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Technologies, Organizations, Evolution in Ways of Training

A constant: professional training cannot only be considered in training procedures, even when its objective is to allow persons to access definable qualifications in the strictest terms. Beyond this simple observation, it might be added that every kind of evolution or transformation of a technical process which implies a subject, comes into contact with the totality of the relationships maintained by the subject: with others, with means and tools of work, with the real and formal organization of the subject. Identify the contents of work, consider the links between different bodies of knowledge, abilities that the subject develops depending on the context, manage events, all of this requires a serious analysis of the activity. Variables: these bodies of knowledge are not immediately available, recalled at will. Ergonomics has always taught us that the appeal of professional knowledge by the verbalization of the agents provides scattered, contradictory, unreliable instruction. It is only through the collective work of "co-elaboration" that an efficient process of liaison between the analysis of practices and methods and educational principles can be identified. For this, technical training demands a precondition: the adjustment of analysis potential, of formalization and of verbalization of the agents (workers), and of concepts, categories, discourse and discursive practices of technical and professional training. Quite obviously, the path to follow is just as important as the distance between the two poles is itself, that is to say, between the possible abilities (and the possibilities) of active understanding. It is in approaching this linguistic and symbolic dimension, prior to or parallel with technical training, to which one must devote a specific thought. For our part, we are in the midst of experimentation, in the context of a PME (Petites et Moyennes Entreprises), contracted by a small business in the south of France, of a procedure of this type, which targets unqualified female workers, sometimes illiterate, but experienced in their field, to be able to follow technical training, necessary because of the arrival of new machines.