



## Peer Learning Club 4 position paper Train the trainers (operational dimension)

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| 0.1     | 11/12/2020 | Elena Romanini | Valentina De Vico, Federica Labbadia, Julian Ng, Petre Platon, Hari Pada Das, Biplab Bikash Paulchoudhury, Santiago Roberto Bertoglia, Miranda Mansaku, Francesca Neiviller, Stefania Capogna. | Giovanni Crisonà |

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## Peer Learning Club 4 position paper Train the trainers (operational dimension)

Global changes are influencing all spheres of human life. The economy, world of work, and employment are changing, and the role of teachers and trainers is evolving. The new world of education and training requires the transition from the traditional "stand and deliver" to the "guide on the side" up to "flipped" teaching model. Updated curricula and up-skilling opportunities for teachers, are becoming some of the key prerogatives for responsive TVET providers. During the COVID 19 pandemic teachers and trainers all around the world were obliged to substantially change their way of teaching and many of them felt not ready for remote teaching, due to a perceived lack of competences. The European Skills Agenda 2020 draw our attention to this issue and points out that stakeholders need to *"puts forward a number of actions to be implemented at EU level to support VET reform in particular on enhancing the digital readiness of VET institutions, including for VET teachers, apprenticeships and Centers of Vocational Excellence..."*<sup>1</sup>

### **SKILLMAN NETWORK: AN ALLIANCE FOR EXCELLENCE IN TVET**

Since 2014 Skillman Network has worked to design and develop curricula for the advanced manufacturing sector. The network, counting n. 480 members in over 80 countries worldwide, is working to innovate the TVET sector, inviting different stakeholders all around the world to adopt a participatory approach to innovation for the continuous improvement of Technical and Vocational Education (TVET).

In 2019 Skillman launched the Peer Learning Clubs, thematic groups of discussion, involving stakeholders, such as researchers, Vet professionals, companies, public administrators, industrial leaders, for knowledge sharing and peer improvement, with the aim of identifying the prior challenges for a "future-proof TVET", able to contribute to the development of a knowledge-based, sustainable and inclusive society.

### **JOINT INITIATIVES FOR EFFECTIVE LEARNING ENVIRONMENTS**

We believe that the responsiveness of TVET systems and providers can be reinforced by:

- **Changing the pedagogical approach:** the role of teachers and trainers has been evolving, requiring "know-how" and skills (methodological, pedagogical, digital) for exploiting the potential offered by integration of new technologies in learning environments. This should be done through the implementation of the adequate innovation of the educational policies, but also valorizing, as much as possible, the synergies between TVET providers and businesses, by reinforcing dual systems and

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<sup>1</sup> European skills agenda 2020 <https://ec.europa.eu/social/main.jsp?langId=en&catId=1223&moreDocuments=yes>





opening settings to “hybrid teaching”, even by designing a certification system for industry teachers.

- **Innovating teaching methods:** pedagogical approach is shifting from the teacher’s role as “spokesperson”, to facilitator of learning processes: besides concrete accessibility to technologies and tools for teaching, teachers and trainers should be supported in learning how to use these new tools effectively and efficiently. It is not only a question of technicality, it is a question of adopting holistic approaches to learning, including in the design, development and delivery of learning, teaching and training activities, the key dimension of well being of all involved people.
- **Motivation is crucial for effective learning environments:** keeping teachers and educators motivated by concretely showing the impacts of new methods on the quality of teaching and by experience exchange is essential for building engaging and inclusive learning environments for all.

In conclusion, in times of disruption, as the ones we are facing, novel models of teaching and learning and more comprehensively, a substantial reengineering of TVET are urgently required for re-action, overcoming the common “fear of change”. And adequate, holistic policies are essential to support these changes.

