



Co-funded by
the European Union

Project ERASMUS+:

**Creating of the new VET qualifications for
entrepreneurship education,
reg. No. 2022-2-CZ01-KA210-VET-000100007**

TRAINER OF VET SKILLS IN PRODUCTION

Report on the qualification "Trainer of VET Skills in Production"

The system currently used to recognise the results of non-formal and informal learning in the Czech Republic is called the National Qualifications System (NQS). A similar system exists in Slovakia. This system allows people to obtain qualifications based on practical experience and skills without having to undergo formal training programmes.

At present, there is only one qualification within the NQF of both countries that can provide evidence of the pedagogical and pedagogical competences of an in-house corporate trainer or coach, and that is the professional qualification of Lecturer in Continuing Education.

For in-house enterprise trainers, foremen and frontline workers who have practical training experience but not pedagogical training, this qualification is difficult and unfeasible as it encompasses a wide range of theoretical pedagogical knowledge and practical skills needed to develop training programmes. However, these competences are not needed by in-house trainers, nor do they provide activities related to the preparation, implementation or evaluation of training programmes within enterprises.

The qualification of 'Trainer of VET Skills in Production' has been redesigned as a specific professional qualification that addresses the practical needs of foremen, foremen and practical trainers in enterprises. This new qualification standard is based on the need to provide these professionals with the opportunity to gain recognition and extension of their skills in vocational training, without having to undergo demanding theoretical programmes. The qualification and assessment standard for this new qualification is described below.

The draft qualification and assessment standard is available at:

http://www.laserneedle.cz/navrh-kvalifikacniho-standardu_trener-odbornych-dovednosti-ve-vyrobe/

The competences to be demonstrated by the trainer have been defined as follows.

Name	Level
Orientation to business processes and organisation of workplace skills training	4
Use of basic pedagogical skills when working with learners	3
Application of psychological aspects in contact with learners	3
Orientation to the legal regulations applicable to the performance of work activities	3

Orientation to company processes and the organisation of skills training in the workplace

Assessment criteria:

- (a) Explain the content and significance of individual business processes in relation to production.
- (b) Describe the forms and organisation of enterprise skills training.

Methods of verification:

Oral verification for both criteria.

To pass this part, the candidate must be able to explain and describe both the business processes and the organisation of skills training in the workplace in a clear manner.

Use of basic pedagogical skills when working with learners

Assessment criteria:

- (a) Describe and explain any 3 basic didactic principles used in the teaching of practical skills.
- b) Using a model situation, explain the different stages of psychomotor learning.
- c) Using a concrete example, define the criteria for assessing the degree of mastery of a skill.
- d) Conduct an instructional demonstration of a specific work activity.
- e) Define the physical and psychological prerequisites for successful mastery of a skill and propose recommendations for minimizing overexertion in a specific work activity.

Methods of verification:

Oral verification for criteria (a) and (c).

Practical demonstration and oral verification for criteria (b), (c), (d) and (e).

Candidates must demonstrate the ability to apply basic pedagogical skills, both theoretically and practically, in the context of teaching practical skills.

Application of psychological aspects in contact with learners

Assessment Criteria:

- (a) Characterise the specifics of adult learning.
- b) Apply principles of respectful communication and propose solutions to conflict situations using model examples.
- c) Motivate performance through communication, using a range of opportunities for reward, encouragement and appropriate ways of giving criticism.
- d) Characterise the personality requirements of a Trainer of VET Skills in Production.

Methods of verification:

Oral verification for criteria a) and d).

Practical demonstration and oral verification for criteria (b) and (c).

This part assesses the candidate's ability to use psychological aspects in working with adult learners, including motivation, communication and conflict resolution.

Knowledge of the legal provisions applicable to the work activity

Assessment criteria:

- (a) Explain the importance of the professional qualifications system and its position in the education system.
- (b) State the principles of occupational health and safety and fire protection.

Methods of verification:

Oral verification for both criteria.

Candidates must demonstrate a basic understanding of the legislation relating to professional qualifications and safety in the workplace.

Conclusion

The 'Trainer of VET Skills in Production' qualification is designed to provide foremen, foremen and trainers in enterprises with practical tools and recognition of their skills in vocational training. The criteria and assessment methods have been carefully selected to meet the real needs and conditions in enterprises, thus facilitating access to this qualification and promoting the professional growth of these professionals. The qualification 'Trainer of VET Skills in Production' is intended for all in-house trainers who train their subordinate employees at employers' workplaces in practical workplace skills in connection with the

prevention of risks arising in the workplace and who do not have an appropriate pedagogical background. Currently, this new qualification has been sent to the approval process for inclusion in the NQF.

A preparatory course for the qualification has also been developed and is still available online by registering via the form at <https://www.laserneedle.cz/erasmus-100007/>. The aim of the course "Trainer of VET Skills in Production" is to provide internal trainers at employers' workplaces with training in andragogy (didactics and adult pedagogy) so that the employer is able to demonstrate, if necessary, that the internal trainer has the appropriate pedagogical skills to deliver training for the department. Upon completion of the course, a certificate of completion will be issued to the employee concerned and it will then be possible to take the qualification examination 'Trainer of vocational skills in production' once the qualification has been entered into the NSK system. This preparatory course is designed for foremen, foremen/workers and other positions who train subordinates on the job.

The qualification and assessment standard for the professional qualification "Trainer of VET Skills in Production" was developed and co-financed within the Erasmus+ project "New professional qualifications in vocational enterprise training", Reg. No. 2022-2-CZ01-KA210-VET-000100007, whose beneficiary is the Czech educational agency LASERneedle CZ s.r.o. and partner is the Slovak educational agency TOPCOACH s.r.o. These new qualifications are designed with the practical needs of production and enterprises in mind. They focus on skills and knowledge that are directly applicable in the work environment, thus better matching the experience and needs of in-house trainers and trainers.

Made by ERASMUS+ project “Creating of the new VET qualifications for entrepreneurship education”, reg. No. 2022-2-CZ01-KA210-VET-000100007.

Funded by the European Union. The views expressed are those of the author and do not necessarily reflect official position of the European Union or the European Education Executive Agency. The European Union and the EACEA are not responsible for the views expressed.

<https://epale.ec.europa.eu/en/content/entrepreneurship-vet-instructor-qualification-report>