

CURRICULUM VITAE

1. **Family name:** WICHMANN-HANSEN
2. **First names:** Lise
3. **Date of birth:** 03.12.1944
4. **Nationality:** Danish
5. **Civil status:** married
6. **Education:**

Ref.	Institution	Degree(s) or Diploma(s) obtained:
1	SEL (Danish Institute for the Educational Training of Vocational Teachers) 1988-89	Diploma in Pedagogical Guidance of Vocational Teachers <i>Specialised diploma in teacher training, extending the field of competence covered by basic pedagogical diploma</i>
2	SEL (Danish Institute for the Educational Training of Vocational Teachers) 1984-86 with credits awarded for previous teaching experience	Diploma in Adult Training Pedagogy <i>Equivalent to present-day degree of Bachelor of Education with andragogical specialisation</i>
3	Slagelse Technical College, Denmark 1981-88, taken part-time as an adult student	Diploma in Specialised Technological Studies <i>Equivalent to Bachelor of Commerce degree</i>

7. Language skills (1 = excellent; 5 = poor):

Language	Reading	Speaking	Writing
Danish	Mother tongue		
English	1	1	1
German	3	3	3

8. **Membership of professional bodies:** EFEA – European Forum on Educational Administration
9. **Other skills:** Full computer skills; project management
10. **Present position:** Director of Independent Consultancy Company, NELEA
11. **Years of work experience :** 33
12. **Key qualifications:**

- Extensive experience in introduction and establishment of occupational standards, development of guidelines and manuals on setting the occupational standards;
- Particular expertise in curriculum development methodologies and processes, based on occupational standards, development of modular competency-based curricula, design of curriculum structures and development of guidelines and manuals on curriculum development and training provision;
- Highly experienced in implementation of VET programmes with focus on quality assurance;
- Considerable experience as key or non-key expert in EU funded projects, including working with stakeholders and social partners and managing work undertaken through expert working groups;
- Long- standing experience in development of partnership between training providers and the local industry;
- 33 years of relevant professional experience in education and training and lifelong learning in the EU and transition countries;
- Proven competence of training teams of trainers and experts, with strong teamwork orientation;
- Excellent communication skills including English language, both written and spoken;
- Specific experience of providing modern adult pedagogy and mentor training and of coaching and motivating vocational teachers and adult trainers;

13. Specific experience abroad:

Country	Date from - Date to	Country	Date from - Date to
Albania	2004- 2005, 2006-07, 2008-10	Lithuania	2000- 2002
Belarus	1994-97	Macedonia	2008 - 2010
Bulgaria	1997-99; 2002, 2008	Moldova	1998-2000
Egypt	2001	Serbia	2006-2008- 2009
Hungary	1992-95; 2003, 2004	Vietnam	2000
Kosovo	2005-06	Bosnia and Herzegovina	2011 - 2013

14. Professional experience:

Ref. No.	Date from - to	Location	Company	Position	Description
1	01/2011-01/2013 (6 months)	Bosnia and Herzegovina	Aarhus TECH, PEM-consult, Tribal	Key expert on occupational standards	Europeaid: EU support for VET Reform in Bosnia and Herzegovina, phase IV Tasks: Provide basic training in development occupational standards and methodology for development of training standards and harmonisation of current curricula with training standards for selected occupations. Conduct training activities, workshops and seminars in order to support development of descriptors. Conduct workshops for development of a road map for occupational standards for all occupations
2	09/2008 – 05/2010 (14 months)	Macedonia	PEM, Aarhus Technical College, EPRD	Key expert in basic skills programme	Europeaid: Technical Assistance to the Ministry of Education and Science on Lifelong Learning Tasks: Analysing learning needs of low-skilled adults including those from vulnerable groups and marginalised communities; Development of the concept structure and innovative content of Basic Skills programme. (literacy, numeracy, personal skills) and vocational curricula. Developing training programme for curriculum developers and adult learning training programmes for teachers from selected pilot providers. Provision of teacher training.
3	01/2008-11/2008 (2 months)	Bulgaria	SICI Dominus	Key expert in education	Europeaid: Creating project pipeline for ESF applications - project generation facility elaboration of ESF-type project proposals Tasks: Reviewing launched schemes; organising adult training courses tailored to the specific needs of potential applicants; training of assessors.
4	2006- 2009 (13 months)	Serbia	GOPA	Key expert on Curriculum development	Europeaid: Reform of Vocational Education and Training System in Serbia- Capacity Building and Implementation Support – Phase II Tasks: TA to the Ministry of Education in development of <i>competency-based curricula, based on developed vocational standards</i> , establishment of assessment procedures, support to implementation of the new curricula.
5	01/2005-06/2006 (5 months)	Kosovo	PEM, Aarhus Technical College	Short-term expert	Europeaid: Technical Assistance to Vocational Education and Training in Kosovo, Phase II Tasks: Development of the concept and structure of VET 13 th grade, including <i>issues of progression to post-secondary, higher and adult continuing education and training</i> . Evaluation of teachers' performance. <i>Coaching and mentor training of 30 experienced teachers</i> as "master trainers" and 10 Regional Educational Officers involved in developing, implementing and monitoring programmes.
6 7	12/2004-10/2005 06/2006-12/2007 (8 months over two phases) 2008- 2010 (3 months)	Albania	GOPA	Curriculum development and teacher training expert	Europeaid: Support to Vocational Education and Training Reform in Albania, Phase I, Phase II and III Tasks: TA to designing and implementing a new system for developing and up-dating VET curricula. Assistance to setting up <i>teacher pre-service and in-service training</i> . Training of 16 teachers/trainers in curriculum development and new training strategies including <i>active learning methods</i> . Training of 9 local experts as change agents to perform cascade training and mentoring. The teacher training interventions aimed at assuring the quality of training provision. Phase III continued to extent the number of change agents (20) to establish a sustainable teacher training system. Furthermore, support the VET Agency in renewing the existing curricula according to AQF.
8	2004 (2 months)	Hungary	Ramboll	Short-term expert	Europeaid: Elaboration of ESF Project Proposals Tasks: <i>Adult training</i> focused on the development of project ideas into fully-fledged ESF Project Proposals, for support from ESF financed operational programmes for the programming period 2004-2006; training of project proposal providers in formulation of projects.

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9	2003 (6 months)	Hungary	Danish Labour Market Authority	Medium-term expert on training	EU-funded Twinning project: Autonomous Social Dialogue Tasks: TA to the training component, with <i>adult training</i> targeted at training the coming members (social partners) of 18 Sector Social Dialogue Committees; development of training guide; co-ordination and support to training inputs from social dialogue experts. Organisation of one week study visit to Denmark for 25 coming members of Sector Social Dialogue Committees.
10	2002 (6 months)	Bulgaria	Agriconsulting	Team leader	EU Projects: Vocational Training and Renovating Vocational Training Institutes Tasks: TA to ESF type projects under the headline of Life Long Learning to <i>improve the employment perspectives of the unemployed and the qualifications of employees</i> in two target regions - the projects aimed at <i>providing low skilled unemployed adults with basic skills</i> , while employed adults were provided with more specialised vocational programmes. Team leader for 10 local teachers/trainers/managers, supporting them in modular curriculum design and training in <i>curriculum development and implementation focused on the needs of adult learners</i> .
11	2001 (1 month)	Egypt	NEI	Curriculum Development Expert	EU-funded fact-finding mission: Technical and Vocational Education and Training in Egypt - Project Identification and Formulation Tasks: Advice on <i>curriculum development and teacher training</i> ; TA to the analysis of various project options for a support programme in the TVET sector.
12	2000 (0.5 month)	Vietnam	Arcadis BMB Management Consultants	Short-term expert on training	EU-funded fact-finding mission: Labour Market Observatory and Development of Human Resources Tasks: Developing proposals for an appropriate design for establishment of the Labour Market Observatory and action planning for strengthening the capacity and quality of university-level higher technician training.
13	2000-2002 (4 months)	Lithuania	COWI Consult and AMU Int.	Team leader and short-term expert on training	Danish Government (Ministry of Foreign Affairs) funded project: Environmental Aspects in Vocational Training and Unemployment Measures Tasks: TA to <i>upgrading environmental skills among unemployed adults, employees and managers</i> ; project management and development of a <i>pedagogical guideline for teachers of adults, taking account of the specific needs of adult learners</i> ; <i>teaching on the specific adult education course 'Environmental Awareness and Management'</i> .
14	1998-2000 (6 months)	Moldova	Aarhus Technical College and Nehem Int.	Curriculum Development Expert	EU-funded project: Assistance to the Reform of the Vocational Education and Training in Moldova Tasks: Development of conceptual, strategic and methodological basis for curriculum design and development to ensure a coherent framework for specific vocational curricula. <i>Development of a national guideline on curriculum development highlighting the importance of involvement of the Social Partners in defining the contents of the curricula.. Training of 15 teachers/trainers and representatives from Ministry of Education in curriculum development. Development of professional training addressed to the unemployed including low skilled adults.</i> Setting up an in-country teachers' training programme in training methodologies and new curricula implementation <i>focused on the needs of young people and adult learners</i> . Establishing an innovation centre for Teachers' Training, Curriculum Development and Assessment, including developing organisational structures, job profiles, statutes for the Centre, composition of the board of the Centre and training of managers. Organisation of a study visit to Denmark for 10 representatives from Ministry of Education/VET directors
15	1997-1998 (2 months)	Bulgaria	AMU Centre West- and Southern Zealand	Executive project manager and trainer	Danish Government (Ministry of Foreign Affairs) funded project: Support to the Regional Employment Service Tasks: Responsible for training of the Employment Service staff in <i>qualification analysis</i> . <i>Preparation for establishment of an Adult Training Centre</i> , seminars in school management, elaboration of statutes and procedures of the adult training centre, defining products and organisational structures, and staff development procedures.

Ref. No.	Date from - to	Location	Company	Position	Description
16	1997-1999 (7 months)	Denmark	AMU Centre West- and Southern Zealand	Curriculum Development Expert and trainer	Danish Government (Ministry of Labour) funded project: Special training for vulnerable groups Tasks: <i>Preparation of adults from vulnerable groups (mainly illiterate immigrants, mostly female) for entry to the labour market. The training comprised training in basic skills with a focus on literacy and numeracy skills, combined with basic vocational skills. Part of the training programme comprised on-the job training. Responsibility included development of the concept of adult basic skills training programmes and special training for teachers in adult learning techniques to prepare them for delivery of the programme.</i>
17	1994-1996 1996-1997 (8 months in total)	Belarus	AMU Centre West- and Southern Zealand	Curriculum Development Expert	EU-funded project: Strengthening of State Committee on Labour and Social Protection Tasks: Managing the establishment of a vocational training centre in Brest directly linked to the Employment Service and the local labour market. The objective of the training centre was to supply the local and regional labour market <i>with relevant and updated adult training</i> , and for its board to function as a stakeholder forum at local level. Training of Employment Service staff in <i>organising training of unemployed adults</i> , developing contact with enterprises, job creation.
18	1992-1994 (2 years)	Denmark	AMU centre West- and Southern Zealand	Curriculum Development Expert and trainer	Danish Government (Labour Market Authority) funded project: Women back to the labour market Tasks: Establishing a one-year <i>training programme for unemployed adult women, focused on the needs of those who had only completed primary school. The training concept comprised vocational basic skills combined with basic general subjects</i> including spoken and written skills in native language (Danish), numeracy/mathematical skills, IT, basic vocational English, and job seeking skills. The training included both school-based learning and on-the-job training. Today this has become a permanent programme of Danish labour market training.
19	1983-1999 (7 years)	Denmark	AMU Centre West and Southern Zealand	Project Manager	Training centre: Tasks: Manager of courses for newly employed vocational teachers. <i>Development of courses for unemployed adults focused on developing basic and vocational skills</i> with the aims of enhancing employability and meeting labour market needs, in partnership with the social partners within the local community.
No ref.	1975-1983	Denmark	Various training institutions	Trainer	Various training providers: Tasks: Training adult foreigners in Danish language. Because the target group included <i>immigrants with serious literacy problems</i> , the <i>training also included a high literacy and numeracy content.</i>

15. **Other relevant information (selected publications)** Publications: Teachers Teach the Teachers, 1992, Munksgaard, Denmark