



# Erasmus Plus – Key Action 1

How we do it in Marienberg

## Key Action 1

- Key action 1 refers to mobility, travelling abroad and learning while doing so.
- Key Action 1 exists in all Erasmus dimensions (VET, Adult Education, Youth in Action, Sport).

*"VET learners may undertake a period of learning abroad with a partner organization providing VET, with a company or with another organization active in the field of VET or in the labor market. The learning period must include a strong work-related component."*





# Times and periods (KA1 – VET)

---

- Apprentices and students who are in full training or studying can go abroad for 2 weeks to a year.
- Skilled workers and professionals from 2 days to 3 months
- At Mariaberg we currently allow our young trainees (without disabilities) to stay for 4 weeks and our professionals to stay from 2-14 days
- No holiday or overtime may be charged during the period of leave, furthermore the colleagues receive their full salary during this time.

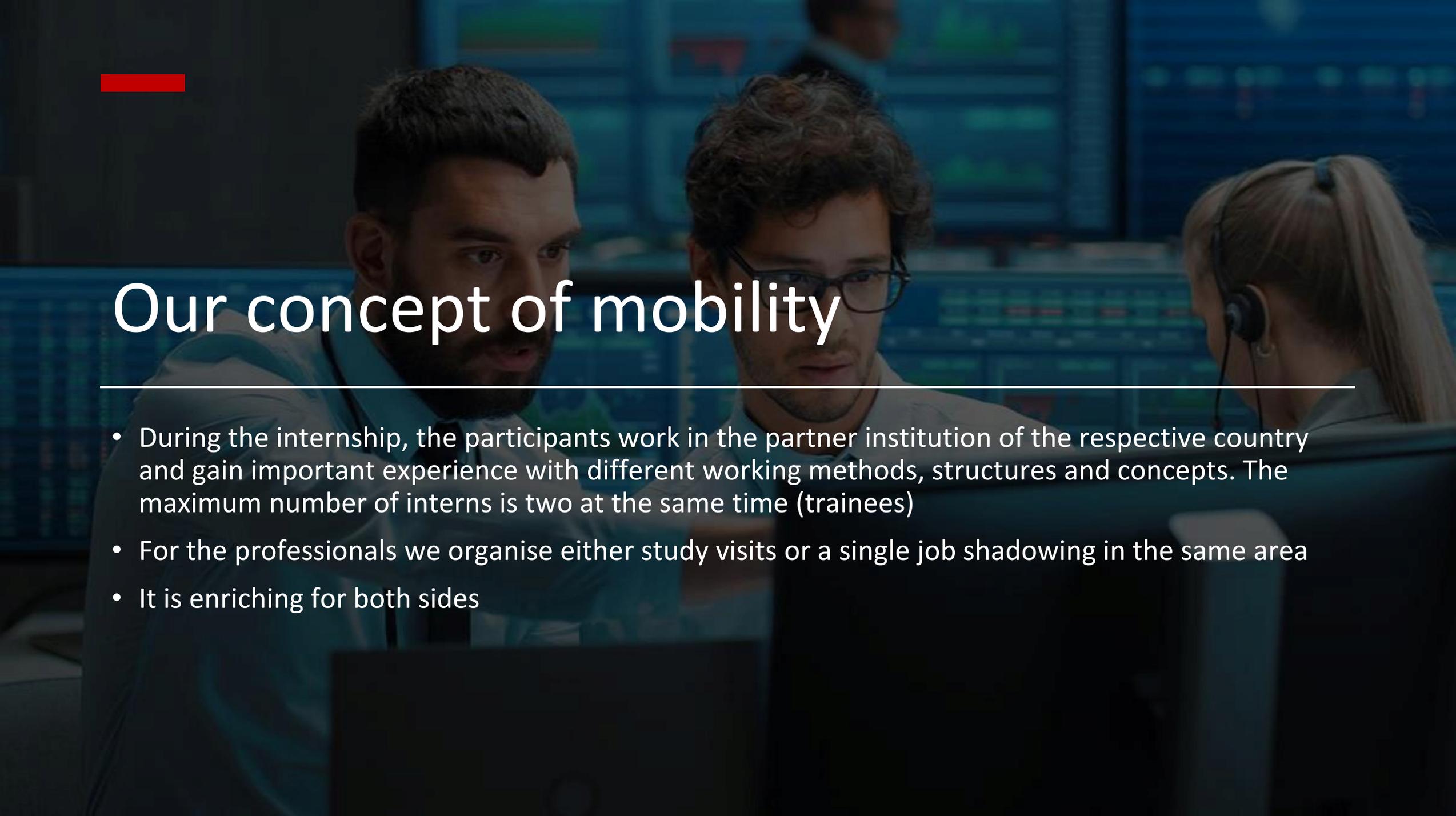
---

# Our concept of mobility

---

- In the project, Mariaberg sends a total of 10 trainees and 5 specialists in vocational training in one year to our project partners in Europe
- The participants are mainly in an educational training course on the way to become a professional worker
- The specialists in vocational training accompany these training courses in professional practice





# Our concept of mobility

---

- During the internship, the participants work in the partner institution of the respective country and gain important experience with different working methods, structures and concepts. The maximum number of interns is two at the same time (trainees)
- For the professionals we organise either study visits or a single job shadowing in the same area
- It is enriching for both sides

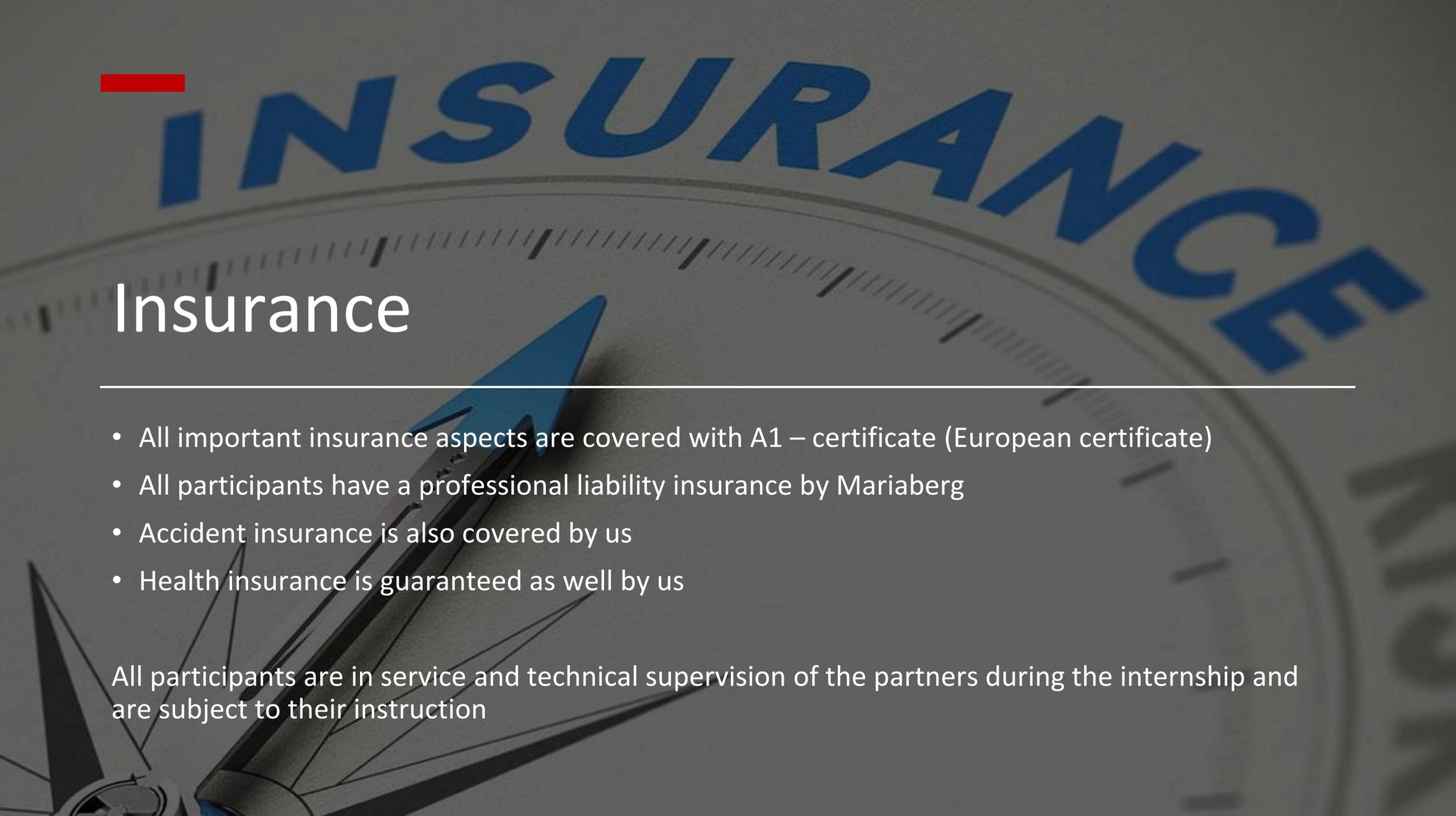


---

## The process

---

- Trainees and skilled workers go through an internal application process. We pay attention to work behavior, motivation and reliability. The application will be sent to the partners in advance and they can decide at any time whether they accept the relevant participant or not.
- All participants are prepared by us. This includes the definition of learning goals, travel preparations, rules of conduct, language course, etc. In several meetings we prepare the participants for the stay, organize the accommodation and all important aspects of the trip



# Insurance

---

- All important insurance aspects are covered with A1 – certificate (European certificate)
- All participants have a professional liability insurance by Mariaberg
- Accident insurance is also covered by us
- Health insurance is guaranteed as well by us

All participants are in service and technical supervision of the partners during the internship and are subject to their instruction

# Learning dimensions

- Internationalization and development of a european identity and solidarity
- Development of personal key skills and learning on the job
- Network building and exchange of practical knowledge
- Motivation and staff retention

# Learning goals

## An example

Knowledge, skills and competence to be acquired -  
Expertise, aptitudes and professional skills:

Personal learning goals:

- When Bianca comes back, she has a boosted self-confidence
- Bianca consciously wants to face a new challenge and travel alone to a new country.
- Bianca would like to build up a personal network abroad and make new friends
- Bianca has better language skills in both English and Portuguese after your return

Technical learning goals:

- After her return, Bianca knows new work concepts and can apply them
- Bianca knows how Afid deals with the corona pandemic.
- Bianca knows the salary of professionals and their education. Furthermore, after your return, Bianca can outline the training in Portugal and knows the requirements for training
- Bianca knows how to deal with the issue of sick leave and absenteeism management. Also

Bianca got to know the topic of overtime and extra work

- After her return, Bianca knows the basis of work and the concepts that are used at Afid and can imagine them smeared
- Bianca got to know digital tools while working at Afid and knows their function
- After your return, Bianca knows the regulations on the subject of the mix of skilled workers, the quota of skilled workers and the Accompaniment or the use of non-professionals.
- Bianca knows about career advancement opportunities, further training opportunities and compulsory training Afid.

An aerial photograph of a soccer field. A thick yellow arrow is painted on the grass, pointing from the bottom left towards the top right, where a goal is visible. The goal is marked with white lines. The background is a clear blue sky.

## An important part

- An important part for us is that our employees become more open-minded, broaden their horizons
- It was always the case that people were different when they came back. Changed their view of themselves, the host country and Europe
- A manager always tells me - I send young people abroad and I get adult people back.

---

# Finance and organisation

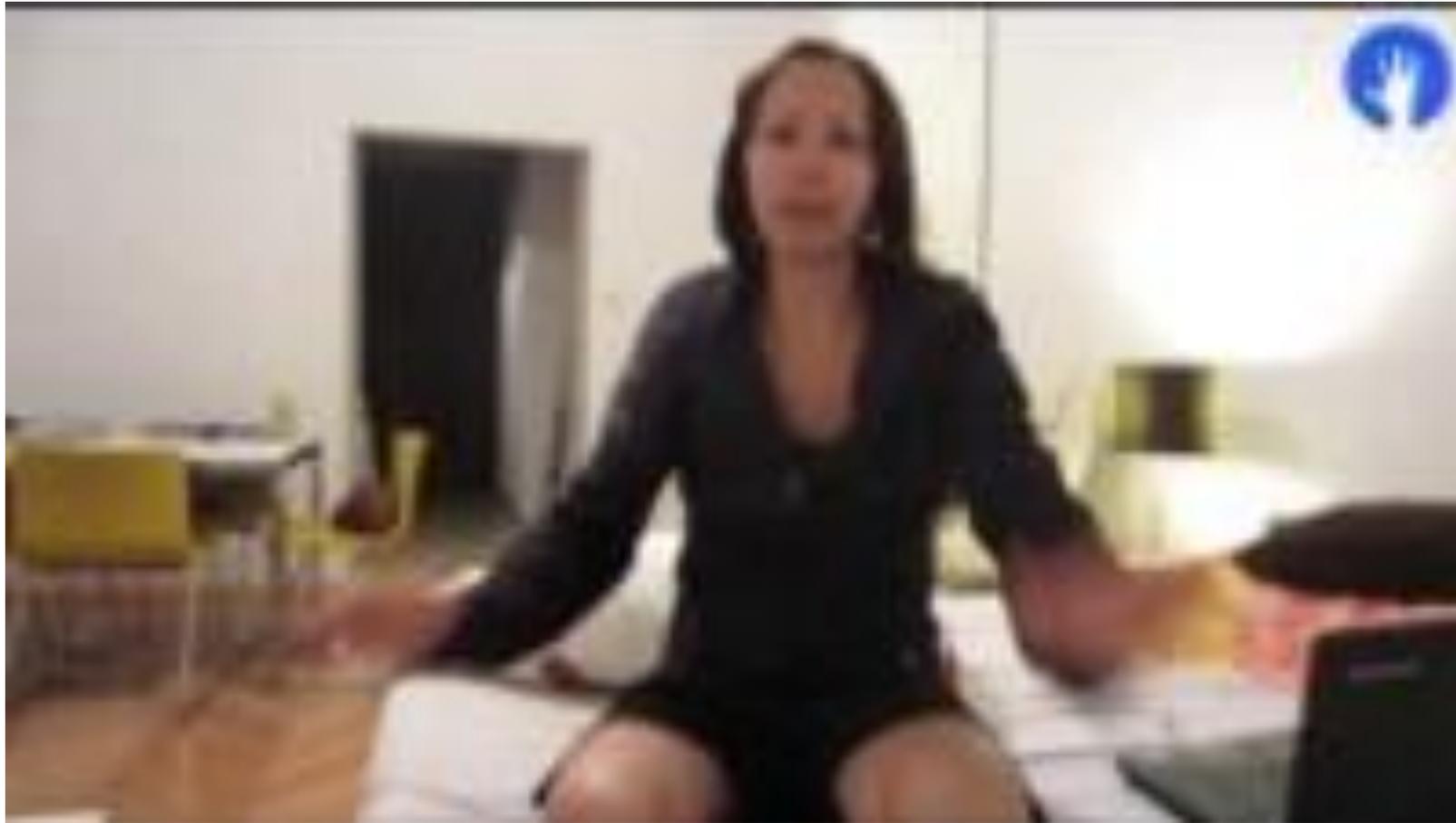
---

- In KA 1, the sending institutions receive the money to support the employees
- Funding is provided through lump sums that are made available to the participants
- The funding amounts belong to the participants and the payment to them must be proven
- The sending institution receives an organisational allowance of 350 euros for each participant that it can use freely



# An Example – Professional two weeks Helsinki

Travelcosts (Distance orientated):	275 € (320 € green travel)
Individual support (prof.)	2.016 € (144 a day)
Individual support (appr.)	1.008 € (72 a day)
Support professionals:	2.291 €
Support apprentices	1.283 €
Organisational costs	350 €
Support f. disabilities or special conditions is possible	



## How to apply?

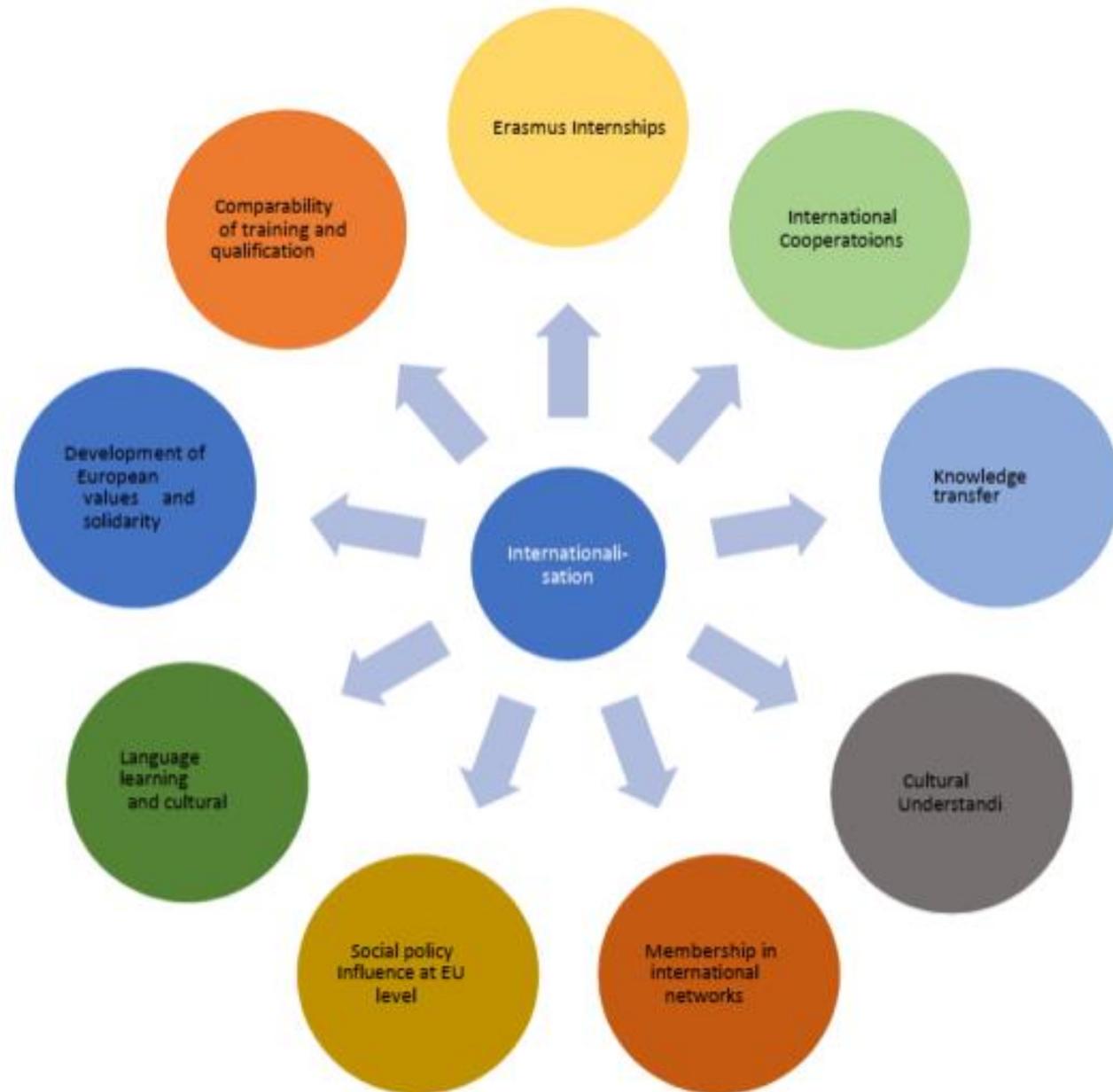
- Basically, there are 2 possibilities:
  1. short-term projects (max. duration 2 years) Application usually in February of a year
  2. accreditation (application in October) and annual simplified call for funds



---

# Accreditation – the european strategy

---



## The key point . . . .

---

- KA 1 is a first start.
- We get to know the working and organisational methods of our partners
- we try to exchange annually about the impact and organisation
- we try to learn from each other and identify common challenges
- It takes time to cultivate a good partnership



KEY POINTS

# Current partners



HABIT and NOAH Vienna (A)



Astangu - Tallinn (EE)



A.G.E.y.R. - Granada (ES)



Theotokos - Athens (GR)



Afid - Lissabon



Deaconess Foundation - Helsinki (FI)



AGAPÉ - Nantes (FR)



Fonix - Sandefjord (NO)



Kangoroo - La Gomera (ES)



SIVA - Jūrmala (LV)

WE WANT YOU

Thanks for your  
attention 😊

Michael Backhaus – Mariaberg e.V.

HR and international Projects

+49 175 227 1741

[m.backhaus@mariaberg.de](mailto:m.backhaus@mariaberg.de)