



Learning for Jobs: Effective teachers and trainers Pointers for policy development

SUPPORT EFFECTIVE LEARNING THROUGH THE QUALITY OF TEACHERS AND TRAINERS

- Ensure that all teachers and trainers in VET systems are able to support effective learning, whether they are:
 - *vocational trainers* in VET institutions or workplaces, mainly responsible for practical vocational skills
 - *vocational teachers*, primarily responsible for theoretical vocational skills
 - *general teachers*, responsible for general subjects, such as mathematics or second languages
- Tackle recruitment difficulties arising from ageing workforces in VET institutions.
- Encourage workplace experience for teachers and trainers in VET institutions.
- Strengthen workplace training.

MANAGE WORKFORCE IN VET INSTITUTIONS MORE FLEXIBLY

- Develop diversified routes into the profession to encourage more people equipped with practical workplace skills to become trainers in VET institutions. This includes:
 - Allowing and encouraging staff to work part-time as trainers and part-time in industry
 - Using alternative certification systems to attract highly qualified candidates to the profession
- Provide flexible pedagogical training suited to the different roles of teachers and trainers.
- Develop better data collection systems on the vocational teacher and trainer workforce.

STRENGTHEN PEDAGOGICAL SKILLS OF TRAINERS IN INDUSTRY

- Equip supervisors of apprentices and trainees with the necessary pedagogical skills and specific competences to:
 - pass on practical skills
 - transmit theoretical knowledge
 - help apprentices and trainees get used to the social codes of the workplace
- Ensure minimum standards of trainer preparation, including pedagogical training or relevant management competences, linked to the level of workplace training responsibility.

STRENGTHEN LINKS BETWEEN VET INSTITUTIONS AND INDUSTRY

- Foster closer collaboration and exchange between VET institutions and industry.
- Promote flexible career pathways between industry and the trainer profession in VET institutions.
- Encourage trainers in VET institutions to work temporarily in companies to update their vocational competences.

(Please turn over)

FURTHER READING

The OECD's policy review of vocational education and training (VET), *Learning for Jobs*, comprises a programme of analytical work and individual country reviews and is designed to help countries make their VET systems more responsive to labour market needs.

Further information about the policy review and reports on VET systems in countries is available on the OECD website www.oecd.org/edu/learningforjobs.