

ProfUnt:

Professionalisation of IVET actors in Thuringian companies (“ProfUnt” – *Professionalisierung der Ausbildungsakteure in Thüringer Unternehmen*)

The “ProfUnt” pilot project is developing an in-service qualification scheme to support the professionalisation of education and training staff working in IVET. The target group are IVET instructors in small and medium-sized enterprises in Thuringia.

The principal focus is consolidation of the knowledge and skills that are necessary for the leadership, motivation, specialist support and workplace integration of apprentices. Supporting apprentices in their career planning is a central theme. Cooperation among the actors involved in IVET across the various learning venues will be initiated and/or intensified by establishing working groups that meet on a regular cycle. These measures are aimed at raising company-based IVET quality, improving the efficiency and reducing the transfer costs of in-company IVET.

Procedure:

The “ProfUnt” pilot project comprises three phases: model curricula for the qualification of individuals working in SMEs will initially be developed. These people will be put in a position, most importantly, to promote learning as a social process, taking place in the learning venue of the workplace. A six-part workshop series is being developed on themes which include the transition of apprentices into an occupational role, action orientation and learning moderation, job design for the promotion of learning, and competence-oriented assessment. The purpose of the second phase is to test and adapt the developed concepts. It aims to relate the curricula to the practical experiences of education and training staff and to combine the qualification process with concrete everyday experiences in the workplace. The testing phase is accompanied by learning support and advisory services offered by the project partners.

The final phase consists of transfer of the tested curricula into Thuringian SMEs.

Expected outcomes:

Project experiences and outcomes will be communicated and evaluated in working groups for education and training staff. Through partnerships with vocational schools, the instruments to be transferred will benefit from enhanced contact with practice. In order to support the education and training actors in continuously updating their pedagogical skills, furthermore, an in-service workshop series at the University of Erfurt will be introduced.

Project promoter:

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