

TWG on Professional Development on VET Trainers

**Support to trainers
competence development in
small and medium
enterprises**

**Strasbourg / Offenburg
(28-30.102013)**

Vocational teaching challenges for skilled workers providing training



**Bundesinstitut
für Berufsbildung** **BiBB** ▶

- ▶ Forschen
- ▶ Beraten
- ▶ Zukunft gestalten

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Agenda

- ▶ **Clarification of the term**
 - **Trainers (responsible trainers)**
 - **Employees who are involved in VET**

- ▶ **Increased requirements**

- ▶ **Vocational teaching challenges**



Responsible Trainers

They are registered with the competent body

- They must be personally qualified
- They must be professionally qualified:
 - technical qualification
 - Educational qualification according to the Trainer Aptitude Ordinance (AEVO) (§§ 28 and 30 Vocational Training Act, BBiG)



AEVO: Certificate of teaching skills, knowledge and qualification

AEVO = Trainer Aptitude Ordinance

Course: 115 training hours (recommendation)

Areas covered in courses:

- | | | |
|----|--|------|
| 1. | Assess conditions and plan initial vocational training, | 20 % |
| 2. | Prepare initial vocational training and participate in trainee recruitment | 20 % |
| 3. | Conduct initial vocational training | 45 % |
| 4. | Bring the training to a successful conclusion | 15 % |

Examination: 3 h in writing, 30 min. presentation + 15 min. discussion



Passed AEVO-examinations

Number of passed AEVO-examinations across all training sectors
(Industry and Commerce, Crafts, Public Sector, Agriculture, Home
Economics):

2009:	27.929
2010:	67.182
2011:	80.280



Employees who are involved in VET

They take on partial training tasks on a limited-time basis alongside their occupational activities

Under the responsibility of the responsible trainer

-They must be personally qualified

-They must have the necessary technical qualification

*Educational qualification according to the AEVO is not necessary
But many have successfully completed the examination*

(§§ 28 and 29 Vocational Training Act, BBiG)



Increased requirements

- ▶ The complexity of the world of work has continued to grow
- ▶ Companies are in many cases complaining of a poorer level of school education
- ▶ Work process oriented training also requires the fostering on basic skills on the part of the trainees, such the ability to work as part of e team and communication competences. This has led to training which is more competence-based
- ▶ The rise in the heterogeneity of learnimng ability and of the socio-cultural origins of young people



six essential vocational training challenges

- ▶ 1. Knowing one's own remit and responsibility and setting limits
- ▶ 2. Being aware of young people's development and supporting such development
- ▶ 3. Fostering the motivation of young people
- ▶ 4. Methods/didactics of employability/competence oriented training
- ▶ 5. Recognising, processing and resolving conflicts
- ▶ 6. Structuring feedback and reflecting on one's own activity



Methods/didactics of employability/competence oriented training

skilled workers providing training wish to receive support, especially with regard to the following aspects.

- How can suitable training tasks be derived from one's own work?
- How are such tasks drawn up so as to enable trainees to acquire employability skills?
- Which methods can be deployed for this purpose?
- What kinds of introduction, explanation, support and monitoring are required?
- What information, documentation and tools need to be made available?



Structuring feedback and reflecting on one's own activity

- Advice on the preparation required for such meetings, in particular the prior setting of targets (What does the skilled worker providing training seek to achieve with the meeting? Under which circumstances is the meeting a success?)
- Rules for feedback (giving and receiving)
- Tips for self-reflection: Self-perception/observation, trainee feedback or exchanging views with colleagues/training managers