

# INAP2025 Conference Programme - *Apprenticeships: Future Global Trends* (Final Programme)

Fielder Conference Centre, Hatfield, UK

DAY 1: Thursday, May 8 <sup>th</sup> , 2025			
8.00-9.00	Registration Desk open		
9.00-10.25	<b>Plenary Session 1</b> <i>Conference Room</i>		
9.00-9.10	Welcome to University of Hertfordshire from Professor Mairi Watson (Deputy Vice Chancellor)		
9.10-9.25	Welcome from INAP: Professors Zhiquan Zhao (Chair) and Erica Smith (Co-Chair)		
9.25-10.25	<b>Keynote Presentation - Professor Leesa Wheelahan</b> (University of Toronto) The social purposes of vocational education & the implications for qualifications		
10.25-10.55	Morning Tea		
10.55-11.25	Concurrent Session 1		
	Conference Room	Room B	Room E
	The Future of Apprenticeships – Higher and Often?  <b>Charlynn Pullen</b> <i>Sheffield Hallam University</i>	Building the early childhood workforce using supported traineeships  <b>Sue Wyatt, Siobhan Siedlecki</b> <i>Chisholm Institute, Melbourne</i>	Balancing Power in Vocational Education: Micro Foundations for Acemoglu and Robinson's State-Society Heuristic  <b>Johannes Kellner, Andre Habisch, Lucas Trutwin</b> <i>Catholic University of Eichstaett-Ingolstadt</i>
11.25-11.30	Change Rooms		

11.30- 12.00	<b>Concurrent Session 2</b>		
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>
	Apprenticeships: re-framing perceptions and unlocking opportunities  <b>Nicholas Wyman</b> <i>Institute for Workplace Skills and Innovation (IWSI) America</i>	From classroom to workplace: Leveraging best practices in teacher training for apprenticeship curriculum design  <b>Reece Sohdi</b> <i>University of Sunderland</i>	A case in support of creative VET teachers: Innovative teaching practices and the impact on engagement for learners on a Senior Leader Apprenticeship programme  <b>Nicola Stenberg, Hayley German</b> <i>University of Huddersfield</i>
12.00- 12.05	<i>Change Rooms</i>		
12.05- 12.35	<b>Concurrent Session 3</b>		
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>
	Exploring the impact of social partner involvement on apprenticeship quality in selected EU member states  <b>Vlasis Korovilos, Cedefop</b> <b>Lisa Rustico, European Training Foundation</b>	Degree Apprenticeships in England: What Can We Learn from the Experiences of Apprentices, Employers, and Education and Training Providers?  <b>Andrea Laczik, Olly Newton</b> <i>Edge Foundation</i>	AI as a Tool for Work-Integrated Learning on Apprenticeship Programmes  <b>Becky Quew-Jones, Susan Banger</b> <i>University of Portsmouth</i>
12.35-13.35	<b>Lunch</b>		
13.35-14.35	<b>Plenary Session 2</b> <i>Conference Room</i>  <b>Professors Philipp Gonon</b> (University of Zurich), <b>Oscar Valiente</b> (University of Glasgow), & <b>Matthias Pilz</b> (University of Köln) <b>A discussion panel on ‘Transfer of Dual VET’</b>		
14.35-15.05	<b>Concurrent Session 4</b>		
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>
	Do Apprenticeships Raise Short-Term Earnings? Evidence from the American Apprenticeship Initiative  <b>Bob Lerman, Daniel Kuehn</b> <i>Urban Institute, Washington</i>	Researching a Higher Apprenticeship in Engineering for Australia  <b>Leonard Spain</b> <i>Melbourne Polytechnic</i>	South African vocational colleges’ experiences delivering vocational learning programmes using occupational standards  <b>Naomi Alphonsus</b> <i>University of the Western Cape, Cape Town</i>
15.05-15.10	<i>Change Rooms</i>		

15.10-15.40	<b>Concurrent Session 5</b>		
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>
	<p>How can we Improve Apprenticeship Delivery? The Results of a National Workforce Development Programme</p> <p><b>Paul Tully, Jo Swindells, Joanne McKenzie</b> <i>The Education and Training Foundation, London</i></p>	<p>The Practice and Development of COMET Professional Competence Assessment</p> <p><b>Zhiqun Zhao</b> <i>Beijing Normal University</i></p>	<p>Reference Man's Hidden Hand: Gender, Power, and the Social Construction of Skill in VET</p> <p><b>Kit McMahon</b> <i>Women's Health in the South East, Melbourne</i></p>
15.40-16.00	<b>Afternoon Tea</b>		
16.00-16.30	<b>Concurrent Session 6</b>		
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>
	<p>Multilingualism in Technical Vocational Education and Training (VET): Linguistic Diversity, Practices and Norms</p> <p><b>Gabriela Meier</b> <i>University of Exeter</i> <b>Esther Styger</b> <i>Berufs-und Weiterbildungszentrum Buchs Sargans, Switzerland</i></p>	<p>Developing Recognition of Prior Experiential Learning (RpEL) to Ensure Successful Routes for All on Degree Apprenticeships</p> <p><b>Helen Pokorny</b> <i>University of Hertfordshire</i>, <b>Sarah Bloomfield</b> <i>Open University, UK</i>, <b>Joanna Booth</b> <i>Nottingham Trent University</i>, <b>Victoria Rosamond</b> <i>University of Derby</i>, <b>Trevor Brown</b> <i>Manchester Metropolitan University</i></p>	<p>Skills Development in Australian Firms: The Role of Apprenticeships and Traineeship</p> <p><b>Andrew Smith</b> <i>Federation University Australia</i></p>
16.30-16.35	<i>Change Rooms</i>		
16.35-17.05	<b>Concurrent Session 7</b>		
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>
	<p>Bringing Refugees into VET: The Challenges of a Pre-Apprenticeship Programme for Integration in Switzerland</p> <p><b>Alexandra Felder, Laurence Fedrigo, Isabelle Caprani, Marlise Kammermann</b>, <i>Swiss Federal University of Vocational Education and Training</i></p>	<p>Acceptability in VET Policy Transfer: A Case Study of Quality Development in Indian Industrial Training Institutes</p> <p><b>Julia Regel</b> <i>University of Cologne</i></p>	<p>What Drives Employer Engagement with Apprenticeships in Scotland?</p> <p><b>Paul Quigley</b> <i>University of Glasgow</i></p>
17.15 onwards	<p><b>Excursion to St Albans</b></p> <p><i>Please note: Prebooking required, and subject to availability of seats. Contact ExecEd, <a href="mailto:execed@herts.ac.uk">execed@herts.ac.uk</a></i></p>		

DAY 2: Friday, May 9 <sup>th</sup> , 2025				
8.30-9.00	Registration			
9.00-10.00	<b>Plenary Session 3</b> <i>Conference Room</i> <b>Keynote Presentation: Ashwani Aggarwal (ILO)</b> <b>Decoding the New International Labour Standard: A Path to Quality Apprenticeships</b>			
10.00-10.15	<b>Professor Kate Asante (University of Hertfordshire)</b> <b>The place of apprenticeships in the University of Hertfordshire's lifelong learning strategy</b>			
10.15-10.30	<b>Tributes to Professor Lorna Unwin – led by Professor Thomas Deissinger (Konstanz University)</b>			
10.30-10.50	Morning tea			
10.50-11.20	Concurrent Session 8			
	Conference Room	Room B	Room E	Room D
	Expanding notions of competence in recognition of prior learning assessments of candidate artisans in South Africa  <b>Nigel Prinsloo, Joy Papier</b> <i>University of the Western Cape, Cape Town</i>	Using the Theory of Practice Architectures to Inform Transformative Apprenticeships: A Case Study of Apiculture Education and Training in Aotearoa New Zealand  <b>John Howse</b> <i>Toi Ohomai Institute of Technology, New Zealand</i>	Socio-Ecological Theory and Apprenticeship Systems  <b>Eoghan Ó Murchadha</b> <i>Dún Laoghaire Further Education Institute, Dublin</i> <b>Róisín Murphy</b> <i>Technological University Dublin</i>	Higher Education Tripartite Practitioners (HETPs) as an Emerging Role in UK Higher Education  <b>Helen Charlton</b> <i>Northumbria University</i> <b>Phil Power-Mason</b> <i>University of Hertfordshire</i>
11.20-11.25	Change Rooms			
11.25-11.55	Concurrent Session 9			
	Conference Room	Room B	Room E	Room D
	New Apprenticeships for a New Saudi Arabian Economy  <b>Richard Marsh</b> <i>NEOM Talent Academy, Saudi Arabia</i>	Degree Apprenticeships in England and the Recognition of Prior Learning from work  <b>Helen Pokorny</b> <i>University of Hertfordshire</i>	Incorporating Apprentices' Perspectives in VET Monitoring: A Comparative Analysis of Germany, Switzerland, and Denmark  <b>Ute Hippach-Schneider</b> <i>Federal Institute for Vocational Education and Training (BIBB), Bonn</i>	Design and Application of Vocational Education Chatbot with a Large Language Model  <b>Yuefan Yu, Zhiqun Zhao</b> <i>Beijing Normal University</i>

11.55-12.00	Change Rooms			
12.00-12.30	Concurrent Session 10			
	Conference Room	Room B	Room E	Room D
	<p>What's The Story with Apprenticeship in Ireland? Higher Education Institutions' Experiences in Implementing a New Model 2016–2023</p> <p><b>Breda McNally, Jane O'Kelly</b> <i>Dublin City University</i></p>	<p>Employers' Willingness to Train in Developing Contexts: Survey-Experimental Exploration in Uzbekistan and Nepal</p> <p><b>Katherine Cave, Patrick McDonald, Michelle Palayil, Eva Lickert</b> <i>ETH University, Zurich</i></p>	<p>Higher Education's Role in Establishing Effective Employer Mentoring in English Leadership and Management Apprenticeships</p> <p><b>Lorry Edwards, Becky Jones</b> <i>University of Hertfordshire</i></p>	<p>The Impact of Teacher &amp; Parent Support on Academic Achievement in Secondary Vocational Students: The roles of Learning Engagement and Achievement Goal Orientation</p> <p><b>Xiaonan Sun</b> <i>Beijing Normal University</i></p>
12.30-12.35	Change Rooms			
12.35-13.05	Concurrent Session 11			
	Conference Room	Room B	Room E	Room D
	<p>Women and Apprenticeships – an Australian Perspective</p> <p><b>Erica Smith</b> <i>Federation University Australia</i></p>	<p>Analysing the Impact Factors of Core Competencies of Chinese Higher Vocational Students in the Digital Age</p> <p><b>Yunbo Liu, Hua Ye</b> <i>Beijing Normal University</i></p>	<p>Vocational Teachers with Industry Experience: Transforming Expertise into Effective Teaching</p> <p><b>Xue Pengfei</b> <i>Beijing Normal University</i></p>	<p>Generative AI in VET: A Framework for Sustainable Teacher Competence Development</p> <p><b>Christian Schmitt, Alexandra Brutzer</b> <i>University of Bonn</i></p>
13.05-14.05	Lunch			
14.05-15:05	<p><b>Plenary Session 4:</b> <i>Conference Room</i></p> <p><b>Dr. Mandy Crawford-Lee (UVAC)</b> Navigating Higher and Degree Apprenticeship Policy and Practice in England: a 10-year standpoint</p> <p><b>Vlasis Korovilos (Cedefop)</b> Synopsis of the 2025 Cedefop/OECD symposium on 'New fields for apprenticeships'</p>			

15.05-15.35	<b>Concurrent Session 12</b>			
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>	<b>Room D</b>
	Dual Vocational Education in the 21st Century – Hungarian Reform Efforts  <b>Andras Benedek, Emese Berzsenyi, Rita Kattein-Pornói</b> <i>Budapest University of Technology and Economics</i>	Next-Gen Learning: The Role of Advanced Technologies in Preparing TVET Engineering Educators  <b>Nataliia Dolgova</b> <i>Europa-Universität Flensburg</i>	The Road Less Travelled: The Passage Towards a Market-Based Apprenticeship System in England  <b>Emily Erickson, Terence Hogarth</b> <i>The University of Warwick</i>	Hybridity – An Instrument for Strengthening the Awareness and Value of Vocational Learning  <b>Thomas Deissinger</b> <i>University of Konstanz</i>
15.35-15.40	<i>Change Rooms</i>			
15.40-16.10	<b>Concurrent Session 13</b>			
	<b>Conference Room</b>	<b>Room B</b>	<b>Room E</b>	<b>Room D</b>
	Redesigning Vocational Curriculum: A Programme Cluster-Based Approach for Higher Vocational Colleges in China  <b>Haisheng Pan, Ying Yang</b> <i>Tianjin University</i>	The Future of Informal Apprenticeship in the Artisanal Pottery Sector  <b>Volker Wedekind</b> <i>University of Nottingham</i> <b>Mixue Li</b> <i>Tsinghua University</i> <b>Jeannie Holstein</b> <i>Loughborough University</i>	Modularised vocational training for adults – supporting entry to skilled employment through guidance in network structures  <b>Bettina Siecke</b> <i>University of Applied Labour Studies, Mannheim</i>	Are We Nearly There Yet? The Frustrating Journey of End-Point Assessment (EPA) in English Apprenticeships  <b>Tanya Lawes</b> <i>Open University and Institute for Apprenticeships and Technical Education, UK</i>
16.10-16.30	<b>Conference closing session</b> <i>Conference Room</i>			
16.30-16.50	<i>Light refreshments available before departure</i>			

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