

The third study visit was to the Netherlands. The location of the meeting changed. Instead of Utrecht, we spent the 3 days in Amsterdam, because of the price, accommodation and capacity. All of the partners arrived by plane and then checked in, after settling in at their hotel, we met in a restaurant.

The change of location also had a big impact on the programme, as it meant that all activities were held at the Stayokay Amsterdam Oost centre. Andreia Texeira and Director Pelin Pektas welcomed us on behalf of Stichting Wave Education.

On the first day we assessed the differences in qualifications between the participating countries and analyzed them. In doing so, we summarized what we have learned in the past and reviewed the lessons and experiences learned in the other countries. The problems of the vocational education and training systems in each country were also discussed, which we tried to solve. The host organization drew our attention to the fact that a great deal of attention should be paid to the mental hygiene of students and teachers. This is done by ensuring that personal growth can develop on a much wider scale, which is a major contribution to talent management of mentoring. Students' transversal skills can be significantly developed through coaching and mentoring activities. We have tried out some of these activities, which were: life river, "photo voice" on talent management practices in vocational education, cultural iceberg, impossible mission. After the session, we visited some of the city center's famous squares.

The next day, we continued the activities of the first day, discussing the previous day's activities and experiences. Everyone unanimously agreed on the importance of the mental hygiene sessions for students and teachers alike. The main topic of the second day was the Dutch talent management in vocational education. In the Netherlands, vocational education/vocational training has been in place since 1921. We learned a lot of new methods and a completely different approach, so this study visit to the Netherlands was also very useful.

The third day was dedicated to getting to know Amsterdam on a cultural and social level. We learned more about the Dutch vocational training system and after that we had a round table discussion. Later we discussed our next tasks for the project and then we concluded the last study visit with a nice dinner.