TVET Teachers-the key for TVET quality breakthrough

Topic of presentation
TVET Teachers as Backbone for TVET Quality Breakthrough

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Teachers Matter and Matter Most

Teachers Education is Priority of Priorities of UNESCO
TVET teachers education is the Weakest Point in the learning chain

- Shortage of Teachers: Both Quantity and Quality
- Gender Divide
- Lack of Enabling Environment
  - Demand Driven Curriculum and Standards
  - Weak Industry Linkages and Work Based Training
  - Back dated Equipment and Poor Infrastructure
  - Limited Remuneration and Weak Career Development
**Trends in TVET Teaching Employment**

*By Region, Total and Female, 1999-2007* *UNESCO-UIS, 2010*

- **African Countries**
- **Latin American and Caribbean Countries**
- **Asian and Pacific Countries**
- **East Asia and the...**
- **Sub-Saharan Africa**

*Estimated 1.7 million more Teachers are required to reach EFA target by 2015.*

**Đạt phá Chất lượng Đào tạo nghề**

TVET Quality Breakthrough
Quality Teachers for Quality TVET

- Vocational Mastery (Theory & Practice)
- Vocational Pedagogy
- Knowledge of World of work
- Generic Skill

Image of TVET
- Vertical & Horizontal mobility
- Infrastructure & Equipment's
- Remuneration & Career development

Pre-service
In-service
Professional development

What do you mean by competent teacher?
- Performance appraisal
- Reward and support

Assessment & Monitoring

Multi-functional role
- Facilitator: T/L and citizenship
- Guidance Counsellor
- Community engagement

Assessment and support

Leadership and Management

Teacher’s training and retraining

Attracting the best candidate

Setting standards

Reward and support

Quality Teachers for Quality TVET
Teacher Development for Excellence

- Pre-Service
  - Integrated Teachers
  - Induction Training
  - Industrial Attachments

- In-Service
  - Content Updating
  - Industry Immersion
  - Advanced Pedagogy

- Professional Development (Continuing PD)
Discussion Highlights

TVET teachers collaborating with industry
• Teachers without industry experience have no motivation to collaborate
• Industry is a source of information and technology in designing teaching modules

Pre-service TVET Teacher Education
• In a 4-year TVET teacher preparation, many receive pedagogic experiences, without practical insight into industry
• Theory-based TVET is common (esp. for those who were taught that way)
• Wrong notion among some TVET Teacher Educators that mastery of technical subjects is most important component of TVET teacher training; pedagogic and skills are insignificant addition to vocational subjects

More:
Push Factors of TVET Teachers Education

Work Based TVET

- Demand-Driven Teacher Education
  - Pre-service In-service & Professional Development
  - Leadership & Management Program
  - Career Structure & Remuneration
  - Industrial Attachment & Immersion Program
  - Quality Integrated Teachers Program
We require new type of TVET
TEACHERS with $3^H$
Head, Hand and Heart
Teacher is a Life Long Learner

“A teacher can never teach unless he is still learning himself. A lamp can never light another lamp unless it continues to burn its own flame.”

Rabindranath Tagore
In-Service TVET Teacher’s Training

Advanced Pedagogy

Industry Immersion

Institutional Planning & Media Management

Emerging Technology

Developing 21st Century Students