

Professionalization of Trainers for Work Based Basic Skills

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Workshop 4
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“Both men and women in employment with low qualifications are far less likely to receive continuing training than their more qualified counterparts” (Ward, Sanoussi, Kullander, Biletta, 2009).

The Profi-Train project

- The Profi-Train project aims at implementing the right measures towards the professionalization of high-quality learning opportunities for trainers to tackle low-literacy levels of employees.
- The Profi-Train project will develop an innovative professionalization concept/curriculum for training providers.
- The Profi-Train project will provide theoretical and practical components to the work based basic skills learning process.

The partnership

Coordinator

Germany – bbb (independent private institute)

Partners

Austria – BEST (independent vocational qualification institute)

Czech Republic – ERUDICIO (non-governmental public benefit organisation)

Slovenia – SIAE (public entity)

Greece – ERGANI (non-profit civil organisation)

Malta – Ministry for Education and Employment, Directorate for Lifelong Learning (public entity)

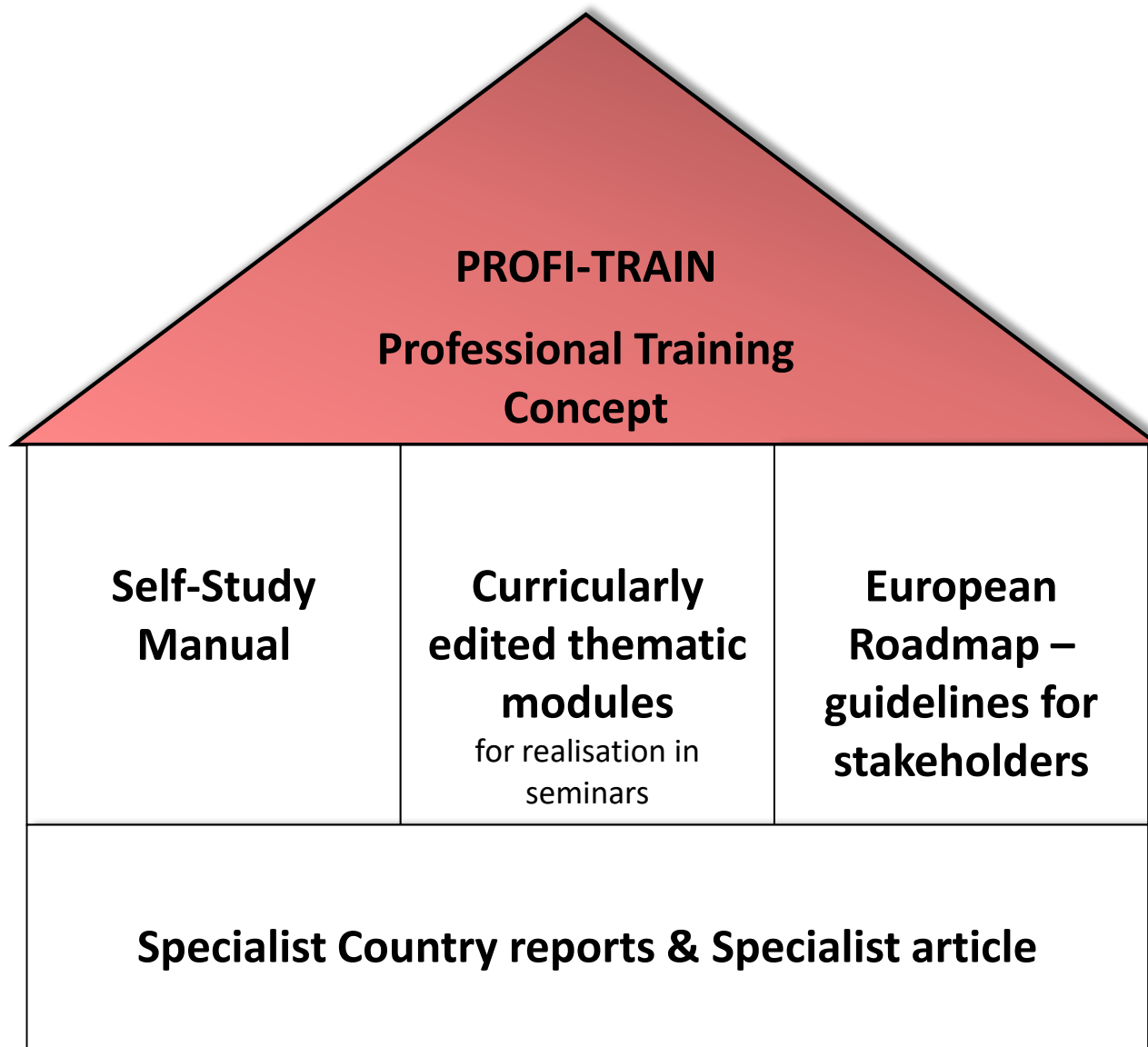
Associated Partner

Switzerland – SVEB (national umbrella organisation for adult education)

The profi-train approach

Profi-train is working on a field-tested as well as a flexible and transferable VET-concept consisting of three components:

- 1) Competencies for work-based basic skills: Manual for self-study (Modules)
- 2) Know-how for work-based basic skills training: 6 curricularly edited thematic training modules and pilot testing
- 3) European Roadmap – guidelines for stakeholders



What is innovative in this approach?

1. Continuous education concept
2. The flow of the manual follows the WBBS process BUT each module can be used as a standalone
3. Practical and Theoretical elements have been combined
4. More emphasis has been given to the professional identity of WBBS trainers
5. Challenges were outlined at each phase, and suggestions and scenarios are provided in the manual
6. The trainer was given prominence

The WBBS process



WBBS key functions

The WBBS process with its diverse situations holds various key functions. These form the basis for a description of professional action in the WBBS process.

The PROFI-TRAIN approach describes the following four key functions:

- Function 1: Door opener
- Function 2: Requirement Analyses
- Function 3: Training Implementation
- Function 4: Process Monitoring

WBBS approaches

Professional skills in the WBBS process require different *competencies and attitudes*.

The PROFI-TRAIN approach provides therefore two approaches that are used:

- The approach of an ***adult learning-teaching design***, which makes use of the needs and opportunities of the learning location company and the learning causes of work activities for learning
- The approach of ***guidance / counselling***, which uses the WBBS process as a dialogical process and ensures the completeness and quality of the process.

Manual for self-study

Module 1 – WBBS basic knowledge

- Definitions and basic understanding
- Identification of WBBS processes
- Defining the target groups
- WBBS specifications and benefits

Module 2 – Approaching Companies

- Market Analysis and Regional Networking
- Contact and Cooperation with company representatives
- Acquisition and convincing interested parties
- Contracting

Module 3 – Appealing to employees

- Contact and access on an individual and/or group basis
- Inspection of workplace
- Principles when appealing to employees
- Role and activities of trainers

Module 4 –
Development of
the training offer

- Training programme design for situated learning
- Needs and learning interests
- Training objectives, content and formats
- Learning opportunities for low-skilled

Module 5 –
Realization of the
WBBS training

- Challenges for trainers
- Success factors for WBBS-training
- Learning transfer and documentation for success
- Didactical aspects of situated learning

Module 6 –
Evaluation of WBBS
training

- Definition and models
- Evaluation perspective – employee, employer, trainer
- Evaluation during the training and ex-ante – evaluation plan
- Certification and next steps

What are the challenges for trainers?

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Key challenges



What will the trainer learn from this manual?

- How to **realise** WBBS training for different target groups
- How to **adapt** content for different target groups
- How to **identify** characteristics of the target groups in their work environment
- How to **perform** action research about the actual needs of employees
- How to **tackle** professional and personal dilemmas in relation to the training
- How to **provide** up-to-date and relevant solutions according to the challenges of the workplace
- How to be **sensitive** to the element of training in a working environment
- How to be a **mediator**
- How to be **emphatic**

Examples

Implementing the professionalisation concept in Malta

Thank you!

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Facebook page: Profi-Train

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