

Tutorial

for the use of online platform by the Hosting Company in Welding Apprenticeships

Version 2. EN

June 2019



Co-funded by the Erasmus+ Programme of the European Union



Table of contents

How to Login?
What to see in the Homepage?5
How to manage your profile?
Which Tutorials are available?9
View Tutorials9
How to use the Network?
Apprenticeship10
Ongoing
On Evaluation
Finished14
Evaluation15
Logbook15
Feedback
News19
Events
FAQ20
How to use the Library?
CU List
Documents
Log of Changes





The present tutorial was developed to instruct the Hosting companies on:

"How to use the platform to record and monitor the progress of the trainee during the apprenticeship?"

By the end of the tutorial, it is expected that the targeted users of the platform will be able to:

- Use the main platform features and settings
- Define specific activities to be undertaken in line with the training programme (learning outcomes and competence units)
- Check, upload and edit training activities
- Consult the results regarding the end-point assessment
- Provide feedback regarding the triangle cooperation between VET Trainee Company, through the final assessment

If by the end of this tutorial further clarification are required, please contact us by email: ewf@ewf.be





How to Login?

The company user can't create accounts, but the user can edit his profile or account.

So, you will be able to login on WOW platform when you receive an email, with your credentials username and password.

If you have your credentials go to this link: www.ewf.be/wow



Now click on the lock, and login in the platform.





What to see in the Homepage?

The **MENU** in the home page gives you access to all the platform functionalities

<page-header><image><image><image><image><image><image>

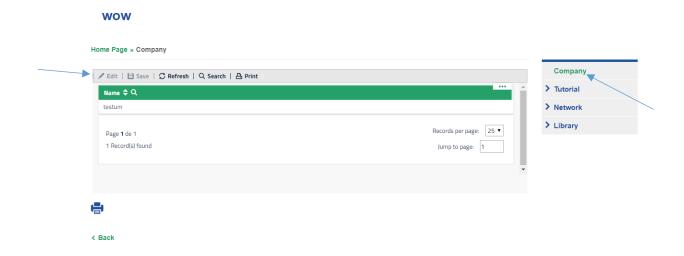


Co-funded by the Erasmus+ Programme of the European Union



How to manage your profile?

Click on company in the menu, to be able to manage your Company profile



Select your Company profile, then click in **edit** to start fill in the information about your company

i 🦉 conc i 🗖	Save 💭 Refresh Q. Search 🛆 Print	Company
Name *	testum	log > Tutorial
E-mail *	sergio.teste4@gmail.com	> Network
Phone	9595612	> Library
Description	UM	
I declare I have	read the document below and accept its conditions.	
Terms of co	ndition and use	
Terms of co	ndition and use	
Terms of co	Partners Apprenticeships	
Web Access	Partners Apprenticeships	

You can change the phone number, the description and your password, when you finished click on the **SAVE** button

Click on the **check button** to I declare that you have read the document below and accept its conditions.





Then Click on Partners tab to view your ATB partner

/ Edit 🗎	Save 🗘 Refresh Q. Search 🗄 Print	Company
ime *	testum	logo > Tutorial
nail *	sergio.teste4@gmail.com	> Network
ne	9595612	> Library
cription	UM	
declare I hav	e read the document below and accept its conditions.	
ms of co	ondition and use	
Web Access	Partners Apprenticeships	
ATB	EWF	

Now Click on the **APPRENTICESHIPS** tab, to indicate if you are available or not to receive the trainee in your organisation for an Apprenticeship

Veb Access Partners Apprenticeships We are available to receive Apprenticeship.	
estagionovo 🖊 Edit 🗎 Save 🔁 View 🎝 Refresh Q Search 🔒 Print	Ø History
Apprenticeship ID 🗢 Q	ATB ¢ Q
seteEW1312	EWF
seteEW1312	EWF
Page 1 de 1	Records per page: 25
2 Record(s) found 1 record(s) selected	Jump to page: 1

After the ATB has created the apprenticeship, select the APPRENTICESHIP and click on edit

Ē

Click on edit, and then click on the CHECK button to validate that you accept the apprenticeship





1	I declare I have read th	e document below and accept its conditions.	
	Terms of condition	on and use	
	Web Access Partr	Apprenticeships	
	We are available to r	eceive Apprenticeship.	
	opestagionovo		
	📝 Edit 🗎 Save	🖻 View 🗘 Refresh Q. Search 🗛 Print 🖉 History	-
	We accept this App	renticeship	Ro
	Apprenticeship ID	seteEW1312	
	Status	On Approval 🔻	
	Course	European Welding Practitioner 🔻	
			_

Then click on SAVE

Web Access Par	rtners Apprenticeships	
We are available to	p receive Apprenticeship.	
opestagionovo		
🖌 🖌 Edit 🕴 💾 Sav	ve 🖻 View 💭 Refresh 🔍 Search 💾 Print 🕗 History	
✓ We accept this Ap	pprenticeship	Ro
Apprenticeship ID	seteEW1312	
Status	On Approval 🔻	
Course	European Welding Practitioner 🔻	

Now go to Apprenticeship Ongoing.



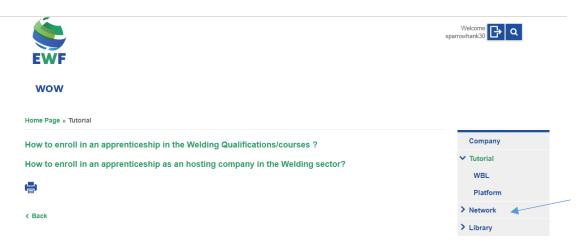


Which Tutorials are available?

View Tutorials

Click on TUTORIAL in the menu, to view the type of tutorial available.

There are two types of tutorials: one on work-based learning (WBL) and another in the platform use.



Select the tutorial you want to watch, you will be redirected to the YOUTUBE channel to watch the video.

Click on WBL in the dropdown menu to select the tutorial to watch.

wow	
Home Page » Tutorial » WBL	
WBL Tutorials	Company
	✓ Tutorial
Trainee	WBL
Trainee "How to enroll in an apprenticeship in the Welding Qualifications/courses?	Platform
2019-04-02	> Network
Company	> Library
Company "How to enroll in an apprenticeship as an hosting company in the Welding sector?	
2019-04-02	
1	
e	
/ Back	



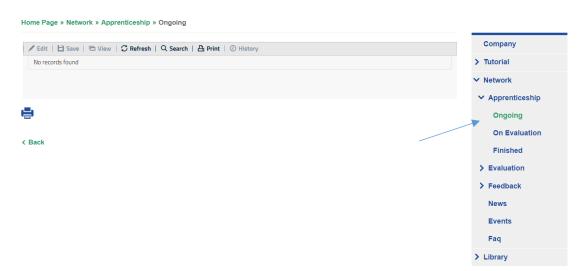
Co-funded by the Erasmus+ Programme of the European Union



How to use the Network?

The **NETWORK** tab enables to view information on the Apprenticeship, including details about the training programme, progress within the activities and enables you to provide feedback regarding the quality of the overall apprenticeship /cooperation and practical arrangements.

wow



Apprenticeship

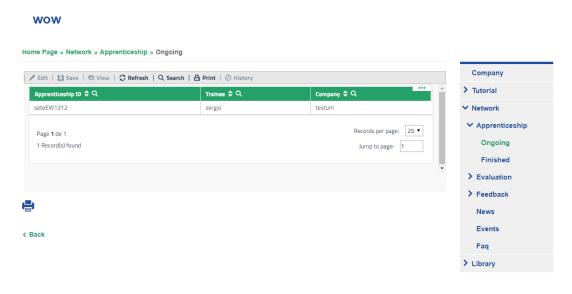
Here you can check the status of your apprenticeship and select one to display.

Ongoing

Click on the **NETWORK** tab to see the dropdown menu, which include details on the **Apprenticeship** status: **Ongoing**, **On Evaluation** and **Finished**.

Click on the **APPRENTICESHIP** tab.

Click two times on your apprenticeshipID to edit the activities and see the selected learning outcomes and competence units for each training programme.





Co-funded by the Erasmus+ Programme of the European Union

Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



This will be the view of details available.

Home Page » Ne	etwork » Apprenticeship » Ongoi	ing	
🖌 Edit 🕴 💾 Sa	ve 🖻 View 🖸 Refresh Q Sea	arch 🗛 Print ② History	Company
Send for Compan	y and Trainee Approval	le 1998 here 199	 Network
We accept this A	pprenticeship		 Apprenticeship
I accept this Appr	renticeship		Ongoing
Apprenticeship ID	seteEW1312		On Evaluation
Status			Finished
Status	On Approval 🔻		> Evaluation
Course	European Welding Specialist 🛛 🔻		> Feedback
Apprenticeship Me	ntor		News
			Events
Name:	Sergio		Faq
E-mail:			> Library
Apprenticeship Tub			
Apprenticeship lut	br		
Name			
	EWF		
E-mail:			
Duration (in hours)			
Start date	yyyy-mm-dd		
Due Date	vyvy-mm-dd		
Trainee			
namee	sergio .		

Now scroll down the page to view the training programme

dit 🗎 Save 🗂 Delete	🖻 View 📿 Refresh Q Se	earch 🗗 Print	
UNIT 11 - Tests used for the Q	uality Control of Welded Joints		
			Records per page: 25 ▼
und 1 record(s) selected			Jump to page: 1
	UNIT 11 - Tests used for the Q	UNIT 11 - Tests used for the Quality Control of Welded Joints	

< Back

Select the competence unit to view and edit the learning outcomes by writing the activity.





+ New 🖌 Edit	🗎 Save 📋 Delete 🖻 View 💭 Refresh 🔍 Search 🔠 Print	
Competence	Unit	
COMPETENCE UNIT 11 - Tes	ts used for the	
Learning Out	comes	
Add new learning outcom	e	
Learning Outcome	Recognise the safety requirements for the main NDT methods	
Activity description	daasd	
	ne this activity (Trainee)	

< Back

When you finish don't forget to SAVE

NOTE: An intermediate step is required before the Trainee checks the completion of the full WBL training programme activities (view action below and read **LOGBOOK** in the **EVALUATION** section).

When the Trainee selects the check button, confirming that he/she has finished the activities /learning outcomes, you will open the tab "Competence unit on Approval" to confirm that the trainee has completed all learning outcomes of this CU.

You will receive an email that notify you of the completed activities by the trainee.

Then the Company can confirm this information by selecting the check box (I confirm the trainee...)

+ New 🖊 Edit	🗎 Save 📋 Delete 🖻 View 📿 Refresh 🔍 Search 📇 Print	
Competence	e Unit	
COMPETENCE UNIT 11 - T	ests used for the	
I confirm the Trainee	nave done this activities (Company)	
-		
1		
Learning Ou	tcomes	
Learning Ou		
Add new learning outco		
Add new learning outco	Recognise the safety requirements for the main NDT methods	
Add new learning outco	Recognise the safety requirements for the main NDT methods	
Add new learning outco	Recognise the safety requirements for the main NDT methods	
Add new learning outco	Recognise the safety requirements for the main NDT methods	
Add new learning outco	Recognise the safety requirements for the main NDT methods	
Add new learning outco Learning Outcome Activity description	Recognise the safety requirements for the main NDT methods	
Add new learning outco Learning Outcome Activity description	me Recognise the safety requirements for the main NDT methods daasd	



Click on EDIT, select the check box and SAVE

	💾 Save 🛅 Delete 🖻 View 🗇 Refresh Q. Search 🗛 Print	
ompetence	Unit	
VIPETENCE UNIT 11 - Te	sts used for the	
confirm the Trainee h	ave done this activities (Company)	
earning Out	comes	
0		
d new learning outcon		
d new learning outcon		
d new learning outcon Learning Outcome	Recognise the safety requirements for the main NDT methods	
d new learning outcon	Recognise the safety requirements for the main NDT methods	
d new learning outcon Learning Outcome	Recognise the safety requirements for the main NDT methods	
d new learning outcon Learning Outcome	Recognise the safety requirements for the main NDT methods	
d new learning outcon Learning Outcome	Recognise the safety requirements for the main NDT methods	
l new learning outcon Learning Outcome Activity description	Recognise the safety requirements for the main NDT methods daasd	
l new learning outcon Learning Outcome Activity description	Recognise the safety requirements for the main NDT methods daasd lone this activity (Trainee)	

Now you will have to wait for the ATB final validation regarding the achieved learning outcomes and Competence Units, before the apprenticeship is considered **On evaluation**.

On Evaluation

In this tab, you will be able to know if trainee is undertaken the end-point assessment (which will take place in the ATB facilities).

wow	
Home Page » Network » Apprenticeship » On Evaluation	
🖋 Edit 💾 Save 🖻 View 📿 Refresh Q. Search 🏝 Print 🕐 History	Company
The trainee has completed the end point assessment	> Tutorial
☑ The Trainee have finished all activities from the competence units(ATB)	V Network
Apprenticeship ID seteEW1312	✓ Apprenticeship
Status On Approval Y	Ongoing
Course European Welding Practitioner	On Evaluation
на прила за слови у становило с	Finished





Finished

Click on **Finished** in the dropdown menu to see the list of trainees which have completed WBL in your company.

wow		
Home Page » Network » Apprenticeship » Finished		
🗎 Save 📋 Delete 🖻 View 🗘 Refresh 🔍 Search 🗛 Print 🕐 History	Company	
Apprenticeship ID 🗢 Q	···· > Tutorial	
seteEW1312	✓ Network	
Page 1 de 1 1 Record(s) found	Records per page: 25 • Ongoing Jump to page: 1 On Evaluation Finished > Feedback	
< Back	V Feedback News Events Faq	
	> Library	

Here you can view all the information details about the apprenticeship completion, scroll down the page to view the competence units and the activities

wow

🗈 Save 💼 Delete 🖻 View 📿 Refresh 🔍 Search 🏝 Print ⊘ History	Company
Send for Company and Trainee Approval	☆ > Tutorial
We accept this Apprenticeship	✓ Network
I accept this Apprenticeship	✓ Apprenticeship
prenticeship ID seteEW1312	Ongoing
tus On Approval V	On Evaluation
urse European Welding Practitioner V	Finished
monales en	> Feedback
venticeship Mentor	News
ленисезир менол	Events
me: Sergio	Faq
nail:	> Library





Evaluation

The EVALUATION tab enables to view details regarding the apprenticeship progress (*Logbook*), including the piece of proof regarding the performed activities.

Logbook

In this section you can look for the apprenticeships ongoing in your company. Here you can check if the trainee has completed their Learning Outcomes (only after the trainee check).

wow

New 🖌 Edit 💾 Save 🛅 Delete	🛛 🗘 Refresh 🔍 Search 🗄 Print		Company
pprenticeship ID 🗢 🔍	Trainne 🗢 Q	Mentor 🗢 Q	> Tutorial
CoTe1312	Trainee	Company_teste	✓ Network
			> Apprenticeship
			✓ Evaluation
			Logbook
			> Feedback
			News
			Events
			Faq

Choose an Apprenticeship and you will have the following:

Scroll down the page and look for the tab Competence Unit on Approval

Apprenticeship Ment	tor		Company
Name:	Fbarros		> Tutorial
E-mail:	cardoso.sousa.barros@gmail.com		V Network
Apprenticeship Tutor	r		 Apprenticeship Evaluation
Name	teste.company12376		Logbook
E-mail:			> Feedback
Duration (in hours)	200		
Due Date	2019-07-13		
Trainne	Trainee		
Mentor	Company_teste	-	
ATB	Texte ATB		
Competence Unit	npetence Unit on Approval		
+ New 🖋 I		/iew ♡ Refresh Q Search A Print ···	

Click on Competence Unit on Approval



< Back



Trainne	Trainee			
Mentor	Company_teste			
ATB	Teste_ATB			
On going C	competence Unit on Approval			
Competence Uni				
+ New 🥖	🖊 Edit 💾 Save 🛅 Delete	🖻 View 🗘 Refresh Q Search 🗄 I	Print	
\$ Q			•••	
COMPETER	NCE UNIT 8 - Design for Welding & I	Brasing		
Page 1 de	2 1		Records per page: 25 V	
1 Record(s) found		Jump to page: 1	
]
.				

Then choose a Competence Unit from a specific apprenticeship. You will have the following picture.

	Teste_ATB
On going	Competence Unit on Approval
Competence L	Unit / Edit 🗄 Save 📋 Delete 🖻 View 📿 Refresh Q. Search 🗛 Print ····
	8
Compe	etence Unit
COMPETENC	TE UNIT 8 - Design for Welding
	the Trainee have done this activities (Company)
	nie namee nave onie uns activities (company)
Learni	ing Outcomes
	-
	arning outcome
	Point out the characteristics phenomenon of cyclic load of welded
Activity	y description
	nfirm I have done this activity (Trainee)
	tivity (Trainee) Selecione
Learnin	ng Outcome Draint wat the observationistics phenomenon of purific level of walded
	Point out the characteristics phenomenon of cyclic load of welded
	, and the second se

Afterwards you can stick a box confirming the trainee has done the activities he/she is saying. To do that press edit and stick the box has the arrows suggest. Don't forget saving at the end of the process.





Feedback

Click on the **FEEDBACK** tab in the menu, and then click on Mentor to see the satisfaction questionnaire on the overall work-based learning experience.

WOW			
lome Page » Network » Feedback » Mentor (comp	bany)		
Apprenticeship ID	_		Company
			> Tutorial
ATB			V Network
Company			> Apprenticeship
Trainee			Feedback
Language	nanian OEspañol OPortuguês		Mentor (company)
This questionnaire aims to evaluate the overall work-based learni	ng experience, including the effectiveness of the		News
established cooperation and methods used. For each topic below, you in advance for your collaboration.		K Contraction of the second	Events
			Faq
Legend:			> Library
0- Not applicable 1- Strongly Disagree 2- Disagree 3- Neither Agree Agree / Disagree 4- Agree 5- Strongly Agree			
If the score is below 2, please explain why in the comment box.			
Y FACILITIES			_
In your opinion, did the facilities respect the Health and Safety reg	ulation? *	ONA O1 O2 O3 O4 O5	
Were the facilities clean? *		ONA O1 O2 O3 O4 O5	
Was there a consistent number of equipment for welding training	?*	ONA O1 O2 O3 O4 O5	
Did you had access and used all the equipment required during th	e training? *	ONA O1 O2 O3 O4 O5	

Select the apprenticeship on the "..." button

Give your feedback regarding each category, by rating (from 1 to 5) each topic of the survey by clicking on check-list buttons.

Select the apprenticeship

wow Home Page » Network » Feedback » Mentor (company) Company Completed > Tutorial + New | 🖉 Edit | 🗄 Save | 🏛 Delete | 🖻 View | 🗔 Select | × Close | 📿 Refresh Network ship ID 🔺 Q seteEW1312 > Apprenticeship ✓ Feedback Records per page: 25 🔻 Page 1 de 1 Mentor (company) 1 Record(s) found 1 record(s) selected Jump to page: 1 News Events Fag > Library



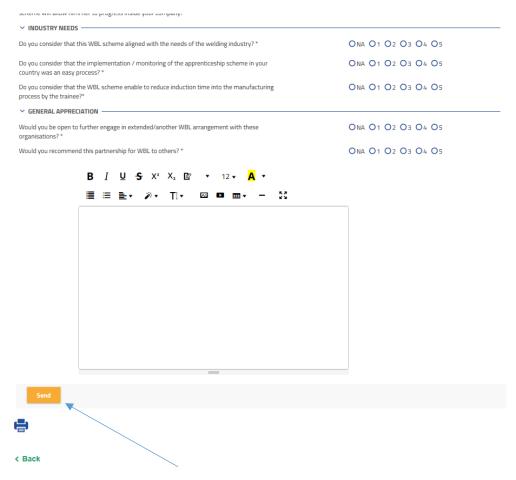
Co-funded by the Erasmus+ Programme of the European Union



Then it will display the ATB, company and trainee names, which have enrolled in a specific WBL

wow				
Home Page » Ne	etwork » Feedback » Mentor (co	ompany	y)	
Apprenticeship ID	seteEW1312		Co	mpany
ATB	EWF		> Tut	orial
Company			✓ Net	twork
	testum		A <	pprenticeship
Trainee	sergio		× F.	eedback
				Mentor (company)
Language	English OHungarian OItalian C	Romania	an OEspañol OPortuguês	ews
	tion and methods used. For each topic be		xperience, including the effectiveness of the	vents
you in advance for y	our conaboration.		F	aq
Legend:			> Lib	rary
0- Not applicable 1- Strongly Disagree	2			-

Use the comment box to add additional feedback.



Click on the SEND button to send the questionnaire once you have finished





News

Click on the NEWS tab in the menu to read all news

WOW	
Home Page » Network » News	
	Company
WOW project conferences will take place from May to July 2019 in Italy, Hungary, Portugal Spain, England and Romania.	> Tutorial
WOW project partners', which are implementing work-based learning opportunities (Apprenticeships) for the European Welding Coordination Qualifications – EWP (Practitioner) and EWS (Specialist) - In Spain (CESOL),	V Network
2019-04-08	Apprenticeship
AWARDS for VET (Vocational Education and Training) Excellence	> Evaluation
AWARDS for VET (Vocational Education and Training) ExcellenceFind out more here: https://ec.europa.eu/social/vocational-skills-week/awards- vet-excellence-2019 en	> Feedback
2019-04-10	News
1	Events
	Faq
	> Library
< Back	

Events

Click on the EVENTS tab in the menu to view the upcoming and past events

\	

NOW Conferences WOW project conferences will take place from May to July 2019 in Genova (Italy), Budapest (Hungary), Porto Salvo (Portugal), Madrid Spain), 2019-04-08 European skills week European skills week, 14th-18thOctober 2019, Helsinki (Finland) 2019-04-09 wow final conference WOW final conference – 30thOctober 2019, Porto Salvo (Portugal) 2019-04-09 WOW final conference – 30thOctober 2019, Porto Salvo (Portugal) 2019-04-09 WOW final conference – 30thOctober 2019, Porto Salvo (Portugal) 2019-04-09 MOW final conference – 30thOctober 2019, Porto Salvo (Portugal) 2019-04-04 2019-04-04 2019-04-04 2019-04-04 2019-04-04 2019-04-	Home Page » Network » Events	
WOW project conferences will take place from May to July 2019 in Genova (Italy), Budapest (Hungary), Porto Salvo (Portugal), Madrid Spain), 2019-04-08 Character Salva (Portugal) Salva (Portugal), Madrid Spain), Lucrial Character Salva (Portugal), Madrid Spain), Lucrial Salva (Portugal), Madrid Spain, Lucrial Salva (Portugal), Madrid Salva (Portugal), Porto Salva (Portugal), Madrid Salva (Portugal), Madrid Salva (Portugal), Madrid Salva (Portugal), Porto Salva (Portugal), Madrid Salva (Portugal), Porto Salva (Portugal), Madrid Salva (Portugal), Madrid Salva (Portugal), Madrid Salva (Portugal), Porto Salva (Portugal), Porto Salva (Portugal), Porto Salva (Portugal), Porto Salva (Por		Company
Spain), Network Apprenticeship Evaluation Evaluation Feedback News Revore final conference WOW final conference – 30thOctober 2019, Porto Salvo (Portugal) Faq Porto Salvo (Portugal) Faq Porto Salvo (Portugal) Faq Porto Salvo (Portugal) Porto Salvo (Portugal)		> Tutorial
European skills week > Evaluation European Skills Week, 14th-18thOctober 2019, Helsinki (Finland) > Feedback 2019-04-09 News wow final conference Events WOW final conference – 30thOctober 2019, Porto Salvo (Portugal) Faq		V Network
European Skills Week, 14th-18thOctober 2019, Helsinki (Finland) European Skills Week, 14th-18thOctober 2019, Helsinki (Finland) News Events Wow final conference WOW final conference – 30thOctober 2019, Porto Salvo (Portugal) Faq	019-04-08	Apprenticeship
2019-04-09 News wow final conference WOW final Conference – 30thOctober 2019, Porto Salvo (Portugal) Faq	European skills week	> Evaluation
wow final conference _ 30thOctober 2019, Porto Salvo (Portugal) Faq	European Skills Week, 14th-18thOctober 2019, Helsinki (Finland)	> Feedback
WOW final Conference – 30thOctober 2019, Porto Salvo (Portugal) Faq	2019-04-09	News
2019-04-09	vow final conference	Events
2019-04-09 > Library	WOW final Conference – 30thOctober 2019, Porto Salvo (Portugal)	Faq
	2019-04-09	> Library

< Back





FAQ

Click on the **FAQ** tab in the menu to view the most common questions and answers addressed to the Company profile

wow Home Page » Network » Faq Company Question: Can I candidate to an apprenticeship with a different ATB than the one that created my account? > Tutorial Answer No. To have an apprenticeship with another ATB you will have to ask the new ATB to create another account for your Company (related to that ATB). Network 2019-04-09 Apprenticeship > Evaluation > Feedback 昌 News < Back Events Faq 🗲 > Library

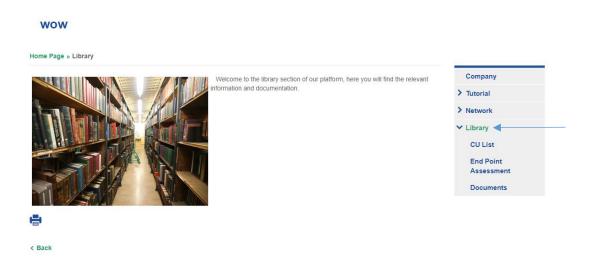




How to use the Library?

The **LIBRARY** tab enables a repository of the main supporting documentation to the apprenticeship. Here you can find list of Competence Units, Guidelines on WBL, Glossary and useful templates (attendance list, individual training programme, contract agreement), among others.

Click on the LIBRARY tab to see the dropdown menu.



CU List

Click on **CU list** in the menu to view the list of competence units available for the welding apprenticeship

iome Page » i	Library » CU List	
Acronym	Title	Company
> CU10	COMPETENCE UNIT 10 - Quality Assurance/ Quality Control on Welded Joints	> Tutorial
CU11	COMPETENCE UNIT 11 - Tests used for the Quality Control of Welded Joints	> Network
EWS - Le	earning Outcomes:	✓ Library
Specialised and theoretical, principles and applicability of:		CU List
Identification of imperfections and application of acceptance criteria Identification of destructive and non-destructive testing of materials and welded joints		End Point Assessment
EWP - Learning Outcomes:		Documents
Factual and	broad of:	
	fication of imperfections and application of acceptance criteria fication of destructive and non-destructive testing of materials and welded joints	
> CU2	COMPETENCE UNIT 2 - Welding and Cutting Conventional Processes	
CU8	COMPETENCE UNIT 8 - Design for Welding & Brasing	
EWS - Le	earning Outcomes:	
	and theoretical, principles and applicability of:	
 Spec 	ing drawings interpretation and calculation for simple welding joints ification of weld joints types and fit up based on drawings interpretation ods to improve the fatigue strength on welding joints	
EWP - Le	earning Outcomes:	
	broad of:	

If you click in the competence unit you can read the full description of the competence unit





Documents

Click on the DOCUMENTS tab, to see the dropdown menu of the available documentation

wow	
Home Page » Library » Documents	
Platform glossary - EN	Company
Platform glossary - IT	> Tutorial
Platform glossary - ES	> Network
Platform glossary - RO	✓ Library
Platform glossary - PT	CU List
Apprenticeship timesheet - EN	End Point
Apprenticeship timesheet- RO	Assessment
Apprenticeship timesheet - HU	Documents
Training programme template - EN	
Training programme template - IT	
Training programme template - ES	
Training programme template - RO	
Training programme template - PT	

Double click to download and see the files

Terms of condition and use - EN

585214-EPP-1-2017-1-BE-EPPKA3-VET-APPREN



Deliverable 1.2 Guideline on the mutual learning outcomes



Co-funded by the Erasmus+ Programme of the European Union



Log of Changes

Document	Details	Date	Leading organisation
Version			
V1	Initial proposal	30 April 2019	EWF
V2	All functionalities covered	30 June 2019	EWF



Co-funded by the Erasmus+ Programme of the European Union