

This thesis focuses on creating a draft proposal for the qualification paths for two specific technical professions in accordance to the modern and increasingly popular trends in e-learning methods. The draft proposal deals specifically with the new structure of the qualification paths and compares the ways in which the qualification paths are managed within the scope of technical personnel training performed by the extra-curricular department of After Sales Training. This department provides training to importer delegates and the Czech dealer network. The comparison study focuses on the currently used structure of fixed learning/qualification paths performed mainly in the form of presence training (which joins profession-specific training with general and shared basic content), and on the newly prepared training concept consisting of an individual and personalised training plan based on personal preferences and knowledge levels, which is completed by a final knowledge test. Therefore, the objective of this thesis is to propose a new structure of personnel training for two professions which is to be delivered in an extra-curricular training organisation.

The proposal assumes that training will be based not only on blended learning methods, but also on a certain level of voluntariness and the completion of individual technical training courses. The fixed part of the process will only consist of the verification of the knowledge level of every participant upon his/her entry into the training system, the optional final verification of the competencies necessary for the performance of a specific profession, and the completion of a final examination of a fixed scope. A not inconsiderable part lies also in the evaluation of the benefits of the proposal from the pedagogical perspective, and the possibility to develop a sense of personal interest in every participant in his/her training.

The contribution of the thesis lies in the possibility to use the draft proposal for the training process employed by the aforementioned department. The objective of the thesis is to also survey the view of the representatives of the applicable professions on the presented system, which is based mainly on a voluntary choice of career training, and to draw a comparison between the current and new training structure.