

# In a nutshell | Training for Instructors of Technical and Vocational Education Training (TVET) for companies

International Human Capacity Development for Technical and Vocational Education and Training

## Target groups

- Staff of HR and Planning Departments of Ministries and subordinated bodies
- Staff of HR Departments of in-company training centres
- Principals of Vocational Training Centres
- Multipliers for instructor training

## Access to networks

- School-Company-Alliances for Training
- Train-the-Trainer-Networks
- Round tables with representatives of VET Institutions, ministries, companies and different kind of schools
- International UNEVOC Network
- Experience exchange with Alumni Network

## Your contact

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH  
Human Capacity Development for Technical and Vocational Education and Training  
at the GIZ Academy for International Cooperation

Africa | Middle East North Africa |  
Central and South America | Central  
and South Asia  
Mannheim  
Phone: +49 621 3002-101  
Fax: +49 621 3002-132  
Email: [tvvet@giz.de](mailto:tvvet@giz.de)

East Asia | South East Asia | South  
East Europe  
Magdeburg  
Phone: +49 391 5371-304  
Fax: +49 391 5371-329  
Email: [hrd@giz.de](mailto:hrd@giz.de)

Instructors are key-figures in any training processes oriented on demand of economy. They are of crucial importance for linking TVET in schools with companies. Qualified instructors are the basis for high quality and practice oriented training processes.

## Learning outcomes

On completion of the HCD program, participants will be able to:

- analyse the actual and further training needs of instructors
- develop and implement modular structured practical orientated qualification concepts for instructor training
- apply methods for Evaluation and Quality management for instructor trainings

## Contents

- Comparative approaches for analyzing labour markets and qualification needs of instructors
- Design, Planning and Structuring of training units
- Teaching and Learning methods in practical training processes
- Teaching and Learning media in practical training
- Testing and Certification – role of instructors
- Quality management and evaluation

## HCD formats

Our measures are designed and realized according to project requirements through different HCD formats. All HCD formats are building blocks that can be adapted to the respective social and working environment, needs, objectives and participant groups of the project. They ensure the sustainability of our HCD activities by combining knowledge transfer, practical learning, acquisition of key competencies, network building and transfer coaching.