



## Preparatory "researches"

Phone calls to 38 Finnish day care centres in November 2007

Respondents: managers of centres (kindergarten teachers)

Questions:

1. How do you make the further education plan for next year?
2. How do you define the concept "training need"?
3. What are the training needs of the occupational groups in your own day centre
4. When - before this - have you been asked that "what are your training needs right now?"
5. How do the training needs come to day light?



## How do you make your further education plan for next year?

- by asking the professionals: "what kind of training courses you would *like* to have next year? = 21
- by price: "which courses could we afford to?" = 9
- by reading or leafing through advertisements of training institutions: = 6
- by asking the professionals: "what kind of training you really need?" = 2

By trying to recover needs by observation - but no time enough



## How do you define the concept "training need"?

- everything what the professionals want to say = 11
- everything that is available (markets) = 10
- something between existing and necessary needs = 10
- the question is not actual because the professionals are quite satisfied = 7
- in future we are going to clarify training needs better = 37, everything is ok now = 1



## What are the training needs of the occupational groups in your own day centre?

- co-operation with parents = 12
- individual opinions = 10
- everything "a la mode" in our time = 4
- everything interesting = 4
- everything suitable for our mission = 2
- education of special children (e.g. neuro-psychiatric diagnoses) = 2
- multi-/socio-cultural orientation = 2
- don't know but further training is a legal right = 2



**When - before this - have you been asked that  
"what are your training needs right now?"**

- never = 23
- sometimes = 13
- often = 2

*"... salesmen force very often their own ideas  
without any comprehension of our reality ..."*



## How do the training needs come to day light?

- by asking = 20
  - by research of students = 1
  - by accident = 6
  - by discussions = 1
  - by filling a ready form = 10
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- Alarming or not? All respondents suppose that in future every professional knows her/his personal resources for training and can decide herself within her own budget



## Other talks with kindergarten directors: the most common observations

- professionals themselves are enough competent to define their own needs of further training
- the concept "training need" is not a social concept but only professional (e.g. patients do not define the training need of doctors)
- professionals should have an absolute monopoly to specify their own training needs also in the future
- parents are not interested in training needs of day care staff
- we are not totally satisfied of what we paid and what we get
- results of training courses are stored only in the heads of participants - not common / social property
- in the future we are going to provide training to all professionals by tailor made courses



## Greetings to DCT-project

- you are dealing with very actual and important matter
- the way of finding out the training needs should be simple and fast without any extra pressure to professionals
- preferably long lasting relationship with training institutes
- we don't have enough time to go deep in this matter - we need partnership and support
- further training is necessary for growing up as a professional
- the concept of training need is not an academic question
- we need a practical tool especially for planning next year's training programme