



Kompetenz braucht Anerkennung

Professionalization for Adult Educators

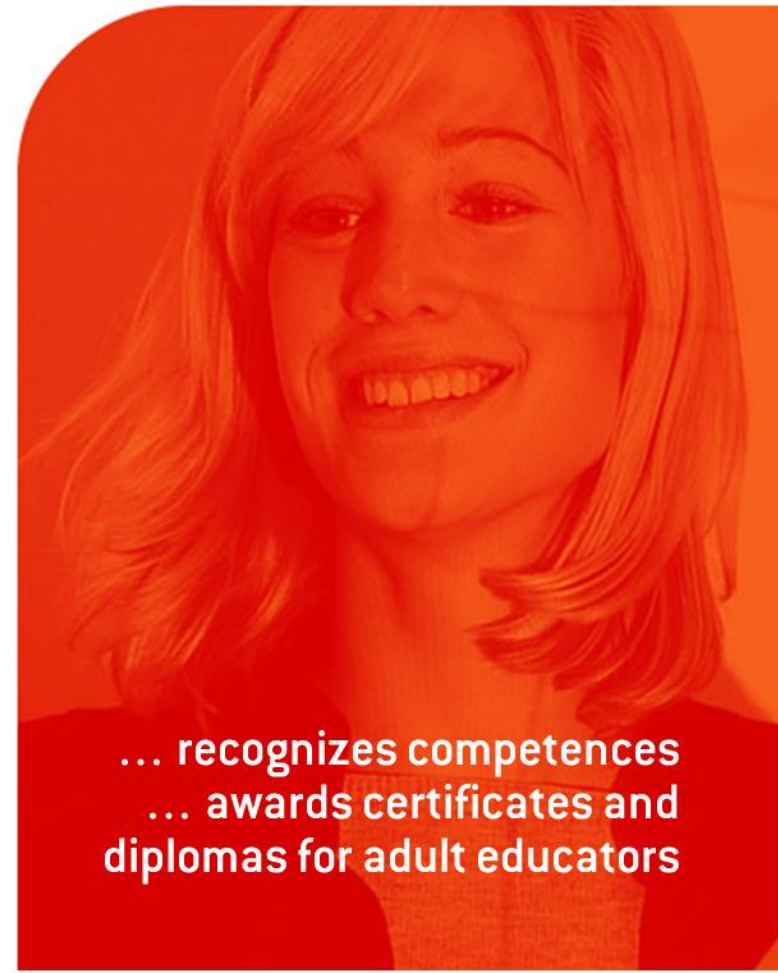
Qualification Profile for Basic Skills Trainers

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 **Bundesministerium**
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wba is a initiative of the Cooperative System of Austrian Adult Education. It is funded by means of the European Social Fund (ESF) and the Austrian Federal Ministry for Education.



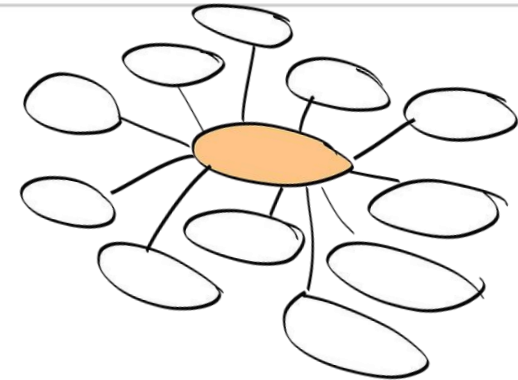
... recognizes competences
... awards certificates and
diplomas for adult educators

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Overview



- ▶ Background: Basic Skills Education in Austria
- ▶ Qualification profile for Basic Skills Trainers
- ▶ Two pathways of qualification: training courses
↔ recognition / certification process
- ▶ Certification for Basic Skills Trainers at wba



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Professionalization of Adult Learning and Basic Skills Education in Austria

- ▶ no uniform legal framework to regulate Adult Learning in Austria
- ▶ Staff qualification: no overall standard but different approaches to standardize (like wba's qualification profiles for adult educators)
- ▶ Professionalization and quality development as a central part of Austrian AL policy (Ö-Cert, IEB, wba)





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Basic Skills – a part of Adult Learning

- ▶ Basic Skills Education has moved into the centre of Austrian education policy
- ▶ Programme: “Initiative for Adult Education” (IEB) sets standards for institutions, courses and trainers that work in the field of Basic Skills Education
- ▶ Cooperation between IEB and wba to set a standard for professionalization of Basic Skills Trainers




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A qualification profile for Basic Skills Trainers 1/2

▶ aims of the project:

- 
- establish a competence profile for trainers in basic skills courses → standard for professionalization
 - establish clear admission requirements for trainers in courses funded by the Initiative for AE
 - create new, flexible and individual training pathways for Basic Skills Trainers

- ▶ Initiative and funding: Austrian Ministry for Education, Science and Research
- ▶ wba was commissioned to carry out the project

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A qualification profile for Basic Skills Trainers 2/2

- ▶ Project duration: 10/2019-04/2022
- ▶ Two steps:
 1. develop a qualification profile for Basic Skills Trainers (2019-2021)
 2. develop a validation procedure for Basic Skills Trainers (2021-2022)
- ▶ bottom up approach, involvement of experts and trainers from the field, practical orientation
- ▶ development process (activities of trainers ⇒ requirements ⇒ learning outcomes)





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Qualification Profile of Basic Skills Trainers

- ▶ sets a standard of Basic Skills Trainers / IEB
- ▶ content requirement for the accreditation of training courses and for the newly developed certification process
- ▶ describes requirements for Basic Skills Trainers in a output oriented form
- ▶ was developed with experts and practitioners
- ▶ published by Initiative of AE in April 2022:
https://www.initiative-erwachsenenbildung.at/fileadmin/docs/Qualifikationsprofil_Basisbildner-in.pdf



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What do Basic Skills Trainers need?

- ▶ **Didactics**

General Didactics, Subject Didactics

- ▶ **Counselling Competence**

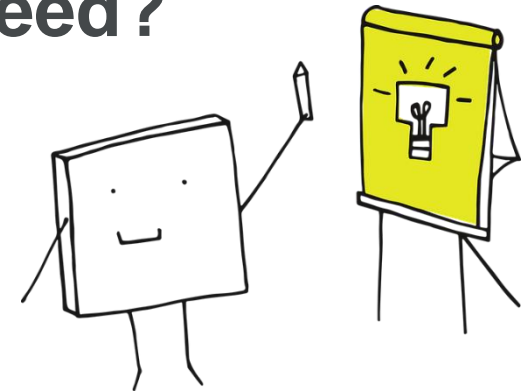
- ▶ **Professional Competence**

Language, Mathematics, Computer and Digital Skills

- ▶ **Educational Theory/Basic Educational Theory**

Teaching/Learning Theories, Sociology, Writing Acquisition

- ▶ **Social and Personal Competence**



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**Qualification
Profile
of
Basic Skills Trainers**

**Educational
Theory**

**General Didactics
+
Counselling
Competence**

**Professional
Competence**

**Subject
Didactics**

**Social
Competence**

**Personal
Competence**





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**General
Didactics
+
Counselling**

- ▶ plan, document and evaluate learning processes
- ▶ create learning environments and materials
- ▶ interact and intervene didactically and methodically
- ▶ accompany group processes
- ▶ accompany, evaluate and document learning processes
- ▶ accompany learning processes with a counselling approach



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Subject Didactics

- ▶ Subject Didactics in Literacy
- ▶ Subject Didactics in Mathematics
- ▶ Subject Didactics in Digital Skills

Professional Competence

- ▶ Language Skills in German
- ▶ Language Skills in a Second Language
- ▶ Skills in Maths
- ▶ Digital Skills



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(Basic) Educational Theory

- ▶ scientific theories, principles and characteristics of pedagogy, andragogy and basic education and relate them to their professional activities

Social Competence

- ▶ communication
- ▶ conflict solving
- ▶ acting and cooperating in teams
- ▶ reacting to the unforeseen

Personal Competence

- ▶ self reflection
- ▶ giving and receiving feedback
- ▶ professional and personal development

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Two pathways for Basic Skills Trainers within IEB

Training Course	Validation / wba-Certification
For: future Basic Skills Trainers without experience in teaching and training	For: trainers who bring along experience in teaching in basic skills courses and/or have attended (short/parts of) courses
Offered by different adult education institutes all over Austria	Offered by wba
Courses are accredited by the Initiative for AE	Fulfills the requirements of qualification for Basic Skills Trainers within Initiative for AE



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wba: Validation for Adult Educators

- ▶ wba = Weiterbildungsakademie Österreich = Academy for Continuing Education
- ▶ a validation initiative for AL staff
- ▶ Target groups: Adult educators (trainers, counsellors, educational managers, librarians)
- ▶ summative approach for recognizing formally, non-formally and informally acquired competences
- ▶ wba sets standards for AL staff with its qualification profiles ⇒ professionalization of AL



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Validation process at wba



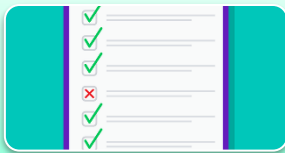
Identification of required competences (formal, informal, non-formal), comparison against a set standard (qualification profile)



Documentation of all documents in a digital portfolio



Individual **guidance** throughout the validation process



Assessment: certification workshop (simulation, live performance)



Certification: awarding of wba-certificate („Certified adult educator“)

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Overview wba-certificates

Mapped to NQF 6

wba-Diploma
„Graduated
Adult Educator“

Mapped to NQF 5

wba-Certificate
„Certified Adult
Educator“

Add-on Module
„Certified Basic
Skills Trainer“

- Specialization in:
- Teaching and Training
 - Counselling
 - Education
 - Management
 - Librarianship

Thank you for your attention!
Any questions?

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Further Information:
<https://wba.or.at/de/english/wba.php>

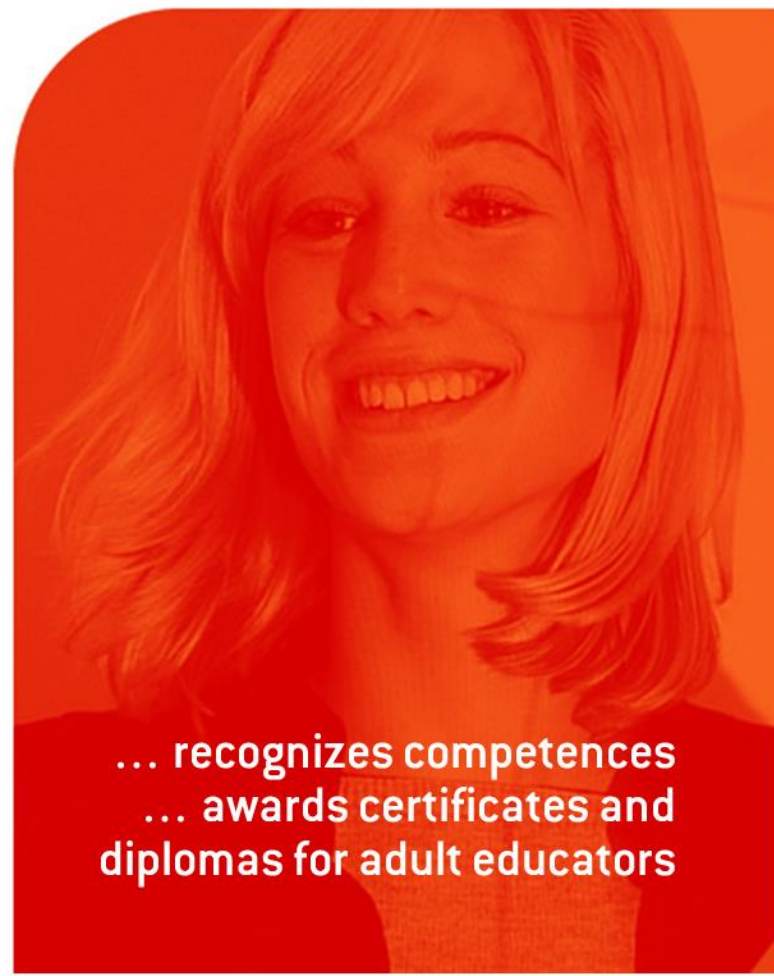


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