

Development of competence profiles of responsables for in-company training

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The aim of this project – belonging to the research project “Professional Minds” – is to identify challenging educational situations in companies and to develop out of them a set of validated and theoretically depend competence profiles for vocational trainers and line managers.

The development and validation of competence profiles for vocational trainers and line managers is an important condition for a highly qualitative vocational education. In a first step, based on Shulmans (2007) signature pedagogy and the situated learning approach (Lave & Wenger, 1991; Greeno, 1998) the phenomenology of the work place learning could be modelled. It could be shown, that the vocational trainers have at least three different functions in respect to a successful vocational education and that the line managers are especially important to foster implicit learning processes. In a second step, on the basis of challenging acting situations, competence profiles were formulated by means of three different approaches.

First of all, the competence profiles for vocational school teachers – developed in another subproject of the project “Professional Minds” – were analysed and partially adapted to the context of vocational education in companies. Secondly, competence profiles for vocational trainers and line managers could be derived from the education manual for future vocational trainers, published by the Swiss German Conference for Vocational trainers. The third approach mainly consisted of a Quasi-Delphi-Study. In the three first Delphi-rounds with twelve persons (six vocational trainers and six line managers), important acting situations were collected, categorised and competence profiles were developed out of them. In a fourth Delphi round, the generated competence profiles will be validated with vocational trainers and line managers (n=200). We expect to have a set of important and accepted competence profiles for vocational trainers and line managers as a result of this study. In the education and advanced education of vocational trainers and line managers, these competence profiles must be developed systematically. They are the basic elements for a professional vocational education.