

VET Trainer training in Industry - Telkka Programme, Finland

Introduction:

VET trainers face challenges in preparing trainees for the industry and in imparting skills as per the industry needs, due to lack of regular communication between the trainers and employers regarding the new and upcoming trends and practices in the industry.

In order to address this, the Telkkä programme in Finland has been introduced, which is based on the concept of cooperation between teachers and workplace training supervisors to create synergy between these two important groups. It was felt that changes are easier to be implemented if all the stakeholders are involved with certain stake in the changes. The programme was initiated in 1999- 2001 and the funding of project has been by ESF, municipalities, Provincial State Office, institutions and enterprises.

Intervention:

Telkka programme involves VET teachers' on-the-job periods in industry to update them on the industrial developments and to improve the pedagogical skills of supervisors at the workplace supervisors by the help of teachers who are in on-the-job placement in the industry.

The programme includes a full time two months period for VET teachers to spent in the relevant industry. While at the industry, the teacher-worker pairs are formed. This helps the teachers to update their vocational skills and helps the workers to improve their pedagogical skills, as they work as workplace training supervisors. The training period is started by a seminar and planning session which helps to clarify goals, expectations and is followed by feedback from teachers and employees. Through the training, the programme adopts a practical, hands-on approach based and on-the-job learning (OJL) model in a company environment.

Impact/Learnings:

As per the feedback collected, it has been noted that the teachers reported a wide range of benefits, such as increased familiarity with recent work practices and requirements, upskill on the tools and equipment used, easy access to firms for study visits, better cooperation leading to the possibility to invite industry workers for lectures at the school, increased confidence, respect from students and motivation. The training period also allowed teachers and workers to discuss issues related to workplace training for students and improve training plans and assessment methods for these.

Hence, the MSDE in its Train the Trainers module can emphasize on the need for the teachers to be involved in the industry and be upskilled on the new technology and changing work environment.

Source: Cort, P. et al. (2004), PROFF – Professionalization of VET teachers for the future, Cedefop Panorama series, 104. Luxembourg: Office for Official Publications of the European Communities