



The relevance of non-formal IT qualifications in the German Advanced IT Training System (AITTS)

*Michael Ehrke, Metal Workers Union,
Headquarter, Frankfurt am Main*



Types of professional competencies

- **formal:**
*institutional professional education;
valid and accepted certificates*
- **non-formal:**
formal learning settings, but no certification
- **informal:**
competencies by professional practice



Formal Professional Further Education

- *annually 120.000 examinations based on german professional formation law*

Non-formal trainings

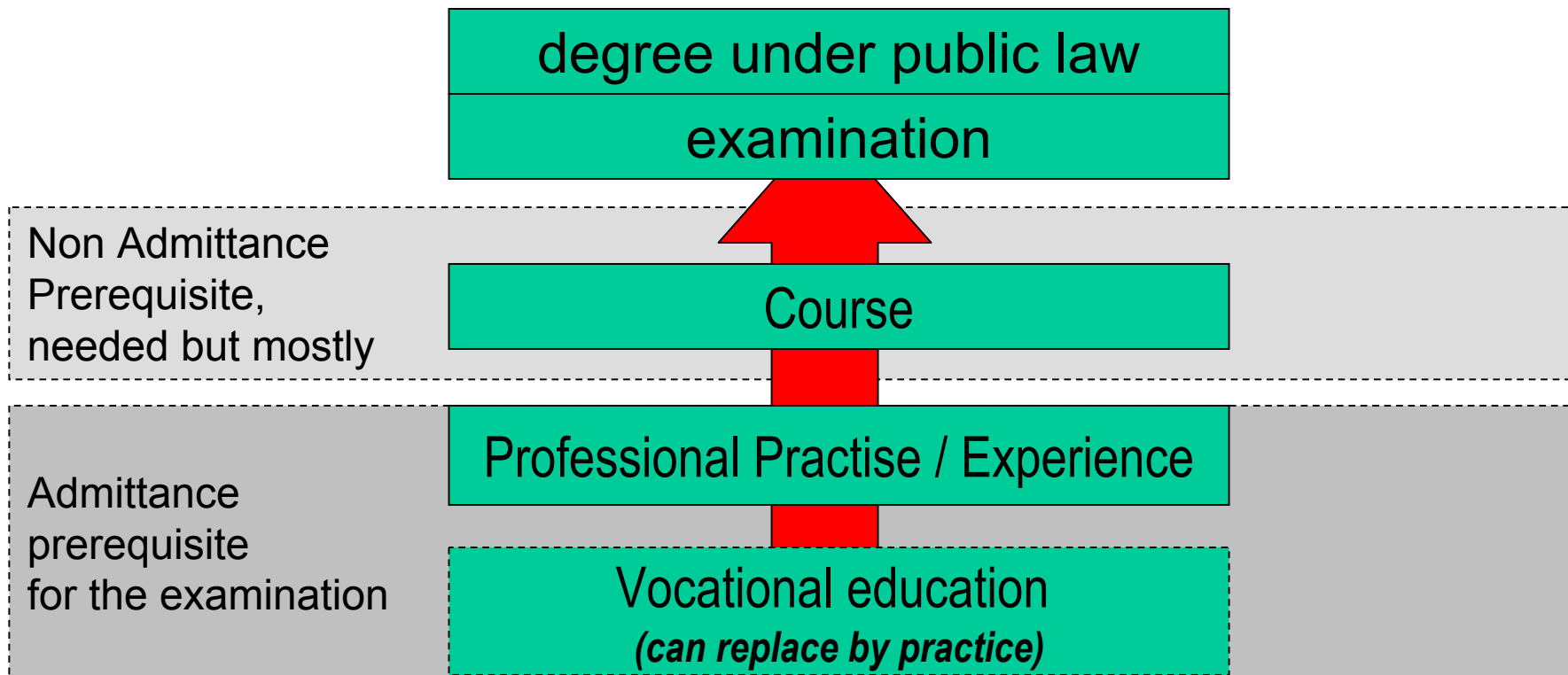
- *the greatest area of professional further education*

Informal learning

- *important in new sectors like IT and Logistics, mostly lateral entrants*



Informal competencies always have a solid place in the regulated further education in Germany.





Aims:

Employability

- *about 80 per cent of the employees are „lateral entrants“ without formal qualification*

Mobility

- *vendor neutral IT qualification standards, linked with the national educational system and with norms practiced internationally*

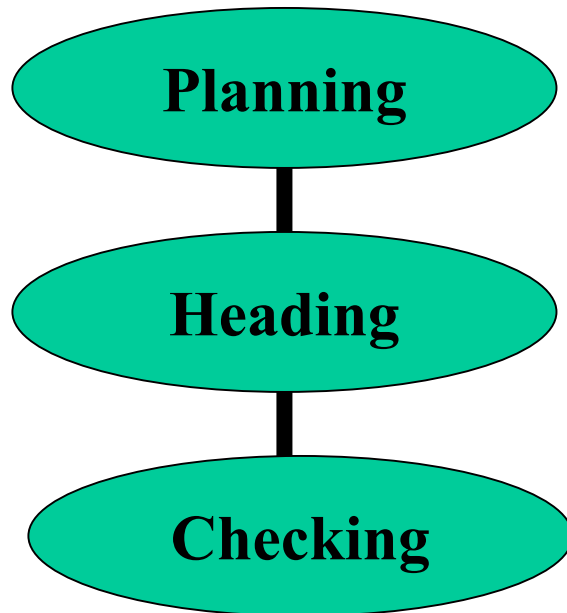
Flexibility

- *short „half value times“ of knowledge especially in IT sector*

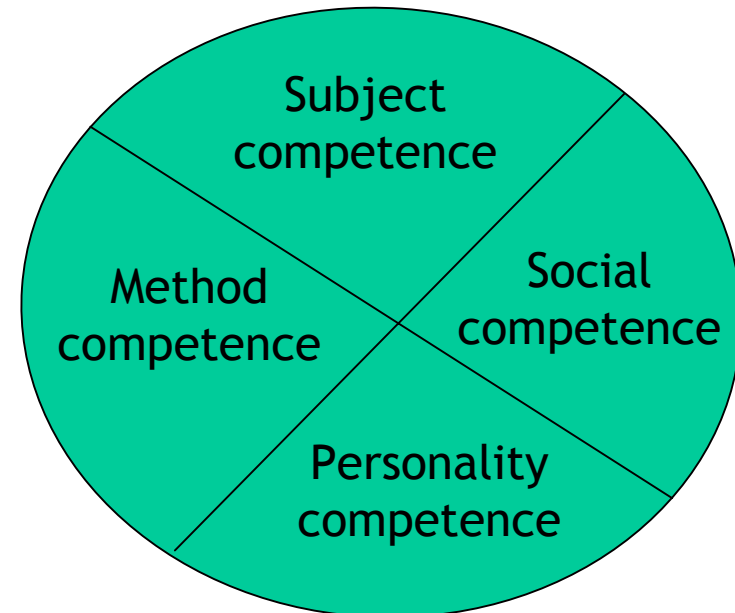


Model: Competence development

**Theory of action
structure**

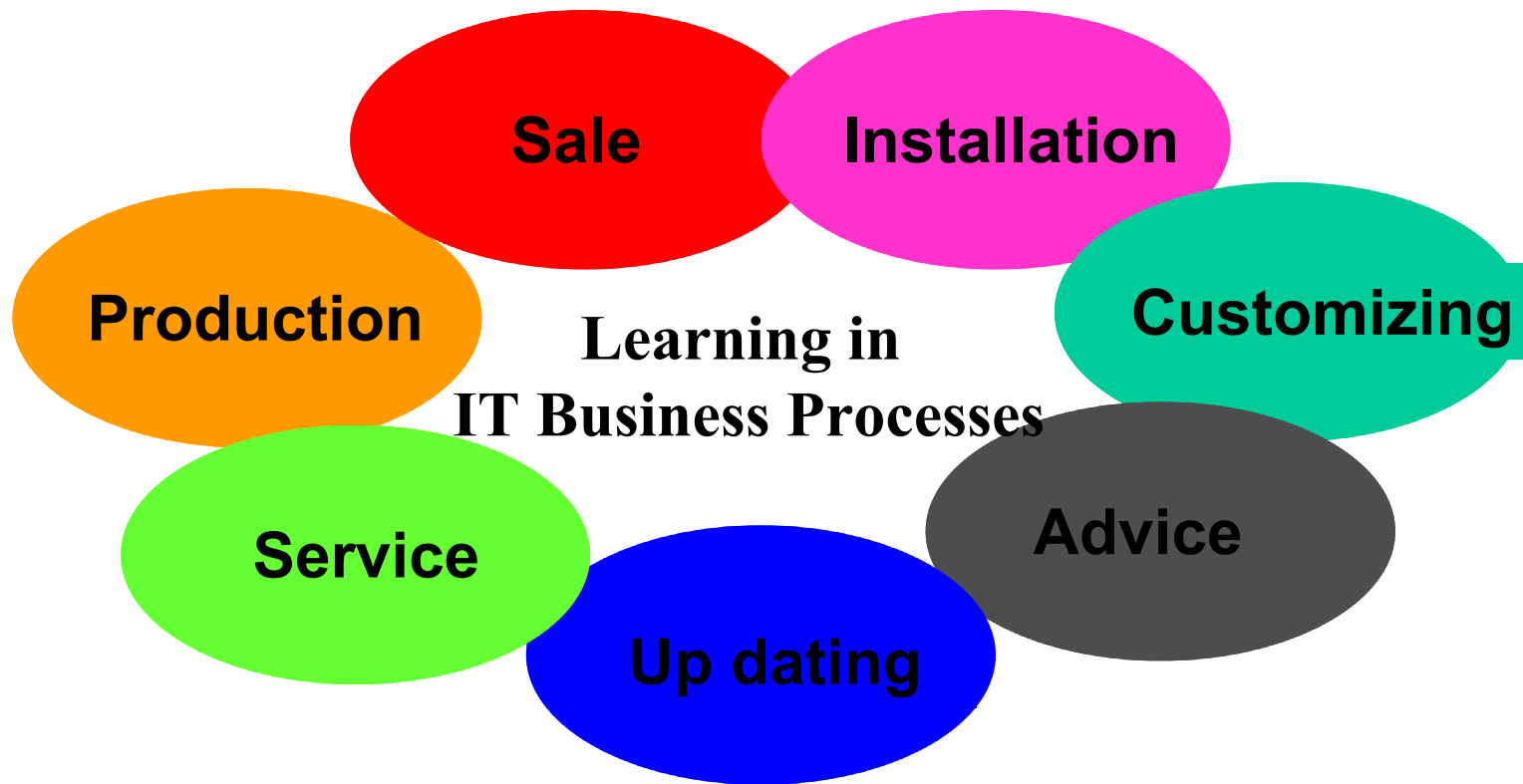


**Theory of
Competence analysis**





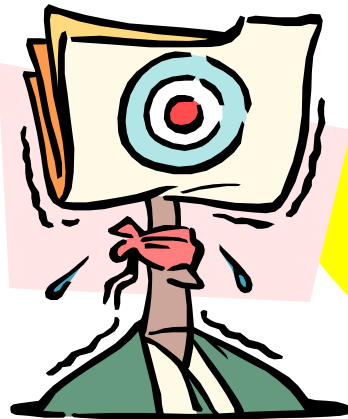
Integral process oriented competencies





Traditional Course

Learner

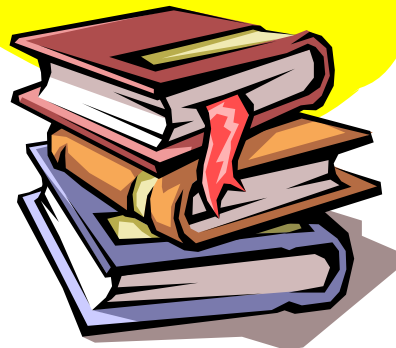


Culture of egg heads
Antiquated knowledge
receptive and passive learning
Non valid competence proof

Trainer



Curriculum





You cannot accomplish

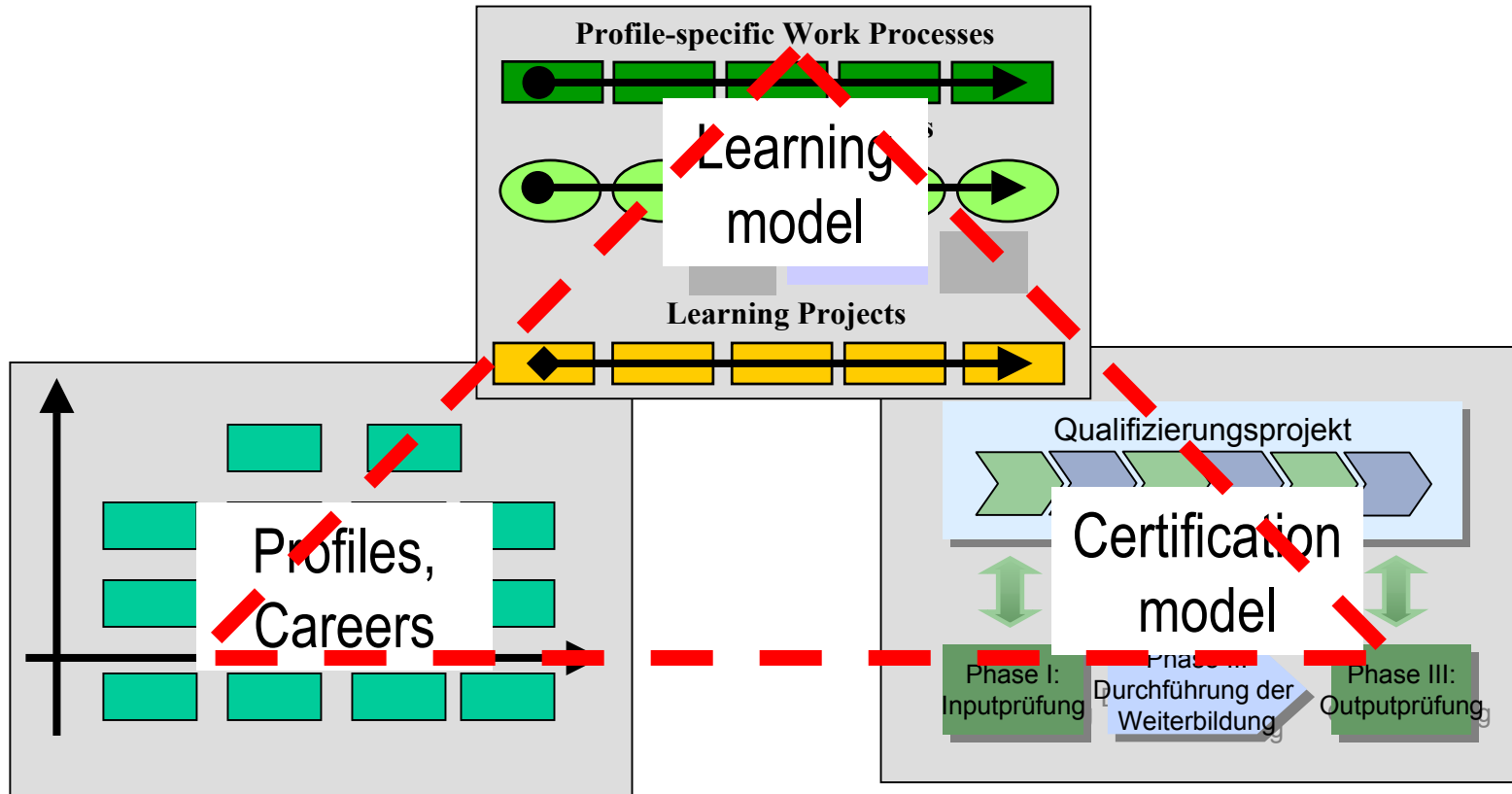
- **action competence,**
 - **process competence,**
 - **project competence,**
 - **social communicative competence**
- by courses.**

Non-formal Learning and AITTS



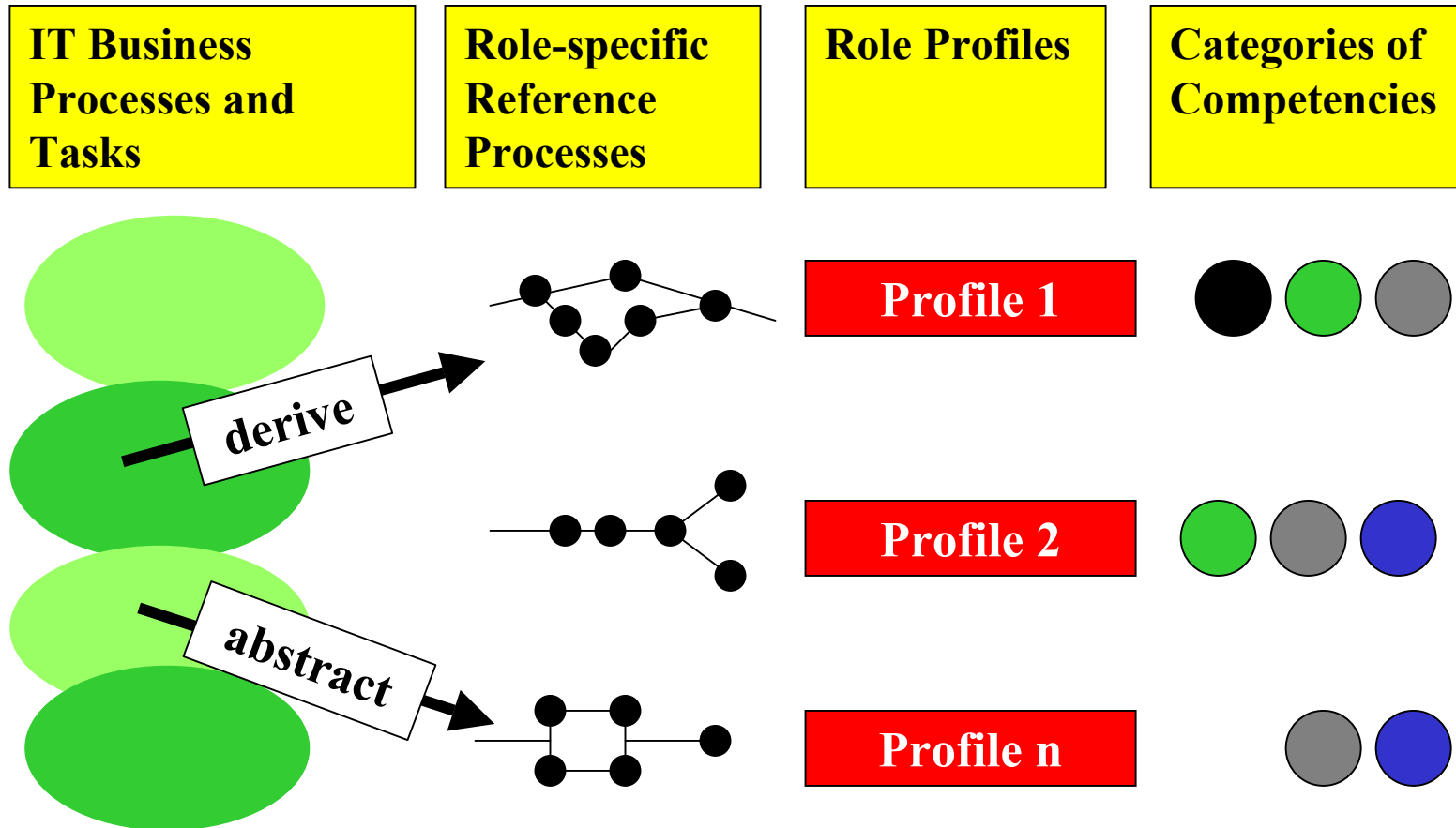
Vorstand
Ressort Bildungs- und
Qualifizierungspolitik

The innovative way of AITTS: Formal, non formal and informal competences in an systematic model.



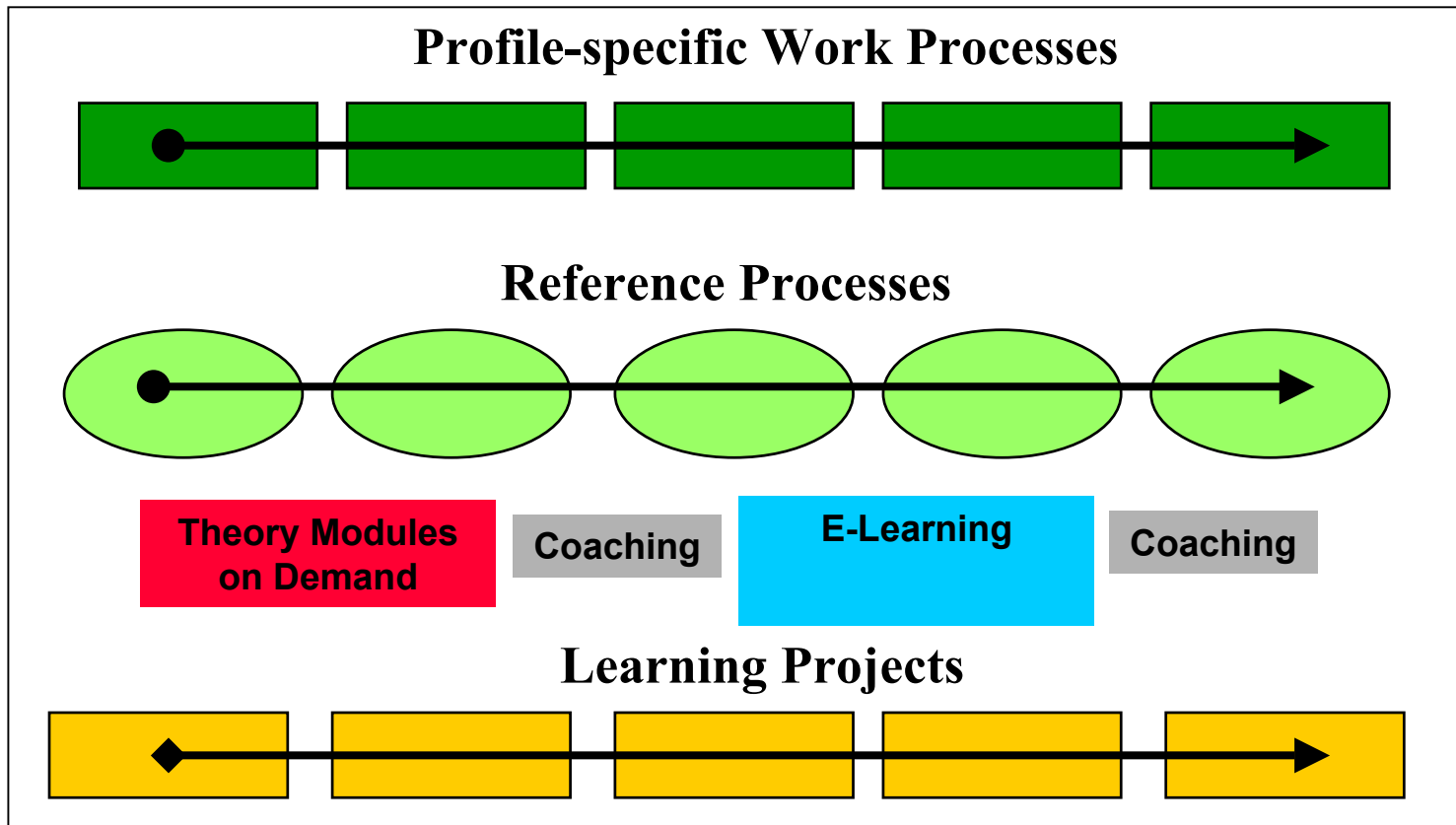


Deduction of the Profile Descriptions in AITTS



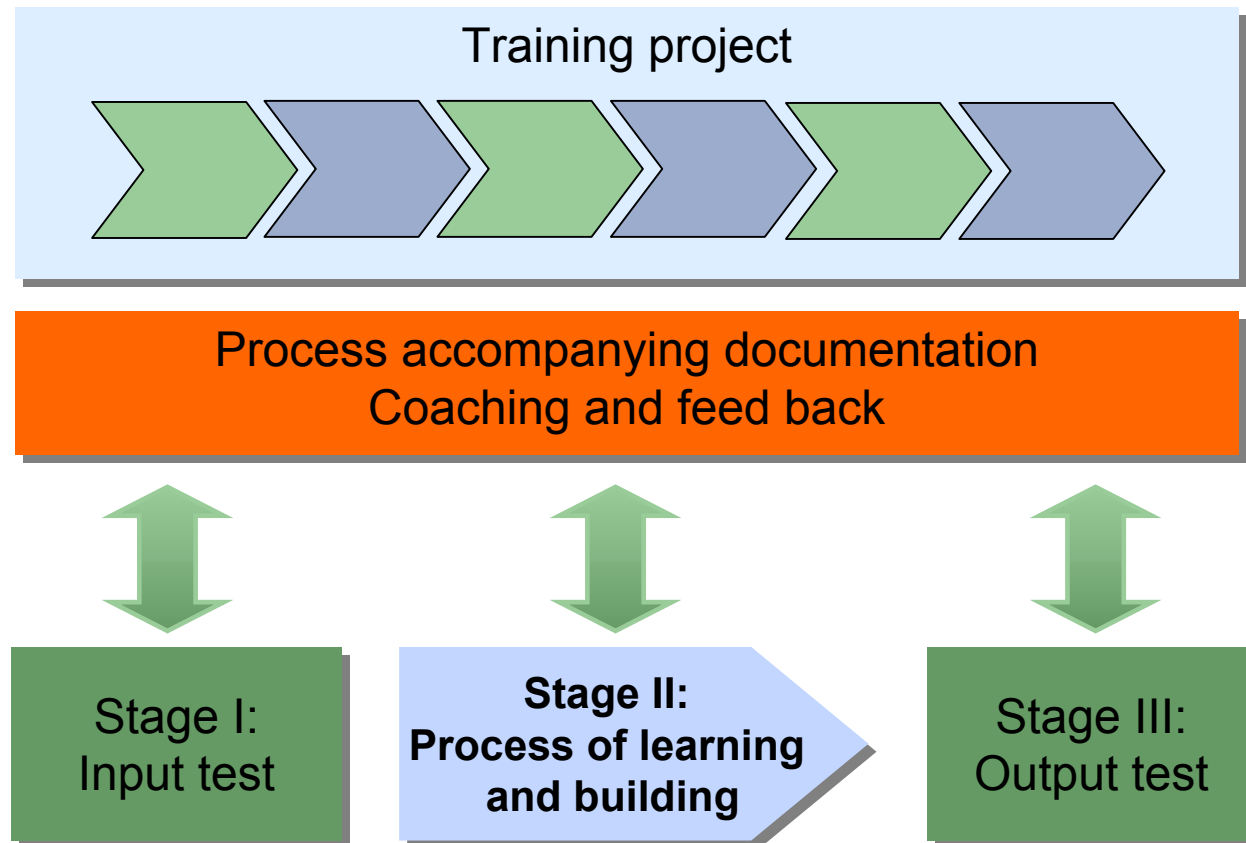


Work process oriented Learning



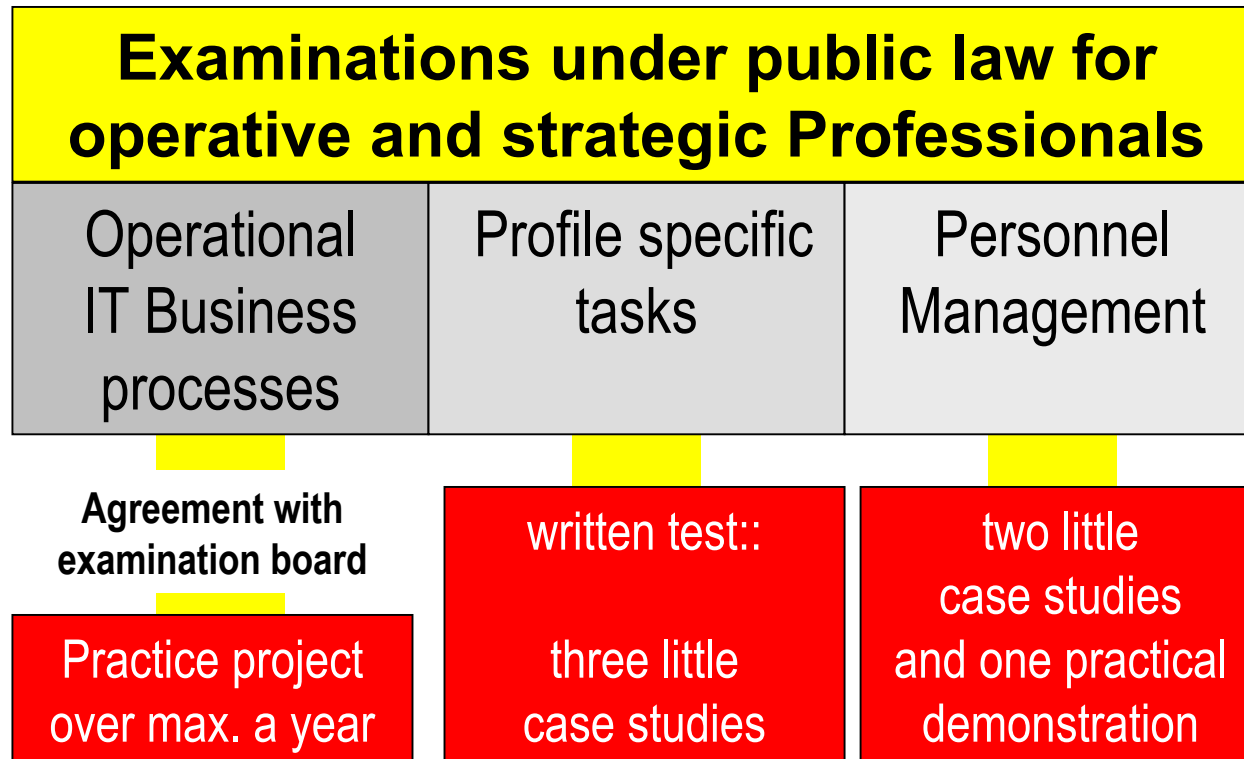


Certification model (I): a mixture of formal and informal





Certification model (II): a mixture of formal and informal





Benefits of the AITTS philosophy to all players :

- ▶ **Dynamic qualification model for dynamic technological change**
- ▶ **Practical and realistic Examinations serve the proof of real action competence**
- ▶ **The entrances to learning get simpler: Training comes to the participant, not the participant to training;**
- ▶ **Considerably more employees than in stationary courses can qualify;**
- ▶ **The cost-benefit-relationship is considerably more favourable than in the classic course further education;**
- ▶ **The translation of the results into the operational practice is successful faster and more efficiently; the IT processes can be improved more easily ("learning enterprise" – "organization development" – continuous improvement")**
- ▶ **Processes and competences increases get more transparent for enterprises;**