

Training of Trainers in TVET

Challenge for the Development Cooperation of the Church

Bonn, 19th of March 2010

This past Friday fifty experts of governmental, nongovernmental, and Christian organizations met in Bonn to exchange their experiences with “TVET - Training of Trainers” programs in Africa.

On invitation of the German NGO “Don Bosco Jugend Dritte Welt” located in Bonn, experts from Church-based TVET programs in Mozambique, Ethiopia, Egypt, Germany, Belgium, and Austria as well as donor agencies discussed their experience and best practices in the field of Training of Trainers. The Salesians of Don Bosco are realizing TVET training programs in around 90 countries all over the world with more than 200 000 youth.

Key questions of the conference have been: How to educate and prepare a good TVET-trainer? What key competencies are essential? How to keep qualified staff in the institution? What kind of role plays the state? How to involve enterprises as partners? What could be the role of non-governmental and faith-based TVET providers?

One example from Mozambique demonstrated this cooperation: Three years ago, by request of the government, Don Bosco has started the first institution in Mozambique to train TVET instructors, teachers, and managing staff. The “Instituto Superior Dom Bosco” is part of the ongoing national TVET reform called PIREP. Dom José Angel Rajoy, director of this institute, underlined the importance of having the right mix of pedagogical and technical know-how. “In a country, where craftsmanship has a low social reputation, sometimes a teacher has to get one’s hands dirty,” he said.

A recurring topic that was intensely discussed was the perfect combination of theory and practice. Often economical expectations of donor agencies towards self-sustainability go against pedagogical requirements. Another guest speaker, Father Dr. Ing. Luigi Bergamin from Cairo, brought up a positive example for an efficient and market-oriented technical school. For several years, the Don Bosco Technical Institute has been offering short term courses and is able to cover locally the training costs for more than 3000 people yearly.

The expectations of trainees concerning their industrial training were expressed by Udo Bertrand from the Protestant Development Service (EED) in Germany. He presented an impact study from West Africa. Particularly, the informal sector provides 9 of 10 new jobs and is not taken into account sufficiently in TVET programs. Especially qualified women, said Bertrand, are hardly affected by unemployment or finding jobs covering their living costs. Comparing Technical Schools and the traditional apprenticeship, both models have deficits. But apprenticeship mixed with educational classes proves to be more efficient regarding the goal of reducing poverty in Africa.

“Computer based communication and technology (ICT) is getting more important in qualifying trainers,” mentioned Werner Schäfer, instructor for programmable logical control (PLC) at the vocational school “Waldwinkel” in Germany. “In partnership with two technical

institutes in Ghana, we train the staff in Ghana by using the internet learning platform CISCO.” Thus he is able to stay in touch with the Ghanaian trainers from Germany.

“Further and advanced training for instructors can be a good answer to reduce external migration of vocational school teachers”, argues Sebastiano Longhi, headmaster of a vocational school in Addis Ababa, Ethiopia.

The conference participants underlined that donors should invest more in human capacity building and training of trainers. The success of TVET in emerging markets cannot simply be transferred to the poor developing countries. “Still there is a lack of convincing and innovating models to reach the poorest of the poor with vocational training to tow them out of poverty” criticized Thorsten Nilges, a MISEREOR expert.

Finally, Jean Paul Muller , director of Don Bosco, Bonn, expressed his intention to continue the exchange between experts of faith-based, non-governmental, and governmental organizations on TVET in Germany.

The conference was held on the 19th of March 2010, the Catholic commemoration day of St. Joseph, patron of workers.

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Photo left: Don Jose Angel Rajoy
SDB

After the conference he had talks
with INWENT and visited the
UNEVOC office in Bonn.

