

Shaping Flexibility in Vocational Education and Training



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Shaping Flexibility In Vocational Education And Training Institutional Curricular And Professional Conditions

Simone R. Kirpal



Shaping Flexibility In Vocational Education And Training Institutional Curricular And Professional Conditions:

Shaping Flexibility in Vocational Education and Training W.J. Nijhof, Anja Heikkinen, Loek F.M.

Nieuwenhuis, 2005-12-28 Flexibility seems to be the core concept of economic and educational change in our time The promise of solutions to many problems at the individual institutional and national level evokes as much controversy as acclaim This might be related to the different perspectives of actors and researchers involved in problem solving in Vocational Education and Training VET where on the one hand solutions should be sought in key qualifications and transferability in changing teaching and learning processes while on the other political institutional organisational and professional conditions are seen as the key interventions to build a responsive workforce on the basis of a re engineered VET system Consequently flexibility in connection with vocational education and training and the labour market has several divergent connotations

Labour-Market Flexibility and Individual Careers Simone R. Kirpal, 2011-01-12 With labour markets across the world and even in social democratic Europe in a state of unprecedented flux this exhaustive study addresses the problem of how to balance job market demands personal career interests and private life becomes a central issue for millions of employees So how do modern work and employment arrangements restructure individual careers and what is required of individuals in order to manage career transitions successfully over time This is one of very few in depth empirical studies to analyze how labour market trends organisational change and the subjective work orientations of individuals interact The author s detailed assessment is based on a comparison of the structural contexts work orientations and employment histories of nurses and ICT technicians in Germany and the UK These two core service occupations as well as the national contexts of the two European nations have quite different working environments and vocational traditions Nursing is an institutionalized semi profession with clear criteria of qualification and career continuity while information and communication technology ICT is a new evolving field with varied skill backgrounds and high job mobility To arrive at an understanding of how individual career trajectories are changing this book closely examines the interplay of labour market demands employees work and career orientations and the development of their skills It records the ways in which employees adapt to increased labour market flexibility which on the one hand induces discontinuities of careers employment and work and on the other generates new skill requirements and learning expectations as well as unforeseen opportunities

Cross-Functional Knowledge Management S.M. Riad Shams, Demetris Vrontis, Yaakov Weber, Evangelos

Tsoukatos, Alberto Ferraris, 2019-03-07 Diverse kinds of knowledge are vital for each organization that would successfully compete today in an international scenario The emergent relevance of knowledge and its management in an even more complex environment opens up the possibility to analyze investigate and deepen our understanding on different aspects related to several functional areas in business management Nowadays firms that create new knowledge and apply it effectively and efficiently will be successful at creating competitive advantages The choices of the firms in selecting and

applying different knowledge process such as knowledge sourcing transferring and exploiting as well as knowledge tools may be crucial. Thus the role of knowledge as the key source of potential advantage for organizations and indeed whole economies is still a hot debate in the international landscape. This book develops insights for the management of knowledge in cross functional business areas to originate an innovative approach to the classical Knowledge Management KM field. This book provides a fresh perspective on different knowledge related topics in an international landscape highlighting the key role of knowledge and its management in business activities. Overall the primary aim of this book is to extend our understandings on how KM can be helpful in several cross functional management areas such as strategic management finance HRM and innovation as well as in different business circumstances such as M A internationalization processes and risk management.

Divergence and Convergence in Education and Work Vibe Aarkrog, Christian Helms Jørgensen, 2008. Are the educational systems in Europe becoming more similar or more different? This book deals with the issue of divergence and convergence in relation to systems learning environments and learners in vocational educational training. VET 18 VET researchers from eight countries contribute to the examination of divergence and convergence at three levels. At the national level this volume deals with the following questions: What are the consequences of the European policies that aim at converging the VET systems in Europe? What is the impact of globalization on the national systems? At the level of institutions the central issue concerns the relation between learning environments. What is the coherence between school based education and learning in the work place and how can they connect? Finally at the third level of the learners and their identities the focus is on the role of vocational educational training in the formation of biographies and identities. The book thus covers the central issues on the agenda in relation to future vocational education.

Supporting Workplace Learning Rob F. Poell, Marianne van Woerkom, 2011-01-19. During the 1990s the workplace was rediscovered as a rich source of learning. The issue of workplace learning has since received increasing attention from academics and practitioners alike but is still under researched empirically. This book brings together a range of state of the art research papers addressing interventions to support learning in the workplace. The authors are experienced international scholars who have an interest in making HRD and workplace learning practices more evidence based through practical relevant research. Although workplace learning is largely an autonomous process many organizations want to manage it as part of their broader HRD strategy. There are limits however to the extent to which the complex dynamics of learning in the workplace can be guided in pre determined desirable directions. This tension between the possible strengths of workplace learning and the limits of managing it is at the heart of this volume. The book is broken into three sections. The first section deals with workplace learning interventions including HRD practitioners strategies training and development activities and e learning programs. The second section investigates the impact of social support or lack thereof in workplace learning such as mentoring coaching and socialization practices. The third section addresses collective learning in the workplace looking at teams knowledge productivity and collaborative

capability building New Acquisitions Unesco Institute for Education. Documentation Centre and Library, 2005 **The Learning Continuity** Danielle Colardyn, Jens Bjørnåvold, Jens Bjornavold, 2005 Recoge 1 Why a European inventory 2 Issues and concepts 3 National and regional policies 4 Areas of convergence 5 Assessment and validation 6 Comprehensive national validation approaches and common European principles **Typology of Knowledge, Skills and Competences** Jonathan Winterton, Françoise Delamare-Le Deist, Emma Stringfellow, 2006 The third in a series of Cedefop publications dealing with technical aspects of the European Qualification Framework and European Credit Transfer System this book analyses current practice in countries that have made progress with evaluating and defining competence It proposes a typology of knowledge skills and competence to be used not as an instrument of harmonisation between countries but as a template to enable comparison The aim is to promote mobility in every sense bringing work based learning and knowledge acquired in higher education closer together **Report Desk Research: Praktyki wsparcia nauczycieli zawodowych zagrożonych bezrobociem** Andrzej Klimczuk, 2014-01-01 Raport omawia następujące zagadnienia System kształcenia zawodowego w społeczeństwach i gospodarkach opartych na wiedzy i kreatywności Wywania wobec system w kształcenia zawodowego Wsparcie poprzez adaptację szk zawodowych do trendów w społeczno gospodarczych Wsparcie poprzez zarządzanie kapitałem ludzkim nauczycieli zawodu Wsparcie poprzez tworzenie kultury zatrudnialności Zatrudnialność i cechy i relacje z bezpieczeństwem na rynku pracy Kształcenie przez całe życie i tworzenie równowagi pracy i życia nauczycieli i instruktorów w szkołach zawodowych Podejście do kształtowania struktury zatrudnienia w systemie szkolnictwa zawodowego Rekonwersja i outplacement nauczycieli i instruktorów w praktycznej nauce zawodu Możliwość zatrudnienia nauczycieli zawodu poza systemem edukacji publicznej *The British National Bibliography* Arthur James Wells, 2004 **Habilidades directivas** Julio García del Junco, José Manuel Brás Dos Santos, 2020-02-06 La tarea de dirigir es sencilla y compleja a la vez Dirigir un equipo una empresa un proyecto o cualquier organización lo hacen muchas personas Dirigir con éxito no lo hacen tantas Conquistar el Polo Sur lo logró Amundsen frente al fracaso de Scott y la victoria de Blas de Lezo con un puñado de hombres y algunos barcos frente al almirante Edward Vernon con 180 navíos y 23 600 soldados es un caso excepcional Eran directores extraordinarios pero todos podemos llegar a ser uno de ellos si lo necesitamos preparación Los tiempos actuales no son sencillos y por eso ser un buen director reporta grandes beneficios tanto a la organización representada como a la persona Es muy importante desarrollar las cualidades innatas en casi todas las personas y más si desean dirigir o están dirigiendo En esta nueva edición corregida y ampliada se documentan y enseñan las habilidades imprescindibles para dirigir en cualquier tipo de organización Enseñar habilidades relacionadas con su entorno inmediato dirigir equipos de alto rendimiento y gestión del tiempo facilita un instrumento práctico y sencillo para conocer cómo hacerlo mejor modelo L J y para saber cómo conectar con el exterior y hacerlo con éxito hablar en público persuasión y dinámica de reuniones También penetra en el mundo interior del director para que se conozca mejor y pueda gestionar su propia felicidad y desarrollo profesional

Todo se trata de forma pr ctica incluyendo test de autoconocimiento y amenas lecturas a modo de f bulas El libro est orientado a toda persona encargada de dirigir o deseosa de hacerlo *Boletin Internacional de Bibliografia Sobre Educacion* ,2003 15. Didattica per situazioni Elena Boldrini,Gianni Ghisla,Luca Bausch,2020-07-23T15:37:00+02:00
Formazione degli adulti Formazione professionale Formazione manageriale Formazione continua Formazione a distanza Autoformazione Negli ultimi trent anni la formazione non solo ha moltiplicato la sua presenza nei pi differenti contesti organizzativi e istituzionali ma ha anche ampliato notevolmente il suo orizzonte di disciplina e di attivit destinata allo sviluppo di conoscenze competenze capacit Lungo questo cammino la formazione ha saputo essere un luogo e un laboratorio per certi aspetti unico e privilegiato di sperimentazione e innovazione di metodologie didattiche cos da mutare profondamente e arricchire significativamente i nostri modi di pensare e costruire l apprendimento Questo volume si propone di presentare per la prima volta nel nostro Paese un ampio panorama di metodi formativi da quelli pi classici come la lezione e il role play a quelli pi specificamente centrati sul gruppo e il lavoro di gruppo da quelli ispirati dalle nuove tecnologie a quelli focalizzati sul cambiamento e lo sviluppo organizzativo da quelli pi personalizzati come il coaching e il counselling a quelli che coltivano l ambizione di favorire e sostenere la conoscenza e la cura di s dunque uno strumento indispensabile per tutti coloro che a vario titolo operano nel mondo della formazione che la utilizzano e la offrono la progettano e la realizzano

Doradcze i edukacyjne aspekty reorientacji zawodowej i wsparcia zatrudnienia zwalnianych pracowników oświaty Andrzej Klimczuk,Michał Skarzyński,Marta Juchnicka,2015-01-01 Niniejsza publikacja powsta a w ramach projektu PO KL PWP PRZYSZ O EDUKACJI ZAWODOWEJ lokalne partnerstwo na rzecz zwi kszenia adaptacyjno ci nauczycieli zawodowych realizowanego na zlecenie Wojew dzkiego Urz du Pracy w Bia ymstoku w ramach dzia ania 8 1 Rozw j pracownik w i przedsi biorstw w regionie poddzia anie 8 1 3 Wzmacnianie lokalnego partnerstwa na rzecz adaptacyjno ci wsp finansowanego ze rodka w Unii Europejskiej w ramach Europejskiego Funduszu Spo ecznego Celem projektu jest wypracowanie do ko ca VI 2015 rozwi za wsp pracy lokalnej instytucji i przedsi biorstw na rzecz modernizacji przedsi biorstw i szk zawodowych w woj podlaskim w zakresie organizacji form pracy form wiadczenia pracy godzenia ycia zawodowego z osobistym oraz adaptacyjno ci nauczycieli zawodowych zagro onych bezrobociem Przyszłość edukacji zawodowej. Metody modernizacji szkół zawodowych i zwiększenia adaptacyjności pracowników oświaty Andrzej Klimczuk,Michał Skarzyński,Dariusz Borowski,Jürgen Hogeforster,2015 Publikacja powsta a w ramach projektu PO KL PWP PRZYSZ O EDUKACJI ZAWODOWEJ lokalne partnerstwo na rzecz zwi kszenia adaptacyjno ci nauczycieli zawodowych realizowanego na zlecenie Wojew dzkiego Urz du Pracy w Bia ymstoku Publikacja prezentuje modernizacj szkolnictwa zawodowego w modelach anga uj cych kapita edukacyjny otoczenia szko y oraz aspiracje rozwojowe kadry dydaktycznej kt re nale y traktowa jako wyzwanie o charakterze strategicznym dla regionu i kt re powinno by podj te r wnolegle i wsp lnie przez organizacje pracodawc w b d cych g wnymi beneficjentami systemu ksztacenia zawodowego **Handbuch Validierung non-formal**

und informell erworbener Kompetenzen Martin Schmid, 2023-03-31 Das Handbuch enthält das gesamte Fachwissen über Anerkennungs- und Validierungsverfahren non formal und informell erworbener Kompetenzen im deutschsprachigen Raum Renommee Autorinnen und Autoren präsentieren theoretische und praktische Aspekte Prozesse und Methoden disziplinäre Zugänge Ziele Zielgruppen sowie Zukunftsperspektiven Dabei werden auch kritische und kontroverse Positionen zur Lösung dieser bildungspolitischen Herausforderung diskutiert Für das Postulat des lebenslangen Lernens ist die Anerkennung informeller und non formaler Lernleistungen von besonderer Bedeutung Wissenschaftlerinnen und Wissenschaftler finden in dem Handbuch einführendes Überblickswissen und Forschungsdesiderate Für Praktikerinnen und Praktiker aus Bildungsverwaltung Arbeitsorganisation Berufs Bildung sowie Hochschullehre liefert das Nachschlagewerk Grundlagen zur Konzeption spezifischer Validierungsverfahren

Kompetenzentwicklung für Europa Sandra Bohlinger, 2008-09-08 Welche Wirkung haben europäische Politikstrategien zur Kompetenzentwicklung Dieser Frage wird im Buch anhand des Impacts europapolitischer Strategien zur Förderung der Kompetenzentwicklung in der beruflichen Bildung nachgegangen Politische Steuerung beruflicher Bildung Entwicklung der Kompetenzdebatte aus Ländersperspektive Bildungstheoretischer Zugang Nachweis der Wirksamkeit politischer Strategien auf die Kompetenzentwicklung Wirksamkeit politischer Strategien und Instrumente zur Förderung beruflicher Kompetenzentwicklung Kompetenzentwicklung zwischen politischer Pragmatik und wissenschaftlichen Ansprüchen Herausforderungen für die europäische Bildungspolitik und forschung *Books In Print* 2004-2005 Ed Bowker Staff, Staff Bowker, Ed, 2004 *American Book Publishing Record*, 2003

From Diagnostics to Learning Success Klaus Beck, 2013-06-12 Accelerated substantial progress regarding many fields of production and services imposes pressure upon the labor market Employers are desperately looking for skilled workers in nearly all technological fields All over the world this pressure reaches the national systems of vocational education and training Along with the output orientation turn new standards are imposed forcing firms and schools to make every endeavor to improve and remodel their programs as well as their practices to reach more and more ambitious goals To be successful they need the results of scientific research from which they demand reliable information on methods to diagnose the state and learning progress of students and on means to foster and promote competencies of heterogeneous groups of learners The book offers 22 state of the art articles covering the central fields of vocational education and training and reporting on new and adequate ways to deal with these challenges

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