

Exchange of Good Practices on Talent Management in VET, Reus, Spain

Open Europe hosted in Reus, Spain, the second study visit of the project 'Exchange of Good Practices in Talent Management in VET' on May 2-5, 2022.

During the visit, we went to three educational centers: *Escola d'Art i Disseny de Reus*, *Institut Cal·lipolis*, and *Institut Pere Martell*. We also discussed some strategies and methodologies that Spain has on how to identify talent in VET students and afterwards we shared some good practices among partners. All of this work was made in order to take all of these new and/or different ideas to implement them across our own European educational centers and institutions.

Getting to know each other and the study visit in *Escola d'Art i Disseny de Reus*

The first day started at the office, where introductions were made between some of us who had not previously met. Then, we presented the agenda with all the activities that we were going to carry out during the stay in Reus.

Once the presentation was over, we all headed together towards the *Escola d'Art i Disseny de Reus*, the first activity we had planned. On the way to there, we had the opportunity to see some emblematic modernist buildings of the city.

Once we arrived to the building, they greet us very kindly and they give us a brief summary of everything we would be doing during our visit. We then started to discover all the facilities available and met some of the students. We had the opportunity to listen to a brief presentation of the final project the computer graphics students were working on. We learned a lot from them and were fascinated by how much they knew about the subject. Afterwards, we sat in a room with the director of the school, all together with some teachers. They gave us much more information about the courses that are taught, the professional opportunities offered by their studies, the exams that must be taken in order to access the center, the professional opportunities that students have when they finish their studies, the number of students attending classes, etc. All our questions and doubts were met without hesitation.

We finished the visit and went to eat at a local restaurant, where we get to know each other a little better. When we finished eating, we visited some of the most emblematic places in Reus, such as the *Centre de Lectura*, *Casa Navas*, *Plaça del Mercadal*, *Plaça Prim*, some streets and parks in the city center, etc. To finish the day, we went to *Ross Como En Casa*, where we enjoyed a delicious snack-dinner. At night, we went to see a training of *Xiquets de Reus* that they showed us how they do the famous Catalan Human Towers.

Visiting the facilities of *Institut Cal·lipolis* and *Institut Pere Martell*

The second day, we took the bus to Tarragona to go to the *Institut Cal·lipolis* and the *Institut Pere Martell*. When we arrived there was the responsible from Mobility of the complex waiting for us and ready to show us the facilities.

The visit began with a short theoretical presentation of the VET model in Spain and the facilities of the place, and then he guided us to the different buildings where some specializations are taught. We had the chance to visit some classes and workshop areas related to Mechanics, Pneumatics, Electronics, Carpentry and some offices related to them too.

Then when the visit finished we had a short break, and after we continued with the visit of *Institut Cal·lipolis*, where the facilities and courses are more oriented to hairdressing, massages, make-up, nursing and laboratory areas. The staff was professional with the tour that they gave us, very detailed answering all of our questions too.

For lunch, we went to the center of Tarragona, to eat some typical Spanish food. Later we had a visit of some important, historical and touristic places in the city as it was the capital of the Roman Empire, and we had time to see the sea.

Sharing good practices and different methodologies in the office

On Tuesday, we met in the office and we made presentation on different topics. First, we made an introduction to talent management policies in Spain on the VET field, after we talked about the equal opportunities and talent management for the disadvantaged as it was out focus on this study visit. Finally, we shared some Spanish methodologies and practices on spotting hidden talents and created a discussion for the other partners to join and talk about the methodologies and realities of all these topics on their countries

After this morning session, we handed out the certificates and in the afternoon, the partners had free time and were able to visit some places in Reus and to buy souvenirs and food typical from Spain.