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DECLARATION OF ERASMUS+ STRATEGY 2021-2027

Preamble

The participation of GRETA CFA de la Marne in the Erasmus+ program is part of its modernization and internationalization strategy. Students and educational and administrative staff who benefit from European mobility contribute to the quality of the higher education we offer and enrich their formal and informal experiences.

There is a noticeable deficit in the projection of professional mobility among individuals directly or indirectly trained by the GRETA CFA network. For adults with low qualifications and young people in vocational training or apprenticeships, their employability is sometimes reduced by their inability to envisage professional mobility. The same applies to some staff members who do not sufficiently project themselves in their careers.

From 2022 to 2027, the primary challenge for GRETA CFA is to facilitate European and international mobility to foster a culture of professional mobility (internships and training) for its students and staff, especially those farthest from mobility (those with special needs, from disadvantaged backgrounds, with family responsibilities, in part-time jobs, or those who are non-mobile). This will be achieved by systematically offering hybrid mobility to reduce barriers. This culture of mobility should also be extended to supervisors, particularly through professional development plans, so that trainers can integrate mobility into student guidance and administrative staff can promote it, especially during initial contacts.

The second medium-term challenge is to expand our organization's network to share practices and learn from post-secondary vocational training initiatives developed in other countries. This involves better mastering the fundamentals of vocational training engineering through knowledge of different approaches and gradually implementing the ECTS system.

The third long-term challenge is to develop multimodal engineering for continuing education and apprenticeship students. The health crisis has highlighted the need for our organizations and the training pathways they offer to adapt. Participation in cooperation partnerships should enable our GRETA CFA to make progress to better meet the needs of businesses and regions.

Strategy

To address these challenges, we have set the following objectives:

- Increase student and staff mobility to enhance and accelerate proficiency in an EU language (English, German, Spanish, Italian, etc.).
- Expand our network of partners to promote mobility for our students and staff.
- Co-construct the foundations of adapted multimodal engineering through exchanges and projects.
- Develop the recognition of ECTS in the diplomas awarded through exchanges and projects.

Beyond the operational challenges related to GRETA CFA's activities and missions, we are working towards a broader internationalization strategy. This is a major challenge that will allow us to increase our work within the European network, combining several of the challenges mentioned above into a cohesive strategy. To achieve this, GRETA CFA will utilize available tools and structures, such as the Erasmus+ Project Results Platform, E-twinning Platform, and DAREIC.

This strategy should also offer the same mobility opportunities to higher education students and staff as those provided to trainees, apprentices, and continuing education staff.

Our operational objectives are as follows:

- Collaborate with the companies of our apprentice students to integrate them into the project and remove barriers.
- Promote opportunities for our students and staff to undertake study or internship periods in a European context.
- Improve the skills of our students.
- Develop European partnerships.
- Implement the ECTS system.

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Expected Impacts:

- Better master the fundamentals of vocational training engineering, particularly those related to digital transformation, the environment, and climate change.
- Ensure better adaptation to business needs, particularly in combating climate change.
- Facilitate the mobility of our students and staff, enriching both formal and informal experiences.
- Improve the quality of our training programs.
- Promote civic engagement among beneficiaries.

The four commitments of GRETA CFA de la Marne regarding mobility:

Inclusion and Diversity: The development strategy supported by GRETA CFA is based on principles of inclusion and diversity. Structuring actions are undertaken at the GRETA level to welcome individuals distant from employment, utilizing measures aimed at social and professional inclusion (« Ambitions » program for NEETs, Citizen internships, revitalization towards employment, AGEFIPH actions for people with disabilities, etc…). The only prerequisites for applying for an Erasmus+ mobility grant are motivation, the required educational level for the diploma, willingness, and the employer's possible agreement for apprentices and GRETA CFA staff. We will strengthen our action by providing specific support for mobility engagement for these groups (socio-professional support provided by our educational coordinators, support for people with disabilities set up by our disability referents, and mobility preparation support ensured by our mobility referent: accommodation, transport, insurance, linguistic and cultural preparation, etc…) ; besides, the beneficiaries who match the requirements from BOEN n°3 January 16 2025, will be granted another financial support : fewer opportunities beneficiaries because of their age, their cultural, social and/or economic background, their disability, their origin or their living place (landlocked zone, outermost regions).

Actions are also being taken to enable women to enter industries or digital careers, for example. European mobility should enhance access to and choice of these fields. We also offer mixed mobility opportunities combining apprentices, adults in continuing vocational training, and GRETA CFA de la Marne staff.

A mobility referent, two disability referents, and educational coordinators responsible for socio-professional follow-up will be mobilized to ensure access to mobility for all. They will seek additional financial means for the most disadvantaged groups and remove barriers to mobility. GRETA CFA de la Marne is also recognized for welcoming and supporting the most disadvantaged groups (pre-apprenticeship, actions funded by AGEFIPH for job seekers with disabilities, re-mobilization actions, actions targeting the most disadvantaged groups in partnership with the Epernay Prevention Club and the Epernay Closed Educational Center). As far mobility grants are concerned, we aim at providing them for at least 40% of the total number of beneficiairies that are concerned by the BOEN n°3 from January 16, 2025.

Sustainable Development and Eco-Responsible Practices: GRETA CFA de la Marne has an RSE charter (Corporate Social Responsability charter) accessible on its website (middle of the homepage, click on "our commitments"). A quality RSE group is responsible for its implementation and monitoring. GRETA systematically encourages carpooling for meetings, has developed video conferencing to limit travel, implemented the sustainable mobility package for its staff from January 2023, and installed bike racks in its centers for learners. Additionally, other measures have been put in place to reduce energy consumption, encourage recycling, and commit to fighting all forms of discrimination. For future mobilities, beneficiaries will be encouraged to prefer public transportation over flying. Our choice to integrate hybrid mobility will, given eco-responsibility considerations, substantially increase mobility and beneficiary numbers.

Education and Digital Skills: GRETA CFA de la Marne will deploy Erasmus+ Digital (Erasmus Without Paper network, European student identifier, European student card). Additionally, students will be informed of the existence and purpose of the mobile application upon their entry into the program, particularly during their orientation day. They will receive a booklet presenting the Erasmus+ mobilities available to them, the Erasmus+ Digital system, and contact information for support.

Participation and Civic Engagement: A strong link exists between training and civic engagement. It is in the interest of all Member States to explore the role and potential of training to instill the importance of acquiring interpersonal, intercultural, social, and civic skills.

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GRETA CFA already conducts civic workshops with its apprentices, which will be optimized as part of the civic engagement awareness strategy (Citizen Café toolkit accessible on our LMS, actions such as "women in transport," "housing action," etc.). Before mobilities, linguistic and cultural preparation will be integrated into the standard training program. Experience exchange workshops led by teams involved in Erasmus+ projects, learners, and staff who have participated in these projects will be held. These activities will promote mobility and explain how potential obstacles can be overcome. These experience exchange workshops will be included in the 2025 skills development plan.

GRETA CFA de la Marne's commitment to cooperation projects: Participation in a European and/or international cooperation project significantly contributes to the internationalization and modernization strategy as defined in the general policy of GRETA CFA de la Marne for 2023-2026. Therefore, GRETA CFA will carefully select the cooperation project it participates in. Various projects can be presented by any member or staff and by GRETA CFA students; a committee will select two projects, ensuring they align with the institution's public service mission and stakeholder satisfaction. The selected projects will be proposed to the General Assembly members, who will make the final choice.

The cooperation project will be feasible and reasonable to integrate this type of project into our practices. The selected project will be presented to the entire educational community via our internal newsletter, our website, and our social networks.

During the project, GRETA CFA will inform its educational community after each interim review using the same communication methods. The project's results will also be disseminated through these communication channels. GRETA CFA will organize an academic presentation meeting to present the project's progress, partners, and results.

Finally, the Erasmus+ strategy of GRETA CFA de la Marne includes the Erasmus Charter for Higher Education 2021-2027.

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