3.4 ENETOSH Standard of Competence for Instructors and Trainers in Safety and Health

Arja Äyräväinen, Finnish Institute of Occupational Health (FIOH)
Ulrike Bollmann, Institute for Work and Health (IAG)
Reinhard Körbler, Austrian Workers’ Compensation Board (AUVA)
Paul Swuste, Safety Science Group. Delft University of Technology

Introduction

The ENETOSH Standard of Competence for Instructors and Trainers in Safety and Health was developed as part of a project funded by the European Commission (LEONARDO DA VINCI, 146 253, 10/2005 – 09/2007). The aim of the project was to set up a “European Network Education and Training in Occupational Safety and Health” (ENETOSH). The development of the standard of competence was one of the work packages on the project, in which 13 partners from 10 countries participated. The project was coordinated by the Institute for Work and Health, part of the German Social Accident Insurance (DGUV). ENETOSH offers a Europe-wide and international platform, via which knowledge and experience in the area of education and training in safety and health can be shared in a systematic manner. It includes, for example, a database with almost 600 examples of good practice from 38 countries plus international forums for discussion between participants. The network is aimed at all staff engaged in education and training on all levels of the educational system. In 2011, the ENETOSH network consisted of 57 members and partners from 23 European countries plus South Korea and USA. The IAG remains responsible for its coordination.

Background

The European Community Strategy on Health and Safety at Work 2002-2006 marked a turning point in the relationship between the areas of occupational safety and health (OSH) policy and education policy, at least from the OSH perspective. At European level, education and training were for the first time defined as key factors for the development of a true prevention culture in Europe [1]. 2002 also saw the European Commission’s Committee on Safety and Health at Work create an “Education and Training” working party (see the paper by Antonio Cammarota in this report). In December 2006, the working party submitted a report to the Commission, explicitly stressing the importance of the training of educational staff in safety and health [2]. This development in the educational area corresponded with the detailed “Work programme on the follow-up of the objectives of education and training systems in Europe”, adopted by the European Council in 2002 as a result of the Lisbon Strategy. The first objective defined in the work programme was “Improving education and training for teachers and trainers” [3]. In 2005, the “Education and Training of Teachers and Trainers” working party set up to implement this objective presented the “Common European Principles for Teacher Competences and Qualifications” [4]. These principles were used as a key point of reference in the development of the ENETOSH standard. The principles used
a broad definition of the term “teacher”, which included educational staff in (continuing) vocational training. This broad definition disappeared in the “Improving the Quality of Teacher Education” paper, which was adopted in 2007, and the focus shifted to teachers in the general education system [5; 6].

The ENETOSH standard was developed after the importance of teachers’ qualifications for the quality of education in general and for the development of a prevention culture in particular had been recognised.

The ENETOSH standard aims both to improve the quality of education and training in OSH and health promotion and to promote integration of safety and health into vocational training through better qualified teaching staff.

Although the development of a prevention culture is explicit intended to integrate safety and health into all areas of education, the scope of application of the ENETOSH standard is restricted to instructors in in-company and inter-company initial vocational training and to lecturers and trainers in the area of continuing education. The standard was developed at the same time as the European Qualifications Framework (EQF) and is based on the EQF system.

**Development of the ENETOSH standard**

Before the standard was developed, two background papers were produced, of which the first one dealt with the challenges of the changing world of work for the competencies in OSH [7]. The second paper explains the prerequisites for the development of an educational standard, the European Qualifications Framework (EQF) reference model and the advantages and disadvantages of staff certification. The paper also describes the differences in the development of educational standards for safety and health in Finland, Austria and Poland [8].

The key terms used in the EQF – knowledge, skills and competences – were adopted, along with their descriptors [9]. Based on the results of the “Europeanisation of vocational training” (EuroB) project (see the paper by Christoph Anderka), a grid was developed, which directed the development process of the ENETOSH standard.

Four international working groups drew up the ENETOSH standard in a total of 13 months. The standard consists of the following four parts:

1. Training the trainer
2. Basics of safety and health
3. Workplace health promotion
4. OSH management.

The knowledge, skills and wider competences required for each of the four areas were identified. This process was constantly guided by the question of how safety and health can be successfully taught as part of the education process.

Part 1, “Training the trainer”, was developed on the basis of the results of an empirical requirements analysis for OSH lecturers and trainers, which was carried out by Dresden University of Technology in collaboration with the “Berufsgenossenschaft” institutions for statutory accident insurance and prevention in Germany (see the paper by Anna Koch...
in this report). Parts 2 to 4 were developed on the basis of the expertise accumulated by the ENETOSH project partners over many years. That is to say, they were developed using an experienced-based, intuitive method [10]. Specific education and training situations and the ideal behaviour on the part of instructors and trainers were described in this process.

The result is an integrated standard for improving the quality of instructors and trainers in safety and health, its special feature being that it includes both the skills needed to be a trainer and subject-related expertise.

The fact that the parts of the standard are linked to the reference levels in the EQF makes it possible to compare on a European level.

The ENETOSH standard has been recognised by 14 institutions from 10 European countries and by one European social partner:

- IAG – Institute for Work and Health of the German Social Accident Insurance (DGUV), Germany
- BAR U&F – Branch Working Environment Council Education & Research, Denmark
- BG BAU – Berufsgenossenschaft institution for the construction sector, Germany
- BGW – Berufsgenossenschaft institution for the health and welfare services sector, Germany
- LDRMT – Lithuanian Labour Market Training Authority, Lithuania
- AUVA – Austrian Workers’ Compensation Board, Austria
- NIOM – Nofer Institute of Occupational Medicine, Poland
- ISGÜM – Occupational Health and Safety Centre, Turkey
- ISPESL (today: INAIL) – National Institute of Occupational Safety and Prevention, Italy
- FIOH – Finnish Institute of Occupational Health, Finland
- TU-Delft – Safety Science Group at Delft University of Technology, Netherlands
- CIOP-PIB – Central Institute for Labour Protection, Poland
- Labour Inspectorate, Austria
- VUBP – Occupational Safety Research Institute, Czech Republic
- EFBH – European Federation of Building and Woodworkers (EFBWW), EU.

The ENETOSH standard of competence is the first joint requirements profile for instructors and trainers in Europe in the area of safety and health. The standard has been translated into 10 languages and can be downloaded from the ENETOSH website at www.enetosh.net.

Implementation and evolution of the ENETOSH standard

The different parts of the standards are provided in combination with checklists, which can be used either for self-evaluation or for trainer assessment. To find out more about the development of the trainer profile analysis tool, see the paper by Güler Kici in this report.

With regard to the possibility of implementing the ENETOSH standard at the European level, it must be borne in mind that the European Union does not intend to harmonise the area of education and training. Instead, the “Open Method of Coordination” (OMC)
is being applied, the main tools of which are non-binding recommendations and guidelines from the Commission to the member states, indicators and benchmarks [11].

The ENETOSH standard is therefore a recommendation from the European Network for requirements for instructors and trainers in safety and health. It can be used, for example, for staff selection or as a basis upon which to develop training courses.

At the national level, the ENETOSH standard of competence can also be used for staff certification.

In April 2008 till July 2010 the ENETOSH Standard has been revised and evolved further. All of the parts of the standard are being reviewed, one after the other, to ascertain whether they really reflect the requirements in their area of application. This process is being conducted using the critical incident technique and the task analysis tool, which had already proved successful in the study on general trainer competences (see the paper by Anna Koch) [12]. The current version of the ENETOSH Standard is published on the ENETOSH website as well: www.enetosh.net

References:


Section I: Development and implementation of educational standards


Contact:

Arja Äyräväinen
Finnish Institute of Occupational Health (FIOH)
Topeliuksenkatu 41 a A
00250 Helsinki
Finland
Tel.: 00358 (0) 30474 2436
Email: arja.ayrvainen@ttl.fi

Dr Ulrike Bollmann
Institut for Work and Health (IAG)
of the German Social Accident Insurance (DGUV)
Koenigsbruecker Landstrasse 2
D-01109 Dresden
Germany
Tel.: 0049 (0) 351 457-1510
Fax: 0049 (0) 351 457-1515
Email: ulrike.bollmann@dguv.de

Reinhard Körbler
Workers Compensation Board
Adalbert-Stifter-Straße 65
A-1201 Vienna
Austria
Tel.: 0043 (0) 1 33111 525
Fax: 0043 (0) 1 33111 876
Email: reinhard.koerbler@auva.at

Dr Paul Swuste
Technical University Delft
Safety Science Group
Jaffalaan 5
NL-2628 BX Delft
The Netherlands
Tel.: 0031 (0) 15-278 3820
Fax: 0031 (0) 15-27 83177
Email: p.h.j.j.swuste@tbm.tudelft.nl