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Qualification of company personnel to carry out in- company vocational training

Kaili Leino, Võru County Vocational Training Centre

- 18.10.2019

Germany



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Den passenden
Auszubildenden.“ 
Arndt Overback und Ahmet Sahin, CFS Container Handel GmbH

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Ericsson Estonia Operational Efficiency team is looking for a new well-organized, cooperative and initiative Quality Specialist!



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- Coordinate and support integrated Management system implementation and control in the organization
- Coordinate and handle documents and organize document archiving
- Support continuous improvement process in organization
- Participate in internal and external audits
- Manage Intranet administration
- Handle management system databases (documents-, audit-, standards- and legislation database)
- Carry out internal trainings

Send your CV

by 27.10.2019

recruitment_estonia@ericsson.com

Use keyword „Quality Specialist“



To succeed in this role, you should have:

- University degree that contributes to the achievement of professional goals
- Previous experience as quality specialist
- Good level of Estonian, English and Russian
- Computer skills on very good level (MS Office)
- Initiative and results oriented mindset, strong personal drive and social skills
- Ability to solve problems and handle routine tasks
- Experience and understanding of international standards (ISO 9001, ISO 14001, ISO 18001) would be beneficial



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CV Online
www.cv.ee as well

Be quick, we interview continuously!

FORMS of STUDY

Full time study

School-based study
(internship)

- work practice - up to one-half of the volume of a curriculum

Workplace-based study
(apprenticeship)

- work practice - at least two-thirds of the volume of a curriculum

Instructions of work-based learning

- Student-side **instructor** and student-side **supervisor**
- Professional and pedagogical **competence**
- Guidance **throughout** the study period
- A supervisor at one placement may have up to four supervised students at a time
- The **school** shall ensure the preparation of supervisors for work-based learning guidance
- The **internship placement** shall ensure the **performance of the work organization** and **supervision tasks**

Arrangements for the implementation of work-based learning. Regulation (RT I, 29.12.2013,2. §5 lg 1, 2, 3, 4

„Train the Trainers in SMEs“ Estonia

**Project “Establishment of two-stage industry
competence centers of vocational education and
training”(ICC4VET)**

Product O3, Work Package 4

Overview

- * The period 23.01.2019 - 28.03.2019
- * Test of the training measure was carried out by VCVTC
- * Certificate for completing the training program “Train the Trainer in SMEs” was issued for 18 participants for completing a 80-hour training program
- * Curriculum was provided by PP6 Latvijas Amatniecības kamera, prepared by Dr. Alvars Baldiņš

The aim

The aim is for the program to be offered on a permanent basis by vocational schools and other providers of vocational training in future so that as many companies as possible are qualified to carry out dual vocational training.

Participants

Count of cases **18**

In the training participated owners & employees of SMEs
All participants were employed

GENDER

Female - 8 participants, 44%
Male - 10 participants, 56

AGE

25-43 years old - 5 participants, 28%
35-44 years old - 5 participants, 28%
45-54 years old - 7 participants, 39%
Prefer not to answer - 1 participant, 5%

Participants by Estonian Occupational System Classification:

- 2 participants (11%) - IT, Telecommunication and electronics (IT System and Services, Telecommunication)
 - 12 participants (67%) - Technology, Production and Processing (Metal processing and production of metal products, Wood Processing, Furniture Production)
 - 4 participants (22%) - (Commerce, Cleaning Services and Catering and Hospitality Services)
-

Trainers

Gender

3 female, 1 male

Education

100% Master degree or equivalent qualification

Age

1 trainer - 35 - 44 years old
3 trainers - 55-64 years old

Teaching experience

2 trainers - 10 -15 years
1 trainer - 5 - 10 years
1 trainer - 15 -years or more



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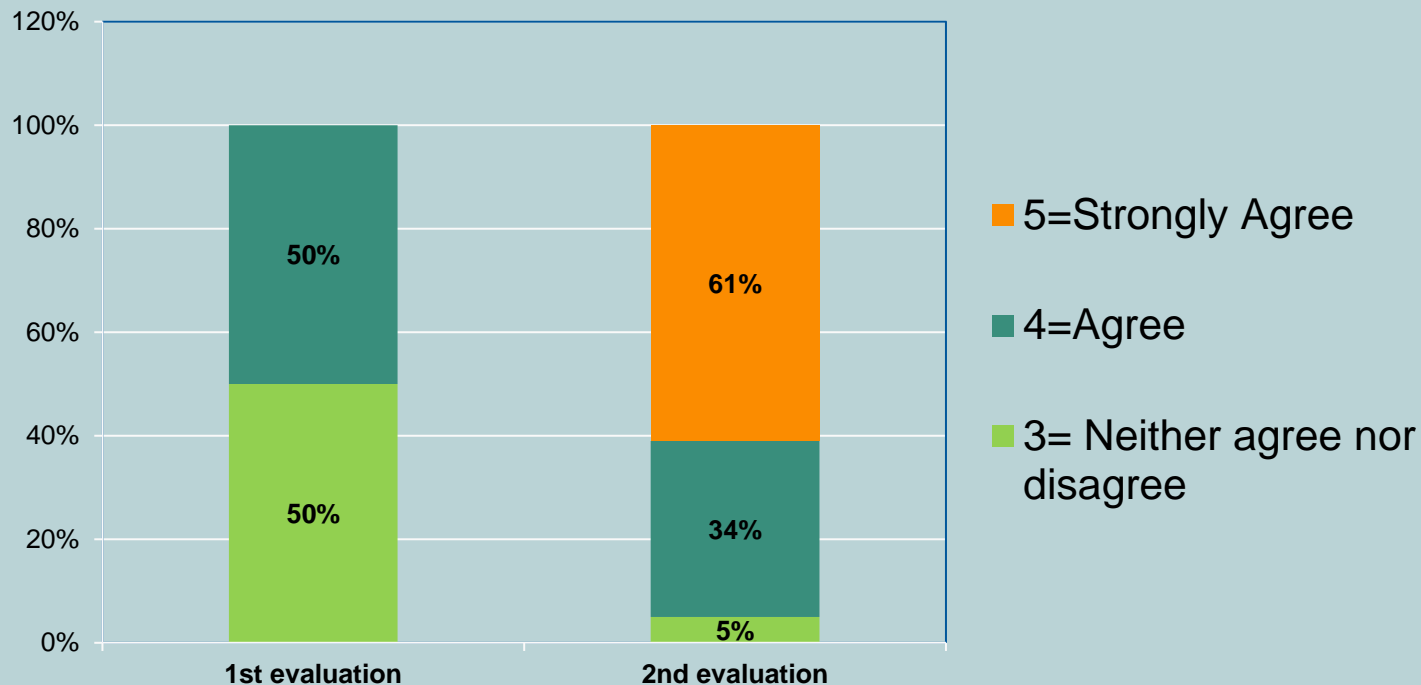
Evaluation results

- **written surveys as quantitative method - closed-end and open-ended questions**
 - written survey of all participants (five point agreement scale)
 - written survey of all trainers (five point agreement scale)
- **interviews as qualitative research method**
 - personal interviews with 3 participants
 - personal interviews with 2 trainers
 - personal interviews with 3 SMEs

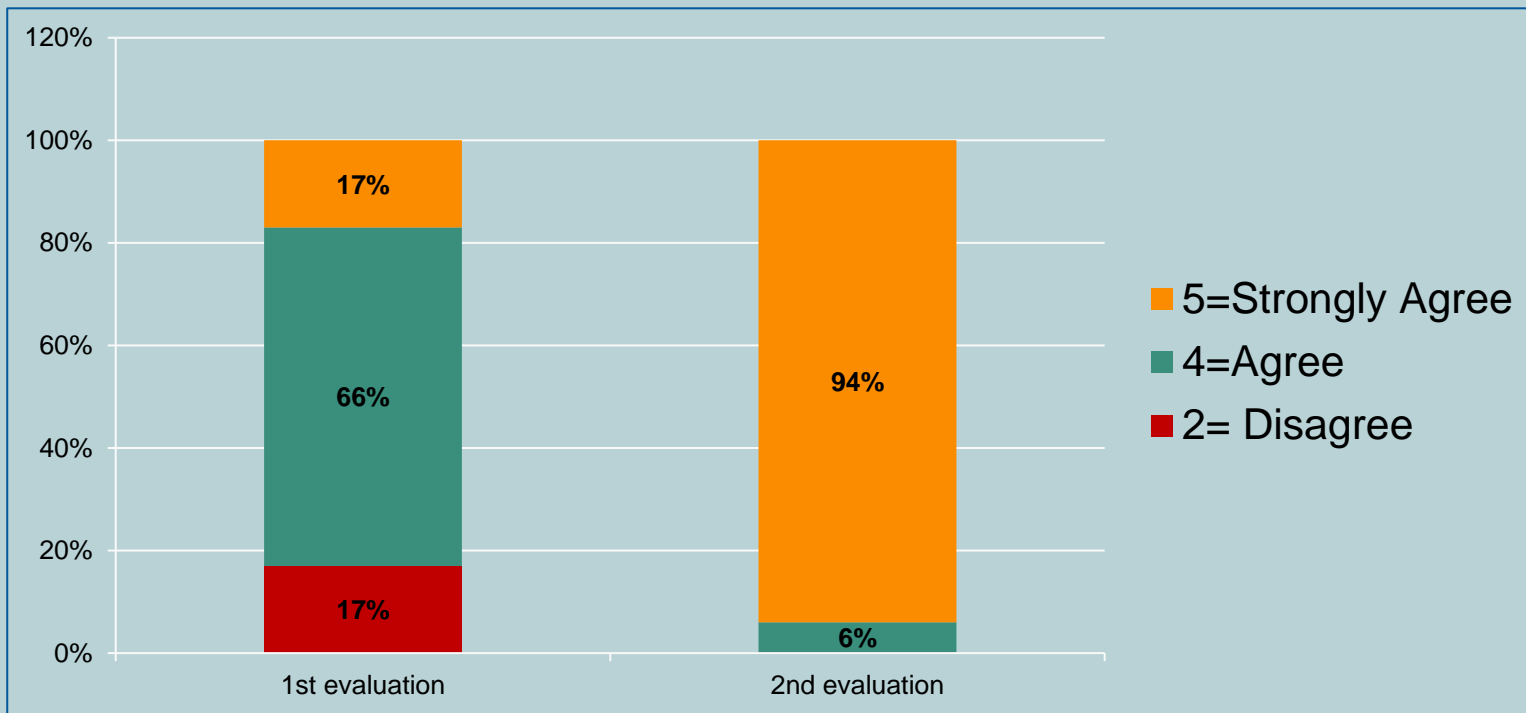
The scope of the evaluation included the following research questions:

- assessment of the compliance of training with the expectations of participants;
- assessment of the level of satisfaction of trainees;
- assessment of the possibilities of implementation of training in different countries trainees,
- determine the impact of training on the growth of professional qualifications and job situation and personal development training participants,
- responds to the question of how the skills acquired during the training can be useful to participants in their daily work.

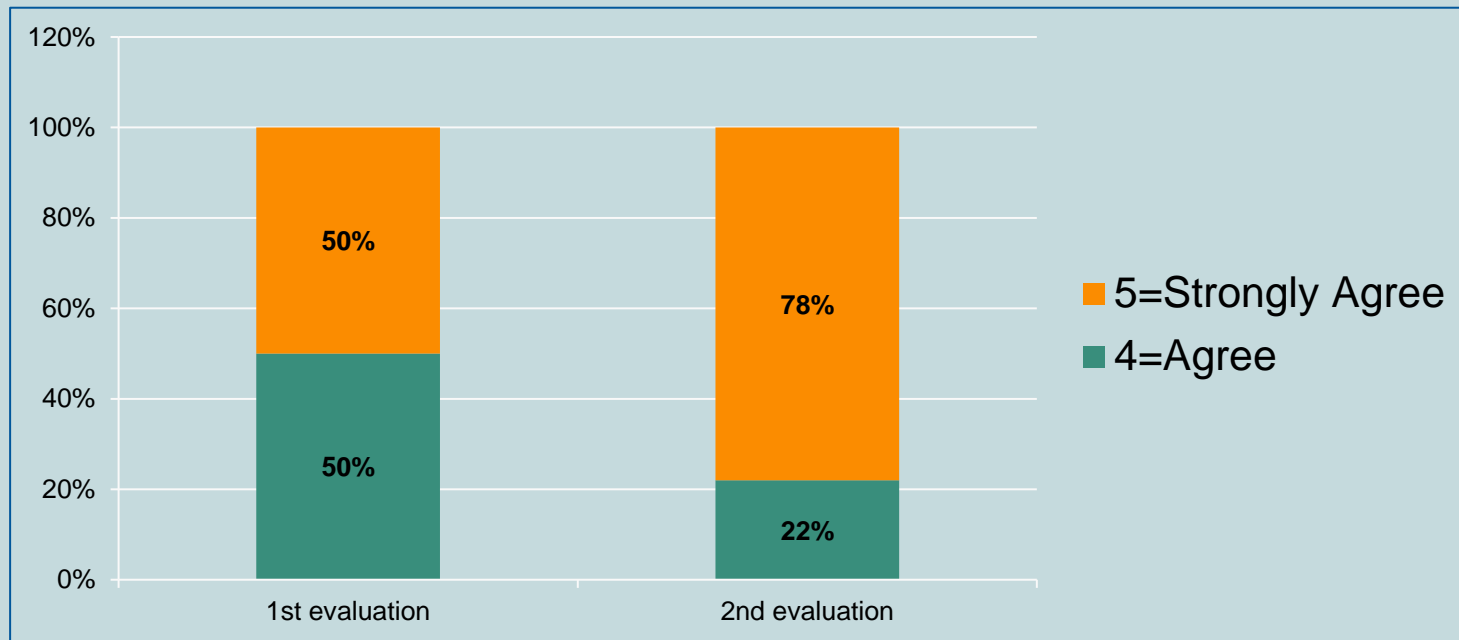
The training objectives met my expectations



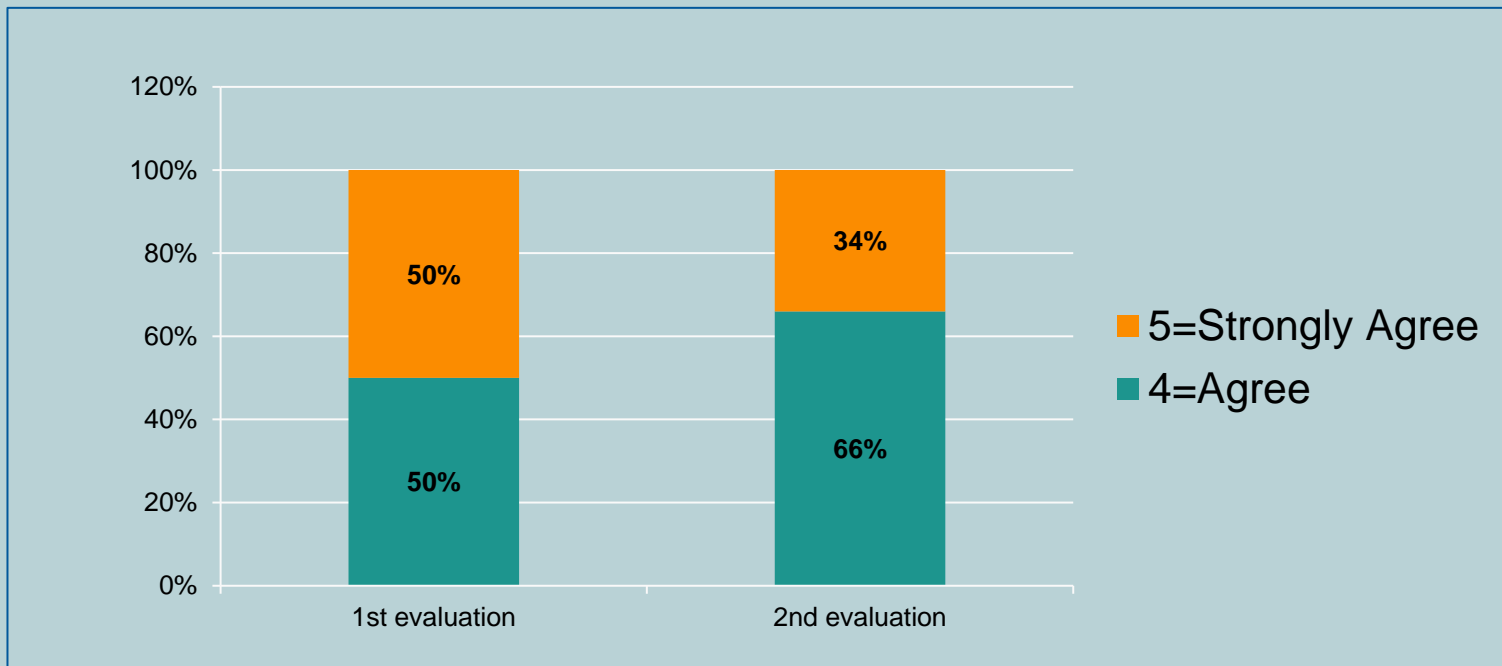
Participation and interaction were encouraged



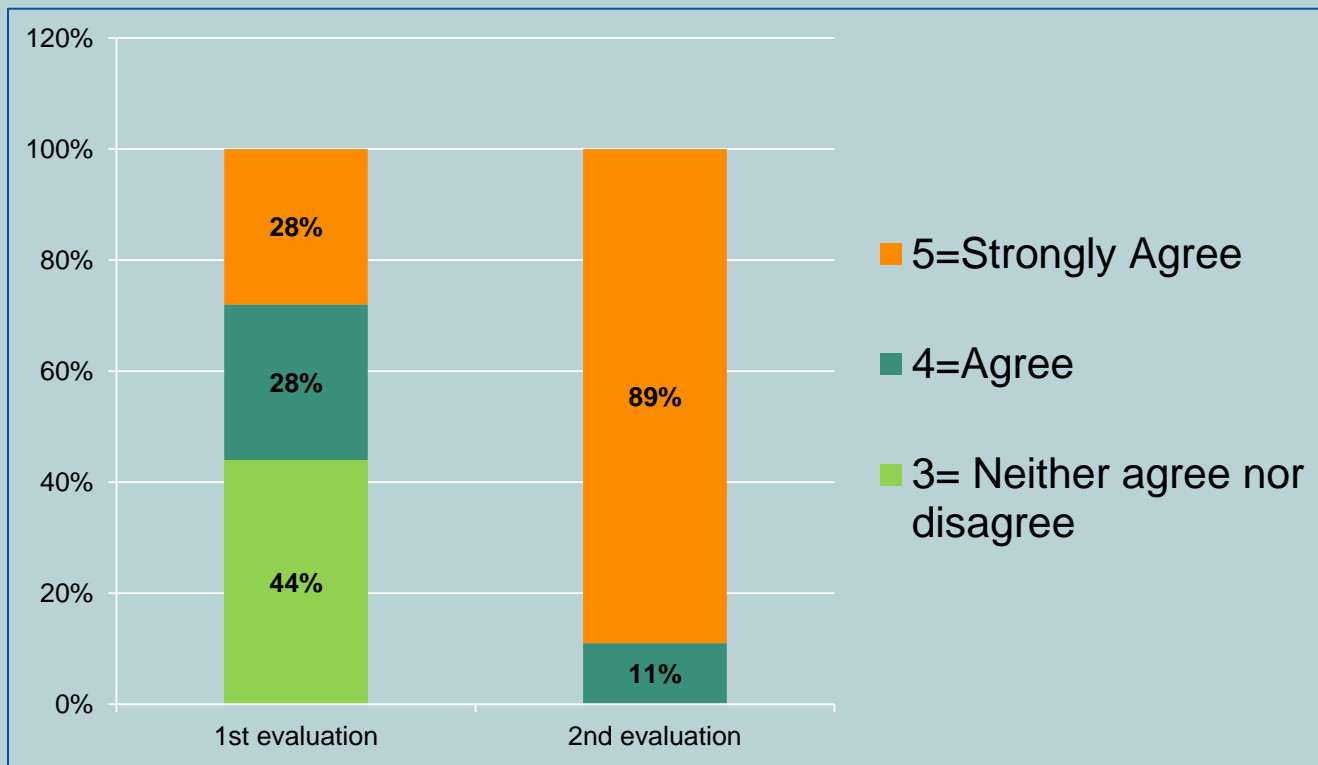
It is possible to implement this training in our country



Improving job situation. The training acquired enough abilities to work with trainees



The training will be useful for my daily work



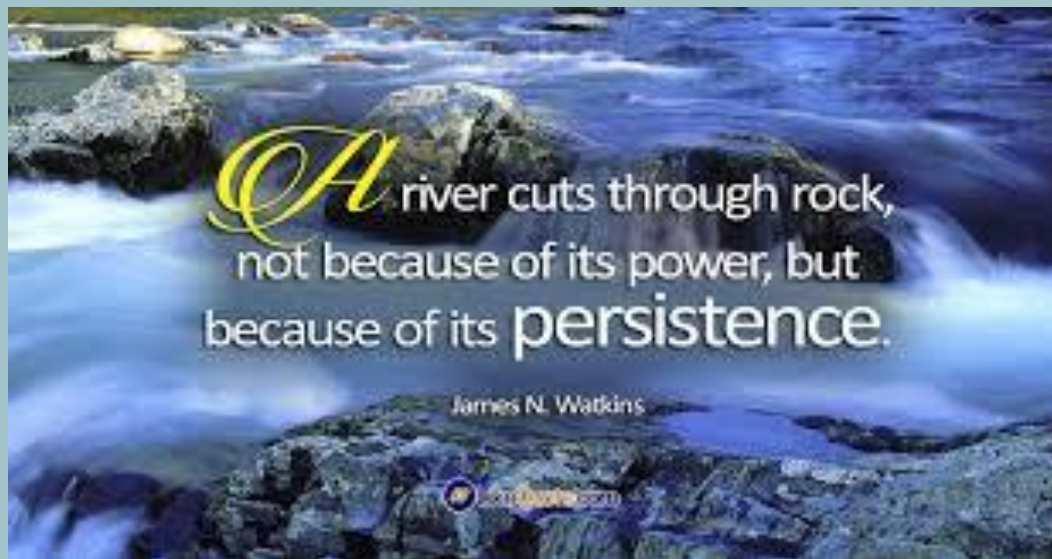
Recommendations

- To develop legally regulated dual vocational training system;
 - Responsibility and refunding should be shared equally between the vocational school and the practical training company;
 - To solve the issue of equal payment for interns and SMEs;
 - Organizing complementary trainings for SMEs before upcoming internship for free to indicate responsibilities for internship;
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- Create mentor program for VET (up to 320 hours) by country's government;
 - Government should support SMEs, reduce bureaucracy in the circulation of document, differentiating taxes so regulations would be more realistic and reasonable;
 - System for appreciating and recognizing SMEs who offer quality practical training;
 - Vocational school should regularly and more oftentimes monitor and support trainees during the internship.
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Conclusion

On the basis of the evaluation results, we can conclude that all three parties – participants, trainers and SMEs were satisfied with participating in the nonformal dual training program “Train the Trainer in SMEs”.





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Thank You for Your Attention and Interest!

Any Questions?
