

# Denmark – qualifying training rather than professionalizing trainers

CEDEFOP, 24th February 2009



# Core topics

1. Pre-understanding – the Danish VET system
2. Main problems and needs for Danish in-company training
3. Background: Danish tradition and culture
4. → Principles for qualifying training
5. Support of trainers
6. Glance of the pre-version of the generic model for the TrainerGuide



# Pre-understanding: The Danish dual system

- About 75% of a vocational education is carried out as in-company training.
- The major part of the training-companies are SMS-enterprises.
- Trainers = mainly skilled workers with their identity as professional experts, often also masters/directors themselves.
  - The typical Danish low-hierarchical structures causes that typically a wide range of employees / departments in a company are involved into training.
- Individual education plans, based on the students' prior competences, talents, needs and goals.
- Facts about the Danish education system:  
<http://www.ciriusonline.dk/Default.aspx?ID=3628>



# Main problems and needs in the companies

- Lack of understanding for vocational educations as a whole, respectively planning a specific education, related to the curriculum.
- Lack of varying training methods and not being able to cope with apprentices' personal/social problems
- Need for integrating training into the quality policies of the companies.
- Need for contributing to the government's policy of support and adherence of young people in their educations.
  - Official aim: 95% of a youth cohort will fulfil a youth education in 2015!
- General wish to continuously optimizing the school-company partnership.



# Background: Danish traditions and culture

- In-company training is steered equally by the social partners and in cooperation with the Ministry of Education
  - realized in the so-called 'trade-committees' and in 'local education committees', attached to each vocational college
  - Realized as counsels for the government
- A tradition-based and cultural resistance against top-down steered regulations
  - Very important with involvement, commitment and reasonable arguments / proofs.
- Tradition for independency and decentralisation
  - although there are tendencies towards profession-crossing merges, but not yet branch-crossing merges of trade committees



## → Principles for qualifying training

### ■ Voluntariness

- Key words: increasing high-quality training as a part of quality assurance and as a factor for attracting and adherence to the company.

### ■ Motivation

- Company-owners or directors understand the economic rationale:
  - It is cheaper to prevent drop-out than finding and hiring new apprentices or harming the branch / trade, by losing training-places.
  - Facing challenges from globalisation!
- Bottom up:
  - Trainers become involved and convinced themselves, for example through their union.



# Support of trainers

## ■ Virtual tools

- TraenerGuide
- Elevplan
- Partnership contracts
- Etc.

## ■ VET schools' consultants

- Since 2007: Efforts for implementing short-time courses, run by VET schools' consultants, financially supported by the state.
- Implementation of principles around mentoring.
- Model projects about for example portfolio issues.



# Visions

- A steady-going increasement of quality in in-company training.
- A continuously improving partnership between the vocational colleges and their training companies.
- An increased focus on lifelong learning, as a potential for the in-company trainers own empowerment and for the apprentices' pespectives on their (vocational) carreer.



# Expected results / products of the project

1. Transfer from Danish TrænerGuide & improvement of the original product
2. 'Generic model': European TrainerGuide
3. National TrainerGuides in national languages, adapted to the countries' conditions
4. Network for exchange of best practise
  - as 'communities-of-practise'



# References

- [www.trainerguide.eu](http://www.trainerguide.eu), access from November 2009
- Access to Danish TrænerGuide: [www.traenerguide.dk](http://www.traenerguide.dk), username: train, password: trainer
- Danish vocational system
  - Danish Ministry of Education  
<http://www.eng.uvm.dk/Fact%20Sheets.aspx>
  - Authority within the Danish Ministry of Science, Technology and Innovation <http://www.ciriusonline.dk/Default.aspx?ID=3771>
- Contact
  - [traener@traenerguide.dk](mailto:traener@traenerguide.dk) at Danish TraenerGuide Association
  - [Regina.nielsen@delud.dk](mailto:Regina.nielsen@delud.dk) at Metropolitan University College

