**Workshop 2: new demands on in-company trainers, from a training role to a recognised occupation?**

We had two presentations, the first from Denmark (Regina Nielsen) and the second from Ireland (Nora Byrne).

The core topics emerging from the first one, was the focus on qualifying training. Denmark has a dual system and trainers are mainly skilled workers and the structure is low-hierarchical.

Another feature consists of Individual education plans focused on personal goals.

In-company training is organized by trade-committee that advise ministry of education;
There is strong a resistance against top-down steered regulations as well as a tradition for independency and decentralisation

So what to do for qualifying training? They found out initiatives to motivate and within all the virtual tools used, we looked in depth a project available at [www.trainerguide.eu](http://www.trainerguide.eu). It was the first tool in denmark to support trainers, was implemented in 2007. a very user friendly guide and very interesting. It gives the chance to download materials and customized them according to the company.; the material are very easy to manage, actually very practical tool. Now is a Leonardo project in progress and the guide can be used as a framework competences, a tool of reference. The English version is still not completed

Austria has a similar tool [www.ausbilder.at](http://www.ausbilder.at) it’s not well-known but companies who had used are very happy with it.

As regards the Irish presentation, the content regards competences standard for trainers in Ireland. Three groups were identified: trainers, training managers and consultants. 36 core competences were set. For trainer competencies, we have communication skills, specific training skills such as assessing training needs and the ability to link training to client’s business objectives.
Then Nora showed us a specific project called “Training providers competency skill net” launched at the beginning of 2008 promoted by the Ministry of Lifelong Learning. According to this project the implication for trainer regards standards and benchmark, career progression route and instrument to improve performance of in-service training.

Main issues of the discussion:
- No contradiction between Denmark and Ireland.
- The presentation shown were complementary; a recommendation for TTNET to work on this topic; more dialogue in order to integrate the two systems.
- There is a need for TTNET to promote the flexibility.
- Cooperation between school and companies will be very fruitful.
- Developing of citizenship.