



# Supporting Human Capital Development in Ukraine

**ETF Material Collection**

## Introduction

The European Training Foundation (ETF) is the EU agency dedicated to supporting human capital development (HCD) in EU Enlargement countries and other EU neighbouring countries, in alignment with EU objectives. Ukraine remains a priority country for ETF.

With nearly 30 years of collaborative efforts, the ETF has established itself as a trusted partner to Ukrainian authorities and international organisations, focusing on strengthening education systems, enhancing training opportunities, and improving labour market dynamics.

ETF's current commitment to Ukraine's socio-economic development and EU integration is implemented through its Ukraine Task Force, which includes experienced Human Capital Development specialist, some of whom are Ukrainian nationals.

The aim is to support recovery, address emergencies, and facilitate Ukraine's EU accession process.

This document provides a systematic overview of key resources prepared by the ETF to support various aspects of human capital development in Ukraine.

The selected resources – reports, studies, analyses, fiches and key articles – are published between 2019 and 2024.

They are systematised in relation to 11 key segments of human capital development and specific ETF support activities. For each segment a brief overview is provided together with links to the material offering a reference to existing and ETF materials relevant to Ukraine. Furthermore, indications of forthcoming reports and studies are provided.

## ETF Resources - Supporting Ukraine's Human Capital Development

This section serves as a compilation of material created by the ETF to aid in various aspects of human capital development in Ukraine. The collection emphasizes documents published within the past four years, from 2019 – 2024.

Each segment focuses on a specific area where the ETF has provided assistance, offering brief insights along with links to key resources such as reports, studies, and articles.

1. ETF support to Ukraine – website and key articles
2. Education, training and employment reports and studies
3. The ETF Torino Process
4. Micro credentials
5. Centres of vocational excellence
6. Active labour market measures
7. Civil Society Organisations
8. Career guidance
9. European Qualifications Framework
10. Skills for smart specialisation
11. ETF Fact sheets

### 1. ETF support to Ukraine – website and key articles

ETF's support for Ukraine is evident through its comprehensive repository of activities accessible on the ETF website. This repository includes essential documents and initiatives geared towards advancing Ukraine's human capital development agenda.

From facilitating EU candidacy to guiding recovery and reconstruction endeavours, these resources offer a thorough examination of ETF's significant role in shaping Ukraine's path towards sustained growth and resilience.

- An overview of the ETF support and activities, including key documents are available directly at the ETF website, available at: [Ukraine | ETF \(europea.eu\)](https://europea.eu/ukraine)
- Key article published 1 June 2023 on ETF support to Ukraine – EU Accession – EU Acquis, available at: [The ETF's support for Ukraine's EU candidacy | ETF \(europea.eu\)](https://europea.eu/ukraine)
- Key article published 1 March 2024 on ETF support to Ukraine, - Ukraine Facility – ETF Task Force, available at: [30 years, 30+ stories. The ETF's support to recovery and reconstruction in Ukraine | ETF \(europea.eu\)](https://europea.eu/ukraine)

### 2. Analysing education, training and employment

Collecting information on human capital development and employment is fundamental for informed policymaking and effective governance. By providing transparent and up-to-date information, these initiatives empower decision-makers to formulate evidence-based policies, foster collaboration among stakeholders, and ultimately drive positive change in Ukraine's education, training, and employment sectors.

The ETF Country Fiches, titled 'Education, Training, and Employment Developments,' serve as annual portraits of Ukraine's progress in these critical areas. These documents are made accessible on the ETF website in both English and Ukrainian, ensuring wide dissemination and

comprehension. The 2024 Ukraine Country Fiche will be drafted in Autumn 2024 and published by January 2025.

The ETF supports monitoring policy progress and building evidence on human capital development by expanding and refining statistics to meet EU frameworks. This includes using data from sources like the Labour Force Survey, Adult Education Survey, PISA, and Labour Market Policy statistics. These efforts improve NEET data accuracy, identify skills mismatches, and ease school-to-work transitions.

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- The latest edition of the ETF Ukraine Country Fiche for 2023 is available at: [Country Fiche Ukraine 2023 EN edited \(1\) 0.pdf \(europa.eu\)](#)

The ETF Statistical Office plays a key role in gathering and disseminating crucial data pertaining to human capital development in Ukraine. This comprehensive data collection effort spans various facets of education, training, and employment, providing policymakers, researchers, and stakeholders with valuable insights into the country's evolving human capital landscape. As in previous years, the ETF will also supply KIESE data for the preparation of the annual Country Fiche for Ukraine.

- The ETF Statistical Office is collecting and providing key data on human capital development in Ukraine, latest data available at: <https://www.etf.europa.eu/en/document-attachments/key-indicators-education-skills-and-employment-2022>

The EUROFOUND report, 'Working Life in Ukraine' to which the ETF contributed 2022, provides an in-depth analysis of labour market conditions, working conditions, and employment trends in Ukraine. It highlights key challenges and opportunities within the Ukrainian workforce.

- The EUROFOUND report is available at: [Understanding 'working life in Ukraine': a joint endeavour by Eurofound and the ETF | ETF \(europa.eu\)](#)

Through the 'Big Data for Labour Market Intelligence' project, the ETF collects and analyzes current labour market data from online job vacancies posted by Public Employment Services (PES) and private providers. Analysis dashboards are available via the **Global Solutions Workbench**.

- The ETF report, 'Big data for labour market information (LMI) in Ukraine', 2020 is available at: [www.etf.europa.eu/sites/default/files/2020-11/ukraine\\_web\\_labour\\_market\\_landscaping\\_final\\_web.pdf](http://www.etf.europa.eu/sites/default/files/2020-11/ukraine_web_labour_market_landscaping_final_web.pdf)

Platform work in Ukraine is growing, offering flexible job opportunities through digital platforms. While it provides diverse employment options, concerns about labour rights and regulation persist. Balancing benefits and challenges is essential for fair and inclusive practices.

- The ETF report from 2021 on platform work in Ukraine is available at: [The future of work – New forms of employment in the Eastern Partnership countries: Platform work | ETF \(europa.eu\)](#)

In 2021 the ETF drafted the Skills and Migration Country Fiche for Ukraine. The Fiche is intended as a first-entry evidence-based analysis of the main issues relating to the skills dimensions of migration.

- The Country Fiche is available at: [Skills and migration: Ukraine - country fiche 2021 | ETF \(europa.eu\)](#)

Since 2020, the European Training Foundation's 'Future of Skills' studies have analyzed changing job roles and skill demands, including in Ukraine's healthcare sector. Using traditional research and Big Data analytics, these studies reveal emerging skill needs and guide education and training systems.

- The Summary Report published in 2024 is available at: [The future of skills in ETF partner countries - Cross-country reflection paper \(europa.eu\)](#)

### 3. The ETF Torino Process

The ETF collaborates closely with Ukraine's Ministry of Education and Science (MoES) on the Torino Process, a biennial initiative analysing Vocational Education and Training (VET) policies. The insights gained inform future policymaking in the field.

Under the leadership of MoES's VET Directorate, the 2019-2020 cycle was implemented nationwide, resulting in the ETF report on policies and recommendations for human capital development in Ukraine.

The new cycle of the Torino Process began in 2023, with the published report highlighting significant progress in Ukraine's VET system, including resource allocation, policy reforms, and modernization efforts. While excelling in VET program design and implementation, Ukraine faces challenges aligning outcomes with labour market needs. Addressing pedagogical weaknesses and expanding work-based learning opportunities could bridge this gap. Despite disruptions from the Russian invasion, the resilience of VET providers offers hope for post-war reconstruction efforts.

- Torino Process 2019 – 2020 for Ukraine: Summary report on Human Capital Development in Ukraine, available at: [POLICIES FOR HUMAN CAPITAL DEVELOPMENT IN UKRAINE | ETF \(europa.eu\)](#).
- Torino Process 2022 – 2024 for Ukraine: The System Monitoring Report and Monitoring Data, available at: [Torino Process 2022–24: Ukraine | ETF \(europa.eu\)](#)
- Key article published 18 July 2023 on ETF support to Ukraine – [New Torino Process, available at: "Together with Ukraine, we can make a difference" says ETF Director | ETF \(europa.eu\)](#)

In the second half of 2024, the ETF will deliver the annual update of its Torino Process system performance monitoring report for Ukraine for that year.

### 4. Micro credentials

Micro-credentials in Ukraine are emerging as a vital tool for enhancing workforce skills and education. These short, focused courses provide flexible learning opportunities, allowing individuals to gain specific competencies and qualifications. This approach supports Ukraine's broader educational reforms and aligns with international standards, addressing immediate labour market needs and fostering continuous professional development.

Through the UA Re-Emerge(ncy) program, ETF is collecting materials in energy efficiency, construction, and green energy for the Dnipropetrovsk region, with plans to expand. The ETF is gathering professional e-learning materials from the EU and neighbouring countries to provide high-quality vocational education for Ukrainian learners, particularly focusing on internally displaced citizens in safe regions.

Micro-credentials are uploaded to the MoES VET e-learning platform for nationwide access.

- They are available at the MoES website, available at: [LINK](#)

The ETF is guiding policy discussions with a micro-credential template and supporting eight training programs available on the platform.

- These materials are available at: [Онлайн курси \(google.com\)](#)

## 5. Vocational excellence and Centres of Vocational Excellence

Ukraine is dedicated to enhancing vocational education through the establishment of centres of excellence across the country, in line with its ongoing reforms. This initiative is aimed at elevating the standard and applicability of vocational education, ultimately stimulating economic advancement and improving job opportunities for Ukrainian youth and reskilling and upskilling of adults.

The ETF has conducted research on public-private partnerships, decentralization of vocational education, and the establishment of centres of vocational excellence (CoVEs) and innovation.

Moreover, ETF is assisting Ukraine's Ministry of Education and Science in the development of CoVEs through ETFs global peer learning Network for Excellence, ENE. In this network, Ukrainian members play a leading role, particularly within the ENE's green VET partnership GRETA.

- Key report on vocational excellence is available at: [Decentralising vocational education and setting up centres of vocational excellence and innovation: The case of Ukraine | ETF \(europa.eu\)](#)
- ETF generic reports on public private partnerships in which the case of Ukraine is available at: [Public-private partnerships for skills development: A governance perspective – Volume I. Thematic overview | ETF \(europa.eu\)](#)  
[Public-private partnerships for skills development: A governance perspective – Volume II. Case studies | ETF \(europa.eu\)](#)
- The European Commission awarded the GRETA initiative with a special mentioning for the Ukrainian participation with the European Commission's Excellence Awards 2022. Documented in link: [Microsoft Word - EVSW\\_ROUNDUP2.docx \(europa.eu\)](#)
- Report published in 2023 on greening VET, including examples from 8 Ukrainian CoVEs, available at: [GRETA – Greening of vocational education and training: Processes, practices and policies | ETF \(europa.eu\)](#)
- Article on GRETA and Ukrainian participation in GRETA, published March 2023 is available at: [GRETA: The peer learning network helping vocational education go green! | ETF \(europa.eu\)](#)

In the course of 2024, the ETF Network for Excellence will publish several volumes of a Comprehensive Report on Vocational Excellence including cases and practices from Ukrainian CoVEs.

## 6. Active Labour Market Programmes

ETF supports policy learning to reform upskilling and reskilling programs, promoting inclusivity and effectiveness. This includes cross-country exchanges in March 2023 on flexible learning's impact on ALMPs and a policy event in November 2023 focusing on inclusive employment support, especially gender and disability issues.

Similar exchanges will continue in 2024, addressing ALMP effectiveness in fragile contexts (Brussels, June 2024) and disability issues (Autumn 2024, TBD).

- *Peer learning activities* on ALMP effectiveness in fragile and (post)conflict contexts. Peer Learning Reports from 2023, including Ukraine aspects, are available at:  
[Peer-learning Seminar: Towards flexible learning and working - New approaches in definition and delivery of Active Labour Market Policies | ETF \(europa.eu\)](#)  
[Peer-Learning Seminar: Gender & Inclusiveness in Active Labour Market Policies | ETF \(europa.eu\)](#)

## 7. Civil Society Organisations

Ukraine has a large civil society sector, with a high number of civil society organizations (CSOs) compared to many other countries. This robust network of CSOs is instrumental in driving social change, promoting democratic values, and supporting community needs, particularly in times of conflict and crisis. The active participation of these organizations reflects the strong civic engagement and commitment to reform within Ukrainian society.

ETF carried out a mapping exercise in 2020 on CSOs and their role in the employment policy cycle.

In 2023, ETF organized workshops to foster collaboration between entities like EARLALL and the Poltava region for potential EU projects. Amid conflict, involving CSOs is vital for addressing local needs and rebuilding communities. ETF commits to continuing partnerships with local authorities and CSOs on lifelong learning to support Ukraine's recovery.

- The ETF Report on Civil Society Organisations in Ukraine, drafted in 2021, is available at: [Civil society organizations in Ukraine | Open Space \(europa.eu\)](#)
- Link to the ETF Web page, where also the CSOs report is available, [Civil Society Organisations survey dissemination online event in Ukraine | ETF \(europa.eu\)](#)
- Workshop and Roundtable of Regional Authorities and CSOs held 15 November, 2023, articles and material available at: [Adult learning key pillar for development in Poltava region, Ukraine | ETF \(europa.eu\)](#), [Lifelong Learning as a driver for post-war development in Poltava region/Ukraine | ETF \(europa.eu\)](#), [Post | Feed | LinkedIn](#), and [Programme Roundtable Poltava \(15.11.23\) draft 11.10.23.pdf](#)

## 8. Career Guidance

Ukraine's career guidance system provides support, offering information and counselling to help individuals make informed career decisions, contributing to personal fulfilment and economic development. The ETF has completed national system reviews in Ukraine, providing priorities for action on service delivery standards and building up the capacity of career guidance.

UNICEF and ETF has jointly explored young people's needs for career guidance across 11 European and Central Asian countries, consulting over 9,600 adolescents. The research aims to inform better policies and highlights the unique challenges faced by young Ukrainians since the 2022 war. A comprehensive report was published in 2024.

In March 2024, Ukrainian representatives, and young people, along with counterparts from ETF Partner Countries, were invited to a Brussels event. The purpose was to discuss the findings of research and explore the implications of displacements and conflicts on career guidance services for young Ukrainians.

- The ETF Career Guidance and Counselling Report, 2022 is available at: [Career development support system review – Ukraine | ETF \(europa.eu\)](#)
- The ETF – UNICEF report published in 2024 is available at: [Learning for careers | ETF \(europa.eu\)](#)

## 9. European Qualifications Framework

The ETF is actively involved in developing a data model for Ukrainian VET qualifications, ensuring alignment with the European Qualifications Framework (EQF) and mapping with ESCO. This effort aims to enhance transparency between EU member states and Ukraine's skills systems.

In February 2023, the report 'Comparison report of European Qualifications Framework and Ukrainian National Qualifications Framework' was published.



Additionally, the ETF assists in comparing qualifications frameworks and supports the National Qualifications Agency in operationalizing the National Qualifications Framework (NQF). Furthermore, they update the NQF inventory and enhance the resource hub to provide comprehensive information on job and education opportunities for Ukrainians.

ETF Ukraine Inventory report was made available in January 2024.

- The Comparison Report is available at: [Comparison report of European Qualifications Framework and Ukrainian National Qualifications Framework published - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](#)

## **10. Skills for smart specialisation strategies**

Since 2020, the ETF has been engaged in Ukraine, focusing on productivity-enhancing skills in key areas for economic growth. The ETF carried out a foresight exercise in Rivne region in 2021 on the skills implications for the regional smart specialisation strategies in the wood-working and furniture manufacturing industry.

Initially piloted in Rivne and Kharkiv regions, this approach was interrupted by the Russian invasion. In the post-conflict landscape, the ETF collaborates with various stakeholders to identify technology and skills needs, aiming to drive innovation and recovery. This initiative aligns with EU membership aspirations and regional development strategies emphasizing smart specialization.

In 2024, the ETF plans to implement this approach in one pilot region and continue cooperation with the Joint Research Centre on adapting smart specialization tools to the post-conflict context.

- The report for the wood industry in Rivne is available at: [Skills for smart specialisation - Rivne, Ukraine: Summary report | ETF \(europa.eu\)](#)

## **11. ETF Fact Sheets**

The ETF Fact Sheets provide invaluable insights into critical areas of human capital development in Ukraine.

Covering topics such as digital skills and online learning, work-based learning, and the validation of non-formal and informal learning, these fact sheets offer comprehensive analyses, practical recommendations, and innovative solutions. These resources serve as guides to understanding, implementing, and advancing key initiatives shaping Ukraine's education and training sectors.

### **Digital skills**

- The ETF Fact Sheet on 'Digital skills and Online Learning in Ukraine', 2019 is available at [Digital Factsheet ukraine.pdf \(europa.eu\)](#)

### **Work-based learning**

- The ETF Factsheet 2020 on Work Based Learning is available at: [WBL factsheet\\_Ukraine\\_2020.pdf \(europa.eu\)](#)

### **Validation of Non-formal and Informal Learning**

- The ETF Ukraine Factsheet 2021 on Validation of Non-formal and Informal Learning is available at [https://www.etf.europa.eu/sites/default/files/2022-03/22\\_02\\_2.3%20editing%20VNFIL%20UA%20Factsheet\\_EN\\_EN%20%281%29%20%281%29.pdf](https://www.etf.europa.eu/sites/default/files/2022-03/22_02_2.3%20editing%20VNFIL%20UA%20Factsheet_EN_EN%20%281%29%20%281%29.pdf)



