

Quality development in IVET in skilled-craft enterprises: Development instruments and qualification concepts

The aim of the pilot project is the further development of skilled-craft enterprises into attractive, effective venues for learning. Accordingly, it sets out to improve communication between training staff and apprentices and to develop a common understanding of IVET quality. The pilot project also focuses on improving cooperation between learning venues and supporting a culture of self-responsible and self-directed learning.

Instruments are developed to support preparation and delivery of IVET in skilled-craft enterprises. Qualification-provision for company-based training staff is aimed at the shaping of action-oriented learning processes. Furthermore, materials are produced to be used by IVET advisors from the Chambers of Skilled Crafts in providing advice and support to companies, with a view to further development into transferable concepts for the nationwide qualification of IVET advisors. To support transfer, selected industry associations will be sensitised and instructed in sector-specific implementation of the instruments developed.

Procedure:

The analysis of the existing IVET structures and processes in the pilot companies of the Hannover Chamber of Crafts will be followed up with the following interlocking phases: development of offers and instruments; preparation of practical deployment and qualification of education and training staff; practical testing; evaluation and transfer.

In collaboration with several skilled-craft enterprises, regular workshops will be held for the purpose of originating IVET-flanking instruments for quality assurance and development in the training process. IVET advisors will be brought in to transfer their experience to other enterprises and to refine the development of the qualification concept for their target group. This concept will be tested and evaluated at nationwide seminars for IVET advisors organised by the German Confederation of Chambers of Skilled Crafts (DHKT).

Expected outcomes:

To support in-company IVET instructors and training officers, needs-based information and qualification concepts will be produced, consisting of concise modules on selected IVET situations. After testing and evaluation within the Hannover Chamber of Skilled Crafts and others, the developed concept and the optimised instruments will be compiled in the form of a quality development manual, which will serve as the basis for a nationwide continuing education programme. Introductory workshops will be offered to establish this.

Project promoter:

ZWH – Zentralstelle für die Weiterbildung im Handwerk e.V. (National Agency for Continuing Vocational Education and Training in the Skilled Crafts),

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