



TVET sustainability

Key Success Factors
for a comprehensive and attractive TVET system

Key Success Factors for a comprehensive and attractive TVET system

- ▶ Attractiveness
- ▶ The business perspective
- ▶ Public-Private Partnership
- ▶ Perspectives

Attractiveness

When is TVET considered a success?

Companies

have qualified and loyal employees

Diploma holders

make money and a career

Parents

see their children succeed in life

Government

sees unemployment go down



The business perspective

For companies, training is an investment and needs a return

- The overall benefits of an investment in training must exceed the costs
- TVET regulatory framework must allow a return on investment



The business perspective

Key success factors for return on training investment

Competent and
productive employees

Reduced costs for
recruitment

Employer branding

- ▶ Training must result in qualified employees
- ▶ Trainees must be productive immediately after completion of training and without further retraining
- ▶ Trainees must stay in the company after completion of training or the company must be able to find an equal alternative on the market
- ▶ The overall perception of vocational training must be positive

The business perspective

What creates return on investment?

Qualified employees

- Trustworthy Training
- Relevant Skills and Competences

Immediate Productivity

- Workplace training
- Integration into the company

Trainee loyalty

- Retention incentives
- Company training clusters

Overall positive perception

- Formal recognition
- Money and a career

Public-Private Partnership

How to increase returns in cooperation with public institutions?

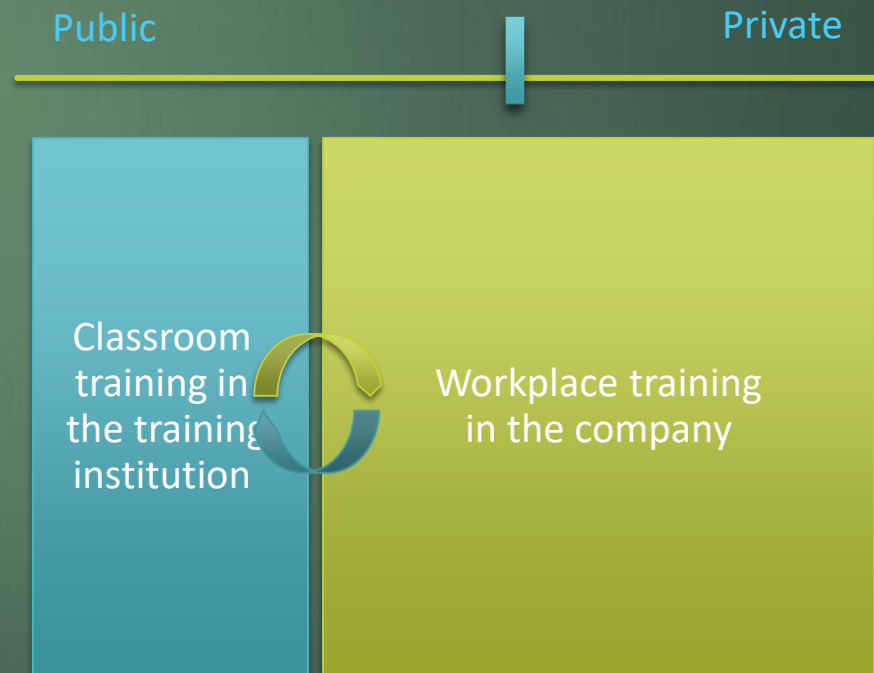
Public	LEVEL	Private
Classroom training in public vocational schools	MICRO	Workplace training Company training centers
Assessment of school training	MESO	Assessment of company training
National occupational standard	MACRO	Company training program

Public-Private Partnership

MICRO level: Support and enable adequate training venue cooperation

Training venue cooperation

- ▶ Aligned curricula for classroom and work based training
- ▶ Coordinated candidate selection
- ▶ Regular instructor meetings
- ▶ Training cluster cooperation

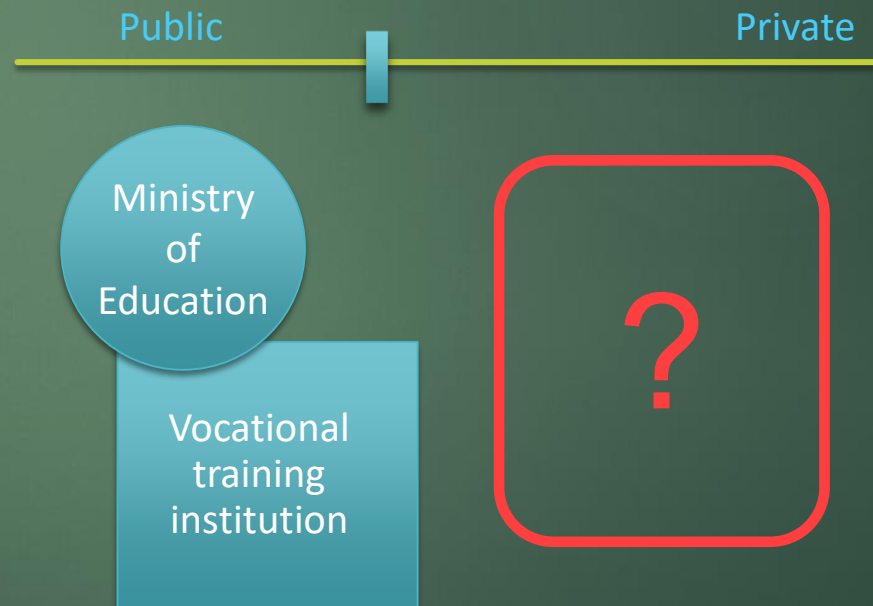


Public-Private Partnership

MESO level: Support and enable private sector confidence in training assessment and quality assurance

Training assessment and quality assurance

- ▶ Accreditation of training institution
- ▶ Accreditation of training companies
- ▶ Certification of in-company instructors
- ▶ Conflict management
- ▶ Assessment of training achievements

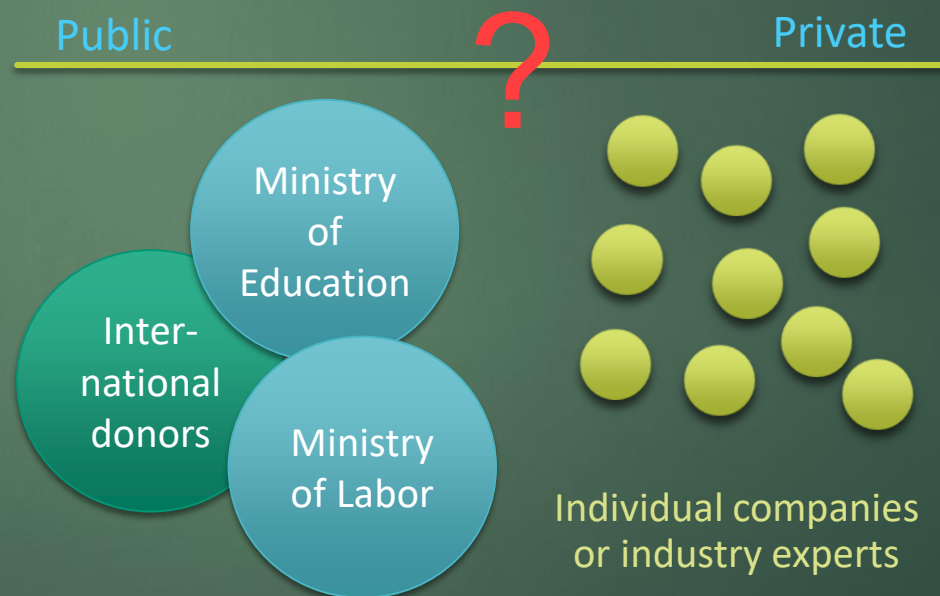


Public-Private Partnership

MACRO level: Support and enable adequate private sector participation in TVET framework development on the macro-level

Nationally certified industry standards

- ▶ Business TVET needs analysis
- ▶ Definition of expected training outcome: Skills? Competencies?
- ▶ Regulations on training duration and quality standards
- ▶ National TVET development strategy



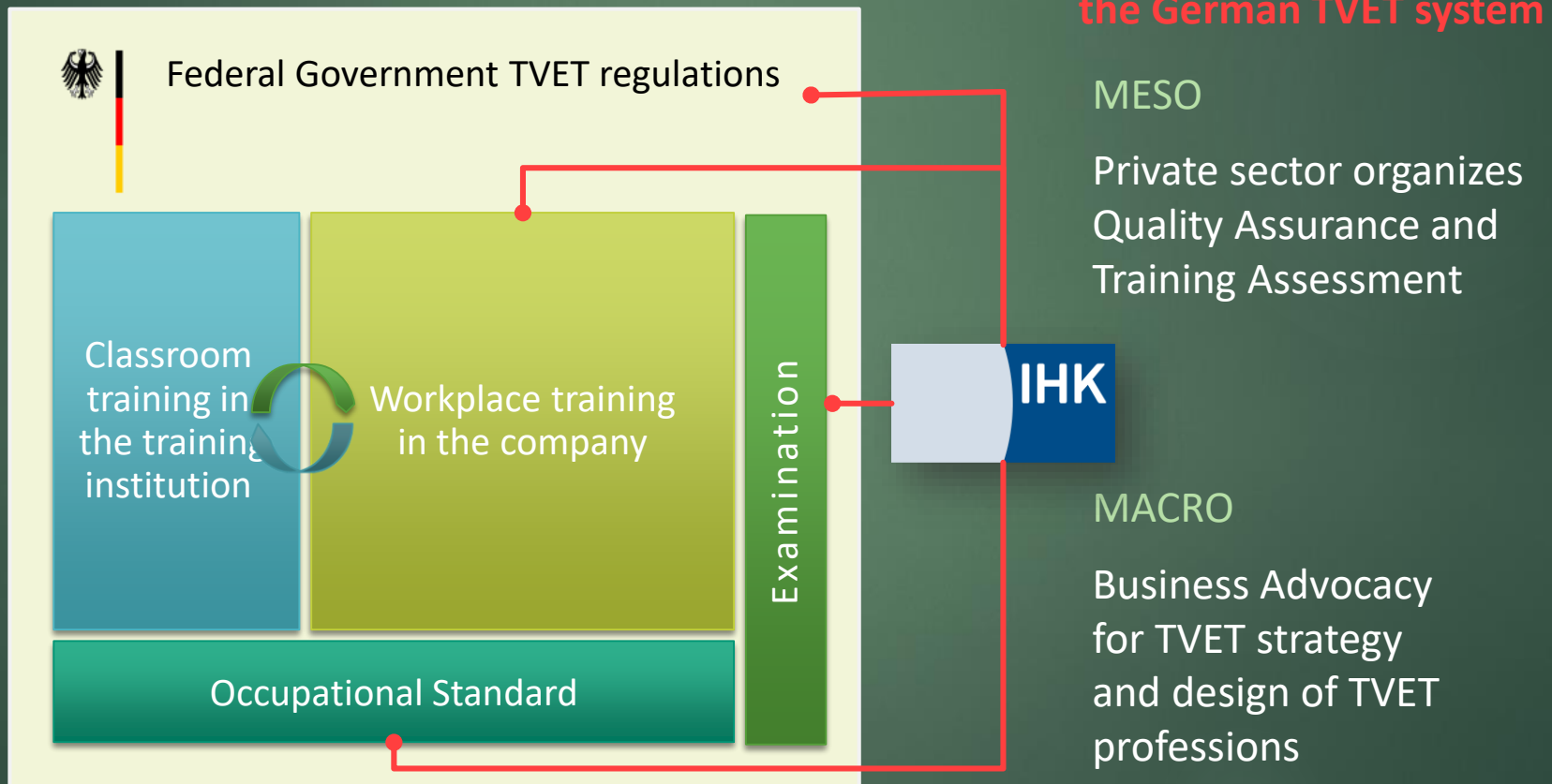
Public-Private Partnership

Cooperation needs adequate partners on all levels

		Public	Private
MICRO	Training venue cooperation	Training institutions	Companies
MESO	Training assessment and quality assurance	Training institutions and public assessment authorities	??
MACRO	Nationally certified training standards	Government institutions	Individual experts or companies

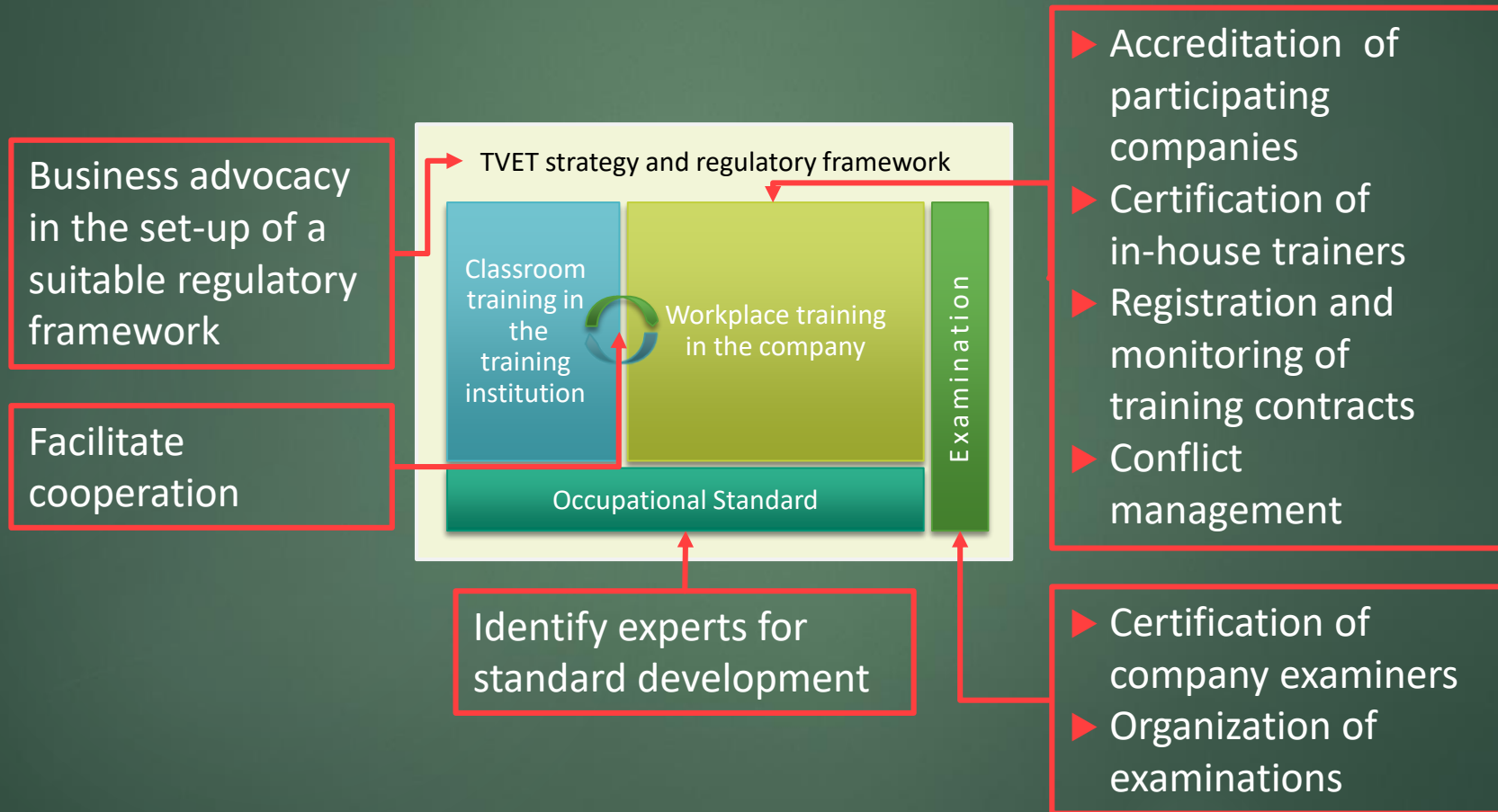
Public-Private Partnership

Business associations can fill the gap



Public-Private Partnership

What is the role of business associations in a TVET system?



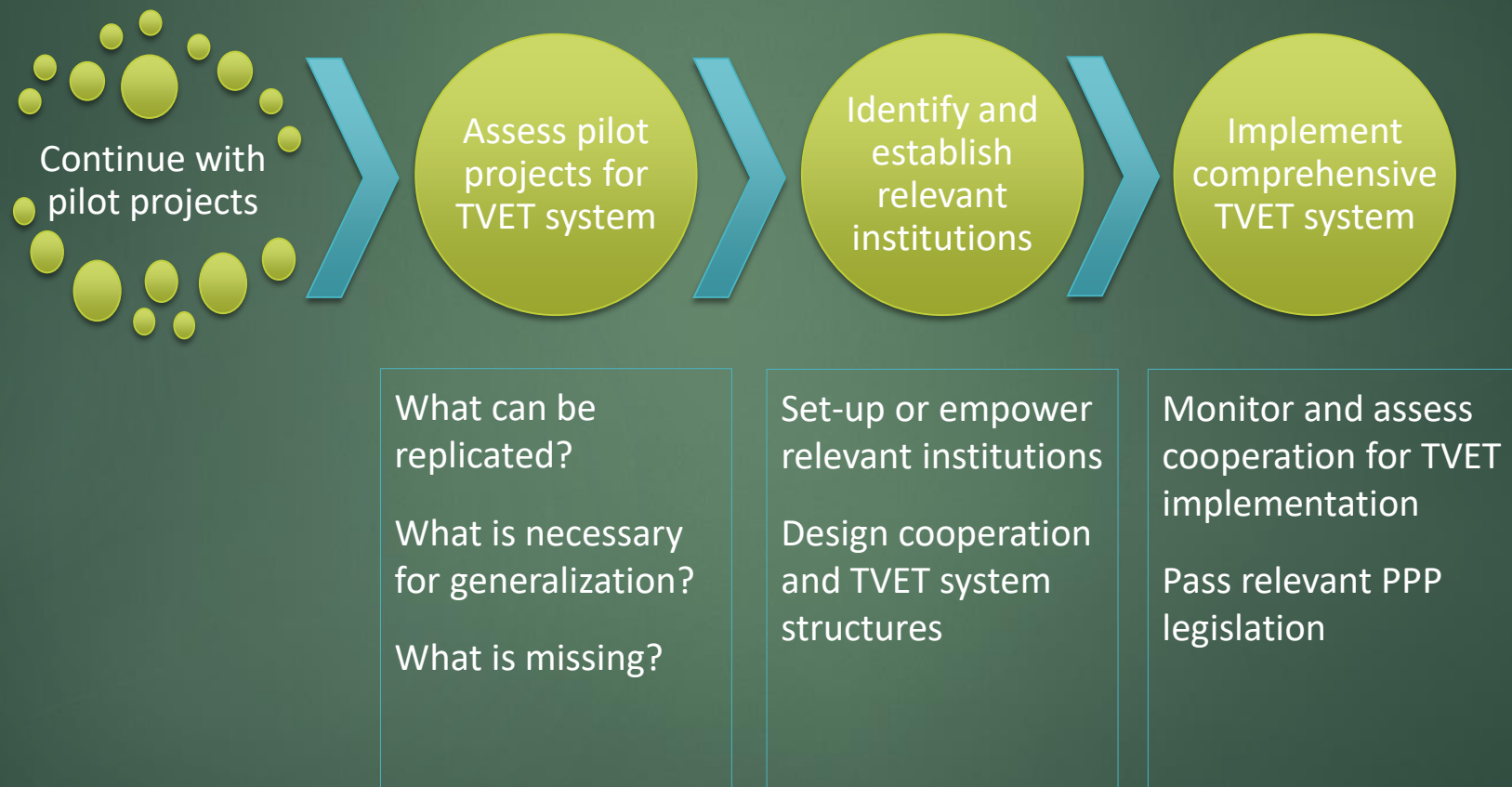
Public-Private Partnership

Integrating business associations is crucial for a sustainable TVET system

Public	Business associations	Private
Formal education with official recognition	Nationally certified industry standards	Employability through employment prior to certification
Trustworthy monitoring of workplace training	Workplace training quality assurance	Peer-group monitoring
Official training certificate	Nationally certified industry assessments	Meta-company training assessment
Higher training capacity and improved efficiency	Training venue cooperation	Training in the process of work

Perspectives

From pilot projects to a comprehensive TVET system



Perspective

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