

## **I. PREPARATION TO THE SESSION FINANCING OF WBL**

Preparation of a short presentation (your country will have 10 minutes to present it at the regional forum 2018). After the presentation there will be 5 minutes for questions and answers.

### **Questions for the Regional Forum**

#### **1. How is work-based learning financed in your country? How are VET schools financed?**

See the table below.

#### **2. Where do you see the main benefits of work-based learning for companies in your country?**

Please have a look on the diagram “Financial and non-financial benefits to employers in Germany's dual system” below.

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|---|--|
| <b>Consumables, use of equipment (in companies)</b> | <ul style="list-style-type: none"> <li>Some VET schools pay fees to companies for accepting interns</li> <li>During the internship consumables/use of equipment are covered by companies offering the internship</li> </ul>  |
| <b>Working time of in-company trainers</b>          | <ul style="list-style-type: none"> <li>Internship duration varies from 2 weeks to 3 months, depending on the specialty</li> </ul>  |
| <b>Transport of learners to and from company</b>    | <ul style="list-style-type: none"> <li>No legal arrangement exists for the transportation interns</li> <li>Some companies provide transportation allowances or organize transportation of interns</li> <li>Some VET</li> </ul>   |
| <b>Learners' remuneration during WBL</b>            | <ul style="list-style-type: none"> <li>The majority of interns do not receive any remuneration for the internship</li> <li>Some companies provide scholarship to the interns. This is especially the case of dual pilot projects funded by the international organizations, e.g. “Private Sector Development and Technical Vocational Education and Training South Caucasus” (PSD TVET) project implemented by GIZ, based on motivation and satisfaction of the private sector companies</li> <li>State budget funded programmes for the first job placement of young graduates-unemployed persons carried out by regional offices of the State Employment Agency. A tripartite contract is signed between the agency, the company and the involved person regulating the job conditions. The obligation of the company is to recruit at least 50% of these persons to be involved in the company for minimum 1 year.</li> </ul> |
| <b>Assessment of learners</b>                       | <ul style="list-style-type: none"> <li>Assessment of internship is carried out by mentors in companies</li> </ul>  |

|   |   |
|---|---|
| <b>(material, assessors, etc.)</b>                          | <p>using “logbooks” provided by the VET schools</p> <ul style="list-style-type: none"> <li>• In scope of the PSD TVET GIZ project for implementation of Dual pilot projects the assessment method was integrated in the Diary of Practical Education</li> </ul>   |
| <b>Incentives for companies (subsidies, tax deductions)</b> | <ul style="list-style-type: none"> <li>• There are no special financial or non-financial incentives for employers to encourage their involvement in WBL schemes</li> <li>• State budget funded programmes for the first job placement of young graduates-unemployed persons</li> <li>• Article 201.1 of the Labour Code define the mechanisms of learning and training to be organized by the employers. Thus, employers can organize WBL at the workplace or outside the workplace for apprentices or new employees (maximum duration of six months) and are allowed to pay a special stipend rather than a wage. This tax incentive for employers means that they do not have to pay personal income tax applying to the wage.</li> </ul> |
| <b>Learners’ health insurance during WBL</b>                | <ul style="list-style-type: none"> <li>• No special legal mechanisms are in place for health and work injury insurances during the internship</li> <li>• In scope of PSD VET GIZ project the Agreement between private company and apprentices was developed according to the Labour Code of RA. Based on LC the private company has to pay for the health precheckup.</li> </ul>   |
| <b>Financing of VET schools</b>                             | <ul style="list-style-type: none"> <li>• Financing of VET schools is mainly based on the State Budget</li> <li>• State financing is allocated by lump sum on the basis of student number and type of specialty</li> <li>• VET institution can generate additional income offering short-term training programmes</li> <li>• Private Company and Business Member Organization can also finance the educational programs based on different types of donations.</li> </ul>  |

## II. “PREPARATION TO THE KNOWLEDGE SHARING SESSION”?

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During a knowledge sharing session you will have the opportunity to present recent developments related to work- based learning in your country.

The country team will have 10 minutes to deliver a short presentation (3 PPT slides maximum: no more than 4 lines per slides).

### Slide 1

In the draft “VET Strategy for 2019-2023” under discussion WBL is mentioned as a tool for its attractiveness of VET sector for employers and its relevance to the needs of regions and agriculture sector.

As a result of reforms of VET implemented in 2019-2023 it is expected to have “enlargement of use of the educational approaches founded on work-based education allowing the employers to be involved in the educational processes, participate with VET institution in the innovative projects and improve their own technologies and production”, (“VET Strategy for 2019-2023” , article 51).

The “VET Strategy for 2018-2022” has foreseen also concrete actions for WBL development in Armenian VET sector).

### Slide 2

Timetable of actions for implementation of “VET Strategy for 2019-2023” :

| N | Action  | Expected result   |
|---|---|---|
| 1 | VET State Educational Standards and corresponding teaching programs updating and elaboration  | VET State Educational Standards and teaching programs are elaborated and updated, including regional and sectorial components, programs based on WBL are elaborated |
| 2 | Elaboration of concept and mechanisms on educational process organization in VET based on WBL | Concept and mechanisms on educational process organization in VET based on WBL are elaborated and approved  |
| 3 | Implementation of a system of WBL in VET sector   | New system is piloted in selected VET institutions  |
| 4 | Elaboration of pedagogical materials and manuals on WBL in VET sector                         | Edited and/or digitalized pedagogical materials and manuals on WBL are available in VET institutions  |

### **Slide 3**

#### **Implementation of Dual TVET in Republic of Armenia**

In scope of “Private Sector Development and TVET South Caucasus” GIZ Program since 2017 is implementing German Dual System in close cooperation with RA Ministry of Education and Science and private sector companies in the selected sectors: wine making, tourism, precision engineering and IT.

Implementation of Dual system fosters local economic development and increases youth employment through recognition of TVET quality by private sector in the selected areas.

The process focuses on development of supportive legislation and normative document base for sustainable run of Dual System, institutional set up of qualifications in TVET Schools and organization of practical education in private companies, as well as human capacity development measures for TVET teachers and instructors from private sector.

On political level this process supports the implementation of TVET Reform Program in Armenia for 2018-2022.

Dual TVET is piloting in close cooperation between public and private sector and at the last stage of piloting considers skills accreditation phase by sectoral and/or based on practice unions.

The number of qualifications to be covered will be increased in September, 2018 based on the discussions with the RA Ministry of Education and Science and labour market needs.

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#### **The following partners are involved in the process:**

##### **1. “IT”**

Public Partner – Shirak Regional State College

Private Partners – Gyumri Technological Center, “Brain Force” LLC, “Instigate Robotics CJSC Gyumri Branch

##### **2. “Wine Making”**

Public Partner – Vayots Dzor Regional State College

Private Partner – Getap Wine Factory, Young Winemakers Assosiation, “Areni” Wine Factory, “Trinity” Wine Factory

##### **3. “Tourism Service Management”**

Eastern Partnership Annual Regional forum on Work based Learning in VET  
09-11 October 2018, Lopota Lake resort- Georgia

Public Partner – Yerevan State College of Humanities

Private Partner – “Crystal Resort Aghveran”,

#### **4. “Robotics”**

Public Partner - Yerevan State IT College, Real School Foundation

Private Partners - Instigate Design CJSC, Instigate Robotics CJSC,

#### **5. «Solar Energy Exploitation»**

Public Partner - Yerevan State IT College, Kotayk Regional State College

Private Partners - Sustainable Energy Development Fund, Freenergy LLC

#### **6. “Mechatronics”**

Public Partner - Lori Regional State College

Private Partners - Vanadzor Technological Center, Lori Region

#### **7. “Tourism Service Management”**

Public Partner – Tavush Regional State College

Private Partner - Lastiver Desert LLC, “Vahan ev Torner”, Golden Resort LLC, Ijevanatun Restorant Complex

#### **8. “Car Repairing and Maintenance”**

Public Partner – Tavush Regional State College

Private Partner - BUAT CJSC, “Artak Pirumyan” IE

#### **Issues to tackle are (as example-)**

Policy development (concept note, working group, etc.)

Legal framework (new regulations, new law, preparation of draft laws)

Experimentations, pilot projects

New mechanisms (quality assurance, coordination, incentives, etc..)

Data (if available).