

Chances and Challenges of dual VET in Moldova

DC dVET Workshop, 26th / 27th June 2018

Documentation Day I

Participants: DC dVET Members and Key Partners



Dual VET in Moldova: Keynotes MoECR and CCI

Ministry of Education, Culture, and Research

Silviu Gîncu (Head of VET Department)

Regulation on dual VET

- Increased enrolment (2018: 1'500 in 75 companies)
- Clearly defined responsibility of actors with an important role of the CCI

Quality Assurance

- By 2020 all schools are to be assessed by the National Agency for Quality Assurance in VET (ANACIP)

Centers of Excellence

- 10 centres of excellence established in ICT, agriculture, construction, transport, textile, energetics and electronics, winegrowing and production, arts, economy and finance, health.

Social Dialogue

- Appreciation of increased social dialogue with positive impact on the VET system



Chamber of Commerce & Industry (CCI)

Sergiu Harea (President)

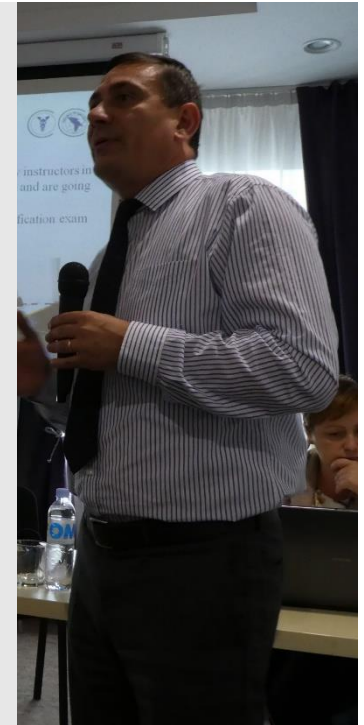
CCI

- Founded 1990 based on the German model

Role of CCI in dual VET

- Training of in-company trainers (60)
- Training of assessors (40)
- Assessment of conformity of training companies and recommendations to Ministry of Education;
- Registration of apprenticeship contracts;
- Support to companies (members and non-members) who express interest to train in dual system;

→ For more details see separate presentation



Q&A & Initial Discussion

Topic	Discussion Points
Role of the CCI in Company Inspections	The CCI checks the eligibility of the companies while the certificate/training permit is issued by the ministry. The CCI understands its role not primarily as an inspection but rather as a body supporting the companies to comply with the criteria set by the Ministry for dual VET. The CCI does not receive any fees from involved companies and schools, and CCI-membership is not compulsory for the firms involved in dual VET.
Poaching	Companies are still reluctant to get involved in VET, partly also because of the poaching problem. This also includes the issue of outward migration as many graduates prefer to go abroad for work. Low wages are one of the main reasons why youth and graduates emigrate.
Cost-Benefit Analysis	A financial impact analysis of dual VET a few years ago showed rather high costs for involved actors. This should be analysed again to assess current costs & benefits under the new regulation. When doing so, initial development costs should be treated specifically in order not to affect the results inadequately.

GIZ Case Study on «Engagement of the Business Sector»



❏ **Short Project Presentation:** Structural Reform in VET in the Republic of Moldova (see separate presentation)

❏ **Movie:** [Dual VET Spot](#)

Structural Reform in VET in the Republic of Moldova Project

- ❏ Duration: 24.11.2015 – 31.12.2018
- ❏ Financed: BMZ & SDC
- ❏ Key objective: normative and institutional framework in place for the provision of demand-oriented initial dual VET
- ❏ Main implementation partners: Ministry of Education, Culture and Research (MECR); Ministry of Agriculture, Regional Development and Environment (MARDE)

GIZ Case Study on «Engagement of the Business Sector»

Area of Engagement	GIZ Project
Objectives & Sector / Business Selection	<ul style="list-style-type: none"> ▪ Motivation: Economic development / FDI through qualified staff; ▪ No centralised sector choice. Sector selection happens reactive to requests from economic operators; ▪ Not only large companies are engaged but also SMEs.
Implementation of Company-based Training Phases	<ul style="list-style-type: none"> ▪ Initial request for participation in dual VET by company to school; ▪ Integration of company places in school admission plan (to be approved by MoECR); ▪ Student selection by school & company; ▪ Enrolment by school, apprenticeship contract with company; ▪ Implementation: 70% practice at the company / 30% theory at school.
Cooperation in Examination & Certification	<ul style="list-style-type: none"> ▪ 40 examiners trained up to date; ▪ Training of in-company trainers provided by CCI; ▪ MoECR is responsible for final assessment; ▪ Business representative is part of examination commission; ▪ Relevance of A+E is a challenge (labour market measures and continued education).

GIZ Case Study on «Engagement of the Business Sector»

Area of Engagement	GIZ Project
Qualification of Training Staff	<ul style="list-style-type: none"> ▪ Qualification course for in-company trainers by CCI is updated and running; ▪ Offers for teachers / instructors is currently being developed by CCI.
Provision of Equipment and Teaching Material	<ul style="list-style-type: none"> ▪ Up-to-date curricula, material and equipment for schools are a challenge; ▪ Companies can help with their infrastructure; ▪ However, the question remains what schools themselves need and how can this be financed?
Cooperation in Governance & Curriculum Development	<ul style="list-style-type: none"> ▪ CCI and companies are in the driving seat when it comes to initiating dual VET; ▪ Curricula, standards, materials have been developed with business involvement → adapted offers are therefore demand oriented.
Participation in Financing	<ul style="list-style-type: none"> ▪ The question of cost-sharing is not yet solved ▪ Key challenge: outward migration → is (dual) VET training for migration?

Perspectives of involved Businesses

Georgeta Mir (Î.M. Mobile S.R.L. / Georgette)
Daria Bajanova (Coroplast)

- ❏ «It's all about what the adults teach the young people»
- ❏ Challenge: Discipline of youth;
- ❏ Link of school teachers to business is lacking → businesses therefore offer practical experience, also for teachers and instructors;
- ❏ Companies tend start with shorter training (1 year) and then might expand based on the gained experiences;
- ❏ Support of youth with accomodation is needed.



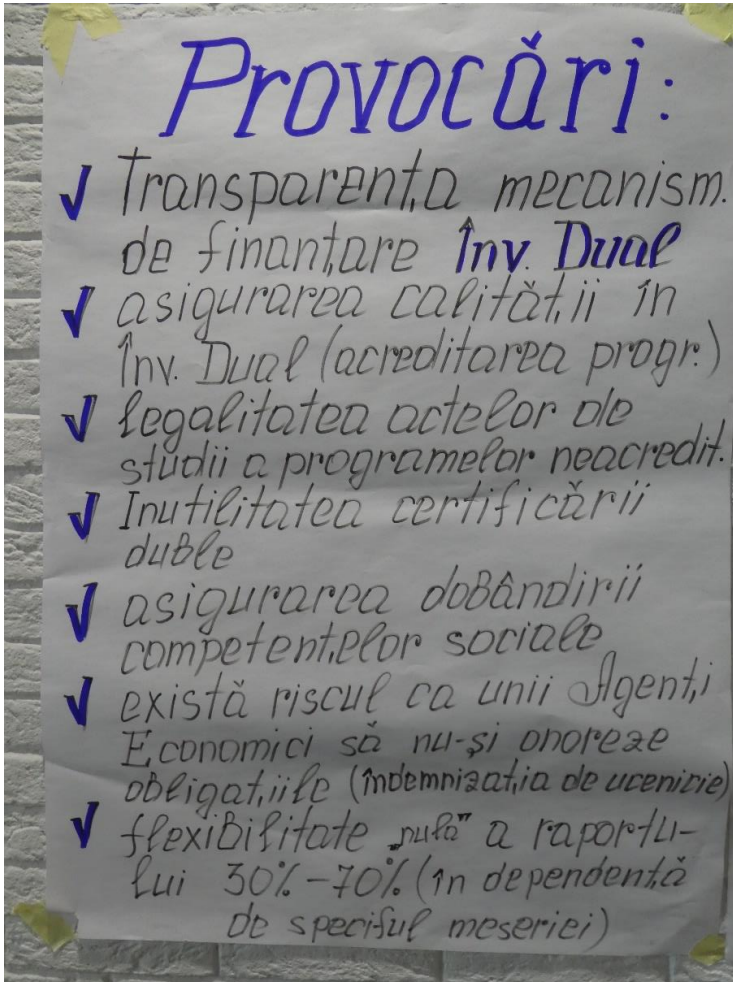
Perspectives of involved School



Lucia Caraiman (Director)
Scoala Profesionala Nr. 5, mun. Balti

- ❑ Pilot in 2015;
- ❑ Dual VET is challenging but there is a high interest from the school to participate;
- ❑ Companies are not always open to receive teachers but training of teachers in companies is crucial for dual VET;
- ❑ ToT & training material is needed for qualitative training;
- ❑ Schools need guidance and orientation.

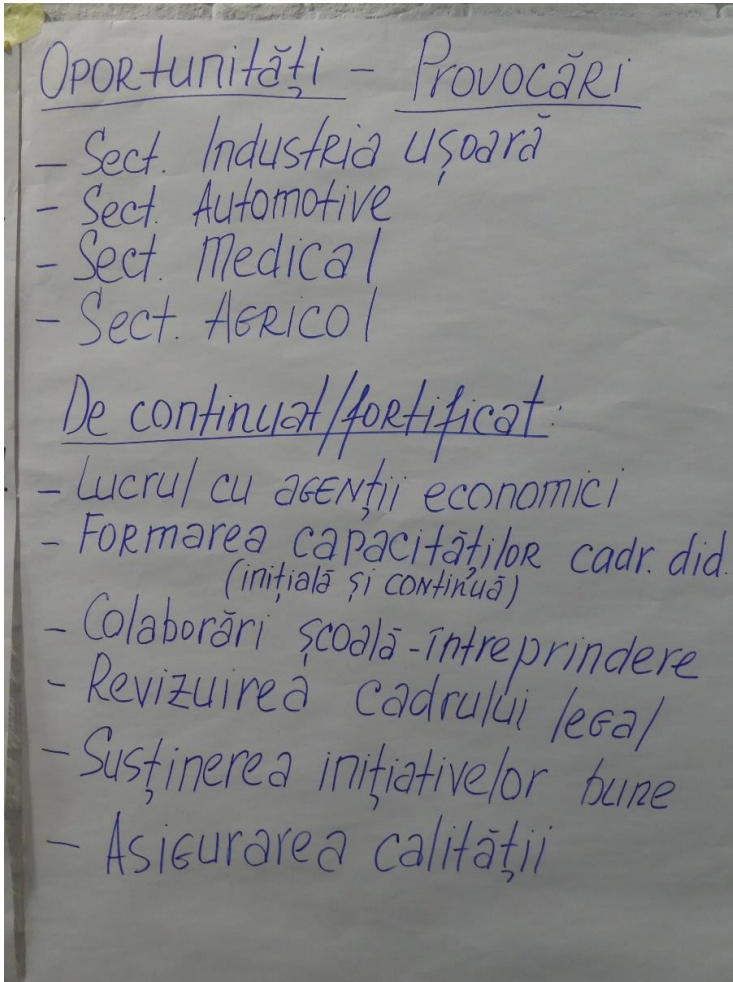
Group Work on Inventory, Chances & Challenges



Challenges

- ✦ Transparent funding mechanism of dual VET
- ✦ Quality assurance in dual VET (program accreditation), covering all work processes in a trade!
- ✦ Legal issues related to graduation certificates of non-accredited programs
- ✦ Makes no sense to have double certification (skills set is one and the certificate should be one)
- ✦ Making sure that apprentices acquire soft skills as well
- ✦ Risk that some companies will not pay the apprentice wage
- ✦ Zero flexibility of the ratio 70% to 30% depending on the trade to be trained

Group Work on Inventory, Chances & Challenges



Challenges - Opportunities

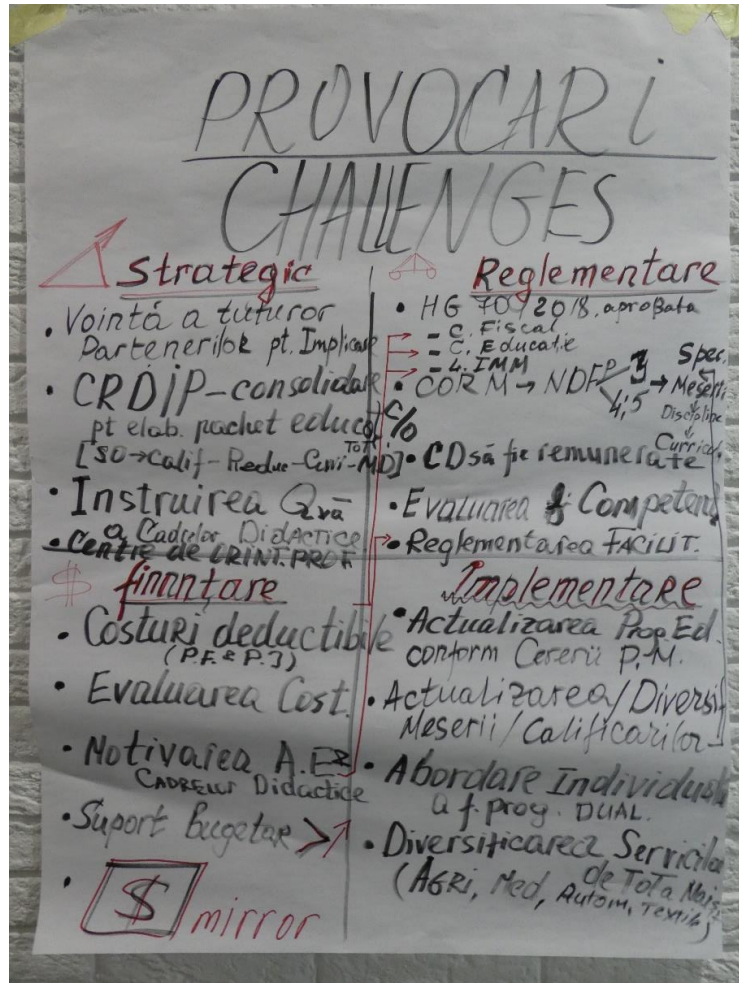
Sectors with high potential for dual VET in the near future:

- ❑ Light industry
- ❑ Automotive
- ❑ Health
- ❑ Agriculture

Still needs strengthening:

- ❑ Raising visibility of dual VET among companies
- ❑ Initial and continuing teacher training
- ❑ Company-VET school partnership
- ❑ Review of legal framework
- ❑ Quality assurance of dual VET

Group Work on Inventory, Chances & Challenges



Strategic Level

- Strong will and commitment of all key players in dual VET
- Capacitate Republican VET Center (CRDIP) to develop all components of the training package
- Teacher Training
- Centers for Professional Orientation

Regulations Framework

- Tax Code, Education Code and Law for SME need review
- School instructors remuneration for time spent in companies
- Assessment and Certification framework
- Benefits framework

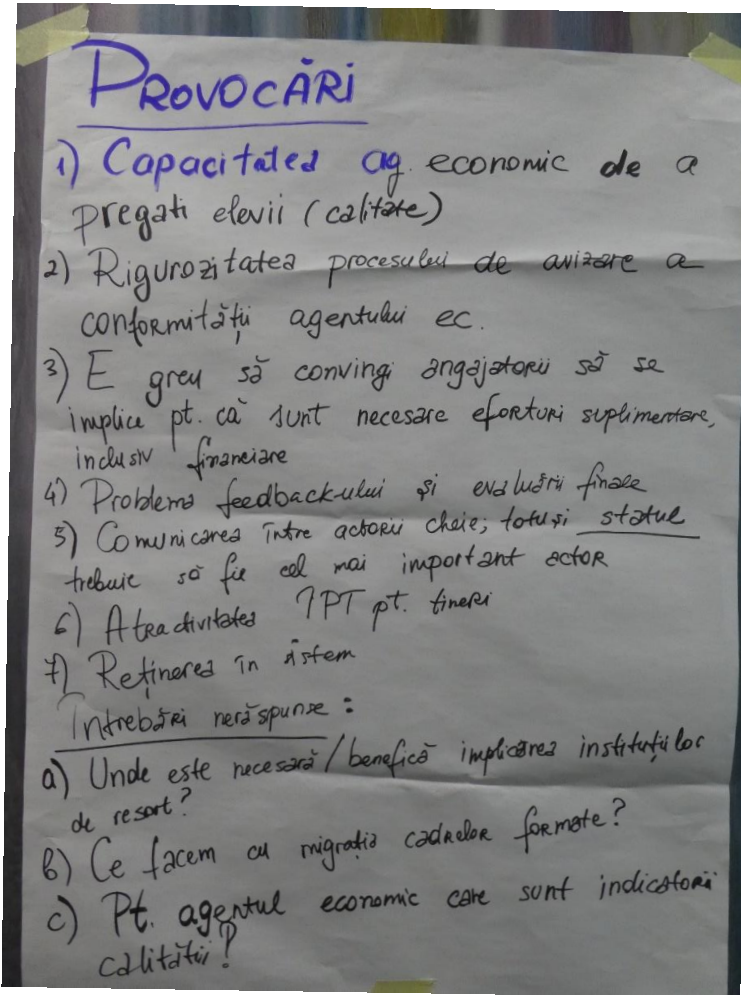
Funding

- Cost-benefit assessment
- Tax deduction
- Motivating businesses and teaching staff
- Public funds

Implementation

- Revision of curricula in line with labor market requirements
- Update and diversify trades available for dual VET
- Individualized approach for each of the dual training programs
- Diversification of services for training school instructors (agrifood, health, automotive, textile)

Group Work on Inventory, Chances & Challenges



Challenges

- ❑ Company capacity to train apprentices (quality dimension)
- ❑ Strict rules to accredit a company for dual VET implementation
- ❑ Company motivation and engagement is low
- ❑ Feedback and skills assessment
- ❑ Communication and cooperation among key players (state should have the lead role in this)
- ❑ Dual VET attractiveness for youngsters
- ❑ Insertion in companies and staying employed
- ❑ Companies select students. What do we do with the weaker ones?

Fish Bowl Discussion on dual VET in Moldova



Fish Bowl Discussion: Key Points

Topic	Discussion Points
Development and Introduction of a new Approach	<ul style="list-style-type: none">▪ Dual VET is new in Moldova. The openness of actors to learn a new attitude is crucial;▪ Innovation processes work both top-down and bottom-up. In Moldova, there are now framework conditions in place (top-down), now the bottom-up process is important: all players have to bring this framework to life, clarify roles and make it work.▪ The focus should be on:<ul style="list-style-type: none">• the cooperative element of dual VET, fostering trust between actors, creating a culture of cooperation, instead of more regulations and on• strengthening the supporting forces by identifying them and their resources and by working with them, while not focusing too much on the resisting forces.
Quality	<ul style="list-style-type: none">▪ Quality indicators for company inspections include amongst others premises, demand-driven training contents, agreement of cooperation and exchange mechanisms, enterprise training plan, qualified staff, teacher and instructor training, information and orientation activities.▪ Quality is more than indicators. Acceptance by the labour market is the best quality indicator;▪ Quality assurance in dual VET is also important to schools, as they too have to make a big change and step forward.

Fish Bowl Discussion: Key Points

Topic	Discussion Points
Level of VET	<ul style="list-style-type: none">▪ Dual VET in Moldova is currently focused on rather low skilled jobs. With the health and social sector, occupations on a higher level are interested in starting with dual VET.
Support	<ul style="list-style-type: none">▪ Provision of support is needed for the different actors (e.g. guidelines, supporting documents etc.)
Cost-Benefit & Incentives for companies	<ul style="list-style-type: none">▪ How can the buy-in of high performing companies be ensured?▪ While there are companies that are primarily motivated by financial revenues the aim is to win first of all companies that have an investment perspective on training. Therefore, there are mixed experiences with tax reductions as incentives for companies.▪ For companies not only training but also administrative costs arise. A reduction of admin costs by easing public administrative processes would bring value-added to companies.
Social Inclusion	<ul style="list-style-type: none">▪ The state should not only fund training as part of an educational initiative, but also as a social intervention to include as many youngsters as possible into the world of work and into society. Work force crisis is calling for various training solutions.