We are pleased to release the first issue of the TTnet Newsletter.

The Newsletter highlights the activities and achievements of the TTnet network and informs about developments in the field of VET teachers and trainers at national and EU level.

- **EU Developments**
- **TTnet network Cedefop**
- **News from TTnet national networks**
- **Events**

For more information on TTnet, please consult: [http://www.trainingvillage.gr/etv/Projects_Networks/TTNet/](http://www.trainingvillage.gr/etv/Projects_Networks/TTNet/)
EU developments

The Helsinki Communiqué

The Ministers in charge of VET in 33 countries adopted on 5 December 2006 the Helsinki Communiqué on Enhanced European Cooperation in Vocational Education and Training. VET teachers and trainers and their continuous professional development are confirmed as a priority.


The new Lifelong Learning Programme 2007-2013


The Commission’s Focus Group on Teachers and Trainers in VET

Established by the Commission in March 2006 as a sub-group of the Cluster “Teachers and Trainers”, the focus group’s role is:

- to support the cluster “Teachers and Trainers” by providing content input on VET-related issues;
- to identify major trends in the development of VET teachers and trainers;
- to foster reflection on the Commission’s activities in the field of VET teachers and trainers.

Contact person at the Commission: Peter Baur.

TTnet has an active role in the activities on the focus group and is represented by Mara Brugia. TTnet Italy (ISFOL), TTnet Germany (BIBB) and TTnet Portugal (IEPF) are also members of this group.

Two meetings of the Focus Group were held so far (29 March and 29 June in Brussels).

Additional information on the Cluster “Teachers and Trainers” and on the Focus Group on VET Teachers and Trainers is available at the Virtual Community “EU Knowledge System for Lifelong Learning” hosted at Cedefop’s Trainingvillage: http://communities.trainingvillage.gr/ks-lll

The Focus Group is currently working at a Peer Learning Activity on “Bridging the gap between the world of school and the world of work”, Austria, 5-8 March 2007.
TTnet network Cedefop

Expanding the network

Welcome to TTnet Latvia

TTnet Latvia was launched on 16 June 2006 in Riga. The Conference gathered 70 participants representing the key national stakeholders. TTnet Finland and TTnet Malta actively contributed to the event.

*National coordinator: Humanitarian Institute - Riga Technical University*

*Contact person: Anita Lanka*

Welcome to TTnet Cyprus

TTnet Cyprus was launched on 14 November 2006 in Nicosia. TTnet Finland, TTnet Italy and TTnet United Kingdom actively contributed to the event. The Conference gathered 120 participants representing the key national stakeholders.

*National coordinator: HRDA - Human Resource Development Authority of Cyprus*

*Contact person: Ioannis Zenios*

Welcome to TTnet Greece

A preliminary meeting on the establishment of TTnet Greece was held on 4 September 2006 in Athens in close cooperation with TTnet France. The official launch of TTnet Greece is planned on 14 December 2006 in Athens. TTnet France and TTnet Malta actively contributed to the event.

*National coordinator: E.K.E.PIS - National Accreditation Center of Continuing Vocational Training*

*Contact person: Despoina Mavris, Konstantinos Papaefstathiou*
Activities

Thematic project: Defining VET professions in line with the European Qualifications Framework

The main objective of this pilot project (2005-2006) was to analyse roles, responsibilities and competences of VET professions and to identify the main trends in the development of VET professions.

The professional profiles studied were:

(a) School Heads in VET public institutions
(b) IVET teachers
(c) IVET trainers in apprenticeship
(d) Adult trainers
(e) Training managers

13 TTnet countries participated in the project: Belgium, Czech republic, Denmark, Estonia, Finland, France, Germany, Italy, Lithuania, Malta, Portugal, Slovakia and United Kingdom.

The outcomes of the pilot study are available in the TTnet web site (http://www.trainingvillage.gr/etv/Projects_Networks/TTNet/)

Work on the second phase of the study will start in 2007.

TTnet contributed to the Leonardo Valorisation Conference on “Changing role of VET Teachers and Trainers”

This international conference gathering 150 participants from 19 EU countries took place on 3-4 April 2006 in Espoo, Finland. The conference focused on current challenges in vocational teacher training and included presentations on 25 Leonardo projects in the field of VET teachers and trainers. Mara Brugia attended the conference as keynote speaker.

Additional information, presentations and keynotes can be found at: http://www.ttvet.org/conference_report.htm

Publication: “Pratiques innovantes en formation et enjeux pour la professionnalisation des acteurs/Innovative practices in the field of training and related professional development issues”

Co-published by Cedefop and Centre-Inffo, this publication is the contribution of the French TTnet network to the current debate on innovation in training, the validation of experiential learning and the impact of open and distance learning on VET Teachers and Trainers.

Available at: http://www.trainingvillage.gr/etv/projects_networks/ttnet/Publications/default.asp

eTT Campus

eTTCampus - an EU-funded project under the elearning Programme - is a European Virtual Campus for teachers and trainers where they can directly compare experiences on the pedagogical use of ICT and learn through context-based work. This virtual agora and learning space develops teachers' and trainers’
knowledge, skills and understanding of the pedagogical, critical and responsible use of ICT for learning purpose.

Project promoter: the Finnish National Board of Education, also coordinator of TTnet Finland.

The project's final conference took place in Budapest on 21 November 2006. For more information please contact Kristiina Volmari (http://www.ettcampus.org/)

**TTnet Germany**

TTnet Germany was launched during the Agora conference on "New challenges for teachers and trainers in VET" (3 and 4 November 2005 in Berlin) organised by Cedefop in cooperation with the Federal Institute for Vocational Training (BIBB). The Conference gathered 80 participants representing the key national actors in VET teachers and trainers.


For further information on TTnet Germany please contact Herold Gross: gross@bibb.de or visit the TTnet Germany website at http://www.bibb.de/en/wlk18054.htm

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News from TTnet national networks

TTnet Belgium

The adult VET trainer

There is a growing need for training providers to redefine the competence profiles of their training staff, focusing on the diversity of roles of the trainer-instructor-coach-assessor as well as on the other functions supporting the training processes (training manager-client consultant – career guidance – infocoach,…).

TTnet Belgium has been active in developing a competence profile of the adult trainer and setting the lines of a modular training programme.

Forem and VDAB have exchanged experiences on different competence profiles of training staff. A workshop organised by the Université de Charleroi (CUNIC) and a seminar in Paris (CNAM), on the theme of the changing profession of the VET teacher & trainer are the results of internetwork (Belgium/France) cooperation.

The cross-national cooperation with the Dutch network was highlighted by a study visit and planning meeting at the VDAB centre of Turnhout (B) This Centre hosts a simulation device for the training of truck drivers.

For further information on TTnet Belgium please contact Eddy Donders: edonders@vdab.be

TTnet Cyprus

Evaluation and Certification of Training Providers

HRDA (the Human Resource Development Authority of Cyprus), E.KE.PIS (the National Accreditation Centre for Continuing Vocational Training of Greece) and ICAP (a large consulting company of Greece) recently launched a 36-month project aimed at introducing a system for the evaluation and certification of Training Providers in Cyprus. The fact that HRDA and EKEPIS are the national coordinators of TTnet Cyprus and TTnet Greece respectively, is an example of the fruitful cooperation among TTnet national networks. The evaluation and certification of Training Providers is one of the main objectives of TTnet Cyprus for the next year.

Project Manager: Ioannis Zenios, National Coordinator of TTnet Cyprus (i.zenios@hrdauth.org.cy).

Training Lab – New approaches and systems of Lifelong Learning

HRDA has been participating since November 2004 as partner in a Leonardo Da Vinci pilot project aiming at the development of new approaches and methods in adults training. Outcomes of the project among others include the Methodological Guide for Trainers, the Andragogical Training for Trainers programme, the Multifunctional Training Room, the Good and Best Practices and the E-Handbook.

Project’s website: http://www.training-lab.net

TTnet Denmark

Best-Practice Examples of Apprenticeship - 4 Danish case studies

TTnet Denmark (coordinated by DEL) has contributed to the ITB-Bremen University project "International Perspectives on Innovative Apprenticeship" 2005-06. The project is based on the assumption that apprenticeship can be a competitive concept in the international context when innovative apprenticeship provides high quality learning and reasonable cost-benefit ratio for different national systems. In order to prove
this, enterprises with innovative apprenticeship schemes in different sectors such as industry, business or public administration and services are selected for research.

For further information on the project or TTnet Denmark please contact Rasmus Frimodt: rasmus.frimodt@delud.dk or visit the TTnet Denmark website at www.ttnet.delud.dk.

**TTnet Estonia**

The new national coordinator is Tallinn University, Faculty of Educational Sciences. As teacher training is one of the main focus areas of Tallinn University, this guarantees visibility of TTnet among VET teachers and trainers.

Contact person is Heidi Paju, Head of Department of Vocational Education (heidi@tlu.ee).

TTnet Estonia web page (www.tlu/ttnet) and e-mail address (ttnet@tlu.ee). It also has functionality for joining the network through the web page.

Another principal development deals with teacher exchange programme. TTnet Estonia will create a database of willing and suitable VET schools in Estonia for the teachers to choose from in the framework of a voluntary exchange programme. VET teachers will get help in finding practice places in enterprises for updating their professional skills.

**TTnet Finland**

**Study Visit/Peer Learning Activity on “Enhancing Discourse between Teachers and Work-life” and TTnet Workshop on “Defining VET professions” - Helsinki and Hämeenlinna, Finland, 9-13 October 2006**

The Finnish national TTnet network has organised a TTnet Workshop on “Defining VET professions” on 11 October 2006 in Finland. The main topics discussed were the internationalisation of the VET teachers and trainers profession and their competencies.

The TTnet workshop took place in the framework of a Cedefop’s Study Visit Peer Learning Activity on “Enhancing Discourse between Teachers and Work-life”, 9-13 October 2006, Finland.

The workshop documents are available at: http://www.oph.fi/SubPage.asp?path=1,439,7557,58737

For further information on TTnet Finland please contact Kristiina Volmari: kristiina.volmari@oph.fi; kristiina.volmari@hamk.fi and Olga Lappi-Hokka: olga.lappi-hokka@oph.fi

**Publication: From Master to Tutor**


Liisa Tiilikala has outlined the development in the role of the polytechnic teachers in her PhD dissertation. Tiilikala found four cornerstones that constitute the VET teacher professionalism. These cornerstones are the vocational field, pedagogy, interaction and personality. However, even if these cornerstones are common to teachers in all fields, there are considerable differences between teachers in different fields.

Please see the publication ‘s abstract at: http://info.adm.jyu.fi/main/portti/tiedotteet/2004/03/2745/show_announcement

**Publication: The New Profile of Teachers**

Olli Luukkainen paints a picture of the profile of the teachers of the future in his PhD dissertation. The teacher is seen in three dimensions: as an individual, as a member of the work community and as a socially influential person.

Publication: VET Teachers and Trainers in Finland


The publication aims to provide an overview of teachers and trainers as part of the Finnish vocational education system. In Finland, the term “vocational teacher” encompasses teachers in vocational upper secondary education, vocational adult education and polytechnic education. The focus of this publication is on teachers and trainers within vocational upper secondary education.

The publication will be available soon on the Ministry web pages at www.minedu.fi. Until then, you can get the document from kristiina.volmari@hamk.fi or olga.lappi-hokka@oph.fi.

TTnet France

Guide des Métiers de la Formation des adultes (Guide of professions related to adult training)

Ce nouvel ouvrage souhaite donner un éclairage national et européen sur les diverses activités et fonctions d’un secteur en pleine mutation. Le cahier documentaire facilite les démarches nécessaires. Le recensement des diplômes et des qualifications préparant aux métiers de la formation permet au lecteur de se repérer aisément. Les références bibliographiques favorisent une réflexion plus approfondie.

TTnet Greece

Training of VET Trainers

EKEPIS is engaged in the implementation of a 300 hour distance learning programme on training of VET Trainers. The training programme focuses on state of the art pedagogy and adult learning methodology, making use of ICT and distance learning technics. During the first phase of the implementation of the programme, 10,000 VET Trainers, registered by EKEPIS, are already trained, in order to become eligible to participate in the final proces of accreditation, which is going to be organized and held by EKEPIS.

Defining the new profile of VET Trainers

The development of the New Profile of VET Trainers is in line with the establishment of the Accreditation System of VET Trainers and also supports the pilot implementation of VET Programmes Accreditation System, which has recently become law of the state, by means of the 113708/30-12-2005 Ministerial Decree “Accreditation System of Programmes, Knowledge, Skills and Competences”

(http://www.ekepis.gr/upload/J6UV452.pdf)

TTnet Hungary

VI. National Conference of Education Science

The members of the Hungarian TTnet actively participated in several symposia of the VI. National Conference of Education Science held at the Hungarian Academy of Sciences on 25-27 October 2006.

The conference is organised every year by the Hungarian Academy of Sciences and presents the latest developments and research activities in this field.
For further information about the conference you may visit: http://www.ektf.hu/onk

**eTTCampus closing conference**

The eTTCampus project closing conference was hosted by the Hungarian TTnet coordinator, the Hungarian National Observatory, in Budapest on 21 November 2006. For more information about the conference you may contact Krisztina Meszaros: krisztina.meszaros@omai.hu

For further information on TTnet Hungary you may contact Dr. Tamás Köpeczi Bócz: kopeczit@omai.hu

**TTnet Ireland**

In order to initiate achievement of the Trainers Network goals, a Seminar & Workshop on Establishing National Competency Standards for Trainers in Ireland was held on 26th October 2006, Dublin.

This Seminar looked at the need for a standards driven approach to support trainers and initiate the process to agree generic competency standards for trainers in the context of the Framework.

This Seminar also presented the "Competent-Sys-Trainer", a competence-based management system for trainers in Continuing Vocational Education and Training (CVET), to be integrated into existing Human Resource systems.

The outcome from this workshop will initiate the process to agree generic competency standards for trainers in the context of the Framework and work with Higher Education and Training Awards Council (HETAC) and Further Education and Training Awards Council (FETAC) to establish these as national standards and acquire recognition to a competency based system.

For further information on TTnet Ireland please contact Nora Byrne: trainersnetwork@calmar.ie

**TTnet Italy**

**Teaching to the adults: a profession in training (TTnet Italy)**


This volume presents the results of the first national survey on the social-status characteristics, the competences, the training needs and the professional method of the teachers who operate in the Adults Education sector and in particular in the Centres for the adults education (Centri Territoriali Permanenti), in Italy. The main aim of this work is to systemize and to update the information available about the human resources of the Italian VET system, as support of the policy, for the quality and integration of a sector in strong evolution.

**The trainers of the Italian vocational training system. How and why a profession changes**


The volume shows the results of a survey on the condition of the trainers who work in the regional vocational training centres in Italy. The results of such survey have put in evidence the social-status profile of the trainer, his competences and the training needs, his working career and the professional activity, the attitudes and motivational aspects close to the profession.
The condition of the teachers who operate in the State vocational schools

ISFOL, *La condizione dei docenti dell’istruzione professionale* (The condition of the teachers who operate in the State vocational schools), Il Sole 24Ore Scuola, n.17 of October 23rd, 2003

The work shows the results of a pilot research lead through a structured questionnaire given to a sample of 1,680 teachers who operate in 35 State vocational schools (Istituti professionali di Stato). The results present a useful informative baggage concerning some structural aspects (territorial distribution, composition by type and age, family situation etc), training needs, working career and professional activity, attitudes of the teachers who work in the State vocational schools.

**TTnet Latvia**

The Network’s web page is being launched to share information among key actors at national level and with other TTnet networks.

**TTnet Malta**

A half day workshop was held for all teachers and trainers at the Employment and Training Corporation where networking was one of the main topics. Speakers presented a report on what has been achieved so far on the projects in which TTnet Malta is involved with its foreign counterparts.

**TTnet Slovakia**

TTnet Slovakia (Slovak Observatory of VET, also coordinator of ReferNet) drafted the national report on Training VET teachers and trainers. Available in Cedefop’s thematic database on VET systems – eKnowVet (http://www.trainingvillage.gr/etv/Information_resources/NationalVet/)

For more info on TTnet Slovakia please contact Juraj Vantuch (vantuch@fedu.uniba.sk; sno@netax.sk)


**TTnet Slovenia**

Project TTCOMnet

From May 2005 till July 2006 TTnet Slovenia carried out the project “TTnet – the basic instrument for introducing the lifelong learning in teacher and trainer training” financed by donation scheme Phare 2003. The project was carried out by the National Institute for Vocational Education and Training (coordinator of TTnet Slovenia) in co-operation with five school centres and Institute for development of Teaching Organisation.

The project included 4 thematic actions:

- Development of the system of teacher and trainer competencies on personal, school and network level
- Development of the system of recognition of non-formal and informal acquired knowledge and skills of teachers and trainers
- Running the courses as the answer on previous need analysis
- Development of the ICT support to the lifelong learning

For more info, please consult the project’s website: [http://www.cpi.si/novica.aspx?id=81](http://www.cpi.si/novica.aspx?id=81)
Publications: (available in Slovene language only)

Plevnik, Tatjana (2006): Razvoj sistema za priznavanje neformalno in informalno pridobljenega znanja učiteljev v poklicnem izobraževanju. Center RS za poklicno izobraževanje, Ljubljana


**TTnet Spain**

A thematic seminar on the ‘Development of the professionalisation of trainers and teachers’ took place in El Espinar (Segovia), 26 and 27 October 2006. Kristiina Volmari, National Coordinator of the TTnet Network of Finland, was a key note speaker. The seminar’s programme is available at: [http://www.inem.es/otras/TTnet/novedades.html](http://www.inem.es/otras/TTnet/novedades.html)

**Work groups operating within TTnet Spain:**

- “Tele-training teaching competences”
- “Analysis and development of a glossary of training terms through a WIKI”
- “Setting objectives. Profitability of Training”
- “Certification of the Competence of Trainers for employment through the establishment of a TTnet Standard.”

**Wiki – Encyclopaedia Education and Formation Professional (Work groups: Preview of the project)**

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**Cooperation between TTnet Spain and Latin America is foreseen in 2007.**

**Publication: Training without distance**


This is the second monograph produced by the "e-learning" working group within the framework of the 5th Meeting of the Spanish TTnet Network. It contains reflexions from different experts in the field, experiences, analysis and useful recommendations for those who want to use distance learning as methodology.

**Electronic edition of the publication “Training on line”**

2nd edition of “Training on line” (a print run of 2,000 issues is scheduled)
**Transformation in training Vet Personnel, September 2006**


Fontys University of Applied Sciences and several Regional Vocational Training Centers (ROCs) have developed and are carrying out a school-based initial teacher education (educational personnel) program in which they share the responsibility for the initial education of educational assistants, trainers/instructors, tutors and teachers. In the Netherlands this type of program is referred to as ‘duaal programma’ (dual program). Such a program fits into the current policy in the Netherlands that emphasizes the role of the school employing the student teachers in on-the-job initial education and professional development of teachers (Ministerie van OC&W, 2002). This type of policy is also in accordance with recent scientific results stressing the importance of situated, authentic and informal learning.

**Competence-based training programmes VET teachers and Trainers: dual learning**

Special dual training projects involving cooperation between VET institutions (as the workplace for learning the teaching profession) and teacher training institutions have been established for people wanting to work in VET as teachers, tutor or trainer. The basis for this project initiated by a number of regional VET centers (ROCs) is threefold:

ROCs wanted teacher training institutions to take into account the function differentiation in the teaching profession. Before this, teacher training colleges educated their students as second grade teachers and there was no possibility of anticipating new functions;

ROCs fear a large exodus of their teaching staff in the coming 10 years, mainly due to retirement;

The educational innovation planned by the ROCs will be made more effective and more motivating by teaching the new standards in groups, rather than letting new teachers try to innovate educational methods at ROCs individually.

TTnet The Netherlands is involved in the development and of these dual training programs in close cooperation with a number of regional VET centers and teacher training institutes for instance in specific projects ‘training at the VET-school”

For further information on TTnet The Netherlands please contact Peter van Schijndel p.vanschijndel@fontys.nl or Henk Mandemaker h.mandemaker@fontys.nl
Events

Launching Conference of TTnet Cyprus
Nicosia, Cyprus, 14 November 2006

Journée d'échanges – Special event day TTnet France: "Plaisirs et souffrances des acteurs de la formation"
Paris, CNAM, France, 17 November 2006

eTTCampus Final Conference
Budapest, Hungary, 21 November 2006

9th TTnet annual conference
Thessaloniki, Greece, 7-8 December 2006

Launching Conference of TTnet Greece
Athens, Greece, 14 December 2006

TTnet Italy annual meeting
Rome, Italy, 31 January 2006

German Presidency, EU- Conference on Vocational Training “Making a European Area of Learning a Reality”
Munich, Germany, 4-5 June 2007

TTnet Latvia seminar
5 January 2007, Seminar for TTnet partners " VET teacher professionalisation"

PLA Austria
5 - 8 March 2006

for updated information on forthcoming events please visit: News and Events sections of the TTnet web site
(http://www.trainingvillage.gr/etv/Projects_Networks/TTNet/)

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