Ask me anything

1 question
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VOCATIONAL EDUCTION IN THE NETHERLANDS: AN INTRODUCTION OF THE PRACTORATEN MOVEMENT
ABOUT 'PRACTORATEN'

IN HIGHER VOCATIONAL EDUCATION

LECTURESHIP (EN) = 'LECTORAAT' (NL)

IN VOCATIONAL EDUCATION

……………… (EN)   = 'PRACTORAAT' (NL)

DESCRIPTION:
HTTPS://WWW.PRACTORATEN.NL/IN-ENGLISH/

WHAT IS A 'PRACTORAAT'?

PRACTORATEN.NL - AN INTRODUCTION OF THE PRACTORATEN MOVEMENT

- A 'Practoraat' is a platform of expertise with an applied research function included

- Two varieties: 'Focus on professionally oriented innovation' and 'Focus on educational innovation'

- Teachers and students are actively involved and engaged

- Strong link between education (not only VET), research and (regional) businesses

- Spreading innovations and knowledge is a key factor

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WHY A 'PRACTORAAT'?

PRACTORATEN.NL - AN INTRODUCTION OF THE PRACTORATEN MOVEMENT

- Main objective: **Promote teacher quality**

- Research attitude is encouraged

- It creates space for innovation

- Connection between education, research and businesses is strengthened (with regional accents)

- Knowledge sharing between schools is being increased

- Reputation of VET and VET–institutions concerned is being improved

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HOW IS A 'PRACTORAAT' ORGANISED?

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- VET-institution is 'owner'

- Commitment from the board of the institution is necessary

- The 'Practor' is the leader

- Knowledge circle of teachers and (external) employees

- Students involved, for example in a 'living lab'

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RESEARCH WITHIN PRACTORATEN

PRACTORATEN.NL - AN INTRODUCTION OF THE PRACTORATEN MOVEMENT

- How research fits in the context of VET

- Reinforce the reflection capacity of teachers and institutions

- Not aimed at theory development

- Participating or in co–creation with professional practice

ACTIVITIES

PRACTORATEN.NL - AN INTRODUCTION OF THE PRACTORATEN MOVEMENT

- Meet–ups for professionals who want to start a 'practoraat'

- Masterclasses for professionals involved in 'practoraten'

- Monitoring of 'practoraten' by a Quality Commission, in combination with (peer) auditing

- Thematic linking in platforms: 'PractoratenPlatforms'

- An annual event for all 'Practoraten' called 'Practoratendag'

- Reinforce the network as much as possible in connection with other developments in Dutch and

  European education

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CURRENT OVERVIEW:

WWW.PRACTORATEN.NL

EU STEM COALITION

Science Technology
Engineering Mathematics

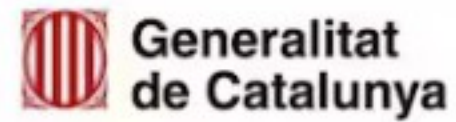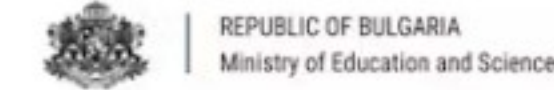an EU-wide network that works to build better
STEM education in Europe

Our goal is to shape STEM education policies and
practices that foster economic growth, opportunity
and well-being for all

Co-funded by the
Erasmus+ Programme
of the European Union

Why company should include diversities

Diversity

DIVERSITY is the **multiplicity of differences and similarities** that exist among people that combined
create person's multiple and intersecting identities.
These identities define the **uniqueness of a person.** Such uniqueness is expressed in the
way that everyone has to **see the world, to live in it and to relate to others, influencing lifestyles, tastes, preferences and needs**.
These diversities have a strong **impact at work** on person's attitudes and behaviors in the
workplace, on preferences and motivational factors as well as on the ability to work well with other
people inside and outside the organization
(Kossek, Lobel 1996; Kreinter, Kinicki, 2004; Riccò, 2016).

Inclusion

INCLUSION occurs when people are **aware of the existence of diversities** and have a **high regard for the feelings and rights of others**, when **everyone can express themselves freely**, and diversity can be **combined** imaginatively to **create new ways of communicating and collaborating.**

Equity

EQUITY is the state, quality or ideal of **being just, impartial and fair in terms of procedures, outcomes, information and relations** based on individual actual needs. It requires us to be better equipped to critically assess whose needs have been overlooked and which groups are more likely to incur negative social outcomes due to bias and discrimination.

Distributive Equity focuses on people's beliefs that they have received fair amounts of valued work related resources and outcomes.

Procedural Equity refers to people's perceptions of the fairness of the procedures used to determine the resources and outcomes they receive

[procedures overtake bias by creating a participant-independent method for equitable talent decisions and eliminate any forms of discrimination]

Informational Equity refers to people's perceptions of the fairness of the information used as the basis to make decisions

Relational Equity (Interpersonal Equity) relates t people's perceptions of the fairness of the wa they are treated by other people (managers eam members, colleagues).

People Centered innovation approach «leaving no one behind»

ECOSYSTEM APPROACH

WIDENING DI&E CONSIDERING OTHER DIVERSITY (VULNERABLES)

DEVELOPMENT OF INTERNATIONAL & NATIONAL INCLUSION LAWS & PROCESSES

People Centered innovation approach «leaving no one behind» - Organizational

ACCESS
Identy the real requirements
Targeted training
Overcoming biases
Processes revisions «personalization»

VOICE
Active Listening
Respect of people specificity and
enhancement of his/her excellence
Mentorship
Socialization
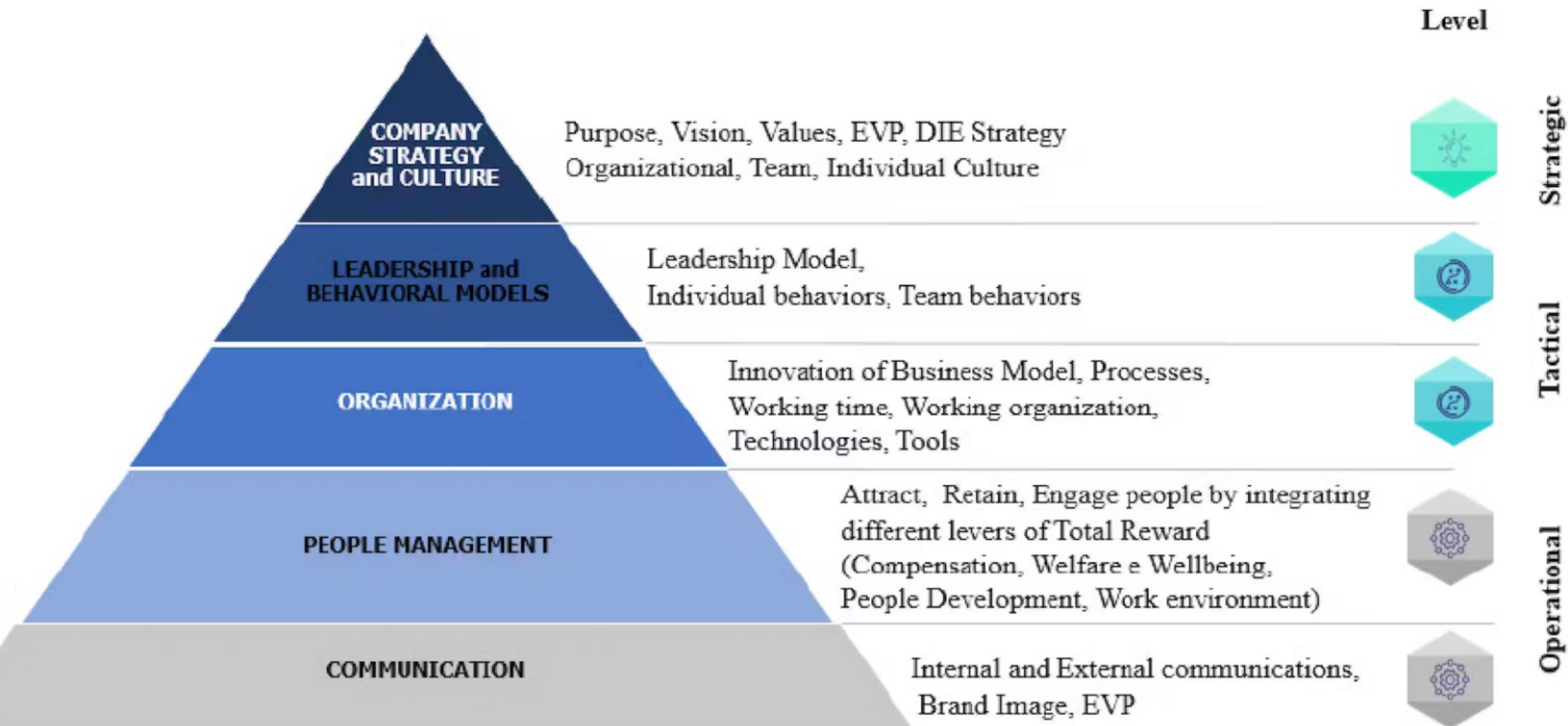Ecosystem approach involving relevant actors

FAIRNESS
Non-discriminatory and
impartial work environment

**INCLUSION
START WITH
«I»**

**Innovation
in
EDUCATIONAL SUPPORT
CAREER GUIDANCE
WORK SETTING &
TRANSITIONS
ORGANIZATIONAL
APPROACH**

People Centered innovation approach «leaving no one behind» - Organizational

Level

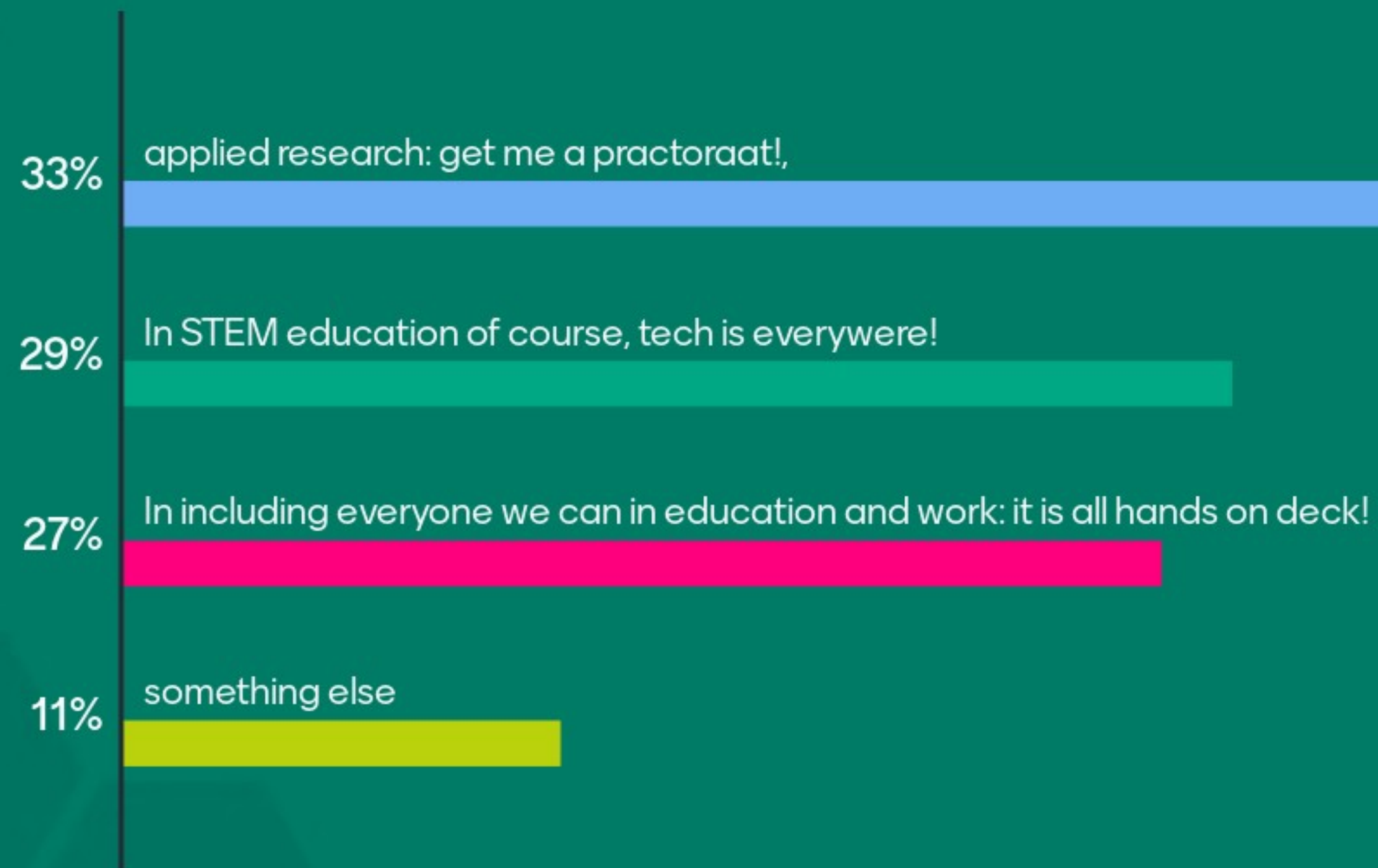| Pyramid Level	Description		
COMPANY STRATEGY and CULTURE	Purpose, Vision, Values, EVP, DIE Strategy Organizational, Team, Individual Culture		Strategic
LEADERSHIP and BEHAVIORAL MODELS	Leadership Model, Individual behaviors, Team behaviors		Tactical
ORGANIZATION	Innovation of Business Model, Processes, Working time, Working organization, Technologies, Tools		
PEOPLE MANAGEMENT	Attract, Retain, Engage people by integrating different levers of Total Reward (Compensation, Welfare e Wellbeing, People Development, Work environment)		Operational
COMMUNICATION	Internal and External communications, Brand Image, EVP		

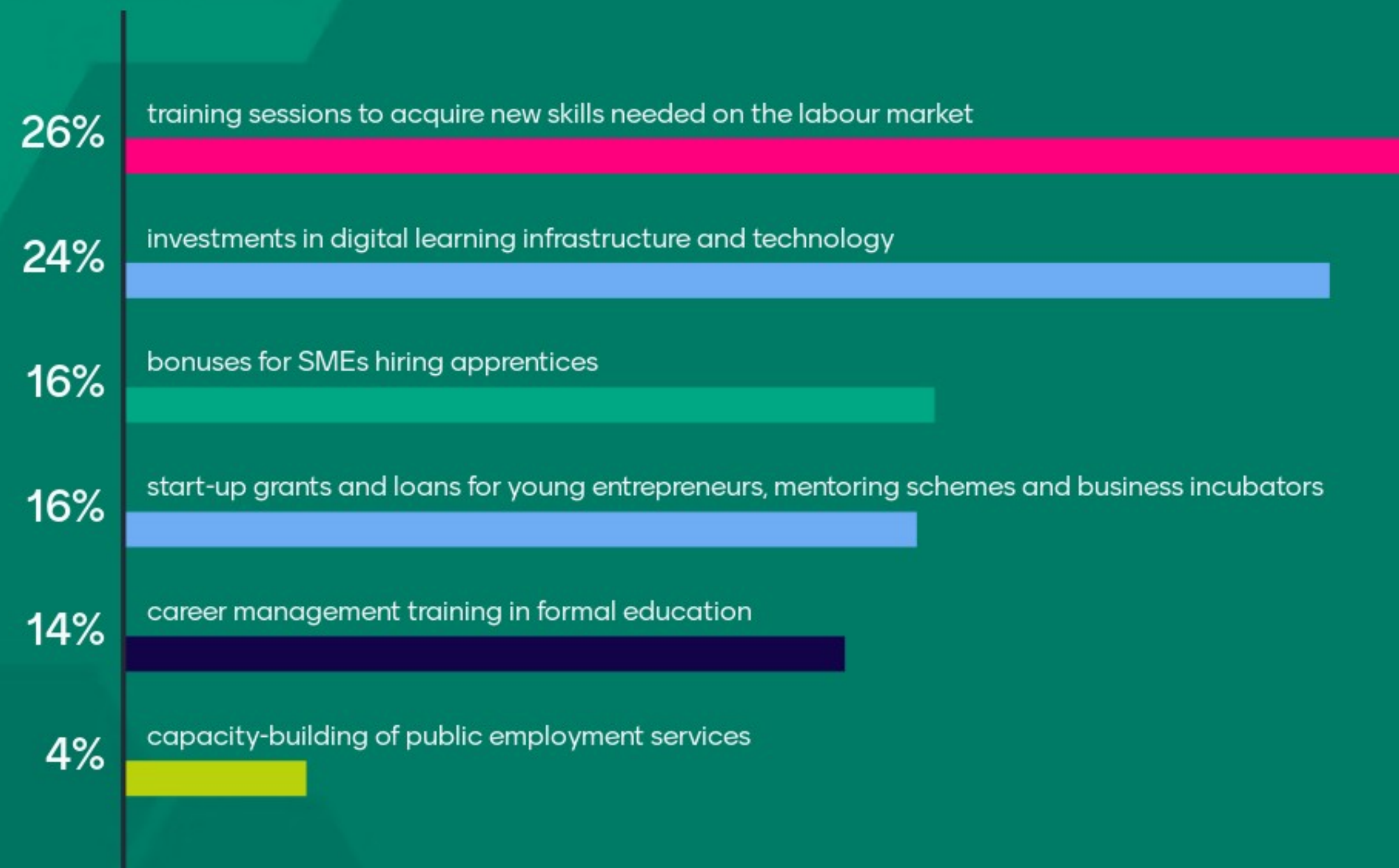# Ask me anything

FORUM ON VOCATIONAL EXCELLENCE 2023

1 question
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You can invest 100k in collaboration in your tripple helix collaboration: where will you invest in/ how will you divide your money

33% — applied research: get me a practoraat!,

29% — In STEM education of course, tech is everywere!

27% — In including everyone we can in education and work: it is all hands on deck!

11% — something else

How would you spend 1billion on Youth employment support?

26% training sessions to acquire new skills needed on the labour market

24% investments in digital learning infrastructure and technology

16% bonuses for SMEs hiring apprentices

16% start-up grants and loans for young entrepreneurs, mentoring schemes and business incubators

14% career management training in formal education

4% capacity-building of public employment services

2   14