



European Training Foundation

**EUROPEAN  
TRAINING  
FOUNDATION**

**The national qualifications  
framework (NQF): a new impetus  
towards improved governance,  
instruments and outcomes**

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**Sectorial Committees in Moldova:  
Roadmap for Action**

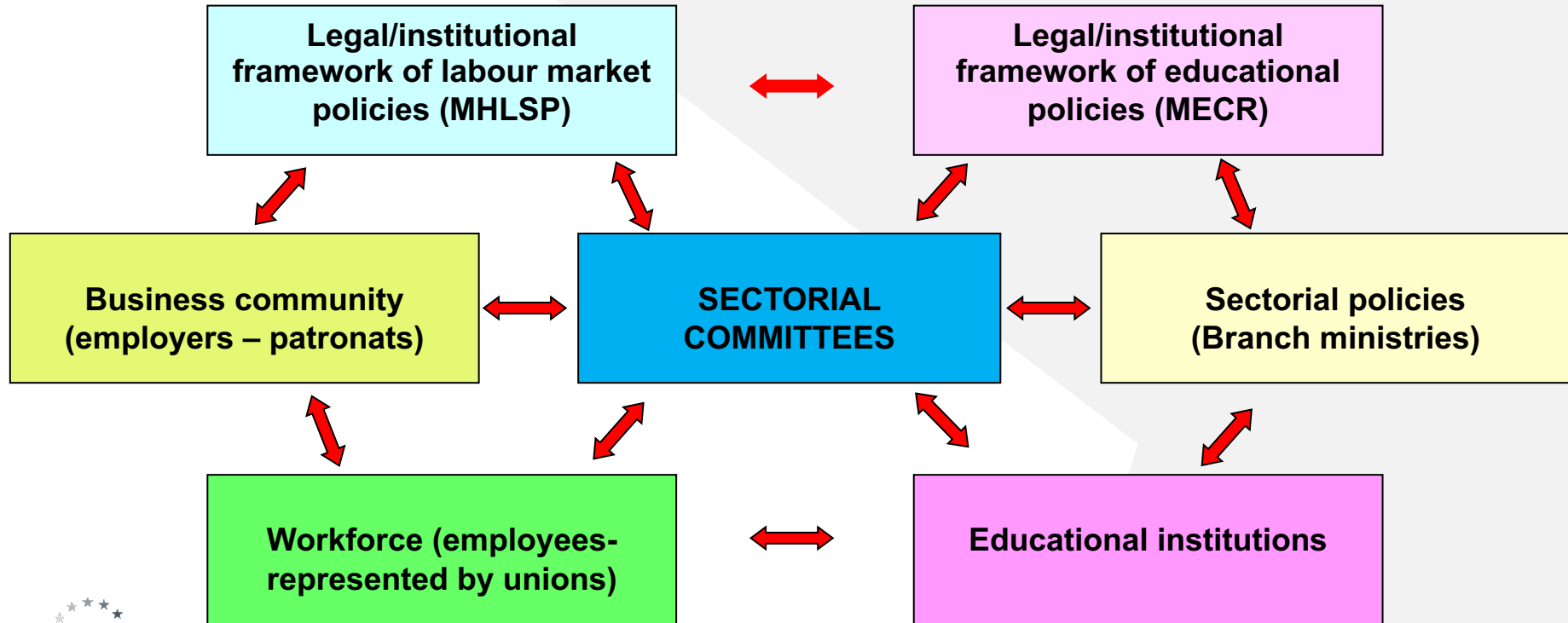
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# SECTORIAL COMMITTEES: MISSION & EXPECTATIONS

- ❖ SC serves as a platform for dialogue of interdependent partners to make connections between the labour market and the education system/market
- ❖ SC Mission: To formulate and address the educational system with the message about the needs of the sector for skills/abilities on quantitative and qualitative dimensions
- ❖ Law 244/2017 establishes 16 tasks in order to facilitate the implementation of the CS mission. Tasks of Sectorial Committees grouped in clusters:
  1. *SC as platforms for dialogue and Policy for LLL*
  2. *SC in occupational/professional classification and standards*
  3. *SC in Qualifying cycle*
  4. *SC in IVET and CVET programs, curriculum and evaluation*
  5. *SC-Intelligence on the labour market (analysis and research)*
- ❖ 6 Sectorial Committees registered (from 12 possible):
  - ✓ *Construction*
  - ✓ *Agriculture and food industry*
  - ✓ *Trade, hotels and restaurants*
  - ✓ *Light industry*
  - ✓ *Financial enterprises and insurance, real estate transactions*
  - ✓ *Water distribution, sanitation, waste management and decontamination activities*

# SECTORIAL COMMITTEES: CENTRE OF ECO-SYSTEM



# MATRIX: MUTUAL EXPECTATIONS OF SC PARTNERS

From Institution	SC	Employers	MHLSP	MECR	Branch Ministries
<b>Sector Committee (SC)</b>		<ul style="list-style-type: none"> <li>✓ Association of SC</li> <li>✓ Participation/involvement in the work of SC (identification of problems and solutions)</li> <li>✓ Refusal of internal training and awareness of the lack of occupational standards (profiles)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Promotion of SC</li> <li>✓ Creation of the Technical Secretariat (members are delegated by SC)</li> <li>✓ Identification of funding sources (national and external)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Experts training and certification (Occupational standards, qualifications)</li> <li>✓ Simplification of certification/ accreditation procedures. In the case of SC without payment for the National Agency for Quality Assurance in education and research (ANACEC)</li> <li>✓ Involvement of SC in the process of policy/methodologies/legal and regulatory framework on vocational training</li> </ul>	<ul style="list-style-type: none"> <li>✓ Identification of sources and financial support of SC (adjusting the regulatory framework)</li> <li>✓ Involvement of SC in specialized committees of central and local public authorities</li> <li>✓ Supervision and quality assurance (training of frameworks, certification, etc.)</li> </ul>
<b>Employers</b>	<ul style="list-style-type: none"> <li>✓ SC to be functional and lucrative</li> <li>✓ Reviewing and adjusting occupational standards to labour market needs.</li> <li>✓ The endorsement by SC of the curriculum</li> <li>✓ Reviewing and completing the occupations classifier</li> <li>✓ Ensuring self-financing of SC activity</li> </ul>		<ul style="list-style-type: none"> <li>✓ Launching of draft occupational standards that correspond to the needs of enterprises</li> <li>✓ Financial stimulus of SC according to the volume and quality of the activities</li> <li>✓ Organizing training sessions (and certification) on the elaboration of occupational standards</li> </ul>	<ul style="list-style-type: none"> <li>✓ Elaboration of the methodological framework as appropriate for SC</li> <li>✓ Identification and appointment of a specialist to work with SC</li> <li>✓ Clear policies and methodologies for developing educational programs by SC</li> </ul>	<ul style="list-style-type: none"> <li>✓ Inclusion in the Job description of the State/Branch Secretaries of the obligations of cooperation between employers and employers' representative</li> <li>✓ Participation of employers on assessing the State Strategic Plan of Development of the Republic of Moldova</li> <li>✓ Co-financing of CS activities</li> </ul>
<b>MHLSP (Ministry of Health, Labour and Social Protection)</b>	<ul style="list-style-type: none"> <li>✓ Ensuring the representativity of the sector</li> <li>✓ Attracting central, local administration and education institutions in the work of CS</li> <li>✓ Regular analysis of qualifications needs/occupations/competences for continuous vocational training</li> </ul>	<ul style="list-style-type: none"> <li>✓ Active involvement in decision-making process on educational policy</li> <li>✓ Active involvement in the educational process (internship, feedback to the relevance and quality of vocational training)</li> <li>✓ Participation in the drafting process by SC of Occupational Standards and curriculum validation (without formalism)</li> <li>✓ Permanent and efficient communication with relevant actors</li> </ul>		<ul style="list-style-type: none"> <li>✓ Inclusion of SC in decision-making process in the field of vocational training</li> </ul>	<ul style="list-style-type: none"> <li>✓ Considerarea și conștientizarea rolului CS</li> </ul>
<b>MECR (Ministry of Education, Culture and Research)</b>	<ul style="list-style-type: none"> <li>✓ Facilitating the process of elaboration of occupational profiles/standards, qualification standards</li> <li>✓ Monitoring of occupational/qualification standards and curriculum</li> </ul>		<ul style="list-style-type: none"> <li>✓ Revision of the Law CS 244/DIN 2017 in particular on the tasks of CS</li> <li>✓ Revision of Government Decision No. 863/2014 (Methodology for developing occupational standards to simplify/facilitate the process of elaboration of occupational standards)</li> </ul>		<ul style="list-style-type: none"> <li>✓ Coordination of SC</li> <li>✓ Creating an inter-ministerial platform</li> </ul>
<b>Branch Ministries</b>			<ul style="list-style-type: none"> <li>✓ Facilitating communication and inter-ministerial processes</li> </ul>	<ul style="list-style-type: none"> <li>✓ Facilitating communication and inter-ministerial processes</li> </ul>	

# SOME REFLECTIONS AND CHALLENGES

- ❖ **How SC can serve as platform/connection of Labour market and Education?**
- ❖ **How SC can make connection between Ministry of Labour and Ministry of Education?**
- ❖ **How can NQF department and SCs work together?**
- ❖ **If SCs are not functional and cannot deliver - what are the consequences?**

# QUALIFICATION STANDARDS & OCCUPATIONAL STANDARDS IN NUMBERS

	Occupational Standards (OS)	Qualification Standards (QS)		
		Total	Based on OS	Coordinated with partners
<b>Informational Technologies and Communications</b>	3	13	0	9
<b>Health and social assistance</b>	0	8	0	8
<b>Agro-Food industry</b>	13	10	3	3
<b>Construction and Civil engineering</b>	19	7	7	0
<b>Transport</b>	1	6	0	0
<b>Engineering, processing and construction</b>	0	1	0	1
<b>light Industry</b>	1	0	0	0
<b>Industry</b>	2	2	0	0
<b>Hotels, Restaurants and Catering</b>	2	0	0	0
<b>Other</b>		0	0	0
<b>TOTAL</b>	<b>41</b>	<b>47</b>	<b>10</b>	<b>21</b>

# SWOT

## SC CAPACITY BUILDING CS FOR FUNCTIONALITY AND PERFORMANCE

### PUNCTE FORTE /// STRENGTHENS

- ✓ Experience gained in the process of SC creation
- ✓ Understanding of the necessity and importance of dialogue between labour market partners and education to ensure the sector with competence/skills
- ✓ Experience in developing Occupational Standards
- ✓ Potential for participation in the validation of qualification standards
- ✓ Connection between the labour market and education
- ✓ Social dialogue between labour market partners and education

### PUNCTE SLABE /// WEAKNESSES

- ✓ Lack of skills/skills needed to accomplish SC tasks
- ✓ Lack of funding sources
- ✓ Private sector/Employers do not perceive the added value that the CS could provide
- ✓ Lack of commitment of the private sector (its involvement in the work of SC)
- ✓ The problem of cooperation, coordination of the efforts of SC, SC and Partners
- ✓ Poor communication between partners (CS – Partners – institutions )

### OPORTUNITĂȚI /// OPPORTUNITIES

- ✓ Possibility to formulate the message of the private sector/employer regarding the requirements (quantitative and qualitative) towards the skills/skills addressed to the training/education system
- ✓ Vocational training according to labour market requirements
- ✓ Promoting the potential and the added value that the SC could provide
- ✓ Involving the private sector through motivation and proof that CS can provide the added value
- ✓ Development and promotion of services provided by SC versus payment
- ✓ Better coordination and cooperation of partners as well as more effective communication
- ✓ The private sector can impose its requirements towards vocational training of the workforce

### RISCURI /// THREATS (RISKS)

- ✓ The limited performance of SC could negatively influence the reform of education and in particular the formation and implementation of national Qualifications Framework
- ✓ The reduced competences of SC could generate formalism in the development, validation and implementation of proposals, policy papers in the field of education and that would negatively influence the quality of vocational training/education and labour competitiveness
- ✓ SC un-functionality could generate formal, un-professional attitude towards the core tasks of CS (elaboration of SO and validation of qualification standards) and discredit the concept of vocational training based on labour market demand

# ROADMAP FOR SC FUNCTIONALITY AND PERFORMANCE PRIORITIES:

- Priority 1: Strategic role, business plan and action plan of SC in 2020-2021**
- Priority 2: Create working tools, databases and procedures to enhance quality and efficiency**
- Priority 3: Communication and visibility**
- Priority 4: Governance of SC**
- Priority 5: Build capacity to innovate the SCs products and methods**

## NEXT PRIORITY STEPS

- Elimination of constraints in activity and performance of SC tasks**
- Actions for the functionality of SC, finalizing and implementing action plans**
- Revision of the legal framework and adjustment of the regulatory, methodological framework**
- Methodological and practical recommendations for the implementation of SC tasks**
- Common team of coordination and streamlining of communication and cooperation between SC, relevant institutions and partners (Technical Secretariat)**
- Strategic actions to involve private sector/employers**