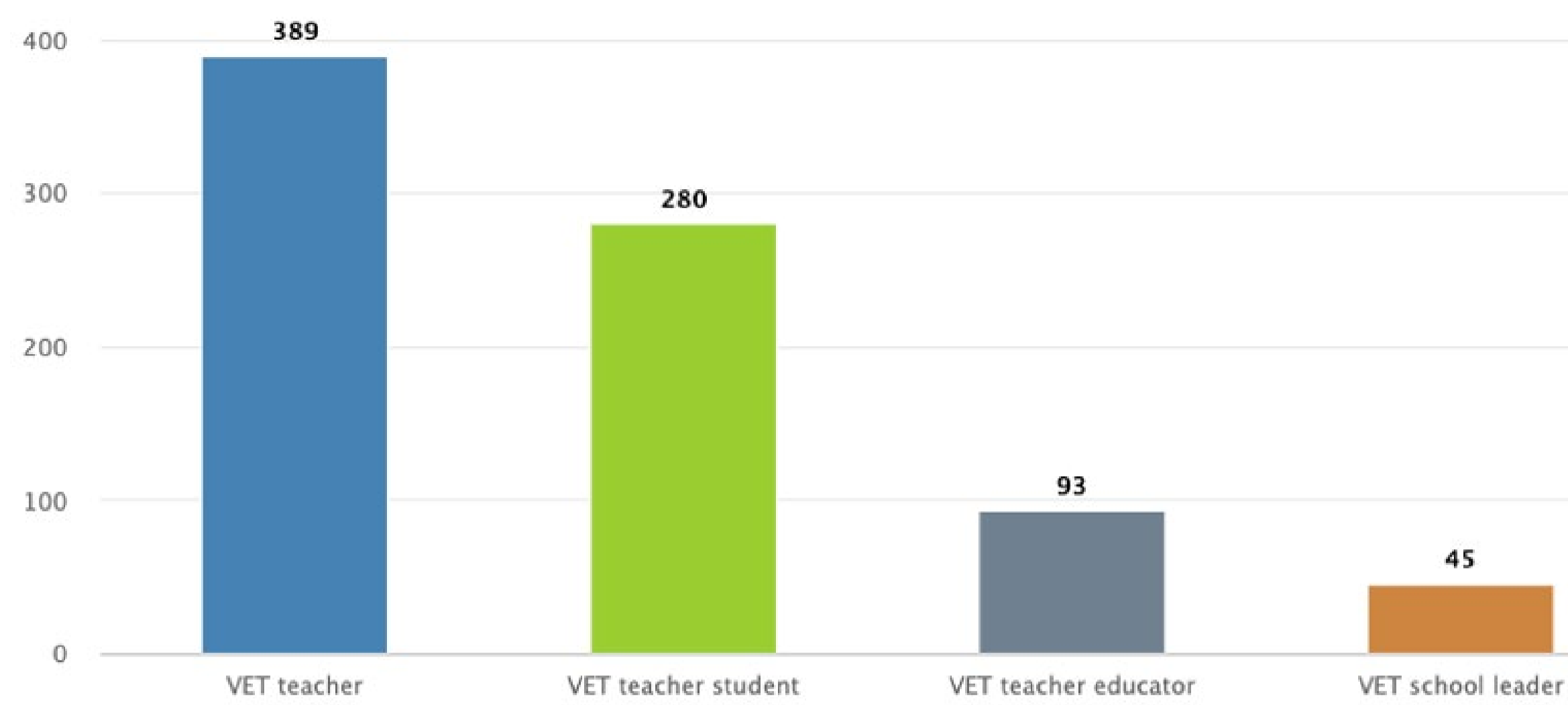


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## Distribution of respondent groups (n=807)



## Q5.1: Ability to create a good relationship to the learners/students

Country	Score	n
Finland	4,77	69
Germany	4,74	23
Norway	4,88	117
Spain	4,76	66
Sweden	4,91	80
Switzerland	4,85	27
Average	4,84	382
	0,17	

## Q5: What are the abilities of a good vocational teacher?

Q5.1: Ability to create a good relationship to the learners/students	0,17
Q5.2: Ability to transform vocational knowing to teaching content	0,35
Q5.3: Ability to assess and evaluate students' learning processes	0,38
Q5.4: Ability to generate enthusiasm for a professional field of activity and to introduce students to it	0,40
Q5.5: Ability to cooperate with colleagues	0,63
Q5.6: Ability to empathize and engage personally	0,39
Q5.7: Ability to set up regional cooperation	0,72
Q5.8: Ability to reflect yourself with patience and humour	0,29
Q5.9: Ability to handle technical trouble & mobility	0,44
Q5.10: Ability to be open minded and interest in inventions	0,88

- The results from the questions where there was the greatest difference between the participating countries (max – min)
  - Q5.7: Ability to set up regional cooperation (0,72)
    - Finland and Switzerland (3,61 / 3,33)
    - Spain and Sweden (4,03 / 3,95)
  - Q5.10: Ability to be open minded and interest in inventions (0,88)
    - Finland (3,70)
    - Spain and Sweden (4,58 / 4,44)
- The responses from Germany, Norway were at the same level

## Q6: What is important for the daily life of a vocational teacher?

Q6.1: a large repertoire of teaching methods	0,60
Q6.2: a current professional knowledge from the world of work	0,28
Q6.3: a foundation from which to base one's own pedagogical actions	0,60
Q6.4: organisational skills	0,37
Q6.5: technical skills	0,59
Q6.6: creative skills	0,79
Q6.7: resilience and skills to regenerate	0,68
Q6.8: tools to reflect and intervene in the learning group (classroom management)	0,65
Q6.9: talks and reflections with colleagues	0,31
Q6.10: an innovative organisational framework / school	0,36

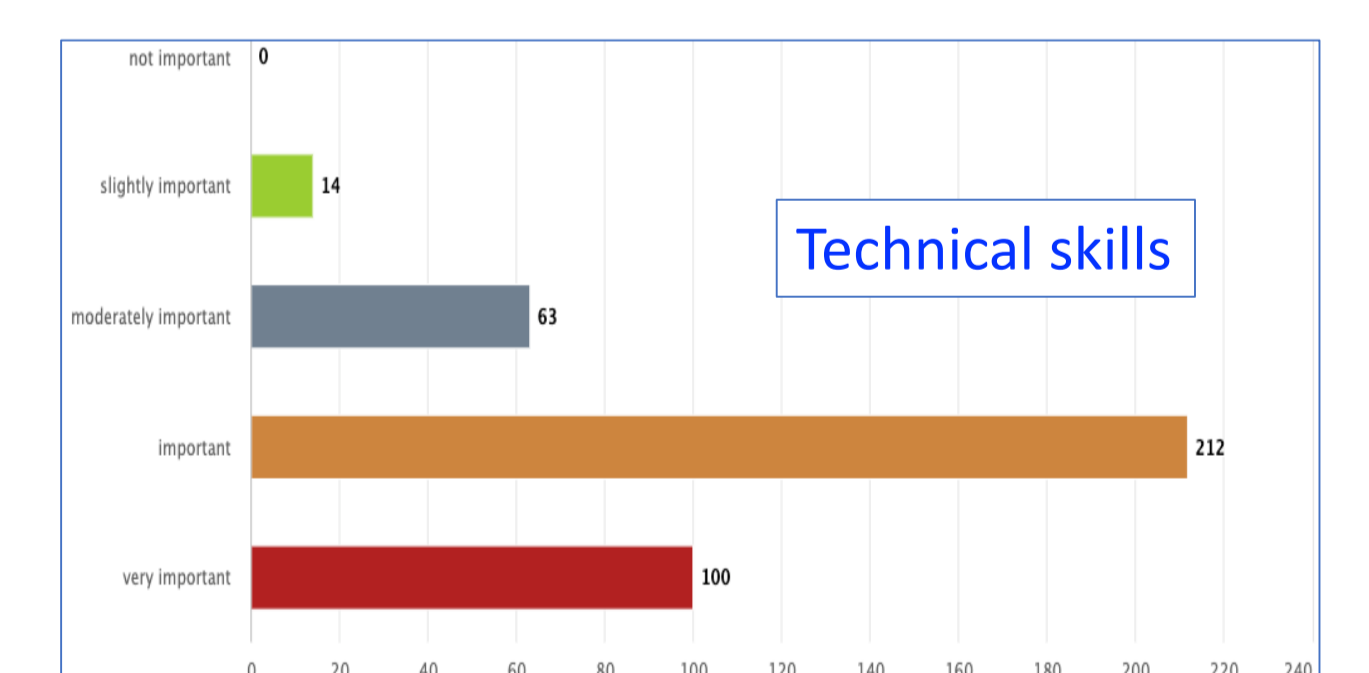
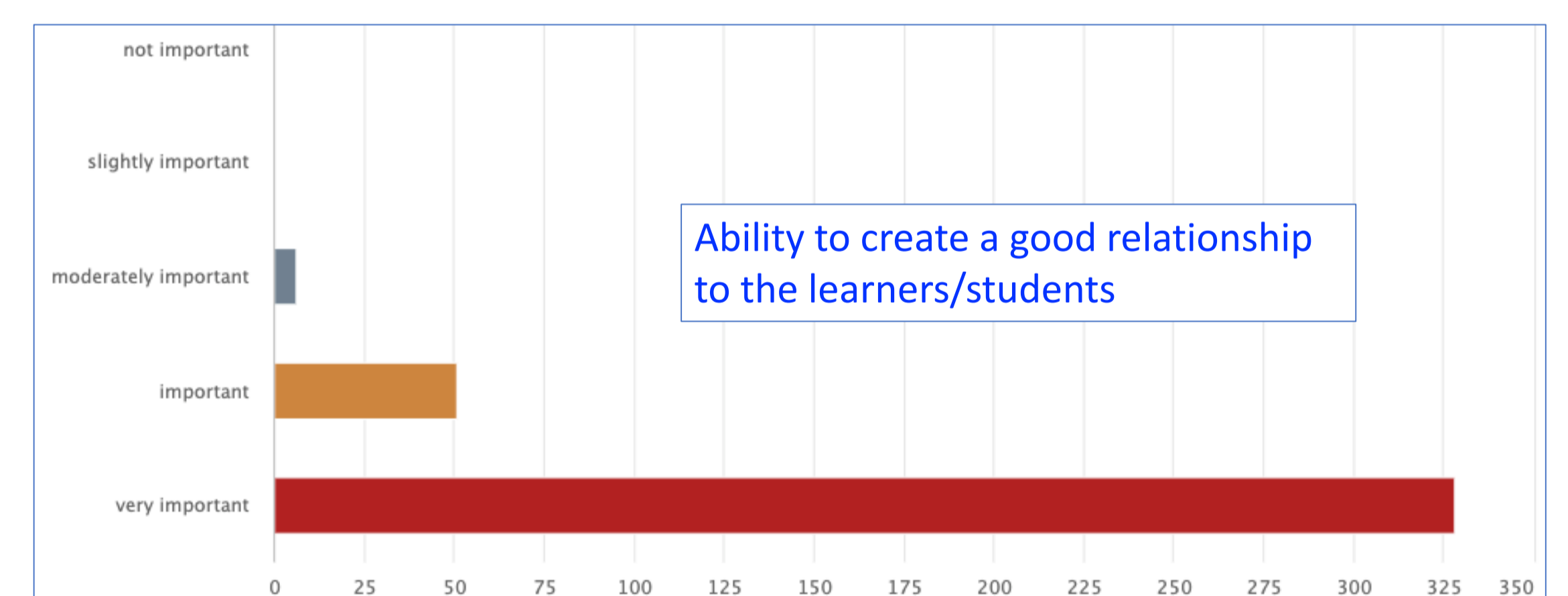
- The results from the questions where there was the greatest difference between the participating countries (max – min)
  - Q6.6: creative skills (0,79)
    - Germany and Switzerland (3,79 / 4,00)
    - The responses from Finland, Norway and Spain were at the same level Switzerland
    - Sweden (4,58)
  - Q6.7: resilience and skills to regenerate (0,68)
    - Sweden (3,95) "motståndskraft och förmåga att återskapa"
    - Germany and Switzerland (4,63 / 4,61)
    - The responses from Finland, Norway and Spain were at the same level

## Q7: What do you think causes trouble as vocational teacher?

- Germany:
  - Students with challenges (33%)
  - The documentation requirement (25%)
  - Missing equipment (20,8%)
  - Teaching obligations (20,8%)
  - School management/school administration (20,8%)
- Norway
  - Lack of resources (25,4%)
  - Students' motivation (18,6%)
  - Not be up to date (17,8 %)
  - Recruitment to the profession (10,2%)
  - Missing equipment (9,3%)

The long roads to digitization. The lack of technical equipment and, in some cases, inadequate learning environments.

That there is no equipment in the school that reflects working life / the subject.



## Q8: What strengthens or helps VET teachers to be innovative?

- Germany:
  - Competence development (29,2%)
    - CPD from practice kluge Weiterbildung mit ZEIT!!!!
  - Internal cooperation (29,2%)
    - a good teamwork Das Engagement eines jeden Einzelnen im Team mitzuarbeiten.
  - Innovative environment (29,2%)
    - The administration must create the conditions for this and communicate and enable this.
  - Resources (25%)
    - These are, in particular, time, financial resources and incentives, as well as the resulting creative leeway.
  - Innovative school management (12,5%)
- Norway:
  - External network (28%)
    - Teachers are sent to courses and work with this is an important part of the vacancy rate
  - Competence development (22,8%)
    - Sharing competence in the college. Collaboration with colleagues and planning of topics.
  - Resources (16,1%)
    - there must be sufficient resources to keep up-to-date teaching and the right equipment.
  - Innovative environment (15,3%)
    - Get the opportunity to make changes, develop your own proposals for the implementation of education by taking the best from existing courses and others' courses

An innovative and well-managed school management  
Eine Schulleitung, die offen für neue Dinge ist und auch Testläufe unterstützt.

Close contact with the industries and the business community  
Opportunity for sharing and insight into the everyday life of other vocational teachers, including meeting places for formal and informal experience sharing