

# Mentoring in VET system in Estonia

*Hans-Kasper Kivilo*  
*TTnet Estonia*

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# Mentoring and induction year

- Qualification requirements of teachers 2004
  - induction year for novice teachers
- Induction year applied
  - 2004/2005 (general education)
  - 2005/2006 (VET)
- Implementation - cooperation of several parties:
  - school – university,
  - novice teacher – mentor,
  - mentor – school leader,
  - mentor – university teacher
- At the end of the induction year the leader of an educational establishment gives a general evaluation to the novice teacher, based on the report, given by the mentor.



# Role of a mentor

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- Mentoring is a partnership relation
  - Mentor helps the novice teacher to get adjusted to the educational establishment
  - Mentor supports the professional development of the novice teacher
    - Goal setting
    - Monitors the activities
    - Gives feedback
    - Supports self-analyses and reflection
  - Mentor is a colleague of the novice teacher
    - with at least 3 years of experience in VET
    - having the necessary competencies for mentoring
    - appointed by the school leader
- Universities provide training courses for mentoring (160 credit points)
- Mentoring - one of the competencies in the Professional standard of vocational teacher (2006)

