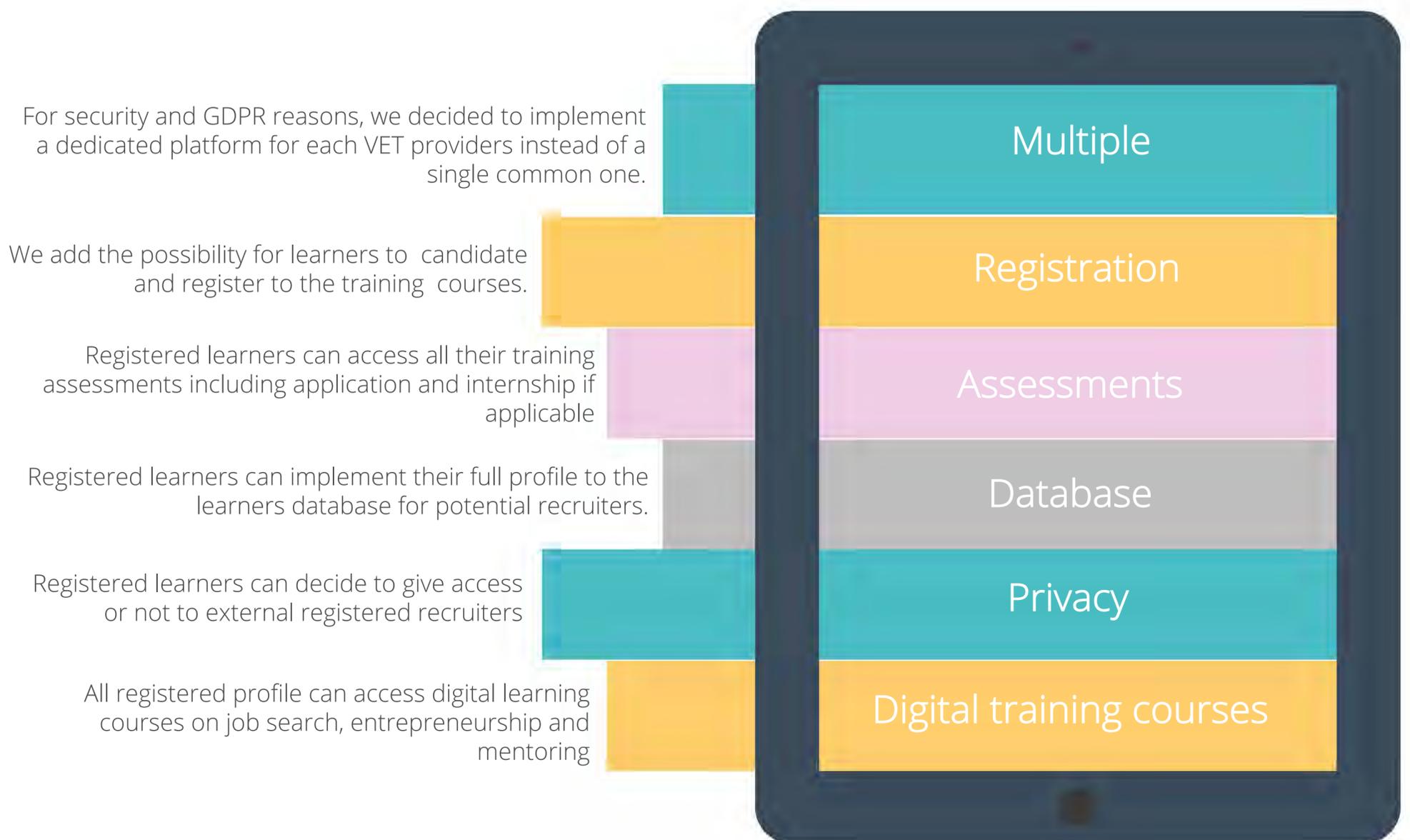


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TCT 02

PRODUCT SPECIFICATIONS

Thanks to the results of the international study amongst our target group and project stakeholders, we integrated the following specificities to our TCT platform:



TCT 03

TESTING PHASE

Testing phase of the TCT Platform

Our partnership implemented 2 testing phases of the TCT platform. The first one took place from September to December 2020 and the second one took place from March until end of May 2021.

We were supposed to start our project testing phases before but the COVID-19 crises made it impossible. Our consortium made it best to test our product on many users but of course those pandemic times made it very complicated.

We finally managed to reach a significant number of testers, even if not as many as expected, and we are able to deliver you our results.



TESTING PHASE



Context



As part of the TCT project, the TCT platform was prepared. It was tested and implemented in all partner countries (France, Slovakia, the Netherlands and Poland). The study took place during 12 months within 11 VET organizations (schools and training companies). We tested our solution with 511 participants (trainees, trainers, tutors, pedagogical managers, HR specialists, mentors). The 1st testing phase has been implemented during the last quarter of 2020 and the 2nd testing phase took place during 2021 first semester.

While testing the TCT platform, we collected a lot of information about the strengths and weaknesses of the platform as well as opportunities and threats related to its use.

Feedback was obtained from all categories of users:

- training originators / students,
- trainers / teachers, tutors /
- representatives of the organization

Feedback was collected using:

- specially prepared questionnaires for the testing phase (separately for each user group),
- individual interviews,
- e-mail
- telephone information from users.

Thanks to the on-going feedback analysis, it was possible to flexibly respond to the indicated problems / errors. As a result, corrections and improvements could be made between the first and the second test phase.



TCT 03

TESTING PHASE



Trainees Summary

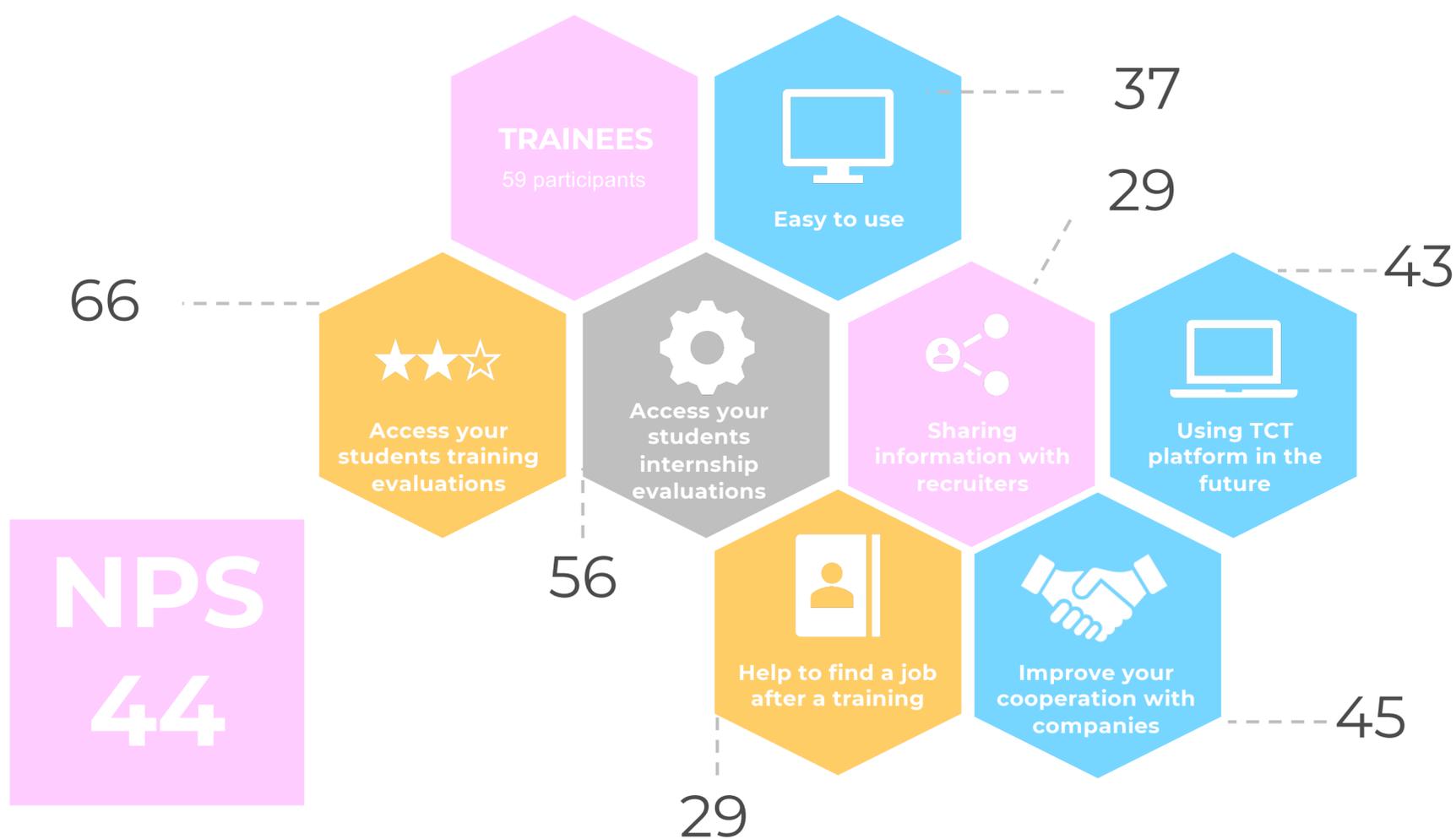


TCT 03

TESTING PHASE



VET Summary

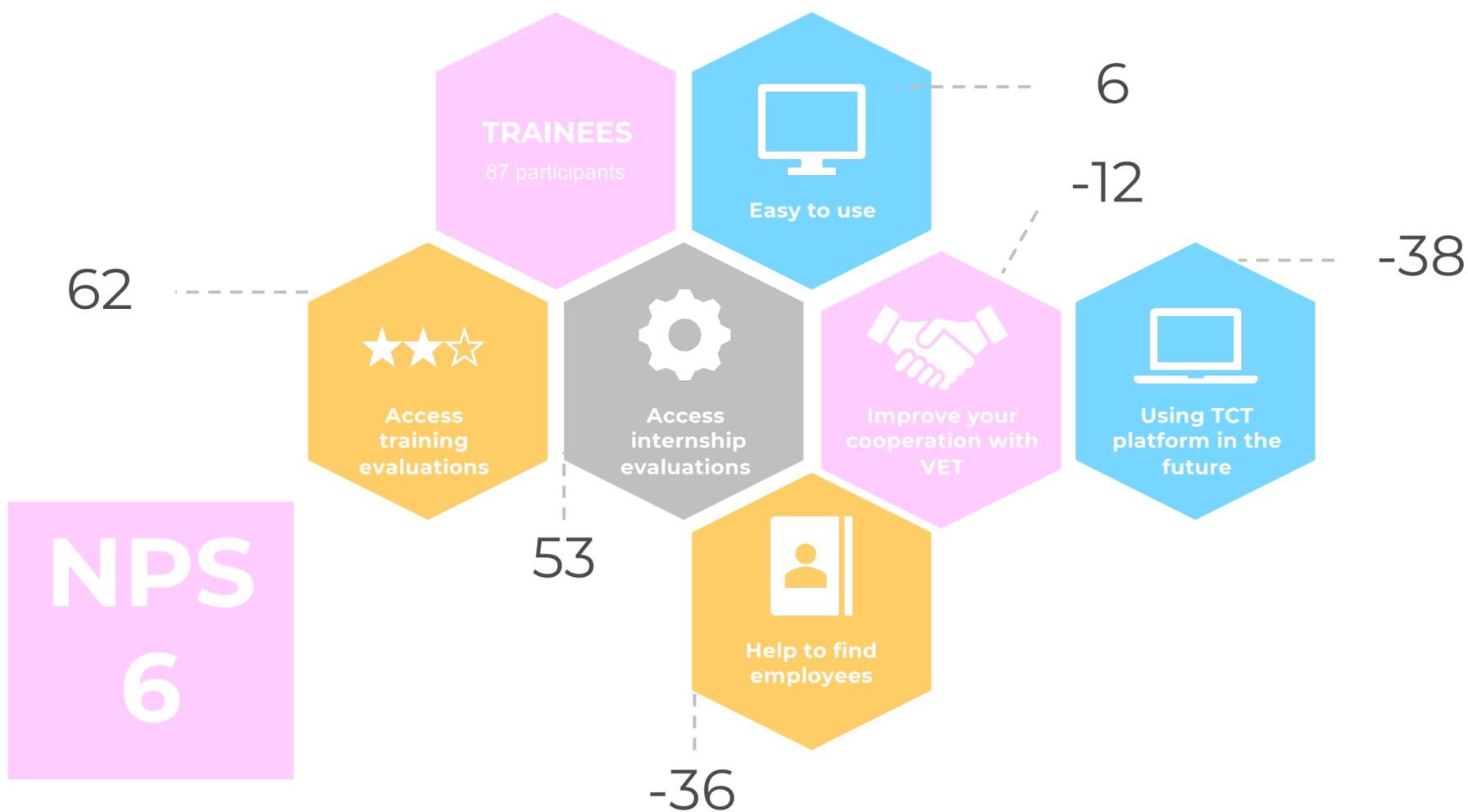


TCT 03

TESTING PHASE



Companies Summary



TCT 03

TESTING PHASE



SWOT

Strengths

- Useful tool to apply an online training course
- Access all evaluations
- E-learning contents
- Easy access
- possibility to publish CV
- Easy to use

Weakness

- Not enough filter for profile
- Still IT minor bugs
- Not possible to change the deadline of an application after starting application
- Objectives information missing on the platform



Opportunity

- Possibility of further development on the platform
- Strengthening cooperation between students, VET and recruiters
- Ongoing monitoring of the training process and evaluation

Threats

- Support for users with lower IT skills
- Security of personal datas
- Ongoing monitoring of the training process and evaluation



TCT 03

TESTING PHASE

Conclusion

The platform is a useful tool to facilitate the teaching and recruitment process but requires further development. In addition to being a tool for monitoring training, the added value of the TCT platform is that it puts candidates and companies in touch with each other.

TCT platform is logical, readable and easy to navigate, but you have to get used to the way you navigate. The platform offers a possibility for schools, trainers and companies to work closer together on the education of young employees and students. It gives the possibility of tightening the cooperation between trainers, organizations and training participants. There is a possibility of ongoing monitoring of the training process and evaluation of participants. All users appreciate the "evaluations" function. Trainees can follow their progress throughout the training course by having access to their evaluations. Trainers evaluate their trainees, allowing the entire teaching team to monitor their learners. Access to training evaluations in addition to CVs by recruiters is highly appreciated. These elements are real assets to allow a good development of the cooperation between training organisations and companies.

A significant advantage of the platform is the ability to check the exact training program and requirements for candidates and the ability to add a lot of data about yourself in users profile. It makes it easier for employers to get suitable employees for workplaces based on their requirements by organizing targeted training activities.



TCT 03

TESTING PHASE

Conclusion

The platform supports the cooperation of relevant training organizations and employers also in the period of e.g. pandemic when personal contact is not possible.

Videos are a popular study tools for students in line with the requirements of the 21st century. The platform is more accepted by young people, while the older generation has problems using it due to their lower level of digital competences. The platform is positively rewarded by all target groups on functions like access and easy to use. All target groups see possibilities in using the platform in the future. All target groups involved think this is of high added value. Learning and working in a company and a good communication and monitoring makes cooperation more easy and clear.

A good start, but things to do

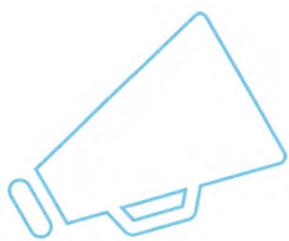
An important issue is the protection of personal data and the administration of data by training centers. Especially in the case of training people who are or will be employees of large corporations, it requires signing separate agreements on the protection of personal data. The very strict rules in the Netherlands on this privacy is very important. All target groups involved see some challenges on this subject. Students can ask to respect their privacy with which the functioning of the platform will be influenced.



TCT

YOU NEED SOME MORE?

If you want to experience or implement our platform in your organization, simply give us shout!



CONTACT US

Check the project partners website on the partner page and feel free to contact us for more information.



FAQ

Check on our project website the TCT user guide, it will give a good hint of our platform.



ACCESS

We also can provide you a test learner account so you can have a closer look into our project result.



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CHECK IT OUT!

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