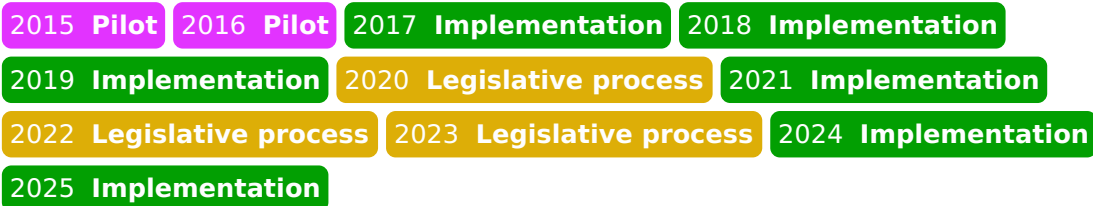


Qualification requirements for trainers in companies

POLICY DEVELOPMENT**PRACTICAL MEASURE/INITIATIVE** CZECHIA

Timeline

**ID number 28110**

Background

The position of practical training instructor is not included (listed) in the Act on Pedagogical Staff (No 563/2004 Coll.) even if an instructor performs responsible work and is in an intensive 'pedagogical contact' with VET school students.

Description

Recommendations issued by the education ministry in 2016 on agreements between VET schools and enterprises for in-company training of learners stipulate that a professional qualification and necessary experience are mandatory features of these contracts.

A school, in cooperation with the provider, should ensure, that instructors of practical training will be acquainted with:

- (a) basic concepts, principles and ways of pedagogical work with students;
- (b) the regulations of occupational health and safety, fire safety, and Decree No 180/2015 Coll., (Decree on prohibited work and workplaces);
- (c) the content, methods and goals of the implementation of practical training;
- (d) the content of framework educational programmes and school educational programmes;
- (e) the organisation of teaching.

Qualification requirements are not prescribed by any law, but the Recommendation mentions that the instructor should be qualified. This may be completed upper secondary VET in the relevant field, or a certificate of qualification included in the National register of qualifications, or a completed training course.

A 40-hour training course for trainers in companies was designed and piloted in 2015 within the ESF-supported Pospolu project. It focused on:

- (a) familiarising them with the relevant VET programmes;
- (b) pedagogy and teaching methods;

- (c) psychology and learner guidance;
- (d) training organisation and work with curricula;
- (e) health and safety requirements during workplace training and legislation/regulations.

This course is still available on demand but is based on the idea of training the trainer: teachers from VET schools are trained to become trainers (lecturers in the course) to educate trainers from cooperating companies respecting the specific requirements of the sector or area. This would give those who intend to become or already work as trainers the opportunity to have their competences recognised by taking an exam, in line with the 2006 legislation on validation and recognition of continuing training outcomes.

By the end of 2019, over 130 people had participated in the course; since 2018 representatives of employers were also interested in participation. In April 2017, vocational qualification designed with the Pospolu project has been approved under the title Instructor of practical training at a work-site and was referenced to the EQF level 5 and listed in National register of qualifications.

2015 Pilot

2016 Pilot

2017 Implementation

In April 2017, the qualification designed with the Pospolu project was approved under the title Instructor of practical training at a work-site and was referenced to the EQF level 5.

2018 Implementation

2019 Implementation

In 2019, an amendment to the Act on Pedagogical Staff was drafted and submitted for legislative process. For the position of teacher of practical training in VET schools, a certificate of the vocational qualification of Instructor of practical training at a work site which is included in the National register of qualifications would be one of the accepted certificates of the teaching skills. For this purpose, a new qualification has been prepared to join the current qualification for instructors in companies. It was designed especially for experts with ambitions to teach practical training at school.

2020 Legislative process

The Chamber of Deputies of the Parliament of the Czech Republic continued to discuss the Amendment to the Act on Pedagogical staff.

2021 Implementation

The Amendment to the Act on Pedagogical Staff regarding requirements to practical training teachers was agreed by the Chamber of Deputies of the Parliament of the Czech Republic at the end of January 2021 and was waiting for approval by the Senate. However, at the end of May, the Senate rejected it. The Chamber of Deputies postponed the vote on the Amendment and it had not been resubmitted to the Senate prior to the elections in the autumn of 2021.

In 2021, the National Strategy for small and medium-sized enterprises 2021-27 was approved. For the area of workforce, skills and education, it emphasises measures to support the training of instructors at practical training providers, their certifications and development of methodological materials.

2022 Legislative process

The draft amendment to the act was reintroduced in the legislative process at the end of 2022.

Under the current legislation, no specific qualification is required for persons who perform the role of practical training instructors at employers' workplaces. Since 2017, only 12 persons have obtained the certificate of vocational qualification 'Instructor for a practical training at a work-site' listed in the National Register of Qualifications (NSK). In 2022, a total of 9 awarding bodies had this vocational qualification in their offer, mostly upper-secondary VET schools.

2023 Legislative process

On 7 June 2023, the President of the Czech Republic signed an amendment to the Act on Pedagogical Staff (No. 563/2004 Coll.). This long-awaited amendment simplifies the process for trainers in companies seeking to become vocational teachers in schools. It expands existing opportunities for obtaining a teaching qualification thanks to new pathway for vocational teacher qualification. The amendment allows graduates of upper secondary VET programmes with Maturita examination or VET certificate to obtain the newly established Vocational Training Instructor qualification listed within the National Register of Qualifications (NSK). The education completed must be relevant to the subject taught (for example, a graduate of secondary education with VET certificate in cook-waiter (three year programme), after obtaining the vocational training instructor certificate (NSK), may work as a vocational training teacher in the same field. The amendment introduces a new requirement of at least 5 years of professional experience in the relevant field. The vocational qualification exam does not require prior formal education, although it is possible to follow a preparatory course if such a course is offered by educational institutions.

Additionally, in 2023, the qualification for Instructor of practical training at a work site was updated.

2024 Implementation

In 2024 there were 3 authorised entities for the Vocational Training Instructor qualification. In 2024, 7 persons have obtained a certificate of professional qualification. Meanwhile, 44 individuals received the vocational qualification as Instructor of practical training at a work site, a significant increase from only two certified individuals before 2020.

2025 Implementation

The amendment to the School Act from June 2025 stipulates, that the organisation of dual providers (a nationwide operating employers' organisation) must issue a provider certificate to the provider (person or organisation) that proves having among others one or more professionally trained persons who have obtained a professional qualification of instructor (either Instructor for practical training at a work-site or Vocational training Instructor), listed in the National Register of Qualifications in accordance with the Act on the Recognition of Further Education Results, or have obtained qualification as a teacher of practical education or vocational training teacher. Dual training will come into effect on January 1, 2026.

As of October 2025, there are 55 holders of this professional qualification.

Bodies responsible

- Ministry of Education, Youth and Sports
- National Institute for Education (until 2019)
- National Pedagogical Institute of the Czech Republic

Target group

Education professionals

Trainers

Entities providing VET

Companies

Small and medium-sized enterprises (SMEs)

Thematic categories

Modernising VET offer and delivery

Expanding VET programmes to EQF levels 5-8

Teachers, trainers and school leaders competences

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

Subsystem

CVET

Further reading

[Instructor of practical training at a work site - National register of qualifications](#)

[Website of the National Pedagogical Institute with courses for in-company trainers/lecturers or school teachers who educate/train instructors of practical training at a work site](#)

[Vocational Training Instructor - National Register of Qualifications](#)

Related policy developments

2025 Implementation

Strategy to support small and medium-sized enterprises in the Czech Republic 2021-27

Strengthening cooperation between companies, especially SMEs and schools, will be implemented by means of promoting and organising joint events. The strategy also promotes organising of students' work placements and internships in businesses.

 CZECHIA

Type of development

Strategy/Action
plan

Subsystem

CVET

2025 Approved/Agreed

Quality standards for company and school-based workplaces for practical training

The Ministry of Education, Youth and Sports focuses on expanding options for students to get practical training in a real work environment with the use of elements of the dual system of VET.

 CZECHIA

Type of development

Practical
measure/Initiative

Subsystem

IVET

2022 Completed

Master craftsman qualification and examination model

The project Master craftsman examination system (*Mistrovska zkouska system*) was launched in November 2017 and lasts until 2021. The project defines the overall master craftsman examination model and prepares comprehensive expertise for its implementation.

 CZECHIA

Type of development

Practical
measure/Initiative

Subsystem

CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Qualification requirements for trainers in companies: Czechia. 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/28110>