

PROGRAMA APRENDIZ NA ESCOLA



Uma iniciativa:



GOVERNO DO
ESTADO DO CEARÁ
Secretaria da Educação

aprendiz
NA ESCOLA

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Introduction



Aprendiz na Escola (Apprentice in School) is a Ceará Education Secretariat - SEDUC - apprenticeship program, which emerges as a pioneering project in Brazil, in compliance with Law 10.10.107/2000, regulated by Decree no. 5,598/2005 known as the "Apprentice Law". It aims to create opportunities for young people to experience theoretical and practical training in the labor market, establishing quotas for hiring of adolescents, young people and people with disabilities in medium and large public and private companies. Most of these hires are the first job of these young people, who will not only work but also receive theoretical training in order to perform their duties better.

The Aprendiz na Escola works by making possible the implementation of the Apprentice Law, working exclusively with young people from state public schools that are in the final year of high school. The student enrolled can act in several areas of the Administrative and Retail branches with the partner companies.





Goals



The Aprendiz na Escola, as a program that enables the implementation of the Apprentice Law, has both objectives in common with the law as its own goals, which defines it as a program. These are:

- ✓ to give the experience of first employment to young people of public schools in the state of Ceará;
- ✓ provide vocational training to young people in public schools in the state of Ceará;
- ✓ placing young people on the labor market;
- ✓ to contribute to the reduction of informal work and child labor, removing from informality and marginalization the young beneficiaries who were already in informal employment situations.



Curriculum Reorganization



The Aprendiz na Escola is inserted within a proposal of curricular reorganization of the High School known as Núcleo de Trabalho, Pesquisa e outras Práticas Sociais - NTPPS. The NTPPS is characterized as an integrative curricular component and inducer of new practices whose purpose is the development of socio-emotional competences through research, interdisciplinarity and student protagonism, contributing strongly to a more integrated, motivating and production-friendly school environment knowledge.

Over 200 hours per year, the NTPPS workshops are guided using structured material, classroom plans and student notebooks. The research projects developed each year are guided by the teachers of the school, provoking an interdisciplinarity between what is being worked on. The research environments, within the establishments situated as experiences and research, are:

- ✓ a school and a family in the first year;
- ✓ a community in the second year;
- ✓ the world of work, in the third year.

The Aprendiz na Escola is presented as an opportunity for the young student of the NTPPS in the third year of high school, where he is already studying and researching the world of work.



Courses



The courses enrolled by Aprendiz na Escola are:

- ✓ **Store and Retail Operator**
- ✓ **Administrative Services**

These courses represent the positions demanded by large and medium-sized companies in the State of Ceará for first-time job vacancies.

Among the activities performed by the Apprentice in the company, we can mention:

**Document Archivist
Office Assistant
Auxiliary Warehouse
Stock Helper
Administrative Assistant
Personal Assistant
Secretary
Statistical Assistant
Cashier
Stock Controller
Salesman
Attendant**



Methodology



The program works in three environments:

- ✓ in the regular classroom, through the disciplines of the NTPPS;
- ✓ in the company, through the practical activity performed by the student;
- ✓ in the classroom of the preparation course, which the student performs in the a different shift than the other two above.

Part of the student's training takes place in person at his school, during class hours, with an hourly load of 5 hours per week. Another part occurs in an extra course, at a time other than the time the student is enrolled in school, with a workload of 4 hours per week. And finally, there is the shift where the student performs his activities in the company, which makes a total of 20 hours per week. The student will have a workload at the end of one year, corresponding to 1,280 hours per week.

The students count on both classes and face-to-face teachers and with tools of Distance Education to broaden their knowledge and mediate evaluation and learning of them.

SEDUC's Role





The Ceará's Education Secretariat works in partnership with companies, offering their students so that they can meet the goals of hiring apprentices required by law. SEDUC-CE technicians, in addition to prospecting vacancies with companies, perform the legal procedures for the apprentice to be hired, and guide companies on frequencies, hiring periods, attendance at the training course and at the school, and coordinate teachers in the classes execution.

We have a pedagogical and legal monitoring through a computerized system that contains all the data of the students, allowing in this environment the creation of reports, monitoring of assessments and notes and interactive space, through forums and chats, between students and teachers.

SEDUC also mediates the relationship between the student and the company, to ensure that both benefit from this working relationship.



**Company x Student
Relationship**



The partner company participates in Aprendiz na Escola to fulfill its hired apprentice quota established by the Ministry of Labor. Unlike other executors of the Apprentice Law, companies that enter into a partnership with the Ceará's Education Secretariat do not have any financial burden for hiring apprentices other than the common ones related to this employment relationship. The courses taught are financed by the SEDUC-CE, thus, the partner companies are responsible only for the Apprentice's remuneration. According to the Law of Learning, the learner must be remunerated for the practical and theoretical load, based on the minimum wage/hour established nationally, unless a more favorable condition agreed by the union of the category by collective bargaining agreement.

The hours for theoretical activities, weekly paid rest and holidays should also be counted in the salary.

The company is free to select the apprentice, subject to observing the constitutional principle of equality and prohibiting any kind of discrimination against fundamental rights and freedoms, as well as compliance with the legal provisions pertinent to learning and the priority given to adolescents In the age group between 16 and 18 years, besides the own guidelines and the specificities of each professional learning program.



Results



Results 2014

5 municipalities
12 schools
27 classes
1071 reached
782 enrolled
434 hired
502 certified students
27 teachers trained

Results 2015

16 municipalities
24 schools
46 classes
1504 reached
919 enrolled
214 hired
669 certified students
33 teachers trained

Results 2016

10 municipalities
15 schools
16 classes
494 enrolled
293 hired
470 certified students
16 teachers





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