

INTELLECTUAL CAPITAL REPORT

A tool to support gender and diversity issues in teacher training at the University College of Teacher Education Burgenland

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INTRODUCTION

This master's thesis is linked with the new framework for teacher training in Austria. Every teacher now has to acquire "diversity and gender competence".

There are some problems implementing this because:

- There are no financial resources to implement this.
- Diversity and gender competence is not anchored in law.
- Every educational college in Austria is responsible for its own implementation.

The aim of this thesis is to prepare an Intellectual Capital Report for the Institute of Education and school training studies. Also discussed was whether or not this is a supportive method.

MATERIALS & METHODS

- check and review relevant literature
- the instrument "Intellectual Capital Report Made in Germany" with a tool box.
- three workshops to work with experts and students at the University College of Teacher Education Burgenland
- assets of the Intellectual Capital Report are:
 - › human capital
 - › structural capital
 - › relational capital

The report is based on group discussions. Every participant can give an assessment in percent. The group result is compiled in the tool box.

RESULTS

The main outcome is that the Intellectual Capital Report is a supportive tool for new topics because:

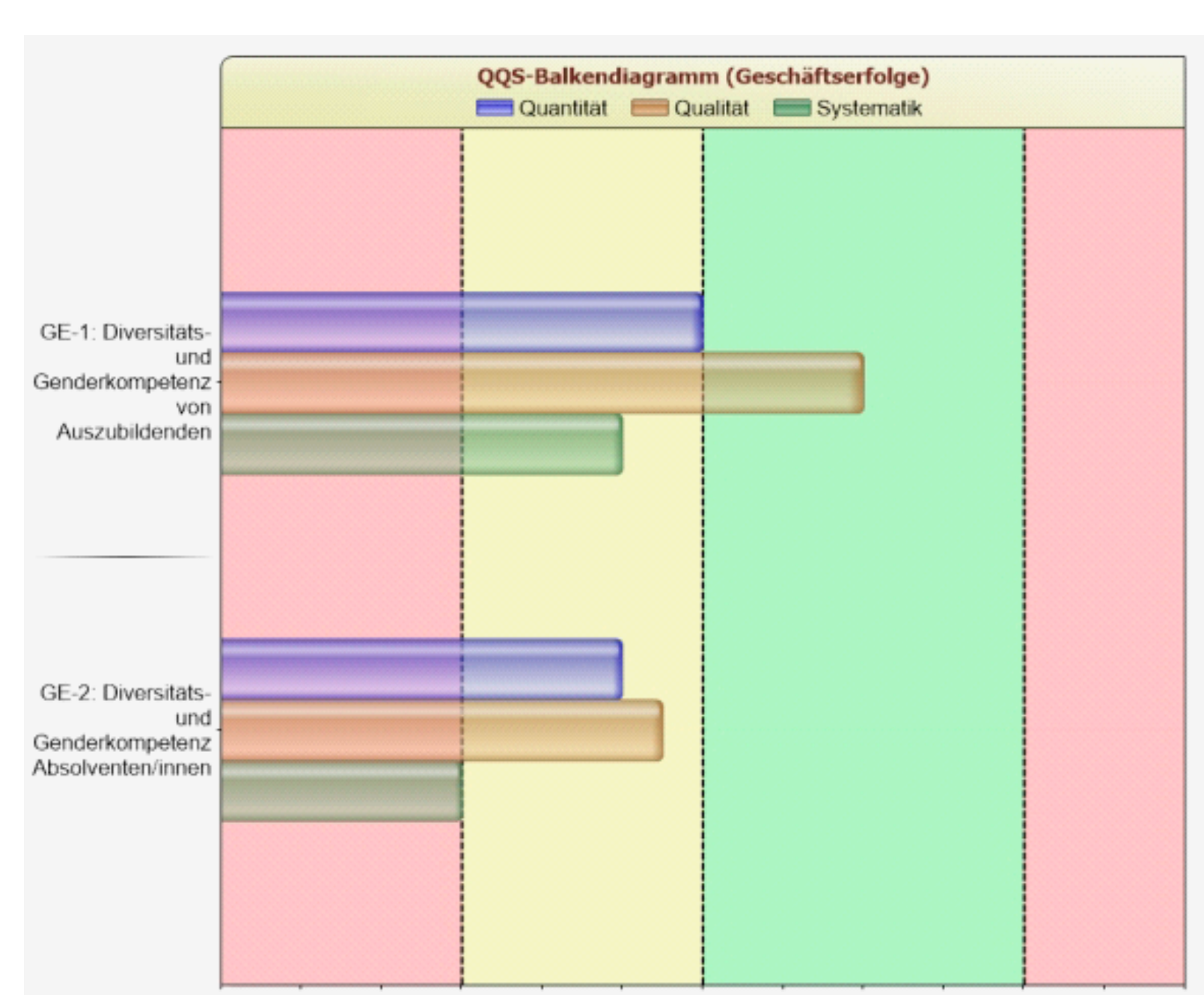
- People of different departments take part in workshops and learn about implementation possibilities.
- Implied knowledge is explained in the workshops.
- Intellectual capital becomes visible.
- Strengths and weaknesses become clear when implementing diversity and gender competence.

One clear finding is that budget is just one factor.

The most important factors are related to teachers, performers and students and to the connection between theory and practice.

Results for the University College of Teacher Education Burgenland

- Cooperation with the training schools needs to be expanded.
- Diversity and gender aspects are absent in the early stages of programs.
- But cooperation with the Federal Ministry of Education and Women's Affairs as well as with other Austrian educational colleges is well structured.



CONCLUSIONS

Derived measures should help use the intellectual capital of the organization.

This includes:

- Integrating involved colleagues and students when drawing up a new curriculum
- Developing the transfer from theory to practice.
- To implement good cooperation with the Federal Ministry and other educational colleges into the cooperation with the training schools.

Next steps:

- Presentation of the results in a well-chosen group from University College of Teacher Education Burgenland for the entire results of the Intellectual Capital Report
- Decision for implementing measures
- Publication in journals

FURTHER INFORMATION

<http://de.slideshare.net/ajtalukdar/what-is-an-intellectual-capital-report-presentation>

<http://www.akwissensbilanz.org/index-en.htm>

<http://www.planungundvielfalt.at/>

