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Provision (VET providers and companies):

- follow all steps of competence development: define training needs based on trainer profiles/standards/qualifications; ensure varied and flexible training provision; validate learning outcomes;
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- introduce ‘learning enabling functions’ in companies: innovation officers, counsellors, education advisors.

Awareness raising, research and communication:

- use EU events (summits, Euroskills, European business forum, etc.) and national campaigns to nominate and award EU training companies and best VET trainers;
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2. Companies' support is crucial for trainers' competence development: raise awareness of benefits and get companies on board in supporting training and trainers
Companies' involvement and participation are crucial for successful initiatives aimed at increasing their learning needs, where competence development of those who train others in the workplace can be part.

2.1 Small and medium-sized enterprises are important players: provide targeted support
Small and medium-sized enterprises (SMEs) are important players and need targeted support. SMEs depend more on external support mechanisms and SME-friendly environments. Support measures should help SMEs overcome external and internal barriers and compensate for their limited capacity to identify and respond to their learning needs, where competence development of those who train others in the workplace can be part.

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3.3 Validation of trainers' competences should be an integral part of any support system
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4. Supporting trainers in companies is a shared responsibility: ensure effective cooperation and coordination
Effective cooperation and shared responsibility among all stakeholders is the main success factor to effective support for professional development of trainers in companies. The EU, national authorities, sectoral organisations, social partners, VET institutions/providers, companies and trainers themselves have a role to play. Responsibilities and actions should be clearly distributed among all. The education and training sector at national and regional levels should open up; training should be made available to companies. A coordinating body with a leadership role is crucial.

5. Competent trainers in companies matter: make them part of a broader agenda and use all available funds and programmes
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WHY TRAINERS ARE IMPORTANT
In initial vocational education and training (IVET), trainers (tutors, instructors, mentors and teachers) contribute to raising young people's employability. They reinforce the link between education and actual working life; the stronger the link, the easier is job-seeking and job offering. In continuing VET (CVET), in-company trainers (full-time trainers, skilled workers and owners of enterprises) contribute to raising productivity and competitiveness of companies. They help newcomers integrate into the work environment and cater for upskilling and upgrading their co-workers' skills.
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2. Companies’ support is crucial for trainers’ competence development: raise awareness of benefits and get companies on board in supporting training and trainers.
Companies’ involvement and participation are crucial for successful initiatives aimed at increasing apprenticeship opportunities and improving work-based learning. Policies should support companies who wish to train apprentices or develop their employees’ skills.

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