

Work Based Learning: current approaches and reform priorities in Ukraine



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In Ukraine vocational education and training is delivered through:

- ❑ full-time, evening, distance, individual studies;
- ❑ dual training;
- ❑ work-based learning (WBL) in the form of mentoring in enterprises, institutions and organisations.

Work-Based Learning (WBL) is a structured approach to learning where students gain practical skills through **real-world workplace experience**.

In **Ukraine**, WBL includes:

- **Traineeships and internships** in companies (no less than **20%** of the total educational program).
- **Dual education**, combining classroom study with **on-the-job training** (**70%** of the total educational program is conducted in companies).



Main legal act(s) impacting WBL

The **Law of Ukraine "On Vocational Education"** (February 10, 1998)

The Law:

- 📌 Sets the general context of the VET in Ukraine;
- 📌 Defines the forms of vocational education, including WBL (IVET and CVET):
 - obliges all VET students to pass certain form of WBL within school-based learning;
 - prescribes the obligations to employers to participate in such activity without providing any incentives for them;
 - obliges the enterprises, institutions and organisations, regardless of ownership, provide work placements to students of vocational schools for industrial training or practice at work, in accordance with agreements with vocational schools



Main legal act(s) impacting WBL

Decree of the Cabinet of Ministries of Ukraine # 922 “**On approval of Order to Provide Work Places for Learners and Students of the Vocational Schools to Pass the Industrial Training and Practice at Work**” (June 7, 1999)

The decree sets the **general procedures for the organizing the industrial training and practice at work** by learners and students of the vocational schools by concluding **special agreement** between vocational school and employer.

Main legal act(s) impacting WBL

Joint Order of the Ministry of Labour and Social Policy of Ukraine and the Ministry of Education and Science of Ukraine “On approval of **the Procedures for Professional Training of Employees at work**” (March 26, 2001, N 127/151)

The Order:

- 📌 Gives the general purpose of employees’ training and upskilling;
- 📌 Defines different forms of WBL, including IVET and upskilling;
- 📌 Provides requirements to pedagogical staff, training facilities while realizing the WBL.





Vocational Education and Training policy

Dual training remains a key mechanism for integrating VET institutions with businesses. (Order of the Ministry of Education and Science of Ukraine “On approval of the Regulation on the dual form of obtaining professional (vocational and technical) education” (December 12, 2019, N 1551)

In the 2024/2025 academic year the dual education model is implemented in:



176 vocational education institutions
90+ skilled worker professions



Current student enrollment in dual education:
16,8 k students



1,1 k enterprises, institutions, and organizations




2024 graduates: **4,9 k** students
2024 enrolment: **5,4 k** new students

Employment rate: 4,051 (81%)



Employers Engagement in WBL

Key Challenges for Employers:

-  **No financial incentives** for companies offering WBL.
-  **Small businesses struggle** to meet curriculum requirements.
-  **Limited modern training equipment** in VET institutions.



Policy Actions to Strengthen WBL

- ✓ **Expanding dual education programs** and employer collaboration.
- ✓ **Introduction of financial incentives** (grants) for businesses engaging in WBL.
- ✓ **Modernizing VET infrastructure.**
- ✓ **Strengthening teacher training** in work-based methodologies.
- ✓ **Increasing international partnerships** to adopt best practices.



Vocational Education and Training policy

Key sectoral policies

Modernization of Vocational and Professional Pre-Higher Education Infrastructure in Ukraine

State Investments in Vocational Education (2024-2025)

State budget

2024 modernization **88** workshops - **UAH 549 million**

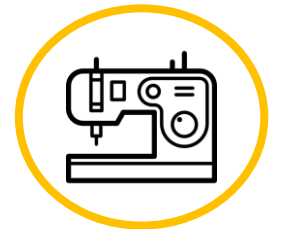
2025 modernization up to **100** workshops - **UAH 540 million**

EU4Skills support:

5 VET schools received new construction and agricultural equipment **€8 million**

8 VET schools renovated in 2025 **€8.8 million**

Dozens of institutions have received new equipment from the governments of Germany, Switzerland, Japan, the European Union, and other partners.



Key sectoral policies

Creating Centers of Excellence

(EIB) project – **€58 million**

7 vocational institutions will be reconstructed in 2026-2027



BMZ + KfW project – **€40 million**

4 vocational institutions will be reconstructed in 2025-2027



Legal and Strategic Framework

Innovations of draft of the new Law “On Professional Education“:



Expanding the role of employers and enhancing cooperation in VET through dual education and participation in institutional management (supervisory boards)



Flexible vocational education programs, including short-term programs for obtaining full or partial professional qualifications (micro-qualifications)



Strengthening the managerial autonomy of vocational education institutions



Rebranding vocational education (vocational colleges, students)