



Georgia

UNITED NATIONS DEVELOPMENT PROGRAMME
PROJECT DOCUMENT

Support to the Modernization of the Vocational Education and Training System – Phase 2

Brief Description

Sector: Economic Growth

Duration: 18 months

Budget: USD 500,000

The Government of Georgia has identified human resource development and strengthening the professional education sector as key elements in economic recovery and growth. Adoption of the Law on Professional Education in April 2007 is marked as the launch of the implementation stage of the ambitious reform agenda in the vocational and educational training system to make it responsive to the needs and demands of the labour market. The Law envisages restructuring of the VET institutional framework, establishment of a sustainable stakeholder-driven system with strong linkages to the labour market and employers, development and enactment of standards and qualifications, and effective provision of modernised training courses. The present project is designed to build on UNDP's experience in supporting the development of professional standards and provision of modernised retraining courses for selected professions.

The overall objective of the assistance is to further strengthen a standards-based qualifications and training system that responds to labour market needs and provides a workforce trained to meet skill requirements in the economy.

The specific project objectives are:

- ? Ensure that the VET Centres in Kachreti and Akhaltsikhe can meet, in full, demand for re-training in the priority areas identified to date and become demand-driven, effective and sustainable institutions providing these retraining programs without further requirement for external support;
- ? Establish capability and institutional arrangements for delivery of professional retraining courses in Racha-Lechkhumi Region and in Telavi, and
- ? Establish capacity for extension advice and training to be provided to farmers through the VET Centers

SIGNATURE PAGE

Country: Georgia

UNDAF Outcome(s)/Indicator(s): Reduced number of households living in poverty through the realization of the economic potential and provision of social welfare/Poverty level, Poverty gap ratio

Expected Outcome(s)/Indicator (s): Equitable economic growth promoted through close cooperation with private sector entities within the overall framework of corporate social responsibility/ Local urban and rural poverty reduction initiatives; Level of regional disparities; Unemployment rate; Level of FDIs.

Expected Output(s)/Indicator(s): Vocational Education and Training in selected professions delivered according to the acceptable standards and requirements of the labour market by the defined VET Centres in a sustainable and effective manner such that participants' skills in these areas and topics can be built so that they can get a job and/or make significant professional progress.;
Number of professions standards defined and related training modules developed, number of ToTs delivered, number of retrained people, number of employed retrained people, business plans for selected VET Centers developed and agreed.

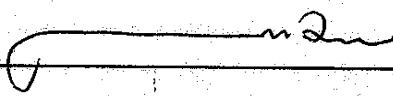
Implementing partner: UNDP

Other Partners: Ministry of Education and Science, Ministry of Agriculture, Employers Association, Regional authorities, Selected VET Centres, SDC-supported project in Racha-Lechkhumi Region, SIDA-supported project for Enhancing Dairy Production.

Programme Period: 2006-2010
Programme Component: Private sector development
Project Title: Support to the Modernization of the Vocational Education and Training System in Georgia
Award ID/Project ID : 00012710/00012710
Project Duration: September 2007 – February 2009
Management Arrangement: DEX

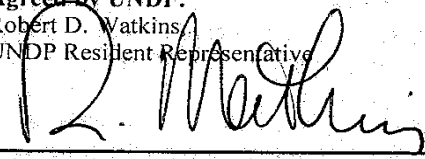
Total Budget	<u>USD 500,000</u>
Allocated resources:	<u>USD 200,000</u>
? UNDP TRAC	<u>USD 200,000</u>
In kind contributions:	Local Gov provision of space
Unfunded budget:	<u>USD 300,000</u>

Agreed by Government of Georgia:
Alexander Lomaia,
Minister of Education and Science



Date: 21.8.2007

Agreed by UNDP:
Robert D. Watkins,
UNDP Resident Representative



Date: 21. Jul. 07

1. Background and situation analysis

The Government of Georgia has identified human resource development and strengthening the professional education sector as key elements in economic recovery and growth. Adoption of the Law on Professional Education in April 2007 is marked as launch of the implementation stage of the ambitious reform agenda in the vocational and educational training system to make it responsive to the needs and demands of labour market. The Law envisages restructuring of the VET institutional framework, establishment of a sustainable stakeholder-driven system with strong linkages to the labour market and employers, development and enactment of standards and qualifications, and effective provision of modernised training courses.

The Ministry of Education and Science is responsible for implementation of the VET strategy. Eleven existing VET Centres are being, or will be, renovated and equipped using state budgetary funds by the end of 2007. Initially, training will be delivered in six core areas (agriculture, construction, hospitality services, tourism, IT and art), with a sub-set of the core areas taught at each training institution according to the forecast labour demand in the area concerned. Under the terms of the VET law, a National Professional Agency (NPA) will be formed for the preparation of national professional standards. A National Curriculum and Assessment Centre, has been formed and will be responsible as part of its remit for translating professional standards into curricula for use by the VET Centres. Certification of the trainees on completion of training will be done by the VET Centres themselves on the basis of compliance with the professional standards.

UNDP-funded assistance to Vocational Education and Training (VET) started in August 2006 and is due for completion at the end of August 2007. The overall objective of the project is building standards-based qualifications and training system that responds to labour market needs and provides a trained workforce to meet skill requirements in the economy. The specific objectives are to enable delivery of VET in selected subjects and in defined VET centres such that participants' skills in these areas and topics can be built so that they can get a job and/or make significant professional progress.

Activities to date have comprised:

- ? labour market surveys and subsequent informal dialogue with the private sector and other stakeholders in the target areas for the assistance (Kachreti and Akhaltsikhe) and, on the basis of the results, identification of professions in demand within the priority sectors for each VET Centre (agriculture in Kachreti and construction in Akhaltsikhe);
- ? preparation of professional standards in each of the professional areas defined above (using job classifiers based on the ILO's ISCO-88 classification) defining what trainees need to know and to be able to do. Models from the International Labour Organisation (ILO) were used as a basis for the professional standards;
- ? preparation of teaching modules as a basis for delivering training against these standards;
- ? retraining trainers at the VET Centres in Kachreti and Akhaltsikhe (4 in Akhaltsikhe out of a total of 40 trainers and 3 in Kachreti from 25 trainers). Both Centres have been renovated and re-equipped with state budgetary funding and are among the 11 VET Centres which, under the VET law, will be renovated and re-equipped; and
- ? support to the delivery of retraining programmes in the two VET Centres (32 trainees in Akhaltsikhe and 30 in Kachreti have gone through two-month retraining courses).

Ministry of Education and Science (MoES) identified construction and agriculture as priority sectors and, within these sectors, the labour survey revealed the following priorities for masons,

plasterers, electricians, and steel fixers in the construction sector and, in agriculture, in horticulture, livestock production, and viticulture.

The professional standards have been developed in concert with the Georgian Employers' Association and the resulting standards reviewed by the ILO (the Employers' Association is a partner organisation for the ILO in Georgia). They have not yet, however, been formally adopted as national professional standards and, indeed, their preparation commenced before enactment of the VET law. Under the terms of the April 2007 law on VET (which also set 6 priority sectors for VET – construction, agriculture, tourism, hospitality services, IT and art), this will be the responsibility of the National Professional Agency. This has still to be formed, although the MoES states verbally that its formation is imminent. The MoES hired consultants to fine tune the standards and these consultants continue to work in conjunction with the UNDP-supported VET project.

A separate body, the National Curriculum and Assessment Centre, has been formed and will be responsible as part of its remit for translating professional standards into curricula for use by the VET Centres. It is understood that certification of the trainees on completion of training will be done by the VET Centres themselves on the basis of compliance with the professional standards and there will not be a separate body for this purpose. It is however intended that training will be linked to job search and job information services with, as a minimum, employers encouraged to interview the graduates of the VET Centres.

To date, 32 trainees have been trained in construction skills in Akhaltsikhe, with training of a further 39 in progress. In Kachreti, there were 30 trainees in the first phase and 32 in the second phase. These retraining programmes last 2 months and include classroom tuition and on-the-job training, with the practical training arranged with local companies, who are often also potential employers. Trainees are drawn from the employed and unemployed. In Akhaltsikhe, advertisements for the training were placed on TV and also on billboards. Applicants were interviewed but, because of high demand in the second phase in Akhaltsikhe, 39 candidates were accepted even though there were formally only 30 places. Most participants in the training programmes in Kachreti were both farm workers and small farmers largely of household plots. Some, however, were full-time farmers.

Since the two VET centres are among the 11 Centres to be renovated, their full operational and program funding is provided through the Central Budget. UNDP funded provision of retraining courses. The marginal cost per participant is about \$150 per two month course in both VET Centres. No charges have been levied on trainees or employers for the short retraining courses and there are currently no plans to do so.

Investigations suggest that there is unsatisfied demand for retraining in Kakheti Region. While demand for retraining is being met in part by the VET Centre in Kachreti, the importance of the agriculture sector in the region means that the demand is considerable. Not surprisingly, participants also wish to access the retraining locally and prefer not to have to travel. Thus, while the Kachreti VET Centre can service the retraining needs of participants in that area (and can provide some residential accommodation), there is also a demand for training to be delivered in Telavi. Local provision of retraining is particularly important in agriculture since, even in winter, participants who are also farmers themselves will also have residual tasks on their farms which cannot be neglected, particularly if they keep livestock. This may therefore preclude residential training. The Telavi VET Centre is not, however, amongst the 11 VET Centres scheduled for renovation and re-equipment under state budget funding.

The VET Centre in Racha-Lechkhumi Region is also not amongst the 11 Centres to be renovated from state budgetary funds. There is however evidence of unsatisfied demand for a skilled and trained labour force. This is strongest in the tourism sector, in agriculture (notably in livestock breeding and production, fruit production, and viticulture and wine production) and in construction (especially in house building). Labour demand in the construction sector is such that workers have had to be brought from other areas of the country.

There is existing Swiss Government-funded support to agriculture in Racha-Lechkhumi Region, in the form of assistance to livestock breeding. This will involve import of breeding livestock for 10 livestock farms to be established in the region which will naturally entail the need for qualified personnel in livestock breeding.

2. Strategy

This project will contribute to achievement of the United Nations Development Assistance Framework (UNDAF) outcome related to reducing number of households living in poverty through the realization of the economic potential and provision of social welfare. This is translated into the UNDP Country Program Action Plan (CPAP) outcome “Equitable economic growth promoted through close cooperation with private sector entities within the overall framework of corporate social responsibility”. At an output level, this involves support towards vocational education and training in selected professions.

The phase 2 builds on the achievements of the phase 1 of this project. The overall objective of phase 1 of the assistance was to develop a standards-based qualifications and training system that responds to labour market needs and provides a workforce trained to meet skill requirements in the economy. This remains the overall objective of the proposed second phase.

The specific project objectives of phase 2 are that (a) the VET Centres in Kachreti and Akhaltsikhe can meet, in full, demand for re-training in the priority areas identified to date and become effective institutions without further requirement for external support; and (b) there is capability and institutional arrangements for delivery of retraining programmes in Racha-Lechkhumi and in Telavi.

As with phase 1, implementation of the assistance will be in conjunction with the Ministry of Education and Science (MoES), while other partners will comprise the Employers’ Association and Regional authorities. There will also be increased liaison during phase 2 with the Ministry of Agriculture to assess the feasibility of the provision of agricultural extension through VET programmes.

The second phase of the project will focus on the core areas addressed during phase 1 – the agriculture and construction sectors. An underpinning of the support to VET in the agriculture will be to address particularly poor parts of the community in the target areas through improved agricultural practices. Agriculture remains for many a *de facto* social safety net, with low unemployment rates in rural areas suggesting that it has absorbed surplus labour. Nonetheless, farm incomes remain low and hence even small improvements in farm productivity and value added in the rural sector are likely to have beneficial poverty impacts.

In the absence of an agricultural extension service, VET in agriculture can potentially have a central role in production and income gains through improved farm practices and hence can serve some of the functions normally performed by an extension service. Indeed, extension provision in transitional countries is increasingly oriented to training groups of farmers, largely

because of the unaffordability of one-to-one extension found, for example, in many EU member states. This second phase of the support will thus include an analysis of how VET in agriculture can serve the needs of farmers, in addition to the skill and training needs of employees in the sector.

A further focus of the second phase of assistance will be to strengthen the capacity of the VET Centres to respond to labour market demand and to help trainees in accessing labour markets after training. In addition to building capacity at their headquarter bases, this prospectively also embraces 'outreach' training by the VET Centres in other neighbouring towns (including, in Samtskhe-Javakheti Region, Aspindza and Akhalkalaki). The linkage to labour demand will also be cemented through better career planning. Each VET Centre has an officer responsible for career orientation and project activities will focus on strengthening this function. Further, in addition to initial labour market surveys in Telavi and Racha-Lechkhumi, actions will be taken to strengthen dialogue with the private sector in all four target VET Centres and, in due course, to resurvey labour market needs in Kachreti and Akhaltsikhe to ensure that training programmes remain consistent with demand.

The professional standards and teaching modules¹ prepared during phase 1 of the assistance will be used to develop re-training capability at VET Centres in Telavi and Racha-Lechkhumi, supplementing them with new standards if new priority job tasks are identified. The VET Centres in Kachreti and Akhaltsikhe were the first users of the professional standards and curricula developed under UNDP assistance. The methodology and approach are capable of replication and, given that professional standards and curricula have already been developed, the replication cost is lowered because these 'front end' costs have already been met. It is, however, possible that there will be a need to prepare professional standards and curricula in additional areas in order to meet the needs for skills in areas that were not in demand in Kachreti and Akhaltsikhe.

Provision of retraining courses in Telavi has been decided partly because UNDP is separately implementing a regional development programme for Kakheti Region, with VET as a key component. The programme is not yet fully funded and, because of the importance of VET in the programme (particularly in agriculture) early progress in installing this capability is essential. Initial investigations suggest strong demand for retraining of farmers and farm employees in Kakheti and, as noted, a preference for a sub-set of the target audience to take this training in Telavi rather than in Kachreti. This demand will be seasonal with participants unable to take training during the main agricultural production season and hence training will need to be scheduled in winter. Another encouraging factor for supporting retraining activities in Telavi is the wide network of Dairy Associations and milk collection centres centered around Telavi (supported by the SIDA-funded project Support to Dairy Sector in Georgia). This growing network, plus a relatively large unreported artisan cheese production argues for enhanced knowledge, expertise and skills in animal production and management, as well as in milk handling and cheese production.

The VET Centre in Telavi is not amongst the initial 11 centres that will be renovated with state budget support, although it may be included in a further phase of state-supported renovation and equipment. It will thus be necessary to identify suitable facilities in Telavi for delivery of retraining there (a preliminary assurance has been received from the Kakheti Governor's Office that facilities will be made available). The intention is that the retraining will be contracted to the VET Centre in Kachreti, which will thus have responsibility for delivering 'outreach' training of this nature. As noted, the Kachreti VET Centre already has retrained trainers (who will be

¹ Use of the professional standards and the curricula prepared under phase 1 of the assistance will be depending on their endorsement by, respectively, the NPA and the National Curriculum and Assessment Centre.

supplemented by additional retrained trainers under this second phase of the assistance) and, in addition, has teaching modules prepared and tested. It is thus well placed to deliver agricultural retraining in Telavi.

The VET Centre in Racha-Lechkhumi has also been chosen because of the strong demand for skills in agriculture, construction and tourism. In addition, the support to livestock breeding in the region from the Swiss Government provides the potential for synergy since the trainees on livestock breeding VET programmes will be able to obtain practical elements of the training on the livestock breeding units. The VET Centre is also not amongst the 11 to be renovated and re-equipped from state budgetary support and hence, as in Telavi, accommodation will be needed for the re-training programmes. Preliminary assurances have been received from the Regional Governor of Racha-Lechkhumi that this accommodation will be provided.

A key element of the assistance to all VET Centres will be to encourage management pro-activity and medium-term financial sustainability. The assistance will be committed against 3-5 year business plans for each of the Centres, with the intention of developing mature and competent institutions with a clear exit strategy for external assistance. UNDP funding under phase 2 of the assistance will be concentrated on the VET Centres in Kachreti and Akhaltsikhe, establishing the retraining courses in Telavi, and a feasibility study / market survey in Racha-Lechkhumi region, while additional donor contributions will be used to address VET in agriculture, principally in Racha-Lechkhumi. UNDP funds would be disbursed first, pending the provision of other donor funds.

3. Project outputs and activities

Expected project output is to ensure that Vocational Education and Training in selected professions delivered according to the acceptable standards and requirements of the labour market by the defined VET Centres in a sustainable and effective manner such that participants' skills in these areas and topics can be built so that they can get a job and/or make significant professional progress.

A planned output target of the support in respect of agriculture VET will be an analysis of, and recommendations on, how VET in agriculture can serve the skill needs of farmers in addition to the skill needs of employees in the sector, given the absence of an agricultural extension service in Georgia.

The planned output targets of the support to VET in Kachreti and Akhaltsikhe are:

- ? additional trainers retrained in order to provide enough trainers with skills in the target professions sufficient to meet the demand for training;
- ? training programmes sufficient to meet the demand for training over at least an 18-month period;
- ? equipment and specialist buildings to enable specific types of training to be delivered within the VET Centres' core areas;
- ? additional professional standards and curricula to enable training in new skill areas as required by labour market demand over the forthcoming 18 months;
- ? review of approaches to strengthening career orientation and enabling trainees to access labour markets and, depending on the outcome of the review, training and development programmes for the career development officers;
- ? resurveys of labour market demand and skills deficits aimed at providing an updating of the VET Centres' priorities; and
- ? a business plan for a 3-5 year period aimed at ensuring sustainability.

The planned output target of the support in Telavi and Racha-Lechkhumi are:

- ? survey of the demand for skills in the agriculture and construction sectors and identification of skill deficits in the labour market;
- ? additional professional standards and teaching modules as required;
- ? trainers retrained to deliver training in the target skill areas;
- ? training programmes sufficient to meet the demand for training over at least an 12-month period
- ? review of approaches to strengthening career orientation and enabling trainees to access labour markets;
- ? buildings and equipment to enable specific types of training to be delivered within the core areas;
- ? a sustainability -oriented business plan for a 3-5 year period.

Activities will comprise:

VET in agriculture: analysis of, and formulation of recommendations on, how VET in agriculture can serve the needs of farmers in improving farm husbandry and farm management in the absence of an agricultural extension service. Liaison with the Ministry of Education and Science and the Ministry of Agriculture in respect of implementation of recommendations arising from the analysis.

VET in Kachreti and Akhaltsikhe:

- ? preparation of a 3-5 year business plan for each VET Centre;
- ? assessment of trainer needs and re-training more trainers as required;
- ? provision of funding for, and support for delivery of, sufficient training programmes to meet demand within the core areas for at least 18 months;
- ? identification, procurement and construction of buildings and equipment to enable specific types of training to be delivered within the core areas;
- ? resurveys of labour market demand and skills deficits and
- ? strengthening the capacity of the VET Centres' career and professional development officers in helping trainees to access the job market.

VET in Telavi and Racha-Lechkhumi: activities in Kakheti and Racha-Lechkhumi will be similar but, in addition, a survey of labour market demand will be undertaken and, as appropriate, additional professional standards and curricula prepared in response to the skill needs identified in the survey

4. Indicators of achievement

Business plans of 3-5 years' duration agreed with Kachreti and Akhaltsikhe VET Centres and 3-monthly reviews of progress show that target numbers of participants are re-trained and, when this becomes possible, issued with certificates.

At least 70% of VET Centres' 'graduates' receive first post-training employment within 3 months of completing training.

5. Implementation arrangements

As in phase 1, the project will be implemented under Direct Execution modality (DEX) by the UNDP Country Office in Tbilisi. This involves UNDP taking full responsibility for the administration of the financial and human resources. The management of project funds will be carried out according to UNDP financial regulations.

As per new UNDP internal procedures and requirements, project activities will be steered by the Project Board. The Project Board will assume the roles of executive, senior supplier and senior user.

- ? UNDP will represent the Project Executive for this project, and will ensure effective and efficient use of available funds;
- ? Ministry of Education and Science together with UNDP will assume the role of the Senior Supplier and provide resources, skills and guidance to produce the project output. SDC is also considered to share the role of Senior Supplier with the MoES and UNDP subject to financial support they provide to the project.
- ? Ministry of Education and Science and selected VET Centers will be the Senior Beneficiaries of the project. The project would also benefit Regional Governments and the Ministry of Agriculture (agriculture education and extension components).

The Board meetings will take place on a quarterly basis during the project implementation period. In addition, the Programme Manager will report regularly on an informal basis to the MoES to ensure that there is full transparency and effective liaison between the project and the Ministry.

UNDP will ensure the project assurance at the mid-management level together with relevant programme support staff.

Staffing

The project staff will comprise a Programme Manager, Administrative Assistant, driver, and cleaner. Consultants in the labour market needs forecasting, VET programme development and provision of agricultural extension through the VET Centres will be recruited as required.

Project activities will be managed as close to the local level as practicable, in close cooperation with the regional/local administration and the selected VET Centres.

Duration of the Project:

The implementation of the second phase of assistance will commence immediately after the termination of the first phase 1 (September 1, 2007) and will have a total duration of 18 months.

6. Monitoring and Evaluation

Monitoring, evaluation and review represent an ongoing effort in order to answer the questions: “How are we doing?” and “What can we do better?” Monitoring will be carried out on a regular basis by the UNDP Programme Team.

Work Plan: the project work plan will be used to set targets for the delivery of outputs and to develop a strategy for ensuring the achievement of project objectives. The work plan will be reviewed and updated regularly by the Project Manager in cooperation with key stakeholders. Performance measures will be identified to evaluate progress in implementing the project. The

measures will assess the effectiveness of the Project in meeting the objectives of promoting socio-economic development, rural revitalisation and poverty reduction.

Quarterly Progress Reports will be produced by the Project Manager for presentation to the UNDP Country Office and the Project Steering Group. The Progress Reports will be drafted reflecting progress towards results, factors contributing to or impeding achievement of results and lessons learnt.

Terminal Project Report: the report will be prepared at the end of the period of implementation. The report will include an assessment and analysis of project performance over the reporting period, including outputs produced, constraints, lessons learnt and recommendations for avoiding key problems in future projects.

Preparation of the monitoring, evaluation and review is the responsibility of the UNDP Programme Team. The Programme Team will devise the system for project monitoring, review and evaluation. The Programme Team will allocate sufficient resources to this task and will invite an outside party to conduct the mid-term review and final evaluation.

7. Legal Context

This document together with the CPAP signed by the Government and UNDP which is incorporated by reference constitute together a Project Document as referred to in the Standard Basic Assistance Agreement (SBAA) and all CPAP provisions apply to this document.

8. Budget

The budget for the project is \$500,000. Of this, US\$200,000 will be provided by UNDP.

Given that the duration of phase 1 is through the end of August 2007, the funding from UNDP will be used to finance expansion of ongoing project activities (as noted in section 4) pending the provision of additional donor support.

Detailed budget and the work plan are found in appendices 1 and 2 respectively.

PROJECT RESULTS AND RESOURCES FRAMEWORK

<p>Intended Outcome as stated in the Country/ Regional/ Global Programme Results and Resource Framework: Equitable economic growth promoted through close cooperation with private sector entities within the overall framework of corporate social responsibility.</p>
<p>Outcome indicators as stated in the Country/ Regional/ Global Programme Results and Resources Framework, including baseline and targets. Indicator: - Local urban and rural poverty reduction initiatives, - Level of regional disparities, - Unemployment rate, - Level of FDIs; - Increase in trade and transit flow Baseline: Growing socio-economic disparities and marginalization of regions. Unemployment 13.8; SME not absorbing the unemployed. Local economic development depends on budget transfers. Private sector not participating in solving socio-economic problems Target: Sustain economic growth, create jobs and improve investment climate, reduce the disparities among regions.</p>
<p>Applicable MYFF Service Line: 1.5 Private-sector development</p>
<p>Partnership Strategy: implemented in close collaboration with the Ministry of Education and Science, Employers' Association, and Regional authorities. Project will have also liase with the Ministry of Agriculture, SDC, SIDA, and respective projects.</p>

Project title and ID (ATLAS Award ID): Support to the Modernization of the Vocational Education and Training System – Phase 2 (00012710/00012710)

Intended Outputs	Output Targets for (years)	Indicative Activities	Responsible parties	Inputs
<p>Vocational Education and Training in selected professions delivered according to the acceptable standards and requirements of the labour market by the defined VET Centres in a sustainable and effective manner such that participants' skills in these areas and topics can be built so that they can get a job and/or make significant professional progress.</p> <p>Baseline: - Comprehensive reform in VET started in Georgia - New legislation adopted - Government modernising 11 VET Centres - Professional standards being developed, although institutional structures still not in place to endorse those - UNDP supported in developing VET standards for 10 professions in agriculture and construction - 7 teachers retrained in 2 VET centres - retraining provided through 2 VET centres - No training centres in many areas in Georgia, thus need for retraining courses - No agriculture extension system functioning in Georgia</p>	<p>Activity 1: 2007 - Further retraining of trainers in Kachreti and Akhaltsikhe regions - Support with necessary teaching equipment for Kachreti and Akhaltsikhe VET - Two rounds of training courses delivered in Kachreti and Akhaltsikhe VET Centres - 2 new professions standards developed (provided the need of these professions is revealed by the market surveys)</p> <p>2008 - Labour market surveys updated in selected regions - Strengthened the capacity of the career orientation officers of Kachreti and Akhaltsikhe VET Centres - 3-5 year business plans developed for Kachreti and Akhaltsikhe VET Centres - At least four rounds of trainings delivered in Kachreti and Akhaltsikhe VETs - Professional standards prepared and revised (as required)</p> <p>2009 - Labour Market surveys updated - Trainers retrained in VETs of Akhaltsikhe and Kachreti - VET centres in Kachreti and Akhaltsikhe start generating revenues from their retraining programs</p>	<p>Activity 1: Further Strengthen VET Centers in Kachreti and Akhaltsikhe so that the sustainability is achieved for the retraining courses</p> <p>1.1: Preparation of a 35 year business plan for each VET Centre; 1.2: Assessment of trainer needs and re-training more trainers as required; 1.3: Further support for delivery of, sufficient training programmes to meet demand within the core areas for at least 18 months; 1.4: Provision of specialised equipment and tools to enable specific types of training to be delivered within the core areas; 1.5: Resurveys of labour market demand and skills deficits; 1.6: Strengthening the capacity of the VET Centres' career and professional development officers in helping trainees to access the job market</p>	<p>UNDP Project Team MoES Employers Association Regional Governors of Kakheti and SJ Kachreti and Akhaltsikhe VET Centers</p>	<p>Local consultancy/company Supplies Equipment</p> <p>Total Net Budget: <i>USD 101,100</i></p>

Intended Outputs	Output Targets for (years)	Indicative Activities	Responsible parties	Inputs
<p>Indicators:</p> <ul style="list-style-type: none"> - # of professions standards developed - # of teaching modules developed - # of trained trainers - # of retrained people - %% of employed retrained people within the first three months after completion the course - # of retraining courses developed and delivered - %% of retraining expenditures covered through the revenues generated from these programs - # retraining centres established - Business plans for Kachreti and Akh altsikhe VET Centres developed and agreed 	<p>Activity 2: 2008</p> <ul style="list-style-type: none"> - Assessment of opportunities for providing agriculture extension services through the VET Centres wit focus on agriculture - Negotiations initiated with the MoES and MoA on role of VET centre in extension 	<p>Activity 2: Explore feasibility of providing agriculture extension services through VET Centres / Retraining Course Centres</p> <p>2.1: Feasibility Study 2.2: Negotiations with MoES and MoA 2.3: Provided the positive outcomes of 2.1. and 2.2 set up pilot extension services in 2 VET Centers</p>	<p>UNDP project team MOES MOA VET/ Retraining Centers</p>	<p>Local consultancy/company Supplies Printing costs</p> <p>Total Net Budget: <i>USD 63,050</i></p>
	<p>Activity 3: 2007</p> <ul style="list-style-type: none"> - Labour market surveys conducted for Racha-Lechkhumi Region <p>2008</p> <ul style="list-style-type: none"> - Labour market surveys updated in selected regions - Training of trainers for Racha-Lechkhumi RC - Retraining course facilities equipped in Racha-Lechkhumi, including special teaching materials - At least four rounds of trainings delivered in Racha-Lechkhumi Retraining Courses Centre - Professional standards prepared and revised (as required) <p>2009</p> <ul style="list-style-type: none"> - Labour Market surveys updated - Outreach training in other locations of Samtskhe-Javakheti Region (indicative) - Trainers retrained in retraining course location in Racha-Lechkhumi - Business plans developed for Racha-Lechkhumi retraining courses 	<p>Activity 3: Set up professional retraining courses in Racha-Lechkhumi Region</p> <p>3.1 Conduct survey of labour market demand and skills deficit 3.2 Additional professional standards and teaching modules prepared in response to identified skill needs 3.3. Mobilise facilities 3.4. Mobilise trainers, train trainers 3.5 Deliver retraining courses 3.6 Develop 3-5 year business plan</p>	<p>UNDP Project Team MoES, MoA Employers Association Regional Governor of Racha-Lechkhumi</p> <p>partners: SDC Supported Project VET Centers in Kachreti and Akhhaltsikhe; Local employers</p>	<p>Travel Local consultancy /company Supplies Meeting costs Printing costs</p> <p>Total Net Budget: <i>USD 148,600</i></p>

Intended Outputs	Output Targets for (years)	Indicative Activities	Responsible parties	Inputs
	<p><u>Activity 4:</u></p> <p><u>2007</u> - Labour market surveys conducted for Kakheti Region</p> <p><u>2008</u> - Labour market surveys updated in selected regions - Training of trainers for Telavi RC - Retraining course facilities equipped in Telavi, including special teaching materials - At least four rounds of trainings delivered in Telavi Retraining Courses Centre - Professional standards prepared and revised (as required)</p> <p><u>2009</u> - Labour Market surveys updated - Trainers retrained in retraining course location in Telavi - Business plans developed for Telavi retraining courses</p>	<p><u>Activity 4: Set up professional retraining courses in Telavi</u></p> <p>4.1 Conduct survey of labour market demand 4.2 Additional professional standards and teaching modules developed in response to identified skill needs 4.3. Mobilise facilities 4.4. Mobilise trainers, train trainers</p> <p><u>Activity 5: Project Management</u></p> <p>5.1: Recruit project staff 5.2: Mobilize the office 5.3: Implement project activities 5.4: Mobilise external expertise as required 5.5: Deliver retraining courses</p>	<p>UNDP Project Team</p> <p>MoES, MoA</p> <p>Employers Association</p> <p>Regional Governor of Racha-Lechkhumi</p> <p>partners: SIDA-supported Dairy Project</p> <p>UNDP supported Kakheti Regional Development Project</p> <p>VET Center in Kachreti</p> <p>Business Service organization in Telavi</p> <p>Local employers</p>	<p>I Travel Local consultancy /company Supplies Meeting costs Printing costs</p> <p>Total Net Budget: USD 56,000</p> <p>Permanent staff (3 representatives), Office space, Equipment, Travel, operational costs</p> <p>Total Net Budget: USD 110,250</p>

**Support to the Modernization of the Vocational Education and Training System– Phase 2
BUDGET**

	USD		
<i>ACTIVITY / Budget Item Description</i>	<i>Total through UNDP TRAC</i>	<i>Total to be Mobilized</i>	<i>TOTAL</i>
Activity 1: Kachreti - Akhaltsikhe	57,000.00	44,100.00	101,100.00
Activity 2: Agriculture Extension	44,050.00	19,000.00	63,050.00
Activity 3: Setting Up Retraining Courses in Racha Lechkhumi	7,000.00	141,600.00	149,973.43
Activity 4: Setting Up Retraining Courses in Telavi	56,000.00	0.00	56,000.00
Activity 5: Project Management	35,950.00	74,300.40	110,250.40
TOTAL ALL Activities	200,000.00	279,000.00	479,000.00
General Administration Fee - 7%		21,000.00	21,000.00
Grand Total			500,000.00
UNDP Funds			200,000.00
Donor Funds NET			279,000.00
Donor Funds GROSS			300,000.00