

# Key competences, basic skills in a professional context (work-based learning)



## ENGINEERING TRAINING



Université  
de Lille

Direction  
Formation continue  
et alternance

Isabelle Ghesquière  
Laurence Lejeune

Digital community and  
Innovation in  
Adult  
education and  
Basic  
Skills



# Engineering in training , what is it?

**Thierry Ardouin ( 2003) (French researcher in Sciences of Education) - Definition**

« a methodological approach to analyse, design, realize, estimat an action, device, system of training by taking into account the context and stakeholders »

**This action/ device /system are implemented to develop competences and organisations.**

**The engineering of training (organizational level) is in the interface of the engineering of the policy (strategic level and decision-making) and of the pedagogical engineering (pedagogical level).**

# We identify 4 steps



# Needs for training

**Example of a gap  
between actual  
situation and expected  
situation**

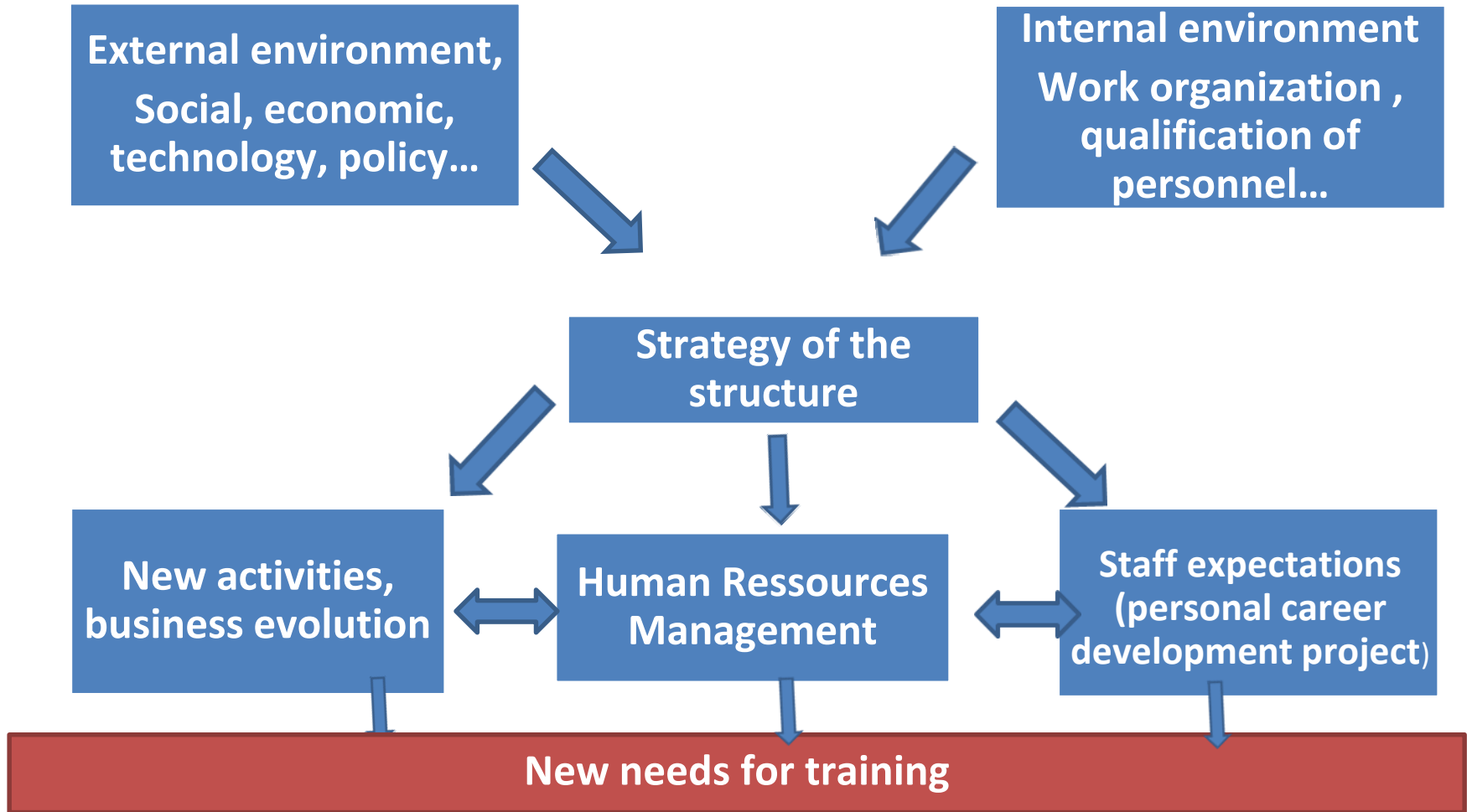
**The need of training is  
the gap between actual  
competences and  
wished competences**

**Have to do an analysis  
of the context with  
stakeholders of the  
project**

**a present  
unsatisfactory  
situation**

**a planned evolution  
and it is the project  
which allows to  
identify the need**

# Inductive factors of the need for training



# Design of training program

Identify the  
aims of  
training

Build  
modules of  
training in  
relation  
with the  
objectives

Choose the  
best  
organisatio  
n in taking  
into  
account the  
public and  
objectives

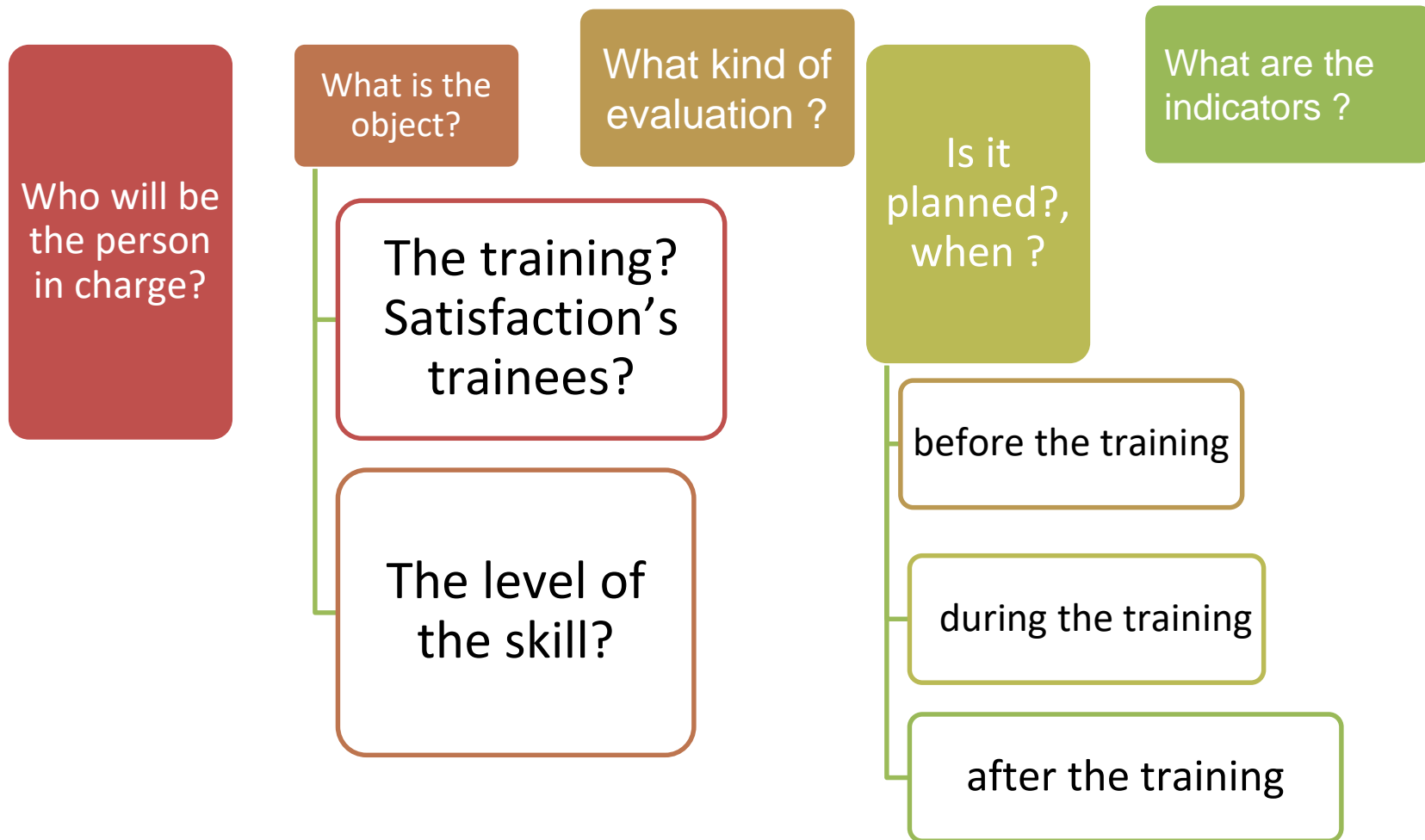
Organise  
the  
trainers  
team and  
realize the  
planning

# Realization of the training

Management of the training :  
how to ensure the good running of the training ?

- Implementation of a dashboard : gap between forecast and actual (numbers of participants, hours, expenses...)
- Coordination of the stakeholders : pedagogical meeting with trainers ...

# Evaluation of the training







*Supported by the European Union's Erasmus+ programme. This publication does not constitute an endorsement of the content which only reflects the authors' point of view. The European Commission cannot be held responsible for any use of the information it contains.*



This document is available under the terms and conditions of the Creative Commons License Attribution – NonCommercial-ShareAlike 4.0 International (CC BY-NC-SA 4.0).