

Chances and Challenges of dual VET in Moldova

DC dVET Workshop, 26th / 27th June 2018, Chisinau (Moldova)

Documentation Day II: Workshop with DC dVET Members

Participants: DC dVET Members in Moldova*



* BMZ was represented by GIZ

Objectives of the Day (from participants)

Who	Formulated Objectives
ADA	<ul style="list-style-type: none"> ▪ Understand & agree key findings of day I ▪ Donor positioning as regards to these issues
LED	<ul style="list-style-type: none"> ▪ Mapping of understanding and approaches of donors (who is active where, who is the target group, how does dual VET interact with other VET offers, what levels are included?) ▪ Identification of gaps in the system ▪ Definition of who covers what (roles and functions)
SDC	<ul style="list-style-type: none"> ▪ Major constraints identified ▪ Common vision for VET system development (general and in dual VET) ▪ Agreed programming: Who can contribute how?
GIZ	<ul style="list-style-type: none"> ▪ Capacitation & ownership of local actors: how far do we go? what is our role? When do we step out? What can we expect from them?



Leading Questions for the Day

- What are the main questions / issues that bother us?
- What are our positions and engagements?
- How do we (*the donors/projects*) go on?

Topics & Questions: Brainstorming I

Topic	Rating*	Issues
VET School Support	● ● ● ●	<ul style="list-style-type: none"> ▪ Teacher / Instructor Training (ongoing process that still needs assistance) ▪ Capacity Building Policy of VET Schools (teachers & directors/staff)
Cooperation Management	● ● ●	<ul style="list-style-type: none"> ▪ Social dialogue is weakly organised and needs to be increased and improved: how to best facilitate? ▪ Need to set up structures to coordinate dual programmes incl. link between schools and companies ▪ Need for trust building measures & change of roles & attitudes ▪ Tendency for overregulation but at the same time insufficient level of information among actors ▪ Need for commonly agreed standard setting ▪ Focus on chances not only issues by motivating/supporting those that are in favour of system advancement

Topics & Questions: Brainstorming II

Topic	Rating	Issues
Material	● ● ●	<ul style="list-style-type: none"> ▪ Teaching & Learning Paradigm ▪ Up-to-date demand-oriented materials ▪ Learning materials / modes / channels
Qualification Framework / Career Pathways	● ● ●	<ul style="list-style-type: none"> ▪ Qualification Framework & Permeability ▪ International Recognition of VET diploma → ANACEC role and its limited practice in quality ▪ Dual: Who issues the certificate ▪ Career pathways for VET?
Financing	●	<ul style="list-style-type: none"> ▪ Financing mechanisms in VET (in general & dual) ▪ Who does / who pays? → Definition of roles & responsibilities ▪ Transparency of finances is not available but needed ▪ Cost-benefit: is dual VET costly or beneficial for the private sector?

Topics & Questions: Brainstorming III

Topic	Rating	Issues
Quality Development	●	<ul style="list-style-type: none"> ▪ Quality assurance mechanisms ▪ Feedback loops: how to ensure?
Career Guidance		<ul style="list-style-type: none"> ▪ Students need to know what they can learn in VET and where they can go afterwards ▪ Soft skills development
Incentives for Companies		<ul style="list-style-type: none"> ▪ Motivation of companies: what type of incentives? ▪ Position of donors and projects towards incentives?
Focus on dual Learning Processes		<ul style="list-style-type: none"> ▪ Training of TVET personnel in general (incl. teachers, instructors, in-company trainers etc.) ▪ Professional pedagogy needed

Group Work Topic 1 (GW 1): VET Schools Support & ToT

General Reflections on the «Market» of Teacher Training

- ❑ Is there a market for teacher training?
- ❑ Quality in the market is critical? How should the market be organised?
- ❑ Is there enough consciousness and readiness to invest e.g. in school management and in the MoECR?
- ❑ Should we (the donors/projects) continue to invest in ToT?

General Reflections on the Donor Position

- ❑ Should there be a common position on local contributions for trainings?
- ❑ Should there be a common position paper on teacher training in general?

GW 1: VET Schools Support & ToT

Provider Landscape and Donor Engagement: Teacher & Instructor Training

In-company
trainers

Training Providers Donors	Centres of Excellence (10x)	Technical University	Chamber of Commerce and Industry	NGOs	USM	PU	ISE	CCE
LED	?	X		X				
ADA	?			X				
BMZ/GIZ	?		X	X			(x)	
SDC	?							

GW 1: Reflections and Key Questions

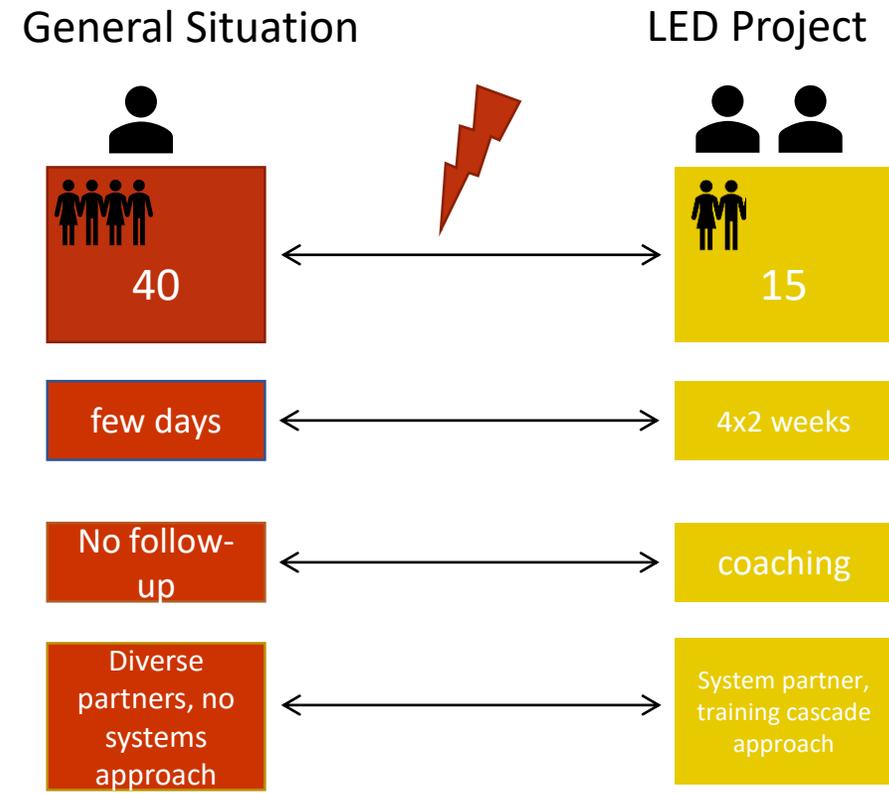
General Reflections on the «Market» of Teacher Training	<ul style="list-style-type: none">▪ Is there a market for teacher training?▪ Quality in the market is critical? How should the market be organised?▪ Is there enough consciousness and readiness to invest e.g. in school management and in the MoECR?▪ Should we (the donors/projects) continue to invest in ToT?
General Reflections on the Donor Position	<ul style="list-style-type: none">▪ Should there be a common position on local contributions for trainings?▪ Should there be a common position paper on teacher training in general?
What is the position of the donors on the current situation?	<ul style="list-style-type: none">▪ Do we support this unregulated system?▪ What level of quality are we aiming at?
Why is there a problem with the demand?	<ul style="list-style-type: none">▪ Quality of offers?▪ Financing?▪ Offers too far away from practice?

GW 1: LED ToT Experience based on the CONSEPT Project

Training Approach CONSEPT

- For Instructors & Teachers
- 4 Modules, 2 weeks each
- Restricted participation: 15 teachers per course
- Modules: teach skills, teach knowledge, assessment, visualisation, (blended learning)
- In Chisinau
- Follow-up coaching included (important!)

Compared with other trainings



GW 1: Conclusions on the Discussion of VET School Support & ToT

Key Question

- ❑ How can training for teachers & instructors (and in-company trainers) become more attractive and what are the contributions of the donors/projects?

A Position Paper on ToT will be developed and shared, with the aim of making ToT realistic and doable and with the aim to harmonise approaches:

- ❑ Situation analysis
- ❑ Problem analysis
- ❑ Formulation of position(s): (1) among donors/projects, (2) with partners

→ LED prepares initial draft for next meeting in September 2018 (with contribution from GIZ)

Group Work Topic 2 (GW 2): Cooperation Management

Needed in Cooperation Management	<ul style="list-style-type: none">▪ Improving flow of information;▪ Increasing transparency;▪ Practicing of cooperation to move towards a cooperative system;▪ Processes of establishing cooperation take time as they implies change of roles & responsibilities (and therefore power).
Underlying Assumptions	<ul style="list-style-type: none">▪ Lack of trust among actors;▪ Lack of knowledge on the current/applicable regulatory framework;▪ No regular opportunities for general dialogue exist – exchange happens «only» topic / immediate needs based but informal meetings with open agenda are missing.
Possible Approaches	<ul style="list-style-type: none">▪ Creating events (formal and informal) for open-minded, cross institutional discussions;▪ Relationship managers or VET ambassadors to advocate for VET;▪ Database / information platforms for companies to share information;▪ Information material on available rules, regulations, material etc.

GW 2: Ideas for Enhancing Cooperation Management

Series of Informal Events

- Series of regular, short events with an open agenda;
- External key inputs on one specific topic as basis for discussion;
- Mixed participation (public-private);
- Neutral facilitation and place;
- Idea: similar to business clubs (e.g. breakfast, lunch, after work):
- Open question (to be clarified): Can the exchanges be build on ETF workshops? If yes, how and what for? They are amongst others working on sector skills councils.

→SDC prepares initial suggestion for next meeting in September 2018

Regulation of dual VET in a Nutshell

- Big lines do exist, enough regulation is available;
- Donors/projects should neither support the further development of top-down regulations nor actively push for it;
- Donors/projects should rather support implementation;
- Finding good formats to share and inform about the regulation and good practices in implementation.

→GIZ has prepared a short, concise document & a movie to be distributed to schools, companies and others and will share this with the others.

Next Steps

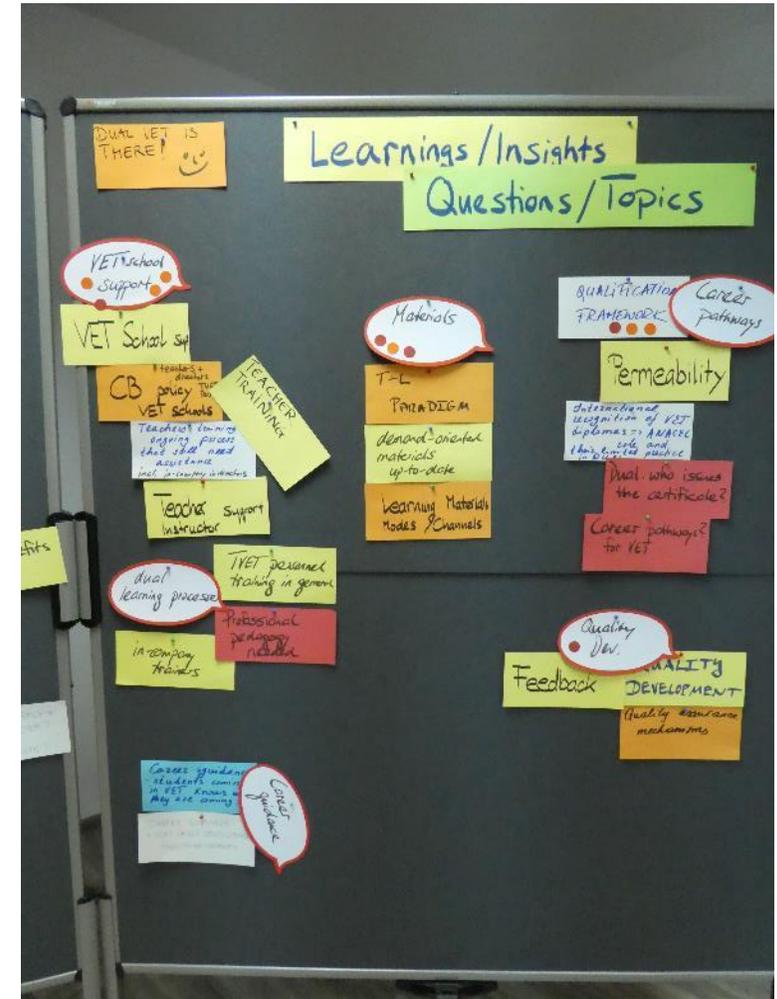
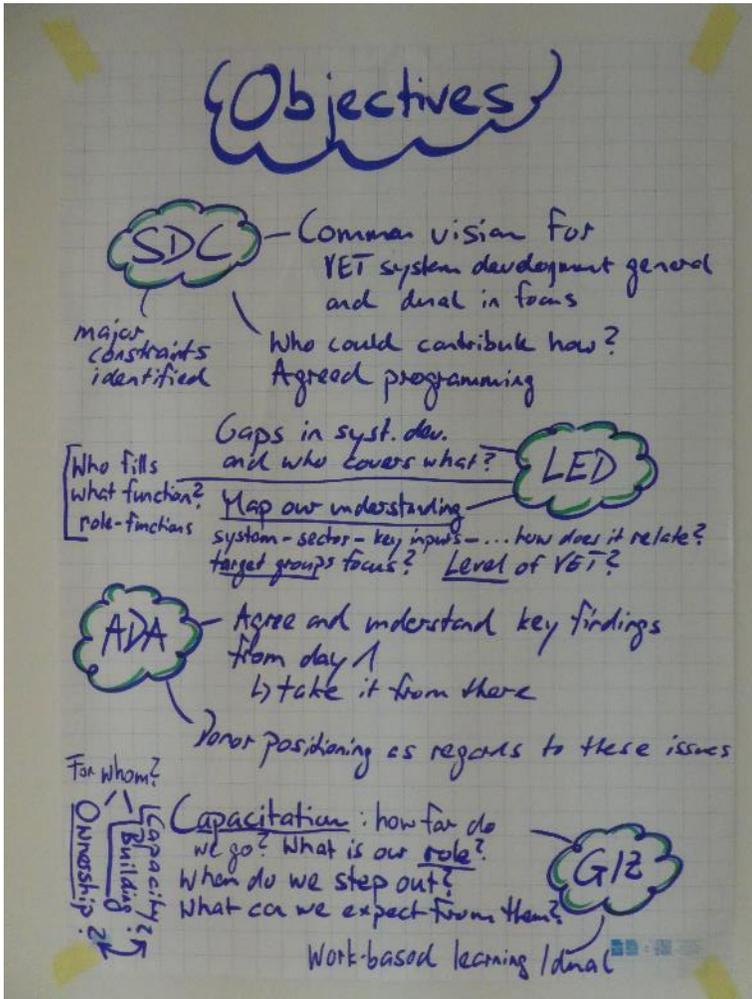
What	By whom (Lead)	By when
Deepening the Discussion on the Idea of “Informal Events”	Initial suggestion by SDC	Donor Meeting in September 2018
Further Discussion of a position paper on “Training of Trainers, Instructors and In-company Trainers”	Preparation of an initial draft by LED	
Discussion and agreement on whether and how to proceed with the other topics (brainstorming list) and / or other topics of common interest.	Agenda Item	
Clarification how to involve the actors from Transnistria	Agenda item	
DC dVET Input on Tax Incentives (how are tax incentives handled in DACHLI?): DC dVET Secretariat clarifies ToRs with GIZ (and GIZ with the others)	DC dVET Secretariat	End of August 2018
Availability and Flow of Financial Resources in the VET System: Clarify possibility of increased financial transparency with Radu Moldovanu	Tbd	tbd

Final Take-Aways

- Open minded & good cooperation among participants
- Don't forget the questions «why» / normative dimensions
- Many interrelated & complex issues: focus and clarify perspectives

Thank you!

Foto Protocol



Group on Schools + TOT ①

- Market
 - Do we have a market for teacher training?
 - is there enough consciousness and readiness to invest? e.g. for school mgt.
 - should we continue to finance tot?
 - ↳ school contribution?
 - Quality in the market is critical!
 - ↳ How should we organise the market?
- Should we have a common position on local contribution for trainings?
- Should we have a position paper on teacher training in general?

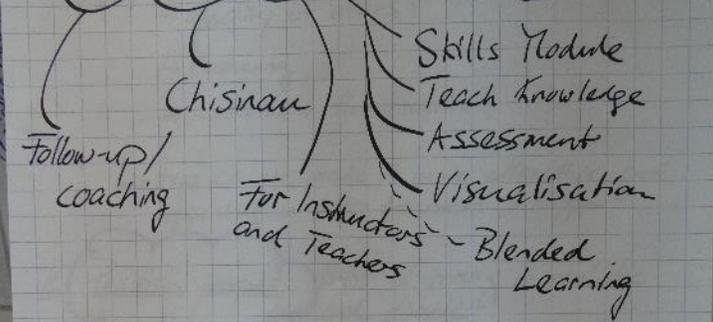
Provider landscape ②

	CE 10x	TU	CCI NGOs	USM	PU	ISE	CCE
LED	?	x	x				
ADA	?		x				
GIZ	?		x		(x)		
SDC	?						

What is our position on this situation?
 ↳ Do we support this unregulated system?
 ↳ What quality level?



LED Trainings - 4 Modules à 2 weeks ③



How can we best support systems development for TOT?
 ↳ What is realistic? No islands of splendid isolation...

In-company trainers: companies do participate in costs
 CCI implements
 ↳ MARKET? *Centru Speii*

④ Why is there a problem with demand?

- ↳ quality of offers?
- ↳ financing
- ↳ too far away from practice?

↳ How can we make it more attractive and appealing in order to make it happen?

↳ Position paper: think of making it realistic and doable.

- ↳ situation analysis (incl. actors, financing etc.)
- ↳ problem analysis
- ↳ position formulated
 - ⊙ among the donors
 - ⊙ with partners

LED prepares for Sept. 18 meeting

6/2 contributes

① Group on Coop. Mgt.

Series to follow up meeting

improve flow of information
- Increase transparency

ETF

- ↳ creating events (formal + informal) for open-minded discussions. cross-institutional
- ↳ database / information platforms for companies to share info.
- WHO would facilitate bridge-building / dialogue? (relationship managers / "VET Ambassadors" in PS, fighting for VET / network)
- Practice cooperation. School-Business Cooperative System
 - ↳ implies change of power
 - ↳ Better to keep it informal?

eg. events for regulation building
↳ contributes to trust
if other time
Needs Facilitation + Planning

② Can we build on ETF Workshops? What for?

↳ they are working on eg. Sector Skills Councils

Assumptions:

- ↳ lack of trust among actors
- ↳ no regular opportunities, but only topic/needs-based do exist
- ↳ informal meetings with open agendas missing

Only one element of cooperation

Deci: Regular short open agenda

Mixed participation evening informal

Someone has to organise external inputs

Agenda Sept. 18

Similar to business clubs Regional 2

eg. Business Lunch

by ERSA

Idea: Regulation of dual VET in a nutshell (3)

↳ For schools
↳ For companies

Topic: find good formats to share and inform on regulation incl. good practice

» Information + guidance «

? Enough Regulation?

↳ Need for a common position?

→ Big lines are there, enough is regulated.

No support to top-down regulation and no push from donor side.

↳ Rather support practice and concrete solutions.

GT/12 will share the material

NEXT STEPS (1)

SEP. 18 Meeting of VET Donors

(1a) Informal meeting idea deepening
(1b) TOR position paper draft
(1c) Agree on how to go on with other topics

(2) Sibylle leads clarifies with GJT and others

⇒ DC dVET is ready to support?

INPUTS: How are tax incentives handled in CH/D/A/LIE?

↳ But: transfer has to be done here.

Examples

- for different options
- not too detailed
- short
- inspiration
- discuss the objectives of the measure → individualise
- Res and Cons

(3) How to deal with Transnistria?
↳ clarify soon! (next meeting)

(4) Clarify money flows/resources in the VET system?
Financial transparency!
↳ To be discussed with Radu.

FINAL TAKE AWAYS

- Open-minded + good cooperation
- don't forget the question "Why?" → normative dimensions
- lots of interrelated things → complex! → focus and clarify perspectives