



Проект фінансується Європейським Союзом



Twinning Project Steering Committee Meeting

Sixth Twinning Project Steering Committee Meeting took place on November 11th, 2014 at the Ministry of Education and Science of Ukraine chaired by Deputy Minister of Education and Science Pavlo Polianskyi (BC Project Leader) and Susanne Gottlieb (MS Project Leader) and represented as well by experts and delegates from the employers.

Opening the meeting Pavlo Polansky said that the results and general developments within the Twinning project are important for the modernization of the Ukrainian vocational education (hereinafter - VET) and are being already implemented while updating the legislation. In particular, a number of developments will be reflected in the new laws "On Education" and "On Vocational Education" on which work is underway; some of them are already embodied in the draft Concept of Education of Ukraine for 2015-2025 years presented for public discussion. As the project enters the final stage, Paul Polansky expressed hope that all participants

would work in the most pragmatic way in order that the final report reflects the achievement of the objectives set for the project.



Experts involved presented to the Steering Committee the results of the previous quarter achieved in three project components: 1. Improving the legal framework, 2. Implementation of the National Qualifications Framework (NQF) 3. Developing criteria for quality assurance of VET.

Within the first component the acquired knowledge and experience of the project were implemented in drafting the new Law "On Education": matching the structure of Ukrainian education with European

educational standards, optimizing management, institutional autonomy etc.



As to the Component II it the NQF is based not on a usual criteria such as the length and type of training institution, but on the competence of graduates of vocational schools. In addition, the recommendations on the NQF implementation were elaborated jointly with the employers.

Within the Component III three new educational standards based on modular competency approach were developed for underground miner, electrician operating distribution networks and machinist of boiler equipment. According to the experts, it became possible through established joint sectoral councils with employers who participated in the development of standards.

With the participation of European experts within each component training programs, seminars and workshops were conducted for both managers and teachers of vocational schools within each of the components.

In view of the final phase of the project, the parties underlined the need to identify priority areas of work and expressed their mutual desire to continue cooperation within the project.

Study Tour to Bonn, Germany

A study tour of Ukrainian delegation to Bonn, Germany, was conducted on November 10-13rd 2014 within the framework of Component II “Support to NQF implementation strategy”.

The visit was aimed to introduce with peculiarities of educational standards development, role of the NQF in the dual apprenticeship system, German experience of

competence orientation in vocational education.

Main principles of system, a role of administrative bodies and educational institutions within social cooperation in particular Federal Institute on Vocational Education and Training were presented to the members of Ukrainian delegation.



While visiting the Federal Institute of Vocational Education the delegates got acquainted with several apprenticeship options provided by the Institute, methods of implementation of educational standards and German National Qualification Framework.

Chamber of Commerce in Germany presented a role of vocational institutions and federal states within the dual system.

Members of the delegation also had the opportunity to see and evaluate the practical implementation and introduction of the dual training system during a visit to the company Avtohaus Flyayshhauer in Bonn., After which they lined up and discussed the knowledge acquired during the four-day educational trip.

Project experts' missions

During the reporting period international experts **Gert Alermaand** and **Hans Koch** (Denmark) visited Ukraine with the mission (September 29 - October 3, 2014) to conduct a training workshop in Kiev for teachers of vocational schools (October 1-2) in respect to resulting-oriented approach in learning.

From 1st to 3rd of October 2014 a mission of expert **René Nordin Bloch** (Denmark) was held to conduct meetings and seminars with social partners and organizations to study the

European models of apprenticeship system and discuss possible changes in the Ukrainian model. The second expert's mission (11-14 November 2014) was intended to prepare practical recommendations on the content and structure of the draft Law "On Vocational Education" based on interviews with members of the working group and representatives of employers. During the third mission (2-5 December 2014) an expert developed documents mentioned above.

A mission of the expert **Georg Hanf** (Germany) organized from 5th to 9th of October 2014 was devoted to further support of the implementation of the NQF in Ukraine, according to which working group meetings and workshops with the developers of standards were conducted on the practical referencing of qualifications. The international expert had another mission on October 13-18 2014, during which he had practical training seminars on referencing. The third mission of Mr. Hanf in Ukraine (08-13 December 2014) was to conduct a round table on the referencing of qualifications in higher education and vocational education at the same level and sharing European experience in putting qualifications.

An expert **Hans Jørgen Knudsen** (Denmark) visited Ukraine with two missions (7-10 October and 21-24 October 2014), with the purpose to conduct workshops for directors of vocational schools in Odessa and Khmelnytsky on leadership approach in the management and development of competencies.

A similar mission was performed by an expert **Claus Bo Jorgensen** (Denmark), who conducted a workshop for directors of vocational schools in the city of Ivano-Frankivsk (21-24 of October 2014), presenting the European practice on leadership training approaches and models of cooperation with vocational schools enterprises.

Missions of an expert **Jens Gunnar Andersson** (Denmark) from 12 to 16 October, from 16 to 22 November and from 7 to 14 December 2014 were aimed at training seminars on pedagogical principles in Odesa (14-15 October 2014) m. Khmelnytsky (18-21 November) and Zhytomyr (9-12 December).

Søren Berg Knudsen, an international expert from Denmark visited Ukraine with two missions on October 15-17, 2014 and October 27 - November 1, 2014 for analysis and further development of educational standards within five professions together with the Ministry of Education and Science of Ukraine. The second mission was carried out jointly with other international experts Hans Andersen and Lars Schulz (Denmark).

Søren Berg Knudsen, Hans Andersen, Lars Schultz and **Lene Rishede** also carried out a mission in Ukraine from 14 to 22 November 2014 with the aim of training workshop for representatives of employers and vocational education from Kyiv, Zaporizhia and Lviv regions as part of a pilot project with the introduction of the dual system of education in their respective regions.

Søren Christensen (Denmark) undertook a mission to Ukraine (2-10 December 2014) to develop practical recommendations on the draft law "On Vocational Education" together with representatives of the Ministry of Education of Ukraine and international expert René Nordin Bloch.

During 7-12 December 2014 there was a mission of experts **Christiane Eberhardt** (Germany) and **Isabelle Le Mouillour** (Germany) to conduct workshops with representatives of employers and NAPS of Ukraine to develop educational standards.

Trainings, programs



1-2 October 2014 a training seminar for VET teachers was provided at Kyiv Anton Makarenko Professional Pedagogical College. The program was attended by international experts from Denmark Gert Allermann and Hans Koch (University College Metropolitent) and fifteen teachers of educational institutions.

The purpose of the training was to familiarize teachers of general subjects and masters of the production cycle with a results-oriented approach in learning, a key principle of European policy in the field of vocational education and training. Furthermore the workshop objectives were: to familiarize participants with the European tools on working with qualifications for vocational education; best practice of implementing the above approach within both systematic and pedagogical levels; relevance approach and discuss potential implications in the context of Ukrainian reform of VET.

October 3, 2014 a seminar on topic “The apprenticeship system in vocational education. Prospects and Opportunities for Ukraine” was held at Kyiv Anton Makarenko Professional Pedagogical College.

Participants included representatives of the Federation of Employers of Ukraine, Institute of Innovative Technology and Education Ministry of Education, National Academy of Pedagogical Sciences of Ukraine, Trade Union of Education and Science of Ukraine and directors of vocational schools and institutions.

International expert René Nordin Bloch (Denmark) presented a system of professional education in Denmark, the structure of educational programs for youth and structure

of primary vocational education programs. In addition, the expert shared European experience as to apprenticeship system in vocational education and vocational training, its principles in Denmark and experience of management of schools’ councils.

The workshop highlighted the European models of apprenticeship system in vocational education and eventual opportunities and changes in the Ukrainian model.

October 9, 2014 a Working Group meeting with representatives of the Ministry of Education and Science of Ukraine, Ministry of Social Policy of Ukraine, Federation of Employers of Ukraine, international expert Georg Hanf and RTA Anni Ida West was organized at Kyiv Anton Makarenko Professional Pedagogical College. The meeting was intended to discuss the types of referencing within the national system of qualification, which is closely linked to the second component of the project - support the implementation strategies of the National Qualifications Framework.

October 7-9, 2014 the State educational institution Odessa professional college of construction and architecture hosted a training program. The event was attended by directors, deputy directors, methodists, foreman of vocational education in Odessa region.

Current models of management and leadership approaches to provide changes in teaching, education and organizational work within Danish vocational education were presented by Hans Jørgen Knudsen, a short-term expert

Workshop participants worked in groups, being able to share their knowledge and ideas, to discuss important issues facing VET Ukraine today, to determine their level of competence.

From **14 to 15 October 2014** a training program for teachers of vocational schools was held by an international expert Jens Gunnar Andersson at Odessa professional college of construction and architecture hosted

The event was attended by 15 representatives of vocational educational institutions of Odesa region, who were familiarized with

educational methodology based on competence approach within VET system in Denmark.

Besides the theoretical part, during a two-day training program a range of practical tasks and exercises was given. Workshop participants worked in groups, so were able to share their knowledge and ideas, discuss important issues of present and future teaching vocational education.

21-23 October, 2014 a training seminar for VET directors concerning European experience in leadership approach for management and competency improvement was provided at Khmelnytskyi Vocational Centre of Service.

The seminar was attended by representatives of Department of Education and Science of the Khmelnytsky Oblast State Administration, Scientific and Methodological Centre for Vocational Education and training of Engineering and teaching staff at Khmelnytska region, VET directors.

Hans Jorgen Knudsen, an international Expert from Metropolitan University College (Copenhagen) presented to the participants European trends regarding the cooperation with enterprises, management and leadership approaches in pedagogy.

On the second day of the training workshop Hans Jørgen Knudsen revealed issues of education and labor, the term "competence" and competency requirements for teachers of vocational schools.

On the third day of the workshop participants shared their knowledge on the development of competencies, made a self-evaluation using Belbin's method. The participants were able to see the videos demonstrating educational process in professional education of Denmark.

21-23 October, 2014 Ivano-Frankivsk Professional School on Construction hosted a three-day training program for directors of vocational schools with participation of an expert Claus Bo Jorgensen. The purpose of the workshop was to familiarize participants with the European practice in management and leadership approaches in learning, especially the development of competencies,

models of VET cooperation with enterprises etc.

Not only had the participants an opportunity to get theoretical information, but also shared their own experience as to the educational process during the group sessions and practical tests. Such concepts "leadership approach", "competence" have been widely discussed and analyzed, as well as possible changes in the organization of modern teaching vocational institution were brought



into agenda.

Participants of the training program, among them the representatives from the VET Department of Education and Science Ministry of Education and Science of Ukraine, educational and methodical centre of vocational education in Ivano-Frankivska region, expressed interest in further cooperation and establishing contacts between experts, conducting additional training seminars and workshops.

18-21 November, 2014 Khmelnytsky center of vocational education services sector held a training seminar for teachers of vocational education on the topic "Methodology of teaching competency-based approach."

The seminar was attended by 40 participants (teachers of vocational and theoretical training, VET field workers and representatives from Scientific Methodological Centre for Vocational Education and training Engineering and teaching staff at Khmelnytska region).

The participants were able to see the videos that demonstrate the educational process in professional education institutions of Denmark and saw a diary passage of industrial training and Regulations laying Danish agreement on training.

The facilitator of the seminar noted high activity of the project participants and their readiness for implementation of competence approach in teaching and production process in preparing skilled workers.

19-20 November, 2014 Kyiv Anton Makarenko Professional Pedagogical College hosted a training seminar on the dual system of education and involvement of the social partners with the participation of international experts of the AARHUS Technical College Søren Berg Knudsen, Lene Rishede, Hans Andersen, Lars Schulz and representative of small businesses in Denmark Martin Rosborg. The event was attended by representatives of methodological centers and vocational schools from Zaporizhia, Lviv regions and Kiev, Kiev Training and Research Cabinet on Vocational Education, the Institute of Innovative Technology and Educational Content of the Ministry of Education of Ukraine, Department of Vocational Education, the Federation of Employers of Ukraine, Motor Sich and Kozyrna Karta companies.

International experts familiarized participants with the fundamentals and principles of the dual training system in Denmark, the peculiarities of its implementation in the country as an example of several professions. Mr. Martin Rosborg, in his turn and on behalf of the employers told in details about the directions of cooperation between state institutions and educational institutions with enterprises, drawing attention to the practical aspects of industrial training of the students.

The presentations of the foreign partners aroused great interest and led to active discussions among participants. In addition, during group assignments all participants had the opportunity to share their experiences and best practices regarding the most pressing issues of joint cooperation between employers and educational institutions to discuss possible changes and implementation methods of the dual educational system in our country, many interesting suggestions and comments were proposed.

Given the relevancy of the seminar conducted, it was decided to introduce a pilot project of the dual system of education in

Kyiv, Zaporizhia and Lviv regions with the participation of all of the parties.

December 4, 2014 a Working Group meeting for Component 1 took place at Kyiv Anton Makarenko Professional Pedagogical College. The event was attended by representatives of the Ministry of Education and Science of Ukraine, Federation of Employers of Ukraine, Kiev Training and Research Cabinet on Vocational Education, VET schools and Twinning project experts.

The main topic of the meeting was to discuss the pressing issues of vocational education in the framework of the law "On professional education." Participants discussed the document structure and basic aspects that need to be considered when writing practical recommendations to the law, such as items concerning decentralization and optimization of vocational education, status and management of educational institutions, ways of financing, involvement of social partners and others. International Expert Rene Nordin Bloch and Søren Christensen shared experience of European countries in the area of regulatory vocational education and stressed the full support and expert analysis when drafting the law in close cooperation with Ukrainian counterparts.

At the end of the session working group agreed on a list of issues on which experts should provide recommendations for further study in writing the bill.

December 9, 2014 Kyiv Anton Makarenko Professional Pedagogical College hosted a round table in the framework of the second component of the project. The seminar was attended by representatives of the Department of Higher and Vocational Education, Ministry of Education and Science of Ukraine, Institute of Innovative Technology and Educational Content, Institute of Vocational Education of NAPS, Federation of Employers of Ukraine and others.



The main attention was paid to the comparison of professional qualifications in higher education and vocational education at the same level of the National Qualifications Framework. International expert, Dr. Georg Hanf shared experience of practical referencing basin on the example of Germany, Denmark and Austria. His resenatation caused further discussion among the participants of the round table on current problems of referencing as to the National Qualifications Framework Ukraine.

Present members of the group discussed the possibility of developing sectoral qualifications frameworks, the need for timing and fundamental criteria for referencing trades at levels 5 and 6 and agreed to hold further meetings next year to analyze the implementation of the NQF.



Between **09 to 12 December 2014** at Zhytomyr Higher Vocational School of Service and Design a two-day training for VET teachers of Zhytomyrska region was held regarding training methodology based on competency and conducted by Jens Gunnar Andersson.

The training was attended by representatives from Zhytomyr Higher Vocational School of Construction and Design, Novograd Volyn Higher Vocational School, Zhytomyr Higher Vocational Technological College" Radomyshl professional college, Zhytomyr Training Center №4, Lubarsky Chervonoarmiiskyi professional schools, Berdichevsky Building Professional Lyceum, Golovinskiy Nonmetallic Higher Vocational School of technologies and Vocational School №4 and 5 in Zhitomir.

Teaching staff noted a new perspective on working with students' reflexive diary, identified and assessed individual learning style, learned about the Danish system of vocational education and training. Particular attention was paid on training methodology based competency approach.