

Requirements for VET educators

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 NETHERLANDS

Timeline



ID number 28460

Description

In 2014, a revision of teacher requirements was proposed by the national teacher body Onderwijscoöperatie, which represents the teaching profession. The revised requirements were approved by the education ministry in 2015 and have become effective as of 2017. Formal requirements were divided into three categories:

- (a) subject content requirements;
- (b) didactical requirements;
- (c) pedagogical requirements.

Teachers in primary education, in secondary education and senior secondary vocational education are required to have a bachelor's degree, while in upper secondary education teachers should have master's degree.

The education ministry imposed more stringent quality requirements for second-career teachers in May 2016. Second-career teachers (*zij-instromers*) can enter the teaching profession in primary, secondary, and upper secondary vocational education following an aptitude test. After the test, and satisfying other qualifications, second-career teachers can teach temporarily. They have to obtain a teaching licence within a two-year period.

2015 Approved/Agreed

2016 Implementation

2017 Implementation

2018 Implementation

In 2018, the education ministry approved the introduction of specific competence requirements for instructors who want to work in VET. On 1 August 2018, the competence requirements for upper secondary VET (MBO) instructors (including specific professional, didactic and pedagogical competences) came into force. The requirements have been developed by the professional association for VET teachers and trainers in the Netherlands (BVMBO).

2019 Implementation

In 2019, the position of instructors was further strengthened by a subsidy for further education. Instructors who meet the relevant competence requirements and want to follow a bachelor or associate degree course, can apply for a subsidy for the reimbursement of study costs. The costs covered include the reimbursement of tuition fees, study facilities and travel expenses up to EUR 7 700 per academic year, for a maximum of three academic years.

Also in 2019, BVMBO set out in a document the image of the profession of the VET teacher. The document contributes to the further discussion about continuous learning and career lines of upper secondary VET teachers. The professional image provides a common view and language on the profession and provides insight into the development opportunities in the profession of VET teachers. The goal behind the development of the professional image is that it will raise the attractiveness of the profession.

2020 Implementation

The measure is operational and runs as a regular practice.

2021 Implementation

In consultation with VET institutions, teacher training institutions have developed associate degree (AD) programmes aimed at the profession of VET instructor. With a new legal amendment, graduates of these AD tracks are allowed to perform instructor activities in VET. In addition, there is the specialist training course MBO instructor (*Instructeur mbo*, EQF level 4), whose graduates also meet the competence requirements for a VET instructor.

2022 Completed

The measure is operational and runs as a regular practice.

Bodies responsible

- Ministry of Education, Culture and Science

Target group

Education professionals

Teachers

Thematic categories

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

Subsystem

IVET CVET

Further reading

Extra funding for training instructors

Image of the profession of the VET teacher

Amendment of the Regulations for the designation of certificates for educational support activities of vocational education instructors, Official Gazette, 1 July 2021

“ … ” **Cite as**

Cedefop, & ReferNet. (2026). Requirements for VET educators: Netherlands. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28460>