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| EVENT NAME | A new impetus to National Qualifications Framework (NQF) and for better qualifications in Georgia |
| LOCATION | Citrus Hotel. Address: 3, 9 April Street, Tbilisi |
| DATE(S) | Monday and Tuesday, 23-24 October 2017 |
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**INTRODUCTION AND OBJECTIVES**

**Aims of the workshop**

This workshop contributes to the **ongoing process of further development and improvement of the Georgian National Qualifications Framework (NQF)**.

Thematic focus of the workshop relates to the core aspects of functionning of any NQF: **levelling and inclusion and qualifications in the NQF.** The workshop will provide an opportunity to explore **practices,** **methodologies, quality assurance and organisation of levelling and inclusion of qualifications in the NQF**.

The content of this capacity building workshop will be based on current good practices and new developments in the countries with mature qualifications frameworks (e.g. Ireland, Scotland, France), but also from countries with more recent and dynamic implementation of their NQF (e.g. Poland, Croatia, Czech Republic).

The preliminary results of the baseline analysis and the inventory of qualifications carried out in Georgia, in close cooperation between National Centre for Educational Quality Enhancement and ETF will be presented and used to back the reflection on current strengths and challenges, and further steps in the implementation of the reformed NQF.

To stimulate active participation and reaching useful conclusions, the workshop will combine learning and knowledge-sharing on international good practice, with debate and reflection on the perspectives of the Georgian NQF, including elements of a revised roadmap for the reformed NQF.

**Context and opportunities for more effective NQFs**

The landscape of qualifications evolves rapidly in the world and in Georgia alike, under pressure of the rapidly changing economy, digitisation, innovation, demographics and other global trends. Formal education and training system awards only a part of the qualifications with currency in the labour market and demanded by diverse social groups. Professional and sectoral associations, international corporations, civic organisations and a number of state bodies are active in developing and awarding new and often important qualifications for the society and the world of work.

The Georgian NQF is at a crossroads of its evolution, and it can develop into a comprehensive instrument for good and transparent qualifications, pertinent for LLL and the labour market and delivering benefits for learners, workers, employers and institutions (education and training, employment). In this perspective the NQF can be an important policy reform driver.

The NQF alone is not a panacea for all issues and challenges that LLL systems face and are called to address. But world experiences show that NQFs do help. Effectively functioning NQFs, supported by a coherent and relevant set of tools, methods, and adequate information for the wider users’ groups do contribute to reform the panorama of qualifications, to include all relevant types of qualifications from varied forms of learning, which eventually has benefits for the citizens, for employment and LLL.

The GQF was originally adopted by ministerial decree in 2010, and is currently in a phase of reform, aiming to improve the structural coherence of the framework, compatibility with the EQF and the quality of qualifications; and also to move to better involvement of stakeholders and socio-economic partners in quality assuring the NQF and its qualifications.

Georgia has the ambition to compare its NQF with the EQF in a medium-term perspective, in accordance with the EU-Georgia Association Agreement, as well as with the newly adopted (22/05/2017) Council Recommendation on the EQF for LLL and repealing the EQF Recommendation of 2008[[1]](#footnote-1).

Participants of the workshop represent relevant Ministries and public agencies, employers organisations, education and training providers of various types and experts.

**Agenda**

**Day 1: Monday, 23 October 2017**

**Focus of the day**: NQFs and their main benefits in increasingly diverse societies and changing economies; inclusion of different types of qualifications in the NQF; levelling of existing and new qualifications, quality assurance of levelling, functioning of qualifications registries, involving key stakeholders. Comparing practices and solutions in different European countries.

*Chair: Nino Berelidze and Eduarda Castel-Branco*

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| 09.00 - 09.30 | **Registration of participants. Welcome coffee** |
| 09.30 - 09.45 | **Opening and presenting aims of the workshop**  *Representatives of the Ministry of Education and Science and of the National Centre for Education Quality Enhancement (NCEQE) Eduarda Castel Branco, European Training Foundation* |
| 09.45 – 10.30 | **Session 1:**  **Developing and implementing the reformed NQF in Georgia and taking account of relevant international developments and practice.**  **New perspectives from the European Qualifications Framework (EQF) - how can they relate with the ongoing reform of the NQF in Georgia.**  *Speakers: Nino Berelidze (NCEQE), Eduarda Castel-Branco (ETF).*  Main topics:   * The reform of the NQF, links with wider reforms in education and training. Main novelties for the Georgian NQF agenda. * The New Skills Agenda for Europe and new perspectives from the EQF Council Recomendation of 22 May.   Presentation and questions. |
| 10.30 – 11.30 | **Session 2:**  **Changing skills and qualifications for changing societies and economies. What can the NQF deliver and how?**  **Fulfilling the core functions of NQFs: including and levelling qualifications in NQF – practices and solutions used in different European countries.**  *Speaker: Horacy Dębowski – expert of ETF team.*  Main topics:   * Changing economies, technologies and forms of work - changing panorama of skills and qualifications: new developments and opportunities for comprehensive and inclusive NQFs. * New types of qualifications with currency for the society and economy. Alternative and flexible pathways to acquire qualifications. * What are the aims of NQFs in different countries? Reform and communication purposes. * Effective NQF processes: governance, stakeholders, main roles. * Levelling and inclusion of qualifications in NQFs: scope / types of qualifications; requirements to qualifications; processes and organisation; methodologies and instruments. * Is the inclusion of qualifications in the NQF a technical or rather a social (political) matter? Dilemmas, options and solutions.   With references to experiences from countries with mature qualifications frameworks and countries with recent NQF experience.  *Presentation and discussion.* |
| 11.30 – 11.45 | Coffee break |
| 12:00 – 13:00 | **Session 3:**  **Quality assurance of qualifications and NQFs - adding value, not red tape.**  *Speakers: Jean-Marc Castejon and Horacy Dębowski*  Main topics:   * Quality assurance of qualifications and the NQF: a framework, an instrument, a mindset. * Generalisation of the learning outcomes approach with the learner at the centre. Impacts on the qualifications system, on learning and on assessment and certification of learners. * Can existing quality assurance arrangements support the shift to learning outcomes and also the levelling of qualifications? Dilemmas and new orientations. * How can Quality assurance contribute to better outcomes in the labour market and in lifelong learning.   With reference to experiences and approaches from the EU and other regions. |
| 13.00 – 14.00 | **Lunch break on site – Citrus Hotel** |
| 14:00 – 15:00 | **Session 4:**  **NQF instruments: registers and databases of qualifications**  *Speaker:**Horacy Dębowski*  Main topics:   * What functions might be fulfilled by the NQF register within a qualifications system? Which benefits for users? * What types of qualifications can be contained in the NQF register? * Links / relation of NQF register with other registries functioning in a qualifications system? * Governance, administration and financing of registers of qualifications. Indispensable technical and human resources to develop, maintain and monitoror the use of registers of qualifications. * How is the content of the NQF register communicated to wider public –webportals, internet platforms, others.   With reference to experiences, registers and new developments in countries with mature and new qualifications frameworks.  Presentation and discussion |
| 15.00 – 16.30 | **Session 5: Practical session in 2 working groups**  **Including different types of qualifications in the NQF in the context of qualifications system in Georgia.**  *Organised in parallel working groups.* *After a short introductory presentation, participants will work in small groups. Outcomes of groups work (answers, comments, suggestions) will be jointly discussed on day 2.*  Guiding questions:   * What are the most interesting examples and solutions from other countries that we discussed today? From these experiences and cases, what can we use for the Georgian NQF and qualifications? * What the main strengths and challenges of the Georgian NQF and its qualifications (all key aspects: legal-regulatory base, governance and involvement of stakeholders, instruments, analysis and monitoring). * What types of qualifications might be included in the GQF? What is the rationale for the adopted solutions? Are these solutions adequate to the role envisaged for GQF? * Is it possible to include qualifications in the GQF which are awarded outside formal education system? What might be the benefit and added value of including these qualifications in the NQF? * What are the key requirements for qualifications to be included in NQF? How to assess that existing qualifications fulfil NQF and EQF requirements? What methods and instruments might be used in this process? * What are key steps / elements of the process of including qualifications in the NQF? * Who are the key actors involved in process of inclusion and levelling of qualifications in Georgia?   *Facilitators: Horacy Dębowski, Ani Kitiashvili and Keti Panchulidze* |

**Day 2: Tuesday, 24 October 2017**

**Focus of the day:** Discussing further development and implementation of NQF in Georgia. Identifying challenges, priorities and elements of a roadmap for the implementation of the GQF. Involving key stakeholders, including labour market representatives, in the process of developing, implementing and functioning of NQF.

**Chair: Marina Zhvania and Eduarda Castel-Branco**

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| 09.00 - 09.30 | **Welcome coffee** |
| 09.30 - 10.00 | **Recapitulation: summing-up lessons and relevant practice from NQF international practice discussed on day 1. What are the most relevant messages and practices for Georgia?**  *By: Eduarda Castel Branco, Horacy Dębowski* |
| 10.00 – 11.15 | **Session 6:**  **Implementation and perspectives of the Georgian National Qualifications Framework - results of the baseline analysis and inventory of qualifications in Georgia**  *Speakers: Ani Kitiashvili, Keti Gurchiani*  Main topics:   * Georgian NQF: vision, objectives and scope; evolution over time. What are the aims of implementing the NQF? Are these aims fully in line with country’s needs? Is the vision on the NQF shared among stakeholders? * Links of the NQF with relevant recent and ongoing reforms and policies (education and training, mobility and migration, employment and labour market, sectoral development, others). * Governance of the GQF: main strenghts and weaknesses; options for a better way forward. * How do the main NQF concepts and principles apply in practice: level descriptors, primacy of the learning outcomes approach, quality assurance. * Inventory of qualifications in Georgia. What different types of qualifications are awarded in the Georgian qualifications system? How many qualifications have been included in the NQF? * Important preliminary findings.   Presentation, discussion. |
| **11:15 – 11.30** | **Coffee break** |
| 11:30 – 13:00 | **Session 7:**  **Georgian National Qualifications Framework and the world of work.**  *Organised in parallel working groups.*  *After an introductory presentation, participants will work in small groups.Outcomes of groups work: answers, comments, suggestions, will be jointly discussed on the forum of a whole group.*  Guiding questions:   * What synergies might occur between NQF and other instruments of labour market and economic development policies? * What labour market problems the NQF can and cannot solve? * Is the Georgian NQF adequately designed to meet labour market needs in Georgia? What should be the added-value of the NQF for professional associations, sectors, employers and workers in Georgia? * What are the most relevants labour market stakeholders in the development and implemenation of NQF? Why is it important to involve these stakeholders? How to better involve stakeholders? What should the role of sectoral councils and their capacity (human, technical)?   Speaker and *facilitator: Horacy Dębowski* |
| **13:00 – 14:00** | **Lunch break on site – Citrus Hotel** |
| 14.00 – 14.45 | **The working groups present the results from discussion on day 1 and 2 (sessions 5 and 7).**  10 – 15 minutes per working group |
| 14:45 – 16:00 | **Session 8:**  **Georgian National Qualifications Framework – the road ahead. Further development and implementation**  *Brief presentation and structured discussion with recommendations from the participants addressed to the relevant public institutions, stakeholders as well as to international organisations.*  Main topics:   * Key elements of the roadmap for NQF development and implementation. * Who should be involved in these processes? * What are the main challenges and priorities to be addressed? * Main milestones for the short- and medium-term. * Resources, instruments, capacity building, networks. * Monitoring, analysis, review.   *Session introduced by: representative of NCEQE Facilitators: Horacy Dębowski, Ani Kitiashvili, Ketevan Gurchiani* |
| 16:00 – 16:30 | **Final reflections and main conclusions.**  **Wrap-up of workshop.**  *Representatives of: Ministry of Education and Science, NCEQE and other national stakeholders; EU Delegation, ETF* |
| 16.30 – 17.30 | **Coffee break, networking** |

**Proposal of workshop worksheet no.1**During this session participants will be asked to work together in small working groups on the several topics regarding inclusion of qualifications in the Georgian Qualifications Frameworks

Participants will have approx. 45 minutes for discussion. Each working group should appoint someone to report back the key aspects of discussion to the larger group. Each working group should also complete the worksheet (template below).

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| Topics and questions for discussion | Answers, comments, reflections |
| Please refer to the situation below and answer the questions:   * A sector / branch organization provides training and awards “qualification X”. This qualification is important on the labour market, and holders of this qualification find matching jobs quite easily. However, the training and qualification are not accredited by the state institution. This branch organization would like to include the “qualification X” in the NQF.   **Questions:**  Would it be possible for this branch organisation to include qualification in the GQF?  If yes, how should the procedure of inclusion look like?  If no, what is the rationale for exemption (exclusion) this qualification from GQF? What might be the added value of including these qualifications in the NQF? |  |
| **Types of qualifications in the Georgian NQF:**   * What types of qualifications might be included in the GQF? * What types of qualifications are excluded? * What is the rationale for the adopted solutions? Is this a temporary solution or a definitive policy? * Are these solutions in line with the role envisaged for NQF? |  |
| **NQF and EQF requirements**:   * What are the key requirements for qualifications to be included in the NQF referenced to the EQF? * How to assess that existing qualifications meet NQF and EQF requirements? * What tools might be used in this process? * Who will assess that a qualification fulfills NQFand EQF requirements? |  |

**Relevant Literature for further reading:**

Publications of Cedefop

Cedefop (2010), The development of national qualifications frameworks in Europe, Working Paper no 8.

[Cedefop (2015), Analysis and overview of national qualifications framework developments in European countries. Annual Report 2014, Working Paper no 27.](http://www.cedefop.europa.eu/en/publications-and-resources/publications/6127)

Publications of Cedefop & ETF & UNESCO

[Cedefop, ETF, UNESCO (2013), Global National Qualifications Framework Inventory.](http://www.cedefop.europa.eu/en/publications-and-resources/publications/2211)

[Cedefop, ETF, UNESCO (2015a), Global inventory of regional and National Qualifications Frameworks. Volume I: Thematic Chapters.](http://www.cedefop.europa.eu/en/publications-and-resources/publications/2213)

[Cedefop, ETF, UNESCO (2015b), Global inventory of regional and National Qualifications Frameworks. Volume II: National and Regional Cases](http://www.cedefop.europa.eu/en/publications-and-resources/publications/2213-0)

Publications of International Labour Organization

[Allais S., Raffe D., Young M. (2009), Researching NQFs: Some Conceptual Issues, Employment Working Paper no 44, ILO.](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_119307.pdf)

[Dyson C., Keating J. (2005), Recognition of prior learning policy and practice for skills learned at work: Australia, Canada, New Zealand, South Africa, United States, Skills Working Paper 21, ILO.](http://www.ilo.org/skills/pubs/WCMS_103874/lang--en/index.htm)

[ILO (2010), The implementation and impact of National Qualifications Frameworks: Report of a study in 16 countries.](http://www.ilo.org/global/docs/WCMS_126589/lang--en/index.htm)

[Strathdee R. (2010), The implementation and impact of the New Zealand National Qualifications Framework, ILO.](http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@ifp_skills/documents/genericdocument/wcms_145930.pdf)

[Tuck R. (2007), An Introductory Guide to National Qualifications Frameworks: Conceptual and Practical Issues for Policy Makers, ILO.](http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@ifp_skills/documents/instructionalmaterial/wcms_103623.pdf)

[Young M. (2005), National qualifications frameworks : their feasibility for effective implementation in developing countries, Skills Working Paper no 22, ILO.](http://www.ilo.org/skills/pubs/WCMS_103626/lang--en/index.htm)

Publications of OECD

[Blom R., Parker B., Keevy J. (2007), The recognition of non-formal and informal learning in South Africa. Country Background Report prepared for the OECD Thematic Review on recognition of Non-Formal and Informal Learning, South African Qualifications Authority.](http://www.oecd.org/southafrica/41680370.pdf)

[NUOV (2007), Activity on recognition of non-formal and informal learning. Country background report Czech Republic, National Institute of Technical and Vocational Education.](http://www.oecd.org/czech/41679411.pdf)

[OECD (2004), New Zealand Background Country Report - The Role of National Qualifications Systems in Lifelong Learning.](http://www.oecd.org/newzealand/33774156.pdf)

[OECD (2007), Education and Training Policy Qualifications Systems Bridges to Lifelong Learning: Bridges to Lifelong Learning. (full version is not available on-line)](http://www.oecd.org/edu/innovation-education/qualificationssystemsbridgestolifelonglearning.htm)

Other publications

Allais S. (2014), Selling Out Education: National Qualifications Frameworks and the Neglect of Knowledge. Rotterdam-Boston-Taipei: Sense Publishers.

Bjørnåvold J., Coles M. (2007), Governing education and training; the case of qualifications frameworks. European Journal of Vocational Education and Training, No. 42/43, pp. 2003–2235.

Bohlinger S. (2008), Competences as the Core Element of the European Qualifications Framework. European Journal of Vocational Education and Training. No 42, pp. 96–112.

Bohlinger S. (2012), Qualifications frameworks and learning outcomes: challenges for Europe’s lifelong learning area. Journal of Social Work Education, Vol. 25, Issue 3, pp. 279–297.

Coles M. (2007), Qualifications frameworks in Europe: platforms for collaboration, integration and reform. A paper for the conference: Making the European Learning Area a Reality, 3-5 June 2007, Munich.

Coles M., Werquin P. (2009a), The Influence of Qualifications Frameworks on the Infrastructure of VET. In: International Handbook of Education for the Changing World of Work, D.R. Maclean, D. Wilson, eds. Springer Netherlands, pp. 439–452.

Coles M., Werquin P. (2009b), The role of national qualifications systems in helping to modernise vocational education and training systems, Modern Vocational Education and Training, Vol. 3, pp. 141–178.

Ensor P. (2003), The National Qualifications Framework and Higher Education in South Africa: some epistemological issues. Journal of Education and Work. 16 (3), pp. 325-346.

European Commission (2010), European Qualifications Framework Series: Note 2. Added value of national qualifications frameworks in implementing the EQF.

ETF (2014a). Making better vocational qualifications. Vocational qualifications system reforms in ETF partner countries.

ETF (2014b). Quality assurance in vocational education and training. A collection of articles.

ETF (2006), A review of international and national developments in the use of qualifications frameworks.

French E. (2009), The NQF and its Worlds, SAQA.

Klapp C.J. (2003), National Qualifications Framework initiatives in Mexico. Qualifications and Standards: Harmonization and Articulation initiatives, SAQA

1. <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32017H0615(01)&from=EN> [↑](#footnote-ref-1)