

# ▶ Measuring and monitoring performance of an approach to the CPD/CVET of trainers in company based training

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# Aptitude of the training personnel

*Acc. to sections 28, 29, and 30 BBiG (VET act) as well as Ordinance on Trainer Aptitude (AEVO)*

- **Personal aptitude (of all training professionals)**
  - No violations of the Vocational Training Act and the Youth Employment Protection Act
- **Professional qualification (of trainers)**
  - Final examination in an occupation requiring formal training
  - Practising the occupation requiring formal training
  - Educational qualification in vocational education and training (acc. to Ordinance on Trainer Aptitude)
  - Certificate (through part IV of examination for the master's certificate)
- **Ratios (exceptions possible)**
  - Training professionals – trainees: min. 1:3
  - Full-time trainers – trainees: min. 1:16

# Certificate of training skills, knowledge and qualification

AEVO = Trainer Aptitude Ordinance (part IV of Meister certificate)

Course to prepare for the test: 115 training hours (recommendation)

Areas covered in courses:

- |    |  |      |
|----|--|------|
| 1. | Assess conditions and plan initial vocational training,                    | 20 % |
| 2. | Prepare initial vocational training and participate in trainee recruitment | 20 % |
| 3. | Conduct initial vocational training  | 45 % |
| 4. | Bring the training to a successful conclusion                              | 15 % |

Examination by the chambers: 3 h in writing, 30 min. presentation (incl. 15 min. discussion)

 unofficial translation of the AEVO:

<http://www.apprenticeship-toolbox.eu/materials/all-materials#TeachTrain>

# CPD for trainers in company based training

## Monitoring at national level (EQAVET Indicator 2)

- Passings of Trainers` Aptitude Examinations (**AEVO**)
- **Since 2009** : 2 new qualifications for VET Trainers, not mandatory but a possibility to upgrade the qualification

### **AEVO\***

**approx. 115 lessons**

**(DQR/EQR: not assigned)**

Introduced 1972

Revised 1999, 2009

Number of examinations  
passed (participated)

2014: 86.661

2015: 85.617 (91.926  
participated)

### **Certified Vocational\*\* Educator for Initial and Continuing Training (DQR/EQR 6)**

**approx. 500 lessons**

„Geprüfter Aus- und  
Weiterbildungspädagoge“

Introduced 2009

Number of examinations  
passed (participated)

2010: 294 (324)

2015: 45 (57)

2016: 93 (111)

### **Certified Vocational\*\* Educator (DQR/EQR 7)**

„Geprüfter  
Berufspädagoge“  
**approx. 800 lessons**

Introduced 2009

Number of examinations  
passed (participated)

2011: 60 (60)

2015: 111 (135)

2016: 93 (111)

\*AEVO: BIBB, Daten-Report 2014, 2015

\*\*Statistisches Bundesamt, Fachserie 11, Reihe 3 (several years), calculations of the BIBB  
File: BIBB (A. Bahl adapted by H. Sabbagh in cooperation with BIBB Section 4.4., 2.2.)

# More relevant: CVET for trainers in company based training

## Several training offers at different levels

Programmes (Trainers`academies), workshops, network-meeting for trainers by

- the 79 Chambers of Trade and Commerce
- the 53 chambers of crafts



monitored by the  
respective  
competent Ministries  
of economic affairs of  
the 16 Länder



Evaluated at regional level/some overview statistics at national level by umbrella organisations of the chambers (DIHK, ZDH)

## Supporting offers at federal state level (examples):

- [www. Foraus.de](http://www.Foraus.de) (online portal for trainers)
- Instruments/training material developed by pilot programmes etc.  
<https://www.bibb.de/veroeffentlichungen/en/publication/show/7602>

# Many thanks for your attention

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