AZERBAIJAN

RECOMMENDATIONS FOR POLICY MAKERS

1. Improve the attractiveness of vocational training
   - Prioritize vocational training in all human capital development investments
   - Diversify resources, and improve the distribution, management and monitoring of funds.
   - Establish a vocational education development fund to manage and allocate funds to vocational institutions.
   - Use public and private funds to bridge the gap between strategies and achievements

2. Improve the relevance of vocational training by engaging more with the private sector
   - Apply a comprehensive and coherent approach to foster a governance ecosystem that answers real socio-economic needs.
   - Create incentives for involving employers in VET policy, including the development of standards and curricula.

3. Improve the conditions of vocational staff to raise quality
   - Streamline professional standards for vocational teachers and introduce a career and professional development scheme.
   - Consider allowing practitioners from the world of work to enter teaching even without formal teaching qualifications.
   - Carry out activities to enhance the prestige of the teaching profession.
   - Share expertise and best practice among teaching personnel and companies.

4. Reinforce evidence-based policy making
   - Make regular use of analytical tools such as tracer studies with graduates and employers surveys to provide data for better planning and relevance.
   - Provide capacity building on data collection and analysis for more targeted policy-making.

5. Introduce youth-friendly services and training
   - Adapt youth employment policies to make them more user-friendly and appealing.
   - Improve youth support measures by tailoring them to the specific needs of different groups, in particular disadvantaged young people.
   - Invest in the professional development of staff from the state employment service.

6. Strengthen the quality and relevance of early career guidance
   - Strengthen the quality and effectiveness of early career guidance and counselling services at general and vocational institutions.
   - Build career education into the curriculum and link it to students’ overall development.
   - Involve employers and NGOs in the promotion of vocational training and career guidance.

7. Expand adult education opportunities and collect evidence on participation in adult education
   - Increase adult education opportunities in a lifelong learning perspective.
   - Use evidence on participation to improve employability, close mismatch gaps and ensure equity.
   - Reinforce the involvement of public providers in adult education.
   - Use interactive and participatory methods to spark the interest (especially among young people) in learning and developing skills.