

# Skills & Qualifications: Benefits for People

## Conference Programme

Centro Congressi Lingotto  
Turin, 6-7 November 2019

**#Benefits4People**

# Concept Summary

**Most European Training Foundation (ETF) partner countries have national qualification frameworks in place and are modernising their qualification systems. At this conference, and through our new publication, we want to look at how reforms of qualifications and qualification systems are affecting learning and teaching, career guidance and assessment, and consider the benefits for people of policies and practices in these domains, and how they can be maximised.**

**We are guided by three core questions: how do people know about skills and qualifications? What types of skills and qualifications do they need? And how do they acquire them? And looking further – how do countries need to change curricula, teaching and learning and guidance, so that people can benefit more from skills and qualifications? What new practices and tools need to be developed?**

**English will be the principal language of the event, with French and Russian interpretation in all sessions.**

## How to use the Toolkit

The Toolkit that we have made to accompany this process is made up of 'layers'. The first layer is a 'narrative' which tells the overall story. The second layer provides more information and explanation



about specific topics and is available online at <https://openspace.etf.europa.eu/pages/toolkit-skills-and-qualifications-benefits-people> (see QR code above).

# Day 1: 6 November 2019

**08:30 – 09:00**

## **Registration and welcome coffee**



### **Chair: Anastasia Fetsi, ETF**

Anastasia Fetsi has been Head of the Operations Department of the ETF since 2015. She is an economist and has a long experience on skills development policies in developing and transition economies. An ETF staff member since 1996, she fulfilled a wide range of expert roles before taking on the leadership of the department responsible for the ETF's thematic expertise development in 2011.

**09:00 – 09:45**

## **Opening addresses**



### **Cesare Onestini, Director, ETF**

Cesare Onestini took up the post of Director of the European Training Foundation in September 2017. Prior to joining the ETF, he was Deputy Head of the EU Delegation to India and Bhutan. He joined the European Commission in 1995, working for six years in education and training policy. Cesare Onestini is a graduate of Oxford University, where he achieved a doctorate in higher education policy.



### **Alison Crabb, Head of Skills and Qualifications, European Commission**

Alison Crabb has worked at the European Commission since 1999 and currently heads the Skills and Qualifications Unit in DG Employment, Social Affairs and Inclusion. Her team works on skills development and skills intelligence for better career choices, and making skills and qualifications more visible and comparable. She was closely involved in developing the New Skills Agenda for Europe and the European Pillar of Social Rights.



### **Mika Saarinen, Counsellor, National Agency for Education, Finland**

Mika Saarinen is Counsellor of Education and Head of Unit at the Finnish National Agency for Education EDUFI. He has nearly twenty years experience in vocational education and training and higher education, including national and international development work at EU and international level on education, the world of work, skills and competences. Mika Saarinen has a master's degree in theoretical philosophy from the University of Helsinki, Finland and further studies in international politics and adult education.

# Day 1: 6 November 2019

## 09:45 – 11:00 Messages from the ETF toolkit “Skills and Qualifications, benefits for people”



### **Mirjam de Jong, expert in qualifications systems**

Mirjam de Jong has been involved in vocational education and training throughout her working career. Following experience as a teacher and company trainer, she worked for many years on qualification and curriculum development at the Dutch sector skills council for the process industries. She led technical assistance projects in Eastern Europe and Asia on vocational qualification and curriculum development, assessment and teacher training. Before retiring in 2019, Mirjam worked as specialist in qualifications system development at the European Training Foundation.



### **Eduarda Castel Branco, ETF**

Eduarda Castel Branco has extensive experience in international cooperation, including 16 years at the European Training Foundation working on skills anticipation and qualifications systems and frameworks. She coordinates the “Make it Match” skills anticipation and matching network in the Eastern Partnership and leads ETF work on big data for labour market information. A former member of EQF Advisory Group (2013-2017) she has supported the EQF referencing process in several ETF partner countries. Since 2019, she works with African Union (AU) Commission in AU-EU project developing the African Continental Qualifications Framework.

**Jolien van Uden, ETF**

Jolien van Uden is a specialist in VET policies and systems. Following a Master's degree in educational science and technology (specialising in curriculum development and instruction) she worked as policy advisor at a VET institute in the Netherlands. Jolien continued her career in Nepal, where she worked on quality improvement of technical schools. She worked at a university of applied sciences in the Netherlands before joining the ETF.

**Arjen Deij, ETF**

Arjen Deij has been a senior qualifications specialist at the ETF since 1995. He has worked in higher education and VET. He led the ETF's work on standards and was involved in developing the EQF and in implementing NQFs in Romania and the UK. The bulk of his work has involved the practical implementation of qualifications systems reforms in partner countries and cross-country comparisons. He now focuses on the impact of qualifications reform on learning and assessment and the changing role of teachers.

## Question and answer session



# Day 1: 6 November 2019

**11:30 – 13:00**

## **Success stories from partner countries**

**Moderators: Maria Lvova and Alastair Macphail, ETF**



**Haykuhi Gevorgyan, Manager, Professional Orientation and Capacity Development Centre, Armenia**

Haykuhi Gevorgyan has led Armenia's Professional Orientation and Capacity Development Centre since 2007. With over 10 years' experience in developing national strategies for career guidance, vocational education and training, employment and entrepreneurial education, she is an expert, certified trainer and author of scientific articles and handbooks on these and other topics such as communication, public relations and human resources. She is the founder of "CareerLab" and the Career and Mobility Centre.



**Alena Vankevich, Professor, Vice-Rector for Research, Vitebsk State Technological University, Belarus**

Alena Vankevich is Professor of economics and Vice-Rector for Research at Vitebsk State Technological University. Prof. Vankevich has participated in international joint projects of the UNDP and the Ministry of Labour and Social Protection. She has been a national labour market expert in workshops and projects organised by the ETF under the Eastern Partnership Platform 4. Author of over 300 scientific publications, Prof. Vankevich conducts research into the Belarusian labour market and its links with the education system.



**George Gamkrelidze, Head of the Labour Market Analysis Division, Ministry of Economy and Sustainable Development, Georgia**

George Gamkrelidze is Head of the Labour Market Analysis Division at the Georgian Ministry of the Economy and Sustainable Development. He is responsible for planning and implementing surveys, conducting labour market analysis and managing the labour market information system. Mr Gamkrelidze is an economics graduate of Tbilisi State University. An alumnus of the Young Researchers Programme of the Polish Government, he is author of multiple scientific articles and publications.



**Inna Osadchuk, Manager, Training and Personal Assessment Unit, DTEK Academy, Kyiv, Ukraine**

Inna Osadchuk is responsible for training and personal assessment at DTEK Academy, corporate university of one of the biggest energy companies in Ukraine. Born in Siberia and educated at the Moscow Mining Institute, she has 13 years of experience as a teacher and trainer in manufacturing and mining, as well as experience in project management and staff assessment.



**Goce Nedelkoski, ICT teacher, Gjorche Petrov VET school, Prilep, North Macedonia**

Goce Nedelkoski is an ICT teacher at Gjorche Petrov vocational school in Prilep since 2000. A computer science graduate of the University of Cyril and Methodius in Skopje, he was project coordinator of the ETF funded project "Improving digital competencies of VET teachers" from 2015-2018. He has participated in several Erasmus+ projects, both as a teacher of his school and as a member of the NGO Knowledge Harvest.

## **Question and answer session on ETF OpenSpace ([openspace.etf.europa.eu](https://openspace.etf.europa.eu))**

# Day 1: 6 November 2019

**14:00 – 17:00      Workshops**

## **1. Information and Guidance**

**We will explore how information on skills and qualifications for the people is changing, how digital tools are contributing to enhance timeliness and outreach of information and which factors trigger and support this transformation. We will refer to sections of ETF toolkit, and base our discussion on the idea of an ecosystem: in the transformation of labour markets and skills development systems, interconnections and flows are key.**

**Sala: Londra**

**Moderators: Eduarda Castel Branco, ETF and Raimo Vuorinen, Finnish Institute for Educational Research, Finland**



Dr. Raimo Vuorinen is a project manager at the Finnish Institute for Educational Research (FIER) at the University of Jyväskylä. His research interest is evidence-based lifelong guidance policy development and the use of ICT in guidance. In 2007-15 he was coordinator of the European Lifelong Guidance Policy Network, ELGPN. He is Chair of the Board of the International Centre for Career Development and Public Policies, ICCDPP and a member of the ETF Editorial Board.



**Rapporteur: Irina Tserodze, Ministry of Education, Science, Culture and Sport, Georgia**

Irina Tserodze leads the Vocational Education Development Department of the Georgian Ministry of Education, Science, Culture and Sport. She co-leads the reform of the vocational education sector in Georgia with the ambitious goal of transforming the system into a valuable alternative for Georgian students by expanding VET provision and improving its quality, attractiveness, labour market relevance, inclusiveness and international standing. Ms. Tserodze has a Master's Degree in Public Administration and a Bachelor's Degree in Philosophy.



**Speakers:****Koen Nomden, Team Leader, Skills and Qualifications, European Commission**

Koen Nomden is Team Leader for transparency and recognition of skills and qualifications in the European Commission's Directorate General for Employment, Social Affairs and Inclusion. He works on the European Qualifications Framework for lifelong learning, validation of non-formal and informal learning and Europass. Before joining the Commission in 2003, he worked as a researcher at the University of Antwerp and the European Institute of Public Administration in Maastricht, Netherlands.

**Rooksana Rajab, Lead Consultant, JET Education Services, South Africa**

Dr. Rooksana Rajab is currently the lead consultant to JET Education Services for the PSET CLOUD project. She is the founder and executive director of Resonance Consulting Services and has been CEO of Resonance Institute of Learning for 17 years. With a Doctorate in Management of Technology, her systems thinking approach and a passion for people development in line with strategy she is well known for her expertise in education and training policy development and implementation.

**Ester Van der Linde, Executive Manager, Corporate Services, merSETA, South Africa**

Ester van der Linde is Executive Manager Corporate Services at merSETA. She oversees Human Resources, Marketing & Communications, Travel, Facilities and Assets, as well as Strategic Projects relating to Career Development. With a background in financial services and insurance, she managed World Skills SA (WSSA), the first national Skills Competition & Conference, and led the South African team at World Skills Brazil.

# Day 1: 6 November 2019

**14:00 – 17:00    Workshops**

## **2. Flexible curricula**

The aim of this workshop is to develop a shared understanding of what flexible and 'future-proof' curricula can look like. In many countries, we have been working on developing qualifications frameworks based on learning outcomes in order to make qualifications more transparent, and base them on actual labour market demand. To enable learners to benefit from these changes, qualifications also need to be translated into curricula. The introduction of new technology and evolving knowledge on how people learn influence the way curricula are designed. In general, we see a trend towards more student-centred approaches in education, reflected in new approaches to traditional subject-oriented curricula, which are often perceived to be too fragmented, making it difficult to provide holistic and realistic content. We therefore see increasingly modular curricula. These can take different forms, but are often structured around a specific set of tasks linked to the occupation the learner is preparing for. Knowledge, skills and attitudes are addressed in an integrated way in each module. Modular curricula are easier to adapt to changing labour market demands.

**Sala: Parigi**

**Moderator: Jolien van Uden, ETF**

**Facilitator: Olena Bekh, ETF**

Olena Bekh is Senior Human Capital Development Specialist at the ETF, focusing on developing key competences, designing education standards and curricula and supporting education reforms in the ETF partner countries, as well as coordinating the assessment of the Small Business Act in the Eastern Partnership. Before joining the ETF, she taught and carried out research at Columbia University, London Metropolitan University and Kyiv National University and worked for the World Bank and the Open Society Institute on government reform in the area of human capital development. She has written and contributed to publications on human capital development, SME policy analysis, women's entrepreneurship and published best-selling language books in the UK and Australia.

**Rapporteur: Anatoli Garmash, Federation of Employers, Ukraine**

Anatoli Garmash has worked at the Federation of Employers of Ukraine (2014-2019) and the Ministry of Education and Science of Ukraine (2007-2014). He has been involved in the development of the Ukrainian qualifications system and VET reform since 2010 as a member of various working groups at national level, including the development of the NQF, the introduction of occupational standards and the validation of informal and non-formal learning. Since 2016, he has worked as an ETF national expert supporting the establishment of the National Qualifications Agency, the creation of the National Qualifications Register, and the implementation of independent assessments in Ukraine.

# Day 1: 6 November 2019

**14:00 – 17:00    Workshops**

## **3. The future roles of teachers and trainers, from teaching to supporting learning**

**Digitalisation, more learning outside classrooms, competency-based and learner centred approaches, mixing learners from different age groups and backgrounds, integrating practice and theory, more interdisciplinary approaches, key competences and transversal competences such as critical thinking and teamwork: teachers and trainers are confronted with many changes and often saddled with high expectations. This makes an already tough job even more challenging and raises questions about how teachers, teacher trainers, school leaders, Education Ministries and trade unions can help teachers, at all stages of their careers, to cope successfully with change. In this workshop we aim to explore how the profile, responsibilities, skills, working methods, values and career prospects of teachers and trainers are changing. We will challenge participants to envisage the possibilities for teachers and trainers of the future and explore how such futures might be realised.**

**Sala: Madrid**

**Moderator: Arjen Deij, ETF**



### **Facilitator: Julian Stanley, ETF**

Julian Stanley spent the first half of his career as a VET teacher and manager in a variety of schools in London, UK. He went on to join the University of Warwick where he carried out research into the development of curricula, qualifications and pedagogies and contributed to initial and continuing professional development. Since 2014 he has worked at the ETF supporting vocational teaching and learning and teacher professional development. He has coordinated the ETF's international survey of vocational teachers, currently involving nine countries, and has supported a number of innovative projects and initiatives.



### **Rapporteur: Alqi Mustafai, National Agency for VET and Qualifications, Albania**

Alqi Mustafai is Head of Sector for VET framework curricula and teacher training standards at the National Agency for VET and Qualifications in Tirana, Albania. He specialises in curriculum development, teacher training and other aspects of VET Reform. He has extensive experience in many national and international projects in VET. A graduate in mechanical engineering of Tirana University, a career as a vocational teacher led to many years of professional activity in VET research and development.



## Day 2: 7 November 2019



### **Chair: Michael Graham, ETF**

Michael Graham is Deputy Head of the ETF's Policy Unit. He joined the ETF in 2010, following a career in the Scottish Education Department. This included a period of secondment to the European Commission's Directorate General for Education and Culture, where he took part in developing the European Qualifications Framework.

**09:00 – 10:00**

### **Plenary session: Sala 500**

#### **Report back from Day One workshops**

**Irina Tserodze, Ministry of Education, Science, Culture and Sport, Georgia**

**Anatoli Garmash, Federation of Employers, Ukraine**

**Alqi Mustafai, National Agency for VET and Qualifications, Albania**

#### **Skills and qualifications for all - inspiration for action**



### **Joe Samuels, CEO South African Qualifications Authority**





Joe Samuels was appointed Chief Executive Officer (CEO) of the South African Qualifications Authority (SAQA) in 2012. He has organised and participated in many national and international seminars and conferences where he delivered papers on topics such as the role of National Qualifications Frameworks (NQF), the generation of qualifications and standards, quality assurance in education and training, the integration of education and training, human rights and the NQF and NQFs/RQFs in the Southern African Development Community region, on the African continent and globally. He currently chairs the Education Sector Committee of the South Africa national UNESCO Commission.

## 10:00 – 12:00 **City of Practice**

The conference's main focus is to connect policy and practice. The City of Practice will help to demonstrate how this is already happening through the presentation of examples of good practice, success stories and useful tools. Conference participants will have an opportunity to interact with the presenters, ask questions and get inspired. There are eleven stands in total divided into four districts with different themes.

### **How will it work?**

The City of Practice will run for two hours. For the first hour you will attend a session in your pre-allocated district, where structured presentations will be delivered by the stand owners followed by a short 'Questions and Answers' session. The colour on your badge indicates which of the districts you have been allocated to:

-  District 1: Information and guidance on skills and qualifications
-  District 2: The changing role of teachers
-  District 3: Blended learning
-  District 4: Vocational training and lifelong learning

During the second hour you will have an opportunity to visit the other districts, based on your personal interests and engage in a free exchange with the stand-owners. Don't forget to pick up your coffee, which will be served in the hall!

## Day 2: 7 November 2019

### **District 1: Information and Guidance on Skills and Qualifications**

LABOUR MARKET INFORMATION AND CAREER GUIDANCE

George Gamkrelidze, Sebolelo Nomvete and colleagues

NEW EUROPASS

Koen Nomden, Zelda Azzara

NQFS AND QUALIFICATIONS DATABASES FOR END-USERS

Sheila Dunn, Urška Marentič

### **District 2: The Changing Role of Teachers**

SKILLS FOR JOBS – DIGITALISING THE TEACHING PROFESSION  
IN ALBANIA

Sidita Dibra, Adriana Prenga

CONTINUING PROFESSIONAL DEVELOPMENT OF TEACHERS

Ivan Marković

KEY COMPETENCES

Marika Zakareishvili, Olena Shyyan, Roman Shyyan

### **District 3: Blended Learning**

WORK-BASED LEARNING

Aneta Petrovska-Rusomaroski

ON-LINE LEARNING

Svitlana Mozgova

SELFIE TOOL

Alessandro Brolpito

### **District 4: Vocational Training and Lifelong Learning**

LIFELONG LEARNING PROJECT IN CROATIA

Antonela Šimunović

FLEXIBLE VET IN FINLAND

Hanna Autere

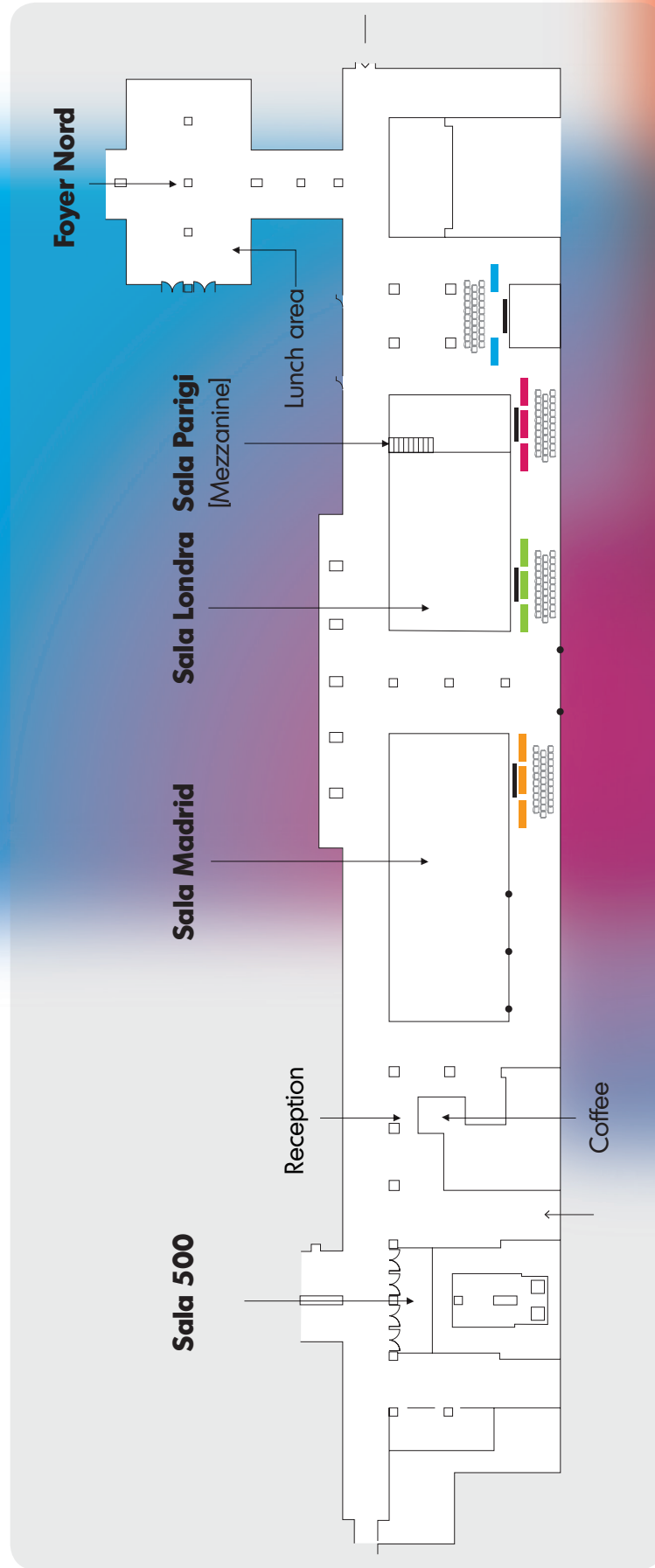
District 1: Information and guidance on skills and qualifications

District 2: The changing role of teachers

District 3: Blended learning

District 4: Vocational training and lifelong learning

## City of Practice Floor Plan



# Day 2: 7 November 2019

**12:00 – 13:30**

## **Words into actions**



### **Panel discussion**

**Moderator: Cesare Onestini, Director, ETF**

#### **Cesare Onestini, Director, ETF**

Cesare Onestini took up the post of Director of the European Training Foundation in September 2017. Prior to joining the ETF, he was Deputy Head of the EU Delegation to India and Bhutan. He joined the European Commission in 1995, working for six years in education and training policy. Cesare Onestini is a graduate of Oxford University, where he achieved a doctorate in higher education policy.



### **Panellists:**

#### **Mónica Kepe-Holmberg, Deputy Head of Schools and Multilingualism, European Commission**

Mónica Képe-Holmberg is Deputy Head of School Education at the European Commission's Directorate General for Education, Youth, Sport and Culture. She is responsible for developing EU school education policies in areas such as quality assurance, inclusion, teacher education and key competences. Mónica has worked at EU level for over 20 years on programme implementation and policy development in education, training and employment. Mónica holds degrees in economics, business administration and European studies.



#### **Koen Nomden, Team Leader, Skills and Qualifications, European Commission**

Koen Nomden is Team Leader for transparency and recognition of skills and qualifications in the European Commission's Directorate General for Employment, Social Affairs and Inclusion. He works on the European Qualifications Framework for lifelong learning, validation of non-formal and informal learning and Europass. Before joining the Commission in 2003, he worked as a researcher at the University of Antwerp and the European Institute of Public Administration in Maastricht, Netherlands.





**Jean-Paul Heerschap, International Aid and Cooperation Officer, Migration and Employment, European Commission**

Jean-Paul Heerschap is international aid and cooperation officer in the Migration and Employment Unit of the European Commission's Directorate General for International Cooperation and Development. Following a career in the Netherlands Foreign Service, he joined the European Commission in 2009 and was Head of Section for Rural Development in the EU Delegation to Eritrea and Namibia. In 2015 he returned to Brussels where he follows vocational education and training and employment issues at the European Commission.



**Jeroen Willems, Deputy Head of Unit, Neighbourhood East and Institution Building, European Commission**

Jeroen Willems is Deputy Head of Unit responsible for Armenia, Azerbaijan, Belarus and the Eastern Partnership in the European Commission's Directorate General for Neighbourhood and Enlargement Negotiations. He has previously worked in EU Delegations to Azerbaijan, Bosnia and Herzegovina, Congo and Ethiopia. Before joining the Commission, he worked in the public and private sectors, supporting partner countries in the Middle East, Eastern Europe and the former CIS as international management consultant, and as senior policy advisor to the Dutch Ministry of Economic Affairs.

## **Outcomes of the event for partner countries, professionals and policy makers**

**Olfa Dridi Laribi, Ministry of Vocational Education and Training and Employment, Tunisia.**

**Borchco Aleksov, Ministry of Education, North Macedonia.**

**Svetlana Sirmbard, Bishkek Academy of Finance, Kyrgyzstan.**

# ETF OPEN SPACE



Join us on ETF Open Space:  
[openspace.etf.europa.eu](https://openspace.etf.europa.eu) to help  
us to shape the future of skills  
and qualifications