

# AZERBAIJAN

## RECOMMENDATIONS FOR POLICY MAKERS

### 1. Improve the attractiveness of vocational training



Prioritise 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.

