Workshop 2:
Driving Instructor Standards in the European Union (minimum requirements paper)
21 March 2005, Brussels



MEETING REPORT

TABLE OF CONTENTS

1. List of participants	2
2. Agenda	4
3. Aim of workshop	4
4. Presentations	4
5. Results of the working groups	5
6. Additional discussion points	8
7. Next steps	8
Annex 1: Composition of working groups	9
Annex 2: MERIT Workshop 2 working document	11

1. List of participants

First name	Surname	Organisation name	Country
Norbert	Hausherr	Austrian Driving Schools' Association	Austria
Gaetan	Detroz	GDS	Belgium
Sylvain	Moras	Service Public Fédéral, Mobilité et transport	Belgium
Jacques	Quoirin	GOCA	Belgium
Georges	van Aerschot	Fédération des Auto-Ecoles	Belgium
Sanja	Brnadic Zoranic	Hrvatski Autoklub - HAK	Croatia
Robert	Kotal	Traffic Academy of Bohemia	Czech Republic
Andres	Harjo	Ministry of Economic Affairs and Communications	Estonia
Eveliis	Nagel	Estonian Motor Vehicle Registration Centre	Estonia
Pekka	Ahlgren	Finnish Driving Instructor Institute	Finland
Sakari	Hopia	Finnish Traffic School Association	Finland
Elina	Uusitalo	AKE	Finland
Jarno	Tuimala	Finnish Driving Instructor Institute	Finland
Andre	Allouche	ADECA	France
Philippe	Colombani	UNIC	France
Daniel	Blot	Conseil National des Professions De l'Automobile	France
Michel	Terekoff	UNPEA	France
Gérard	Acourt	ECF - IVV Europe	France
Jean- Pierre	Fougère	CIECA Expert Advisory Group	France
Heinrich	Haas	Rheinland Driving Schools' Association	Germany
Peter	Tschöpe	DFA	Germany
Peter	Glowalla	Bundesvereinigung der Fahrlehrerverbände	Germany
Michael	Bahr	BASt	Germany
Kristina	Krell	BMVBW	Germany
Bob	Jarvis	DSA	Great Britain
Bill	Lavender	BSM	Great Britain
Peter	Harvey	MSA	Great Britain
Trevor	Wedge	DSA Policy Unit	Great Britain
John	Lepine	GoSkills	Great Britain
John	Milne	ADI National Joint Council	Great Britain
Robin	Cummins	CIECA Expert Advisory Group	Great Britain
Peter	Laub	IVV	Great Britain
Cathy	Bacon	Irish Driving Instructors' Association	Ireland
Francesco	Foresta	Ministry of Transport and Navigation	Italy
Fernand	Mayer	Federation des maitres instructeurs du Grand-Duche de Luxembourg	Luxembourg
Jean-Paul	Gillen	Ministry of Transport	Luxembourg
Leo	Schreuders	BOVAG – VAN	Netherlands
Han	Rietman	CBR	Netherlands
Brian	McMinn	Northern Ireland ADI association	Northern Ireland
Brian	Morrison	Driver & Vehicle Testing Agency	Northern

First name	Surname	Organisation name	Country
			Ireland
Lasse	Haslie	Trafikforum	Norway
Knut Alfred	Myren	Trafikkpedagogisk Senter AS	Norway
Jan	Isachsen	Norwegian Public Roads Administration	Norway
Piotr	Wcislo	Regional Road Traffic Center Katowice	Poland
Adam	Czarnowski	DIA: Polish Professional Driving Tuition Centre	Poland
Romuald	Szopa	Regional Road Traffic Center Katowice	Poland
Susana	Paulino	General Transport Directorate	Portugal
Andrea	Žigová	Slovak association of driving schools	Slovakia
Andrej	Buday	Združenie autoškôl Slovenskej republiky	Slovakia
Anton	MICHALICKA	Slovak Chamber Of Driving Schools	Slovakia
Jacinto	Perez	Confederación Nacional de Autoescuelas	Spain
Vanessa	Rodriguez	CNAE	Spain
Fernando	Muñoz-Pelaez	General Transport Directorate	Spain
Hans	Mattsson	Swedish National Road Administration	Sweden
Peter	Kinnbo	Sveriges Trafikskolors Riksförbund	Sweden
Fathi	Mallek	Ministry of Transport	Tunisia
Kjell	Torsmyr	MERIT	
Joel	Valmain	European Commission	
Nick	Sanders	MERIT	
Jan	Vissers	MERIT	Ì
Gebhard	Heiler	MERIT	Ì
Gerhard	von Bressensdorf	MERIT	
Nils-Petter	Gregersen	MERIT	
Deirdre	Walsh	MERIT	
Gregor	Bartl	MERIT Director	
Martina	Hendrix	CIECA	

Joel Valmain (European Commission) and Andrej Buday (manager of the parallel EU project IFD= Instructor For Driving) were given a special welcome by Gregor Bartl, MERIT director.

2. Agenda

09.00	Welcome / Explanation of the draft working document on minimum requirements for driving instructors in the EU	Gregor Bartl, MERIT project
09.30	General questions	
09.45	Instructions for language-specific working groups	
10.00	Working groups (until 11.30)	
11.30	Coffee break	
12.00	Presentations of results of each working group (1)	
13.00	LUNCH	
14.00	Presentations of results of each working group (continued)	
15.00	Discussion on working group results	
15.45	Conclusions and next steps	Gregor Bartl
16.00	CLOSE	

3. Aim of workshop

The main aim of the workshop was to discuss the working document prepared by the MERIT project on minimum requirements for driving instructors (see www.gutefahrt.at/merit).

The working document was discussed by 9 working groups composed of the participants of the workshop (see annex 1 for working group composition). The results of each workshop was then presented to the plenary session.

4. Presentations

The following presentations were made:

- Introduction to minimum requirements paper: Gregor Bartl
- Working group presentations 1-9

Please see the attached files for the powerpoint presentations.

5. Results of the working groups

(Only proposed changes to the working document are noted in the table below. Agreement with existing content is not mentioned)

Working group no.	Section 1: general competencies required by a driving instructor	Section 2: conditions for entry to the profession	Section 3: Basic training and testing	Section 4: quality assurance and ongoing training	Section 5: content requirements for training and testing	Section 6: recognition of certificates based on minimum requirements	General remarks
1		Communication skills should not be too high. Social skills more important. Licence holder for at least 3 years Minimum schooling (upper secondary) Need for more consideration of medical check	"Basic training and testing" rather than "Initial qualifications" (misleading term)	Ongoing training requirements should not be defined so exactly (e.g. 5 days in a 5 year period) Supervision of driving instructors needs to be elaborated (e.g. level of supervision must be stated) Need for refresher courses for instructors returning after a long break	Ok, but possibly too detailed		Obligatory basic training is vital, especially for teaching skills Driving skills are very important Assessment skills are also crucial
2		3 years driving experience necessary Minimum schooling necessary (or equivalent professional experience) More detail required regarding certifying body	Volume and level of obligatory basic training prior to the test should be specified. Trainers of instructors should have higher qualifications than instructors themselves		Basic objectives are missing here: the content is stated but what level of detail is required? Too much emphasis on GDE matrix 5a, add specialist training on level 4 for learner drivers with disabilities In 5b, more emphasis on skills is needed (not just knowledge)		How can driving instructor standards be changed without adapting the driving training curriculum and/or the driving test correspondingly? Trainee instructor experience in driving school is important
3	Some instructors would have difficulty with higher order skills (levels 3 and 4 of matrix) There is no evidence that training these GDE matrix-based skills will result in a safer driver	4 years driving experience suggested Screening should involve a psychometric test Medical checks require more thought Guidelines needed for background checks on	Level of basic training and testing needs to be defined (not just content) Obligatory training not necessarily needed in all cases, e.g. accredited prior learning Trainers of instructors	Obligatory ongoing training must have high quality outputs, otherwise risk it will be a waste of time Supervision issue: need for this area to be more regulated and detailed, e.g. qualifications of	See section 1 for concerns regarding GDE matrix Driving skills section is vague	Yes, but need to adapt to: - Different rules and regulations - Language - Driving test requirements	What should the future instructor be called? A coach, mentor, trainer, teacher? These instructor standards would lead to higher driving lesson fees which GB market would not support

	or produce a lasting benefit • Possibility of having different instructors for different specialisations / levels of matrix?	applicants (to facilitate transferability)	need higher qualifications than instructors Work placements in driving schools must be regulated (to avoid abuse of system) Training and testing should be separate	assessor • Medical rechecks ok, but subject to prior concerns (section 2)			Lack of detail with regard to standards What about existing instructors vis-à-vis new standards?
4		Minimum experience and schooling should be set Screening could involve psychometric test	Trainers of instructors should have minimum experience as instructors Standards need to be set for these requirements Is the order of the 3 tests flexible?	Ongoing training requirements should be the same as for driving examiners (annex 4 of 3rd driving licence directive) Such training should be regulated Supervision every 5 years considered not frequent enough	Some level 4 issues are too generally covered to be useful to instructors and could be counterproductive for persons without sufficient knowledge of psychology Include ethnic issues Remove "emphasis should be given to levels 3 and 4"	Need to adapt to different rules and regulations (e.g. driving on left or right)	
5		Holder of instructor category B as basis. Then holder of relevant licence category Traffic offences should not be tolerated, but discussion needed on criminal offences (some are not relevant to profession)	Trainers of instructors should be experienced instructors themselves	Ongoing training is necessary, but not so rigidly set as now More detail needed for supervision of instructors Instructors should also have to undergo a driving test every 5 years Psychological medical check necessary, but medical tests not always good indication of ability to work as instructor		Yes, but the Commission must ensure respect of the Directive in all EU countries	Obligatory basic training for applicant instructors is vital!
6		Need for minimum schooling (upper secondary or higher education?) Lay instructors should have the same requirements as professionals! 3 years minimum driving experience	Trainers of instructors should have at least 3 years experience working as an instructor Trainee placement should be obligatory Trainee placement should be obligatory	Ongoing training suggestion: 5 days every 5 years Supervisors should have at least 3 years experience as instructors Observation of both theory and practice		Yes, but instructor certificate should be valid for only 5 years, in order to check ongoing training and periodical medical check requirements have been fulfilled, especially for those instructors working abroad.	

7	Add f) Knowledge of main themes and road safety policies:	Minimum driving experience required Medical check should correspond to licence category in question Accepted levels of criminal or traffic offences should be set	Training should be given in an accredited driving instructor training college Testing or checks can be integrated into training (not necessarily formal test at end) Examiners need to possess knowledge and skills in specialised area in question Traineeship should be obligatory Trainers should have recognised qualifications above those of instructors	Ongoing training should cover new technologies Independent and qualified observer necessary during supervision (trainer of trainers?) Medical check should not necessarily be same as for Group 2	Different levels of qualifications must be defined (if relevant), and if so equivalences should be developed.	Term used to describe new generation of driving instructors is vital: "Driving and road safety teachers"
8	Some instructors would have difficulty with higher order skills (levels 3 and 4 of matrix) Specialisations should be set per licence category (ACD)	Which body should ultimately oversee quality control? Instructor-applicant must have relevant licence category Minimum schooling and experience necessary Prior traffic offences: nuanced approach needed here	Trainers and examiners of instructors should have joint training programme Private or public body responsible for training applicant-instructors?			Improved standards for instructors will increase costswhich will be passed on to learners
9	1b) self-evaluation capacities of learner driver must be addressed 1d) must be able to transfer such driving skills to learner drivers	Should be at least 22 years old Should hold a category B licence plus licence in which they want to instruct Offences: applicants must be able to show their reliability	Training should come before test in document Test should be according to specific instructor category in question (motorcycles, passenger cars, lorries and lorries with trailers; buses) Trainers should have sufficient knowledge and experience in the specific area they are teaching in (otherwise specialists such as lawyers will be excluded)	Periodical medical check should be deleted		

6. Additional discussion points

All meeting participants agreed on the following two issues:

- New trainee instructors should have to follow obligatory basic training
- Training and testing should be based on the GDE matrix

- Grandfather rights

The European Commission assured the workshop participants that grandfather rights would be accorded to existing instructors. This is a basic principle of EU law.

- Medical testing

With regard to medical testing, the Commission official stated that the Commission has no formal position on this subject. According to current EU legislation (Driving Licence Directive 91/439/CEE), Member states can decide for themselves whether to oblige category B licence holders driving their cars for professional purposes to undergo a group 1 or group 2 test

- Involvement of a range of actors in road safety education

The MERIT team and the European Commission agreed that the driving instructor can not be expected to perform all road safety educational duties, but rather that a number of actors should be involved in the process. The ROSE-25 project was referred to (a project on road safety education in schools).

- Spain and Ireland: driving instructor certificates

The European Commission reminded Spain that it was under no obligation to accept driving instructor certificates bought in Ireland, as there is no mutual recognition law at EU level in this area.

- Nomenclature: driving instructors / traffic safety teachers / driving and road safety teachers

French representatives renewed their request that the name of 'driving instructors' be changed to reflect the new skills and ability of the profession once an EU Directive is implemented. The name suggested by ECF is "Driving and road safety teachers". The name suggested by the MERIT director is "Traffic safety teachers". The European Commission representative supported this move.

7. Next steps

The MERIT project team will meet on April 25-26 to discuss how to adapt the minimum requirements paper following feedback from the MERIT workshop 2 participants (working groups). The draft final results of the MERIT project will be presented at an information day on May 19 in Vienna. The final MERIT report will be submitted to the European Commission in June.

Annex 1: Composition of working groups

*Highlighted names = working group Chairperson

First name	Surname	Country	Working group
Hans	Mattsson	Sweden	1
Andrea	Žigová	Slovakia	1
Sanja	Brnadic Zoranic	Croatia	1
Romuald	Szopa	Poland	1
Andrej	Buday	Slovakia	1
Piotr	Wcislo	Poland	1
Anton	MICHALICKA	Slovakia	1
Jan	Isachsen	Norway	2
Peter	Kinnbo	Sweden	2
Knut Alfred	Myren	Norway	2
Lasse	Haslie	Norway	2
Robin	Cummins	Great Britain	3
Trevor	Wedge	Great Britain	3
Peter	Harvey	Great Britain	3
John	Milne	Great Britain	3
Charles	Davis	Great Britain	3
John	Lepine	Great Britain	3
Brian	Morrison	Northern Ireland	4
Bob	Jarvis	Great Britain	4
Bill	Lavender	Great Britain	4
Peter	Laub	Great Britain	4
Kelly	Robertson	Great Britain	4
Cathy	Bacon	Ireland	4
Brian	McMinn	Northern Ireland	4
Leo	Schreuders	Netherlands	5
Han	Rietman	Netherlands	5
Robert	Kotal	Czech Republic	5
Adam	Czarnowski	Poland	5
Susana	Paulino	Portugal	5
Vanessa	Rodriguez	Spain	5
Sakari	Норіа	Finland	6
Pekka	Ahlgren	Finland	6
Jarno	Tuimala	Finland	6
Elina	Uusitalo	Finland	6
Eveliis	Nagel	Estonia	6
Andres	Harjo	Estonia	6
Gérard	Acourt	France	7
Daniel	Blot	France	7

First name	Surname	Country	Working group
Philippe	Colombani	France	7
Michel	Terekoff	France	7
Andre	Allouche	France	7
Georges	van Aerschot	Belgium	7
Jean-Pierre	Fougère	France	7
Francesco	Foresta	Italy	8
Jacinto	Perez	Spain	8
Jacques	Quoirin	Belgium	8
Gaetan	Detroz	Belgium	8
Jean-Paul	Gillen	Luxembourg	8
Fernando	Muñoz-Pelaez	Spain	8
Fathi	Mallek	Tunisia	8
Sylvain	Moras	Belgium	8
Fernand	Mayer	Luxembourg	8
Gerhard	von Bressensdorf	Germany	9
Norbert	Hausherr	Austria	9
Peter	Tschöpe	Germany	9
Peter	Glowalla	Germany	9
Michael	Bahr	Germany	9
Kristina	Krell	Germany	9
Heinrich	Haas	Germany	9
Reinhard	Meyer	Germany	9

Annex 2: MERIT Workshop 2 working document

EU MERIT Project: Workshop II

Working Paper on minimum requirements for driving instructors March 2005



MINIMUM STANDARDS FOR DRIVING INSTRUCTORS

1. GENERAL COMPETENCIES REQUIRED BY A DRIVING INSTRUCTOR

The driving instructor must be able to plan, implement and evaluate driver training effectively and meaningfully using the knowledge, skills and understanding related to the topics listed in 1 a) to e).

- a) Comprehensive knowledge of the Goals for Driver Education, in the form of the GDE matrix
- b) Familiarity with a wide range of communication, teaching and motivational skills, with a particular emphasis on targeting self-evaluation skills amongst learner drivers (right column of GDE matrix)
- c) Ability to assess the skills of the learner driver and to identify and address shortcomings
- d) Ability to drive in a consistently high social, defensive and environmentally-friendly manner
- e) Knowledge of the official training curriculum and/or driving test requirements for applicants for a driving licence

Detailed content requirements for training and testing are listed in article 5.

2. CONDITIONS FOR ENTRY TO THE PROFESSION

Applicant driving instructors are required to:

- a) possess the driving licence of the category he/she intends to teach in
- b) complete a screening process, in order to gain access to training and the test to become an instructor. This process shall include a live interview, in order to test communication skills, and a test of driving ability, to test the applicants' motivation in the profession and the subject matter.
- c) undergo a medical test according to requirements for Group 2 drivers.
- d) undergo a background check with regard to prior criminal offences and/or traffic offences.

3. INITIAL QUALIFICATION

a) Testing

Applicants shall undergo testing, according to the competencies laid down in article 1 and the specific goals specified in article 5, to assess his/her basic knowledge and skills with regard to:

- Theoretical knowledge
- Teaching ability
- Driving ability

Testing of driving ability and/or teaching ability can be integrated into the training process.

Examiners of candidate instructors must possess at least the knowledge and skills of a driving instructor, according to the requirements in article 1 and 5.

b) Training

Applicants shall be required to undergo obligatory initial professional training prior to the test. Such training should at least include training on teaching methods and skills, the higher goals for driver education (levels 3 and 4 of the GDE matrix) and practical training on self-awareness of the influence of attitudes and personal characteristics on driving ability. Training may also include a trainee work placement in an accredited driving school.

Detailed content requirements for training and testing are listed in article 5.

Trainers of candidate instructors must possess at least the knowledge and skills of a qualified driving instructor, according to the requirements of article 1 and 5.

4. QUALITY ASSURANCE AND ONGOING TRAINING

a) Ongoing training

Driving instructors are required to attend a minimum of 1 day of ongoing training per year, with a focus on a) maintenance and improvement of general instructor skills, b) legal changes related to road safety c) relevant new research in the field of road safety and especially young driver behaviour, including changing trends in the causes of road safety accidents and d) new developments in teaching/learning methods.

b) Observation / Quality Checks (with feedback)

Driving instructors shall undergo a minimum of 1 observation, by a qualified observer, every 5 years. This observation shall, in particular, assess the instructor's interaction with the learner driver(s) and provide feedback to the instructor on positive performance and areas in need of improvement. The observation shall take place during a practical on-road driving lesson and/or in a theory lesson, if relevant to the member state in question.

Specific training shall be given to all instructors who are found to be seriously underperforming during such observations. Observers must possess at least the knowledge and skills of a driving instructor, according to the requirements of article 1 and 5.

c) Periodic medical testing

Driving instructors are required to pass the medical test required for Group 2 drivers, every 5 years.

5. CONTENT REQUIREMENTS FOR TRAINING AND TESTING

a) Comprehensive knowledge of the Goals for Driver Education, in the form of the GDE matrix

The driving instructor candidate shall be fully familiar with the hierarchical approach to safe behaviour, according to the GDE matrix (Goals for Driver Education), and shall be able to provide understanding to the learner driver about how abilities and preconditions on a higher level influence the demands, decisions and behaviour on a lower level. In order to emphasise the comparative importance of the higher levels of the matrix, training for instructors should begin with level 4 and work downwards to level 1.

- Level 4 content requirements: knowledge and skills

Individual aspects related to safe driving

- · age and gender
- personality
- general values and attitudes
- intelligence, education and learning style
- disabilities, special needs, vehicle adjustment
- diseases and impairments (including alcohol and drug use)
- Feeling of invulnerability (zero-risk theory)

Social aspects related to safe driving

- group norms and peer pressure
- youth socialisation process
- lifestyle
- socio-economic position

Road Safety-related Statistics

 road safety/accident statistics, national and international for different sub groups of population and road users-related to GDE level 4-aspects

- Level 3 content requirements: knowledge and skills

Transport and road safety system

- costs of traffic accidents, estimates of human costs, society cost, health cost etc.
- effects of traffic on health, mobility, economy, environment

Decision making and behaviour in trip-related choices

- health status and driving choices
- alcohol and drugs, tiredness and emotional state
- distractions (e.g. mobile phones) and inattentiveness
- single vehicle accidents amongst novice drivers

- peer pressure in the car, passengers, reason and motives for driving, influence on accidents and driving style
- available travel modes, public transport
- journey planning;
 - traffic density, rush hours,
 - time of day, darkness, dusk and dawn
 - seasonal and weather differences, snow and ice, fog, rain
 - time management

- Level 2 content requirements: knowledge and skills

Traffic rules

- existing traffic rules and their applications
- · increased internationalisation and travelling between countries
- road users who are not obeying traffic rules, and driver's ability to cope with them
- legal aspects of breaking the rules, police surveillance, methods and principles, penalties

Traffic psychology

- mental workload, visual attention
- routine in traffic and automisation of driving behaviour
- overconfidence and calibration of subjective driving abilities in traffic
- risk compensation theory

Driver behaviour

- behaviour in different traffic situations (junctions, motorways, overtaking etc.)
- speed adjustment, general and in different road environments and situations
- cooperation with other road users and clearness about own intentions
- hazard perception
- dangerous situations, (animals, vulnerable road users, icy spots etc.)

Road Safety-related Statistics

• road safety/accident statistics, national and international for different accident types in different traffic situations-related to GDE level 2

- Level 1 content requirements: knowledge and skills

Vehicle functioning

- functioning of the vehicle and its different subsystems related to safety (airbag, seat belts, brakes, anti skid systems, tyres, chairs, child restraints, neck support etc, and benefits of using safety systems) and environment (e.g. fuel consumption)
- legislation concerning vehicles and their subsystems
- basic maintenance of vehicle and vehicle subsystems, particularly in relation to road safety and the environment
- principles of EuroNCAP (including pedestrian-friendly ratings), principles for crashworthiness of vehicles
- crash types, crash violence and injuries

Traffic psychology

- mental workload, visual attention
- routine and automisation of basic vehicle control skills
- overconfidence and calibration of subjective car control skills

Vehicle control and-related behaviour

- skills in vehicle control (starting, braking, steering, shifting gear)
- vehicle control on low friction
- · vehicle control in high speed
- influence of the laws of nature on vehicle dynamics and movement
- sitting posture
- safety check of the vehicle
- environmentally-friendly driving style

b) Communication, teaching and motivational skills

The instructor shall have knowledge and skills relating to the following educational skills:

- Lesson planning, goal-setting and lesson evaluation
- Professional communication skills (establishing the appropriate relationship for learning)
- Knowledge of basic teaching methods (demonstration, informing, setting tasks, checking)
- Knowledge of advanced teaching methods (active learning methods such as coaching, moderating group activities, questioning & developing and giving feedback, etc)
- Selection of specific teaching method according to specific educational goal and driver's needs
- Knowledge of learning styles
- Motivational techniques

c) Assessment skills (driving skills, personal characteristics)

The instructor shall be able to:

- assess driving skills of learner driver, identify shortcomings and address them
- assess the effects of the personal characteristics of the learner driver on safe driving
- encourage self-assessment on the part of the learner driver with regard to his/her driving motives and ability

d) Driving ability

The instructor shall possess a high and consistent driving standard, with particular emphasis on:

- a social and defensive driving style
- environmentally-friendly driving techniques

e) Knowledge of curriculum and/or test requirements

The instructor shall have a full understanding and familiarity with:

- the goals of the national training curriculum for learner drivers (if appropriate)
- the requirements of the driving test for test candidates

Emphasis shall be given to sections a) and b) in training and testing.

6. RECOGNITION OF CERTIFICATES BASED ON ABOVE MINIMUM REQUIREMENTS

In order to facilitate the free movement of professionals within the European Union, official test certificates issued to driving instructors, based on an EU directive on minimum requirements, shall be recognised by all other member states, in accordance with Articles 1 b) and 6 c) of Directive 92/51 on recognition of professional education and training.