

- (4) Vocational schools and training centres should receive regular supervision in respect both of organization and of teaching. The methods of supervision to be employed in this connection should be determined and systematized by the competent authority.
- (5) In order to enable trainees to obtain employment proportionate to the skills which they have acquired, end-of-training examinations should be instituted and certificates of proficiency should be awarded. These certificates should have validity throughout the country.
- (6) With a view to facilitating the placement of trainees on the completion of their training, close co-operation should be established between schools, the employment service and industry.
17. In-plant training should be promoted and developed in accordance with the following principles :—
 - (1) Steps should be taken—
 - (a) To determine those trades in which it may be desirable to establish apprenticeship systems ;
 - (b) To draw up model contracts of apprenticeship adapted to the various trades and in conformity with the standards laid down by law ;
 - (c) To increase apprenticeship opportunities available to young workers.
 - (2) Where practicable, collective agreements and other arrangements between employers' and workers' organizations should include provisions relating to the organization of in-plant training.
 - (3) Governments should extend to industry such technical assistance as may be necessary for the development of training, in particular by making experts available for the purpose of analysing the training needs existing in particular undertakings, helping with the framing of suitable training programmes and following up to advise and assist in getting them carried out.

IV. RECRUITMENT AND TRAINING OF INSTRUCTORS

18. (1) A sufficient number of instructors with the appropriate technical skill and teaching ability should be made available for technical and vocational training.
- (2) To this end there should be established in each country—
 - (a) Special training institutions at which instructors can receive the necessary initial training for their work and to which they can return at intervals to refresh and improve their knowledge ;
 - (b) Other arrangements for the training of instructors, such as—
 - (i) Part-time training courses given during the day or in the evening ;
 - (ii) Short courses given by itinerant teachers, either at technical schools or in undertakings ;
 - (iii) Courses held at technical schools during the holidays.
19. (1) Steps should be taken to ensure satisfactory status and conditions of employment of instructors in order to facilitate recruitment and to avoid instructors being attracted to other occupations.
- (2) Candidates for instructor posts should be recruited on the basis of prescribed standards of selection, due regard being had in particular to the level of technical competence, to practical experience, to general education and to teaching capacity. In existing circumstances greater importance should be attached to technical competence and to practical experience than to general education.
20. Certificates of competency as instructors should be standardized on a national basis and should be issued by a national authority.
21. With a view to facilitating the training of workers on the job, training in teaching skills should be provided for instructors employed by undertakings and for supervisory personnel.