



პროფესიული განათლება
ეკონომიკის განვითარებისთვის

INDUSTRY-LED SKILLS AND
WORKFORCE DEVELOPMENT



The ISWD Technical Assistance Component

25TH APRIL 2018

The ISWD Project, implemented by PEM GmbH

Four linked components:

- ❖ **TASK 1:** Program of Competitive Improvement Grants (PICG) to fund innovative, industry-driven projects meeting identified skill needs
- ❖ **TASK 2:** Strengthen TVET provider practices (STPP) by developing and replicating good practices across the TVET sector
- ❖ **TASK 3:** Strengthen national TVET policy by supporting key systemic improvements and related capacity development (Technical Assistance)
- ❖ **TASK 4:** Targeted communication and outreach activities including Annual TVET Conferences and TVET awards

Base period: 1 September 2014 to 14 March 2015

Four years of implementation

Year 1: 15 March 2015 to 14 March 2016

Year 2: 15 March 2016 to 14 March 2017

Year 3: 15 March 2017 to 14 March 2018

Year 4: 15 March 2018 to 14 March 2019

Project ends on 14 March 2019

Task 3 – Technical Assistance (TA) component

- ❖ Directed at assisting MES, NCEQE and NTPDC
- ❖ Was delivered in Years 1, 2 and 3
- ❖ Provided 48 person/months of short-term expert consultancy, plus a share of the time of the Team Leader and other key project staff
- ❖ Work plans agreed annually with MES and implemented flexibly
- ❖ But available resources have now been exhausted
- ❖ TA activities completed – only a few documentary outputs remain to be finalized and agreed
- ❖ Focus during remaining months of the ISWD project on measures to ensure sustainability of TA results

TA Interventions 1

Promoting business engagement in TVET

- ❖ **Public Private Partnerships in TVET** – MES assisted in developing PPP concept and in implementing PPP approach
- ❖ **Sector Skills Councils** – NCEQE assisted in implementing an interim approach based on existing Sector Committees, but concept for long-term SSC development drafted and agreed, draft roadmap still to be finalized
- ❖ **Education/Business Partnerships** – Guidelines and training for TVET institutions on establishing effective EPBs. Thematic capacity building focused on using EPBs to source labor market information and obtain improved careers information

The work of the project is largely completed – but these are long-term developments that will need continuing support

TA Interventions 2

Career education and guidance (CEG)

- ❖ Capacity building support to careers leaders in secondary schools (grade 9) and TVET colleges in implementing effective careers education and guidance
- ❖ Guidelines (on institutional careers education policies, destination studies), toolkit and model job description for college career managers, re-usable training packages
- ❖ Completed – documentation handed over to MES

A good start made but the process will need sustained support

Popularization of TVET

- ❖ To develop a more positive public perception of TVET
- ❖ Communications action plan and campaign briefs - activity still on-going and due for completion next month

TA Interventions 3

Qualifications and modular TVET programs

- ❖ Supported NTPDC and NCEQE
- ❖ Developed capacities of TVET institutions, teachers and trainers to implement competence-based training and assessment
- ❖ Main components included:
 - training needs analyses for TVET teachers
 - training modules for teachers and trainers on modular program delivery and continuing professional development
 - Training module on competence-based assessment
- ❖ Completed - re-usable training modules/materials handed over to NTPDC. However, capacity needs to be further increased.....

TVET Quality Assurance Framework (QAF)

- ❖ Supported NCEQE and the TWG on Quality Management
- ❖ Aimed to integrate existing or new QA components into a working system:
 - self-assessment and monitoring of TVET institutions
 - validation of occupational standards/programs
 - authorization of institutions/programs
 - internal/external verification of assessment
- ❖ Full methodology/procedures documentation provided, plus training and limited piloting.
- ❖ Some components already implemented, others awaiting legislation – some assistance can still be provided to drafting or amending related regulations
- ❖ Should now be taken forward within context of National Qualifications Framework implementation

TA Interventions 4

Lifelong learning and adult education

❖ **Validation of Non-formal & Informal Learning:**

- support to implementation of VNFIL concept that had been developed with ETF support
- Included development of concept paper for VNFIL implementation, comprehensive implementation guidelines, support to drafting of new VNFIL regulation
- Also capacity building (including re-usable training packages) and limited piloting

Requires continuing sustained support within context of NQF implementation

❖ **Adult education policy:** Situational analysis report and recommendations awaiting finalization

TA Interventions 5

TVET strategy:

- ❖ Flexible TA delivery allowed a new activity to be introduced towards the end of Year 3
- ❖ Support was provided to MES working group for TVET strategy/action plan updating
- ❖ MES was assisted in estimating costs of TVET strategy/action plan implementation, new TVET programs and VET law implementation
- ❖ Project still working on recommendations to MES for introducing greater flexibility into the TVET financing model - due for completion next month

Much more needs to be done on TVET financing in order to ensure sustainable implementation of TVET reforms and expansion of TVET provision

Building sustainability into the TA - 1

MCC sustainability planning covers five dimensions

So, how do the ISWD TA interventions match up to them?

Institutional sustainability

- ❖ Advice on how to perform required functions, e.g. implementation of improved quality assurance arrangements, career education and guidance
- ❖ Comprehensive documentation incl. QAF manuals, CEG and EBP toolkits & guidance docs, career manager and verifier job descriptions
- ❖ Capacity building training (integral part of all ISWD TA interventions)

Financial sustainability

- ❖ Costing of proposed interventions, e.g. QAF, VNFIL, and advice on budgeting
- ❖ Proposals on alternative sources of revenue, e.g. PPP investments, income generation (e.g. for sector skills councils)

Building sustainability into the TA - 2

Policy/legal sustainability

- ❖ Clearly defined policy recommendations developed, presented and agreed
- ❖ Analysis and revision of legislation and regulations, e.g. for QAF and VNFIL implementation
- ❖ Advice provided on necessary institutional organizational arrangements

Environmental sustainability

- ❖ Limited applicability within the TA provided

Social/behavioral sustainability

- ❖ Advocacy of new approaches to influence opinions, encourage new thinking

TA Sustainability issues – specific actions 1

Commitment by beneficiaries

- ❖ TA has been provided in close cooperation with MES, agencies and other stakeholders incl. social partners, with related capacity building
- ❖ Adoption of policy recommendations by MES, agencies, and commitment by beneficiaries to use the products developed by project
- ❖ Beneficiary ownership of all TA outputs – aim of getting relevant documentation posted on beneficiaries' web pages incl. www.vet.ge
- ❖ Continuing advice to beneficiaries' and stakeholder organizations' staff on implementation issues - will include a sustainability workshop

TA Sustainability issues – specific actions 2

Agreements with other donors

- ❖ Review of up-coming donor interventions and dialogue with other donors
- ❖ Bi-lateral meetings to identify possible avenues of continuity - briefings and hand-over of relevant documentation with aim of cooperation/agreement on follow-up actions (may include joint activities)

Communications to providers etc.

- ❖ Information dissemination to build awareness of sources of stored information, maybe including final TA dissemination event
- ❖ Dissemination materials, documents retained on ISWD web site for a period after the ending of the Compact

Next steps

All key documentary outputs of the TA component are being uploaded to www.iswd.ge under the technical assistance page

Today's event is the start of a process, and will be followed by

Bilateral meetings with beneficiary institutions

- ❖ MES, agencies, to agree on sustainability plans and priorities
- ❖ May 2018

Technical workshops for TVET practitioners (from beneficiary institutions and TVET providers):

- ❖ To provide detailed information about TA results in each TA area
- ❖ To assess state of progress in each TA area and identify specific needs for follow-up
- ❖ Starting in June 2018

Bilateral meetings with donors

- ❖ Aim of ensuring continuity in future planning

Thank You!

www.iswd.ge

