



# PROJECT “DEEPENING LINKAGES BETWEEN FORMAL/NON-FORMAL VET SYSTEM AND THE LABOUR MARKET NEEDS IN THE CONTEXT OF LIFELONG LEARNING IN GEORGIA”

## UNITED NATIONS DEVELOPMENT PROGRAM Quarterly Progress Report №6

### 1. Description

- 1.1. **Name of beneficiary of grant contract:** United Nations Development Program
- 1.2. **Name and title of the Contact person:** George Nanobashvili, Economic Development Team Leader
- 1.3. **Title of the Action:** Deepening linkages between formal/non-formal VET system and the labour market needs in the context of lifelong learning in Georgia
- 1.4. **Contract number:** ENPI/2015/357- 432
- 1.5. **Start date and end date of the Action:** 1.11.2015 – 31.10.2017
- 1.6. **Name of partners in the Action:** Georgian Employers Association (GEA) and Vocational College ‘Lakada’
- 1.7. **Target country(ies) or region(s):** Georgia and pilot regions (Mountain regions – High-land Samegrelo, Zemo Svaneti; Conflict affected areas – Shida Kartli)
- 1.8. **Target groups:** Ministry of Education and Science, Ministry of &Labour, Health and Social Affairs, Vocational Colleges (Tetnaldi (Mestia) and Lakada (Jvari)), Samegrelo-Zemo Svaneti Region), Secondary Schools (Shida Kartli Region) and private VET training providers, Employers.
- 1.9. **Final beneficiaries:** VET students, Young women and men, adult population in need of VET training and retraining, employers.
- 1.10. **Overall objective of the Action:** Formal/non-formal VET system responds to labour market needs and promoting lifelong learning in Georgia.
- 1.11. **Specific objectives:**
  - ✓ Quality of the formal VET education is improved and it responds more effectively to labour market needs.
  - ✓ Non-formal VET learning is introduced and recognized in Georgia.

### 2. Reporting period

The presented report covers the period from 1-January-2017 to 31-March-2017.

### 3. Assessment of implementation of Action activities

#### 3.1. Political Context

Government which was formed after 2016 parliamentary elections did not change course of action in vocational education system.

#### 3.2 Short summary of activities

Throughout January-March internal and external monitoring of the teaching process was conducted in the vocational colleges Lakada and Tetnuldi, also in Agara Public School (Kareli municipality), based on the methodology for Piloting Modular Training Curriculum and Quality Assurance, which was developed by UNDP in 2014. Project manager conducted external monitoring in Lakada and Tetnuldi and expert group, together with the project manager, conducted monitoring in Agara. Monitoring was conducted for the state-funded modular vocational education programs in the vocations of “Plumber” and “Low-voltage electrician” in Agara Public School and Vocational College Lakada, and for “Low-voltage electrician” and “Receptionist” in Vocational College Tetnuldi. External monitoring group members also attended “Food Control Lab Assistant” (in Agara) vocational training groups’ teaching process, assessed the teaching process and provided relevant recommendations.

In Agara Public school, in the reporting period “Food Control Laboratory Assistant” 4-month vocational training course was completed. 14 listeners participated in the training. Visit to Technopark in Tbilisi was organized for students and teachers of both vocational programs of the Agara Public School (“Plumber” and “Low-voltage electrician”). The information tour aimed to show young people the power of technology and its practical application in different professions. The participants also took part in the robotics workshop arranged by the UG-LIMES Robotics Academy, an educational company, which offers innovative learning programs for secondary and high school students in technology. The Academy provides the kind of environment for students, which allows students to master both theory and practice based knowledge, and techniques for mastering robotics technology, electronics and programming.

As reported in the previous quarter, piloting of employment schemes is being implemented based on vocational training/retraining: In Samegrelo-Zemo Svaneti by Kutaisi Education Development and Employment Center (KEDEC) and in Shida Kartli by Association of Business Consulting Organizations of Georgia (ABCO). The process of identifying most demanded vocations, initiated in the previous quarter, was completed. In Shida Kartli region demanded vocations were identified based on the vacancies of the employers. ABCO conducted research to identify jobs and vacancies through “door to door” method, meeting with managers of enterprises in the target region with specifically developed questionnaire. Total of 130 vacancies were identified covering 6 areas (agriculture, construction, restaurant business, accounting, processing industry, auto-service). By end of the reporting period program participants were identified based on questionnaire (which collects information on skills, education, knowledge, work experience and aspirations of an individual), interviewing and testing of general skills and 40 participants were already trained and consulted in carrier planning and professional orientation.

KEDEC also completed identifications of most demanded vocations in the target regions of Samegrelo and Mestia. Most demanded vocations in the Samegrelo region are: specialist of the reinforced concrete work, specialist of small machines, carpenter, plasterer, welder, accountant, and cook; in Mestia: general managers of a ski resort, waitress, pre-school manager and an assistant. The participants of the employment scheme were selected based on questionnaire, interviewing and testing of general skills. Carrier orientation trainings were organized for 85 job seekers to decide on vocation and field of employment. Participants will have a chance to be tested and interviewed in case if they decide to change the profession.

Concept document “International Student Mobility in VET in Georgia” was developed by international expert. The concept document covers the following issues: development of professional competencies and capacity of teachers as well as development of intercultural awareness and foreign language skills for students. The concept document proposes to strengthen career guidance system; recognition of prior learning; adoption of different transparently and quality assurance mechanisms; Recommendation was made to support international student mobility by a clear legal and institutional framework. Advancing globalisation and demographic change are changing the world of work and give more attention to the international professional competences. These international professional competences should be integrated in the VET curricula in Georgia. The concept document will complement VET Internationalization concept document, which is being elaborated by EU-supported project for Vocational Education and will be proposed to the Ministry of Education and Science for adoption in the nearest future.

#### 4. Activities and Results

##### **Expected Result R1. Increased employability and productivity of VET graduates.**

##### **Activity A1.1. Introduction and monitoring of effectiveness of modular teaching in VET**

##### **Sub Activity A.1.1.5 – Monitoring of VET modular teaching process**

Throughout January-March internal and external monitoring of the teaching process was conducted in the vocational colleges Lakada and Tetnuldi, also in Agara Public School (Kareli municipality) based on the methodology for Piloting Modular Training Curriculum and Quality Assurance which was developed by UNDP in 2014. Project manager conducted external monitoring in Lakada and Tetnulidi and in Agara expert group conducted monitoring together with the project manager. Monitoring was conducted for state-funded modular vocational education programs in the vocations of “Plumber” and “Low-voltage electrician” in Agara Public School and Vocational College Lakada, “Low-voltage electrician” and “Receptionist” in Vocational College Tetnuldi. External monitoring group members also attended ‘Food Control Lab Assistant’ (in Agara) vocational training groups’ teaching process, assessed the teaching process and provided relevant recommendations.

##### **Expected Result R2 – “Better transition from education to employment and reduced skills mismatch at the Georgian labour market”**

##### **Sub-activity A2.1.4. Supporting international mobility of students**

International Expert conducted meetings with an objective to develop concept paper on Teacher and Managers Training on VET Students International Mobility and Implementation Plan. The meetings included representatives of the government, international organizations, colleges, and experts and professionals of the field. Namely, expert met with administration and faculty of vocational colleges “Mermisi” and “Ikarosi” and learned about on-going student and teacher international exchange practices, about programs that colleges offer.

Expert also visited Teacher Professional Development Centre and learned about the VET teacher training and retraining programs that are supported by the national policies as well as in the framework of international partnerships.

The meetings were held with Erasmus + office representatives for information sharing and inquiry on policies towards student and teacher exchange of VET within the framework of the Erasmus+ program. At the Ministry of Education and Sciences meeting was held with EU-supported project for Vocational Education to learn about a concept document to support Internationalization in VET field, which was in working process, in order to coordinate and avoid overlap of the objectives under the EU Skills Project, to develop International Student Mobility concept document.

At the Ministry, expert met the Head of Vocational Education Department, who acknowledged importance of the cooperation and proposed cooperation with the EU Skills project to support international student mobility with a pilot project. The Head also gave recommendations to the concept development process in light of the new VET law.

Based on the mentioned meetings, expert developed concept document, which includes issues of VET student international mobility, VET teachers and managers training approach and implementation plan. Head of Vocational Education Department, in accordance to the concept document, made a suggestion to plan and implement a pilot project (2-3 years duration) which would develop a strategy for student mobility and would adopt a model for VET student internationalization, which will be shared among international and donor organizations for more coordinated and efficient activities; The concept document includes issues such as development of professional competencies and capacity of teachers as well as development of intercultural awareness and foreign language skills for students and teachers; support of ICT and e-learning programs/tools VET portals/forums (like UNEVOC-UNESCO) to improve student skills and competencies as well as to allow them to learn new modes of learning.

The concept document proposed to strengthen career guidance system; recognition of prior learning; adoption of different transparently and quality assurance mechanisms;

Recommendation was made to support international student mobility by clear legal and institutional framework. Advancing globalisation and demographic change are changing the world of work and give more attention the international professional competences. These international professional competences should be integrated in the VET curricula in Georgia.

## **Activity A2.2 – Increasing institutional capacity of VET providers (introducing VET education in secondary schools of Shida Kartli, developing partnership with private sector; Introducing learning workshops in the private sector" (R2)**

### **Sub Activity A2.2.1 - introducing VET education in secondary schools of Shida Kartli**

As mentioned in the previous report, Memorandum of Understanding (MOU) was signed between Kareli Municipal Board, LLC Agara Sugar Company, LEPL Agara Public School of Kareli municipality and United Nations Development Program (UNDP), to introduce VET education programs in LEPL Agara Public School (Kareli municipality) based on PPP.

In Agara Public School teaching continues in two vocational educational programs – “Plumber” and “Low Voltage Electrician”. According to the modules, theory is taught in the school building, in the properly equipped auditoriums, while practical teaching takes place in the workshops. One student with special needs is actively involved in the “Plumber” vocation and has mastered quite successfully theoretical and practical issues. With the support of UNDP program, resources were purchased for both (Plumber and Low Voltage electrician) vocational programs.

At the end of March “Food Control Lab Assistant” vocational training course was completed. Fourteen listeners participated in the course. With an objective to share the experience, 14 students of “Food Control Lab Assistant” training program visited Gori vocational college “Gantiadi,” several labs in Gori canning factory “Kula” and laboratories in Agara Alcohol enterprise “Grado”.

In late March, meetings were organized in Tbilisi Techopark for Agara Public School students and teachers of both vocational programs; students saw modern technological achievements, participated in most interesting, exiting and cognitive workshops.

In order to support implementation process of the abovementioned two vocational educational programs, namely, teachers' work and internal monitoring group's activities, education experts visited the site 3 times within the framework of UNDP project.

### **Expected Result R4 – " Higher skills and productivity of workers in vocational professions"**

#### **A4.1 – " Piloting the schemes for VET-based re-training of adults " (R4)**

The activities will cover piloting of the schemes for VET-based retraining of adults and developing the related organizational approach and policy. Limited capacities of national employment service of Georgia hampers large scale implementation of several of measures in labor market policies. One of the solutions for this problem is outsourcing of active labor market measures to increase the accessibility of VET services of various market operators: individual providers, educational facilities, non-governmental organizations and etc. Therefore, this activity will ensure connection between employer service, service (training) provider and employer. The strength of this scheme is its orientation to the employers' demand and its connection to the labour market.

As reported in the previous quarter, Kutaisi Education Development and Employment Center (KEDEC) is implementing piloting of employment schemes in Samegrelo-Zemo Svaneti and Association of Business Consulting Organizations of Georgia (ABCO) in Shida Kartli.

KEDEC conducted activities in order to identify market demanded vocations in the target regions of Samegrelo and Mestia. Following vocations were identified in the Samegrelo region: specialist of the reinforced concrete work, specialist of small machines, carpenter, plasterer, welder, accountant, and cook. In Mestia demanded vocations are: general managers of a ski resort, waitress, pre-school manager and an assistant.

The information dissemination about the employment scheme project was conducted by KEDEC through active information campaign in Samegrelo, specifically in vocational colleges in Senaki and Chkorotsku municipalities, in Tsalenjikha and Zugdidi municipalities in NGOs that work on IDP issues, and in Abasha, Martvili and Senaki municipalities with representatives of local self-governments and resource centre of Ministry of Education and Science. In addition to the information dissemination meetings, news about re-training, training and employment opportunities were spread by local media resources.

In Mestia leaflets were distributed in public places and through Facebook page of local-self-government. Information meetings were held to inform local government, businesses, and agricultural consulting service of Georgian agriculture about the employment scheme project objectives.

As a result of the informational campaign, 112 job seekers were registered, 14 out of those from Mestia and 108 from Samegrelo Region. The jobs seekers were identified through [www.worknet.gov.ge](http://www.worknet.gov.ge) as well, which is an electronic space run by government of Georgia, which provides information to job seekers and employed persons on available vacancies and employment opportunities. At the request of the applicants the KEDEK assisted 49 participants to register on the website as a job seeker.

In Samegrelo following vacancies were identified: 26 cashiers, 15 cooks, 12 stylists, 21 accountants, 10 sewing specialists, and 28 reinforced concrete work specialists. In Mestia there were 2 waitresses, 9 preschool managers and 3 accountants.

Out of 112 job seekers, who underwent questionnaires, interviewing and general skills assessment test, 76 job seekers were selected to be involved in vocational training/retraining programs, which will start from next quarter and re-training needs and program design were determined for these job seekers.

In March 2017 carrier orientation trainings were organized for 85 job seekers identified in the previous quarter in Mestia and Samegrelo regions, to decide on vocation and field of employment.

ABCO conducted research to identify jobs and vacancies through “door to door” method, meeting with managers of enterprises in the target region with specifically developed questionnaire. In result total 130 vacancies were identified: 10 in finances and accounting; 74 in agriculture; 9 in processing industry; 9 in construction; 6 in auto services; 2 in medical services; 1 in programming; 19 in restaurant sector.

For the purpose of informing the population about the project and its goals, the active information campaign was conducted by ABCO. ABCO distributed leaflets and displayed posters at central and public locations in 4 target municipalities and conflict zone communities as well as on web portals [www.jobs.ge](http://www.jobs.ge) and [www.career.ge](http://www.career.ge) to inform unemployed persons for program participation.

In each of the 4 target sites, ABCO, with the help of local government representatives, organized 30 informational meetings, which included representative of 143 villages within 30 target communities of the target municipalities.

In addition to the above meetings, informational sessions were held in communities of IDP settlement of Gori municipality (Tkviavi and Karaleti). However, the interest was low due to disillusionment of the local communities. ABCO staff left informational leaflets in the centre of the communities, which was followed by phone calls and email messages from interested applicants for program participation. These persons were appropriately registered as job seekers. ABCO also informed the head of the Employment Service Department under Social Service Agency about the ongoing employment scheme.

As a result of campaign, 116 adults applied to participate in the program. ABCO expert conducted interviews with registered/ job seeker applicants, who were categorized in accordance to the several characteristics on February 23 (in Shindisi) and February 24 (in Gori). Namely, ABCO conducted personal interviewing and assessment of applicant’s general skills. As a result of questionnaire, interviews and skills testing 96 applicants were selected for the next step of the program.

In parallel, following most demanded vocations identified: Accountant; Electric Welder; Fruit Orchard workers (pruner, grafter and picker) /Irrigation specialist / modern type orchard developer.

On March, ABCO conducted carrier planning and professional orientation for program participants, which included training in resume writing as well as individual consultations.

In total, 40 program participants (selected in the previous quarter) were trained through the cycle of 2-days training programs. Following the implemented trainings on carrier planning and professional orientation (including resume writing, etc.), ABCO started the process of delivering the follow-up individual consultation to the selected groups of participants (in total, 40 program participants) including development of an Individual plan for each of the program participant. The process of consultations is currently continuing.

## 5. Activities that have not taken place

All activities were accomplished as planned.

## 6. Partnership and other Co-operation

In the reporting period the project cooperation with the partner organizations established in the previous quarter continued.

## 7. Action Plan for the following quarter (next 3 months)

Activity	Apr	May	June
Sub-activity A.1.1.5 – Monitoring of VET modular teaching process			
Sub-activity A2.2.1 - Introducing VET education in secondary schools of Shida Kartli			
Activity A4.1 – Piloting the schemes for VET-based re-training of adults			
A4.5 – "Pilot short-term VET training courses for adults leading to acknowledged (partial) qualifications" (R4)			

## 8. Visibility

The project activities were publicized in a social media, namely Information on a visit to Technopark in Tbilisi of the Agara Public School teachers and students of the vocational programs Low Voltage Electrician and Plumber was displayed on UNDP Facebook page on March 24 (link: <https://www.facebook.com/UNDPGeorgia/photos/a.1281243291923664.1073742278.319570924757577/1281243481923645/?type=3&theater>)

The project purchased updated visibility materials for the colleges, such as plaques for colleges and standers with the EU logos that were prepared in accordance to the updated instructions on EU visibility in Georgia.

## 9. Financial execution

The activities implemented during the reporting period correspond to the line items of expenses defined in the planned budget. Consequently, there are no changes in the budget.

By the end of the reporting period (**1 January 2017-31 March 2017**) the financial picture of the project is as follows:

<b>Total budget of the project:</b>	<b>EUR 555,555.00</b>
<b>Expenditures during the reporting period (1 January 2017 – 31 March)</b>	<b>EUR 38,858.37</b>
<b>Accumulative expenditures (1 Nov 2015 - 31 March 2017)</b>	<b>EUR 390,246.09</b>

## 10. List of the annexes

1. Contractor vocational College "Lakada" quarterly report for 1Q 2017
2. Contractor vocational College "Tetnuli" quarterly report for 1Q2017
3. Contractor Agara Public School quarterly report for 1Q2017
4. Draft Concept Paper on International Student Mobility in VET in Georgia
5. Project Manager's monitoring reports for field visits of 9-11 February 2017 and 9-10 March 2017 to Samegrelo and Svaneti.
6. Contractor ABCO's Quarterly report for 1Q2017
7. Contractor KEDEC's Quarterly report for 1Q2017