

DARYA Project Training Seminar (Module 2) for the Industry Councils for Professional Qualifications of Kazakhstan

AGENDA

Date : 25 (Wed) – 26 (Thu) February 2026

Location : Astana, Conference hall of Hotel Wyndham Garden Astana, Husein ben Talal, 25

Topic : Improving the practical competencies of members and experts of the Industry Councils for Professional Qualifications of Kazakhstan.

Objective : To provide practical training in skills and knowledge to representatives of the Industry Councils for Professional Qualifications of Kazakhstan in the joint implementation of relevant tasks over 2 training days with the support of international EU experts.

Participants : managers, members and experts of industry councils - up to 50 people.

Experts and moderators :

1. Vidmantas Tūtlys, international expert of the DARYA project, Lithuania;
2. Jāzeps Spridzāns, Chairman of the Industry Expert Council on Transport and Logistics of Latvia;
3. Maciej Tauber, Project Manager of the Polish Integrated Qualifications System - Institute for Educational Research (IBE);
4. Nadezda Solodjankina, coordinator of Module 2 of the DARYA project.

Expected results after the seminar:

1. Participants receive a certificate from NOPK and DARYA .
2. Based on the materials of the seminar, a Guide for the work of industry councils will be compiled.

DAY 1, February 25 (Wed)

Morning session, 9:00 – 13:00

Time	Topic, speaker
9:00 - 9:15	Opening of the seminar. Introductory remarks and greetings.
9.15 - 10.30	<p>The current state of professional qualifications development in Kazakhstan's industries: key achievements, development trends, challenges and problems.</p> <p>Presentations by experts representing various institutions in Kazakhstan (15 min):</p> <ul style="list-style-type: none"> • Akhmurzina L.Zh. – Experience of the Sectoral Council on Professional Qualifications in the Oil and Gas Sector. • Uvaleev Zh.E. – Organization of the Sectoral Council's activities and a memo for the Chairman of the Sectoral Council. • Shaikenova R.R. – Assistance to the KTA Association and KAGIR in the development of an sectoral qualifications system in the field of tourism. • Sverdlova E.A. – Sectoral qualifications frameworks and professional standards: systemic purpose, principles of interaction.

	<ul style="list-style-type: none"> • Isabekov M.U. – Methods and practices for defining units of qualifications, correlation with NQF descriptors.
10:30-10:45	Results of a preliminary survey to complement the picture presented by Kazakhstani experts. The role of industry councils in developing and promoting skills in industries: current functions, successful experiences, and challenges. Vidmantas Tutlis
10:45-11:15	<i>coffee break</i>
11:15-12:00	<p>International Experience. Engaging Industry Stakeholders and Industry Councils in the Development of National Systems of Qualifications: From Skills Needs Analysis to Quality Assurance of Occupational Standards and Qualifications:</p> <ul style="list-style-type: none"> • Roles and responsibilities of sector stakeholders in the development of sectoral qualifications frameworks in Latvia and Poland. • Participation of industry stakeholders and councils in the development and quality assurance of qualification standards in Lithuania.
12:00 -1:00 p.m.	<p>Group work (questions and tasks):</p> <ul style="list-style-type: none"> • What are the prerequisites for forecasting and analyzing skilled labor needs across Kazakhstan's economic sectors? What data is available in this area, and how can it be used in the development and evolution of sectoral qualification systems? • How could stakeholders and sector qualifications councils contribute to improving the link between skills needs forecasting and design and development of qualifications, referring to the presented examples?

Afternoon session, 2:00 PM – 5:00 PM

Time	Topic, speaker
14.00-15.30	The role of industry stakeholders and industry councils in implementing the NQF: linking qualifications and professional standards to the levels of the National Qualifications Framework (applying the best-fit rule when comparing full and partial qualifications with the levels of the National Qualifications Framework), developing sectoral qualifications frameworks and qualifications, and implementing and maintaining registers of qualifications and training programs. Vidmantas Tūtlys Brief comments on similar issues in Latvia and Poland.
15.30-16.00	<i>coffee break</i>
16.00-17.00	<p>Group work (questions and tasks):</p> <ul style="list-style-type: none"> • What are the key challenges in referencing occupational standards and qualifications to the levels of the National Qualifications Framework in Kazakhstan? What are the causes of these problems? How do sectoral councils help address these issues? What are available good examples in this area? • How can the National Qualifications Framework (level descriptors), processes and procedures for linking to the NQF, occupational standards and qualifications be applied to make referencing more transparent, credible, flexible and responsive to stakeholder needs from the perspective of sector stakeholders and sector councils? <p>A practical exercise for a group of participants with a basic knowledge and understanding of the National System of Qualifications and NQF. Select a qualification or vocational education curriculum in Kazakhstan and determine the level of this qualification in the NQF of Kazakhstan using the best-fit rule.</p> <p>A practical exercise for a group of participants with advanced expertise of the National System of Qualifications and NQF. Compare Kazakhstan's NQF levels with those of other selected Central Asian countries (Uzbekistan, Tajikistan, and Kyrgyzstan) and determine the correspondence between the levels using the best-fit rule.</p>

DAY 2, February 26 (Thu)

Morning session, 9:00 – 13:00

Time	Topic, speaker
9.00–10.00	A sectoral approach to qualification development methodology in Lithuania: from work process analysis to qualification standards development; the role and place of unit-based qualifications in the development of national modular vocational education curricula. Vidmantas Tutlys
10:00-10:45	Development of microqualifications and microcredentials and their integration in the national qualifications system in Latvia. Jāzeps Spridzāns
10:45-11:30	The Development and Use of Partial Qualifications in the National Qualifications System and Vocational Education and Training in Poland. Maciej Tauber
11:30-12:00	<i>coffee break</i>
12:00 - 1:00 PM	<p>Group work (questions and tasks) :</p> <ul style="list-style-type: none"> How does the methodological approach to analysis of occupations and work processes in sectors, applied in the development of professional standards in Kazakhstan, allow: <ul style="list-style-type: none"> ensuring that the content of the occupational standard corresponds to the needs of the labor market in the industries? ensuring flexibility in the occupational standards development process? ensure the initiative and involvement of various stakeholders (employers, trade unions, educational and training service providers, relevant government agencies, etc.) in the development of occupational standards? ensure timely and sufficient design and implementation of occupational standards? <p>A practical assignment for a group of participants with a basic knowledge and understanding of the National System of Qualifications and NQF. Analyze any selected occupational standard of Kazakhstan and discuss the work processes covered by this standard. Identify the goals and objectives of these work processes, their work methods, and the requirements of users, clients, the government, and society.</p> <p>A practical task for a group of participants with an advanced level of knowledge and experience in the field of National System of Qualifications and NQF. Analyze any selected occupational standard in Kazakhstan and discuss what information and data from the relevant economic sector were used in developing the occupational standard. How is this standard relevant to the skills needs in the sector?</p>

Afternoon session, 2:00 PM – 5:00 PM

Time	Topic, speaker
2:00 PM–3:30 PM	<p>Participation of sector councils in strategic planning of national qualifications systems in Lithuania, Latvia, and Poland. <i>Expert discussion.</i></p> <p>Questions for presentation and discussion :</p> <ul style="list-style-type: none"> How are the responsibilities and functions of sector councils in the area of governance of the National System of Qualifications distributed? How have these responsibilities and functions evolved over the past decade? What contributes to the involvement or detachment of sectoral councils in the strategic planning and management of the National System of Qualifications? How does the existing governance model of the National System of Qualifications contribute to: <ul style="list-style-type: none"> responding to the needs of the labor market in economic sectors? accessibility, attractiveness and ease of use for students, employers and other users? transparency and internationalization of qualifications? links with qualification systems of other countries and regions?
15.30-16.00	<i>coffee break</i>
16.00-17.00	<p>Group work (questions and tasks):</p> <ul style="list-style-type: none"> Please discuss the plan for 3-5 key roles and functions of sector councils in the development of the national qualifications system in Kazakhstan over a five-year period, outlining these activities and identifying the capabilities and resources needed to implement them. You may use the following guiding questions: <ul style="list-style-type: none"> How can the roles and responsibilities of sector councils be optimized to fully utilize the potential of these bodies in developing the National System of Qualifications?

	– What capacity building is needed for sector councils in the area of National System of Qualifications management and development?
	Concluding the seminar, summing up and planning next steps.