

A story about

GRONINGER PRIDE

The Bodewes family in 2021



Noorderpoort

This story forms part of Noorderpoort's Strategic Plan
2020 here we come! **Getting the best out of Groningen...**



2020 here we come!

Getting the best out of Groningen...

Noorderpoort is the driving force behind the regional labour market. We want to get the best out of people *and* out of Groningen. We have been firmly established in Groningen for over twenty years now and we're on the ball. Therefore, we're looking back with a fair sense of pride on everything we've achieved. You could say we're not displeased (if that's not a too sober-minded Groningen remark). We're looking forward to the future, to the tremendous opportunities and challenges lying ahead in the region for Noorderpoort. As a result, we're keeping our sleeves firmly rolled up. Our new strategic plan, **2020 Here We Come! - Getting the best out of Groningen...**, gets straight to the point. It consists of an inspirational story about the Bodewes family in 2021 – a story built on specific focuses and objectives. These focuses and objectives can be found in our Noorderpoort app, which is available for Android, Windows and IOS.

We would like to invite you to read the story and download the app, as well as talk to you in particular about this Strategic Plan, because getting the best out of our students *and* out of Groningen is something that we can do together!

Rob Schuur and Wim van de Pol
Noorderpoort Executive Board



Autumn 2021

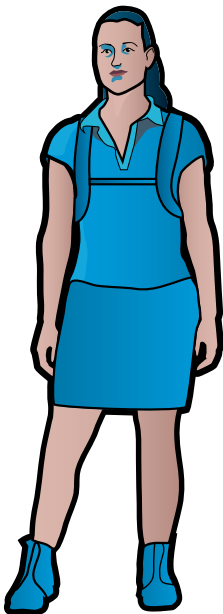
In Meerstad, the residential district between Harkstede and the east of Groningen, the Bodewes family are sitting at the table together. The atmosphere around the table is buzzing: a mixture of high spirits, as well as nervous anticipation.

It's the first time in ages that the parents have had a chance to get their young but grown-up children together again for a sit-down family meal. There's a lot of catching up to do. Later that evening, the whole family will be going to the anniversary party:

25 years of Noorderpoort!



The youngest member of the family, daughter Isa, has been busy with her study programme at the Noorderpoort Regional Training Centre (ROC) since August. Her initial plan was to take a study programme at Noorderpoort Healthcare & Welfare, just like her brother Tammo, but Noorderpoort's very fluid and personal intake started her thinking. Now she is among the first cohort of the new level 4 study programme for Webshop Logistics at Noorderpoort Business & Administration. Not only is this study programme innovative in terms of its content, but its teaching locations never fail to surprise either. Almost all classes are held in webshop buildings, sometimes even in the business premises or 'warehouses', as they're called there. The classes are given by teachers who often come directly from the sector or who still work in professions for which Isa is being trained.



Isa goes to the Noorderpoort Oldambt school building for citizenship projects and group classes in arithmetic and language, such as German, which is included as standard in all of Noorderpoort's curricula. She feels that this small-scale building with its modern facilities makes for a pleasant learning environment where she can meet other students and teachers. During the past few years, a Business & Administration department has also been located there.

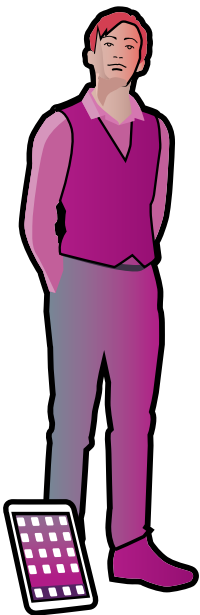
Thanks in part to an interactive online teaching module, Isa is able to absorb plenty of learning material at her

own pace. For some time now, she hasn't been making sufficient progress, and her academic supervisor pulled her up on this yesterday and suggested that she put in some Web 'n Gro practical hours.

Bram, Isa's boyfriend, has for a few months now been working in IT at Noorderpoort's Facilities department. His responsibilities include the smooth running of all interfaces within the schools when it comes to interactive distance learning. He undertook a work placement himself at Web 'n Gro and Isa has phoned his former practicals supervisor. First thing on Monday, she's been given the chance to come in to discuss the possibilities of working additional practical hours at this the largest webshop in the north of the Netherlands – something she is really looking forward to. She expects to gain plenty of experience and knowledge, and what's more it's also going to look great on her CV.

Tammo and Boelo, twin brothers, are two years older than Isa. Twins they may be, but they're as different as chalk and cheese. Tammo completed his nursing study programme at Noorderpoort some time ago.

Last year he began a higher vocational education (hbo) study programme in nursing at Hanze University of Applied Sciences, Groningen (Hanze UAS). During his final year at Noorderpoort, he was already receiving hbo-level classes from qualified teachers



and instructors in preparation for his further studies. Together with a number of students from Hanze UAS, he carried out various project activities during his final year at Noorderpoort. As a result, his transition from senior secondary vocational education (mbo) to hbo went very smoothly.

Once he had his mbo diploma in the bag, Tammo registered with the online community of graduate nurses. Via this international community, he is kept up-to-date about the latest developments of specific importance to him in his specialist field.

In actual fact, Tammo felt this community was a bit of a strange idea at first, regarding it as a sort of Noorderpoort Loyalty Card. Because one of his teachers kept drumming into him that he could benefit from it, in the end he registered. Through this community, he has already gained a number of interesting international contacts and a renowned medical research centre in Oldenburg has now promised him that he can undertake a work placement during the third year of his hbo studies.

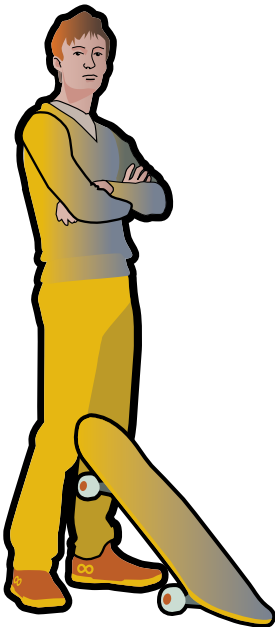
Until then, thanks to the contacts he has gained through the community, Tammo is supervising a first-year student at Noorderpoort's Auxiliary Care & Welfare department.

This student, Daan, is taking a Level 2 study programme in Widespread Service Provision, which involves him trying out a different profession in each period.

During this period, Daan is undertaking on-the-job learning (BPV) in the healthcare industry; in the next period Daan will be working in the hotel and catering industry. Tammo is really enjoying it and is pleased to be sharing his own knowledge and experiences with this Noorderpoort student. Tammo is also learning a great deal from this supervisory process himself. The teaching programme for Noorderpoort's current first-year students has already undergone further development. The students are expected to work together a great deal. Specific times have been set aside to establish mutual dialogue and to develop a new product together. A good balance also exists between less traditional classes and digital education. Students work on actual professional tasks, practical simulations in games, and skills training with online instruction videos. The teachers adopt a variety of roles when supervising the students: sometimes coaching, and at other times traditional teaching, or else supervising a group of students during a practical project. He almost wants to return to senior secondary vocational education.

Tammo's twin brother Boelo has also recently completed his study programme at Noorderpoort and has also become a member of the community, but that's where the similarities end. Boelo is a doer who can't sit still in a classroom for more than half a day.

Boelo wants to be physically doing something. He was one of the first Noorderpoort students to use the Combined BOL-BBL (classroom-based learning/ on-the-job training) process. Firstly, he went to school for a year to get a basic foundation of knowledge. Luckily, that was a very varied year with plenty of excursions, guest lecturers and practical tuition. He was then able to complete his study programme in an on-the-job-training (BBL) format: going to school one day a week, and going to work the rest of the week. He was able to put everything he had learnt into practice straightaway. This approach kept him focused and enabled him to take on new challenges every week.



During his BBL period, Boelo started working at Grunneger Power, a major local energy company. Grunneger Power always benefits from young men such as Boelo. Sometimes they require a little more attention, but after a while they become professionals through and through, able to resolve a multitude of practical problems with expertise. Grunneger Power receives help with this thanks to its "hotline" with Noorderpoort.

Whereas, not so long ago, work placement supervision consisted of a single conversation over a cup of coffee once every six months, there is now an online network of Noorderpoort teachers, work coaches and supervisors. Various companies have also been added

to this network, which is called *Slimmer Leren* (Smarter Learning), and even a professional educationalist from Nijmegen has become affiliated to it. Every conceivable area of expertise and experience has been added to this network, which is to the benefit of all the parties involved.

Using *Slimmer Leren*, professionals from the business community can gather information very quickly concerning the supervision of students and how to tackle potential problems. This enables Boelo's teachers and his practical supervisor at Grunneger Power to maintain constant contact.

His membership of the community entitles him to a number of additional training courses, which are also known as optional modules, enabling him to keep his knowledge up-to-date at all times. Boelo will be redeeming his first voucher for this shortly.

Transitions in the energy market mean that his profession is changing rapidly, and Noorderpoort's programme, which was set up in conjunction with a large number of energy companies, is coming in very useful in terms of keeping knowledge up-to-date within all kinds of companies.

In addition to the three biological children, sixteen-year-old Mehmet is also part of the Bodewes family. Mehmet has lived in the Netherlands since he was

10. He came to the Netherlands from Syria during the 2015 refugee crisis. At that time, the Bodewes family took up the opportunity of giving a welcoming home to the teenager and so they adopted him. Mehmet has turned out to be a bright young man. At Noorderpoort Hospitality & Tourism, he was fast-tracked to an excellence programme and the Noorderpoort School for Entrepreneurs helped him to set up his own interpreting services company. His career is now going well and he is regularly hired by the Central Body for the Integration of Asylum Seekers (COA) in Ter Apel. Mehmet also excels in sport: he's a team player in the *Floorball Vereniging Groningen* (Groningen Floorball Association). He has just arrived back from a heavy training session at Noorderpoort's Arjen Robben Sports Centre.



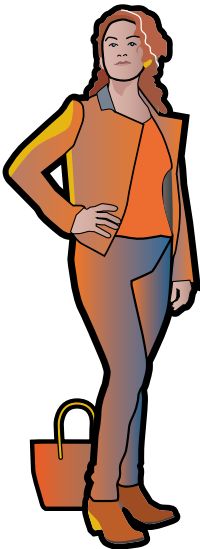
It's not only the children in the Bodewes family whose lives are interlinked with Noorderpoort; the parents also have their own connections to Noorderpoort - the largest centre for secondary, vocational and adult education and training (ROC) in the north of the Netherlands. Mother Baukje Bodewes has been connected to Noorderpoort since its very beginning. She began as a secretarial assistant, and by taking various internal training courses and a study programme at hbo level, she succeeded in becoming team manager for Noorderpoort Art & Multimedia.

She has been in that post for quite some time now, and a few years ago she began to notice that the job was becoming more and more administrative in nature. When she discussed this with her school director, he pointed her in the direction of the pilot group 'From Manager to Educational leader'.

The team manager is encouraged to get the team to tackle tasks and organise themselves more independently. Thanks to good self-service tools, many of the team manager's administrative activities are becoming superfluous. As a result, the team manager's full attention is able to shift to staff, educational innovation and partnership with the work field. The team manager's task is 'to manage teams consisting solely of highly qualified teachers and supporters'. This was the phrase included in the plan at the Executive Board's request, and Baukje was well aware of course that such statements had to be taken with a pinch of salt.

One of the positive challenges that the pilot team also offers is Baukje's active involvement in supervising young, new staff. She finds it very inspiring to add the knowledge held by these new colleagues to her own experience gained after many years in education.

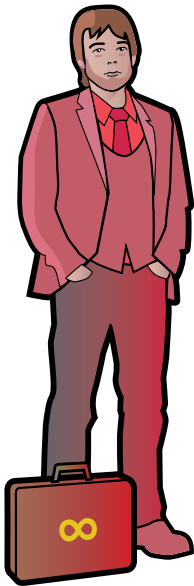
This is in keeping with the '(continuous) learning employer' philosophy that characterises Noorderpoort. Employees are challenged to continue



to professionalise and develop. Baukje is living proof of this: all the amazing personal development opportunities and new possibilities that Noorderpoort offered her have led to her current position and challenges.

There's a positive atmosphere within the various teams, owing to the close collaborative bond that is forged from team members sharing their expertise.

Baukje's husband, Berend, has yet to advance quite as far within Noorderpoort as his wife. Berend Bodewes is a lateral entry teacher at Noorderpoort. The ROC has been in need of many new teachers for years; in part this is because quite a number of teachers have been retiring, but it is also because of Noorderpoort's renewed student growth year-on-year ever since a dip in around 2014.



Because Noorderpoort is based on the principle of Life Long Learning, it is able to offer various educational programmes to cater to its former students and/or to employees of the region's companies and institutions, as well as being able to respond to developments within the various sectors.

Berend has had many commercial positions at various companies. A few years ago, he was asked to give guest lectures for a variety of the study programmes at Noorderpoort.

Guest lectures have become an important and regular part of the teaching programmes for all of Noorderpoort's study programmes. The guest lectures given by Berend were a pleasure for him and well received by his audience, and Berend has become a highly valued guest lecturer. Noorderpoort enabled him to obtain his education-teaching qualification and his second degree. Noorderpoort is now able to steer towards its goals regarding quality in education and teaching, and Berend is one example of this. Berend has one foot in the world of work and the other in education: a combination that suits him better than he could ever have imagined.

The anniversary party is particularly exciting for the family, as Berend has been nominated as Education Officer of the Year 2021. Five years ago, following in the wake of the Noorderpoort Annual Award, the Central Student Council launched the Education Officer of the Year elections. Candidates are nominated by colleagues, as well as by students. The Central Student Council felt this was an essential component of the permanent teacher feedback report, which has been operating at Noorderpoort for several years now.

Once classes are over, students use an online tool to give regular feedback about their education and their teachers. It takes little or no extra time for students to do this, and it gives a clear idea of the abilities of all teachers at Noorderpoort. This feedback determines the selection of the Noorderpoort Education Officer of the Year 2021.

For Noorderpoort employees, securing this title is a real honour. The elections guarantee an enjoyable evening and plenty of media attention. This particular evening has also been the cause of many items and much speculation in the regional media.

And on this evening, this essentially down-to-earth Groningen family can be justifiably proud of all they have achieved at Noorderpoort.

May the best person win, as is the case every year.

And, after all, that's how it should be.



Noorderpoort