

Scheme 3: General features of VET teachers and trainers

FEATURES	TEACHERS	IVET TRAINERS	CVET TRAINERS
PLACE OF WORK	State vocational schools Higher technical education and training institutes/Higher technical institutes Centres for Adult Education	Public and private vocational training centres Higher technical education and training institutes/Higher technical institutes	Public and private vocational training centres Enterprises
ROLE	Provide face to face learning activities to develop basic skills in languages, mathematics, social/historical and scientific/technological areas. Develop higher skills in specific industry and services sectors as well key competences. Develop key competences for citizenship and lifelong learning (learning to learn, planning, communicating, collaborating, acting autonomously, problem solving, establishing relationships, acquiring and interpreting information).	Provide face to face learning activities (cultural, humanities, scientific, technical and practical subjects) with a special focus on professional practice. Coordinate training projects for disadvantaged people (e.g. drop-outs). Organise training projects in collaboration with employment services and enterprises. Provide guidance and counselling regarding vocational training. Provide professional support for alternate training and apprenticeship periods. Promote the establishment of integrated networks between education/training, employment and social assistance services.	Provide face to face and blended learning activities in the areas of corporate organization and management, languages, marketing, accounting, ICT, etc., to develop higher technical and organizational skills and increase the competitiveness of the productive system. Actively participate in enterprises' innovation processes. Improve people's professional skills and employability. Facilitate face to face and blended learning activities for individuals and groups. Help people (including the disadvantaged) to make choices and strengthen their professional identity. Provide guidance and counseling for learning, career and employment. Support work-based learning and promote entrepreneurship.
TYPE OF	Mainly State employees with	Mainly private employees	Mainly private employees

EMPLOYMENT CONTRACT	open-ended or fixed-term contracts	with open-ended, fixed-term and atypical contracts	with open-ended, fixed-term and atypical contracts
TYPE OF RECRUITMENT	State exam	Direct: recruitment and selection are not regulated by law	Direct: recruitment and selection are not regulated by law
PROFESSIONAL REQUIREMENTS	Specific subject degree	Degree or high school diploma and professional experience	Degree or high school diploma and professional experience
PRE-SERVICE TRAINING	Five-year academic degree followed by an Active Traineeship (Tirocinio formativo attivo – TFA) in schools	Currently not compulsory	Currently not compulsory
IN-SERVICE TRAINING	Not compulsory	Not compulsory	Not compulsory