Vocational education in Ukraine

Petro Korzhevskyi, Deputy Minister of Education and Science of Ukraine

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REGULATORY AND LEGAL FRAMEWORK FOR THE DEVELOPMENT OF VOCATIONAL EDUCATION

1. “Modern Vocational Education” Concept until 2027 (CMU Decree No. 419-p dated 12 June 2019)


6. Subvention for Modernisation and Upgrading of Equipment and Facilities of VET Institutions (CMU Resolution No. 302 dated 10 April 2019)
Governmental Activity Programme in Education

✅ **Goal 1.** Every child has access to quality preschool education

✅ **Goal 2.** School graduates are self-sufficient and creative individuals having solid knowledge and competences needed in the modern world

✅ **Goal 3.** School graduates can choose from a wide variety of institutions providing vocational education with further job placement

✅ **Goal 4.** Higher education graduates are competitive professionals in the labour market

✅ **Goal 5.** Ukrainian scientists have proper conditions for research and are integrated into the global scientific area

Activity programme of the Ministry of Education and Science in the field of vocational education

**Goal 3.** School graduates can choose from a wide variety of institutions providing vocational education with further job placement

**Performance indicators:**

- Share of school graduates who choose vocational education reached 45%
- Percentage of VET graduates who are employed in Ukraine increased after 6 months and 1 year after graduation, in particular, in the relevant occupation (speciality)
## Classification of programmes in the vocational education system

<table>
<thead>
<tr>
<th>Levels (degrees) of VET</th>
<th>Duration of training/enrollee requirements</th>
<th>ISCED 2011 levels, NQF levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>First (initial) level (degree)</td>
<td>up to 1 year (no previous education requirements)</td>
<td>ISCED 2011 level 1 / NQF level 2</td>
</tr>
<tr>
<td>Second (basic) level (degree)</td>
<td>a) up to 1.5 years (after complete upper secondary education); b) 3–4 years (after basic secondary education along with the acquisition of complete secondary education)</td>
<td>Access to higher education ISCED 2011 level 3 / NQF level 3</td>
</tr>
<tr>
<td>2 years (after basic secondary education without the acquisition of complete secondary education)</td>
<td>ISCED 2011 level 2 / NQF level 2</td>
<td></td>
</tr>
<tr>
<td>Third (higher) level (degree)</td>
<td>up to 1.5 years (after complete upper secondary education and Skilled Worker qualification level)</td>
<td>Access to higher education ISCED 2011 level 4 / NQF level 4</td>
</tr>
<tr>
<td></td>
<td>up to 2 years (after complete upper secondary education and Skilled Worker qualification level)</td>
<td>Access to higher education ISCED 2011 level 4 / NQF level 5</td>
</tr>
</tbody>
</table>

## Network of VET Institutions

![Network of VET Institutions](chart.png)

<table>
<thead>
<tr>
<th>Year</th>
<th>Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>824</td>
</tr>
<tr>
<td>2016</td>
<td>809</td>
</tr>
<tr>
<td>2017</td>
<td>767</td>
</tr>
<tr>
<td>2018</td>
<td>763</td>
</tr>
<tr>
<td>2019</td>
<td>754</td>
</tr>
</tbody>
</table>
VET learner population dynamics

<table>
<thead>
<tr>
<th>Year</th>
<th>Thousand Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>302.2</td>
</tr>
<tr>
<td>2016</td>
<td>282.7</td>
</tr>
<tr>
<td>2017</td>
<td>266.2</td>
</tr>
<tr>
<td>2018</td>
<td>252.3</td>
</tr>
</tbody>
</table>

Percentage of general secondary school graduates who chose vocational education

- Share of 11 (12) grade graduates:
  - 2015: 25.0%
  - 2016: 23.7%
  - 2017: 20.8%
  - 2018: 19.9%

- Share of 9 grade graduates:
  - 2015: 19.6%
  - 2016: 18.5%
  - 2017: 18.4%
  - 2018: 17.8%
State order fulfilment

<table>
<thead>
<tr>
<th>Year</th>
<th>State order volume, persons</th>
<th>State order fulfilment, persons</th>
<th>State order fulfilment, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>5910</td>
<td>3775</td>
<td>63%</td>
</tr>
<tr>
<td>2018</td>
<td>7888</td>
<td>5600</td>
<td>71%</td>
</tr>
<tr>
<td>2019</td>
<td>7234</td>
<td>5625</td>
<td>78%</td>
</tr>
</tbody>
</table>

**GOVERNMENT FUNDING OF VET**

- **2018**
  - Education subvention for acquiring complete secondary education – UAH 2 bn
  - Training of workforce in occupations of national importance – UAH 119.6 m
  - Subvention for modernisation and upgrading of equipment and facilities – UAH 100 m

- **2019**
  - Education subvention for acquiring complete secondary education – UAH 1.5 bn
  - Training of workforce in occupations of national importance – UAH 163.1 m
  - Subvention for modernisation and upgrading of equipment and facilities – UAH 50 m
### Modes of work-based learning

1. **School-based:** practical training, work placement

2. **Dual training:**
   - Individual: work-based (in-company)

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145 PRACTICAL TRAINING CENTRES WERE OPENED AT VET INSTITUTIONS BETWEEN 2016 AND 2019, IN THE FOLLOWING 9 TRAINING AREAS

<table>
<thead>
<tr>
<th>PTC</th>
<th>Training Area</th>
<th>Equipment Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>in mechanical metal-working</td>
<td>UAH 2.5 m</td>
</tr>
<tr>
<td></td>
<td>(occupations: seamstress; tailor; cutter)</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>in welding technologies</td>
<td>UAH 2.3 m</td>
</tr>
<tr>
<td></td>
<td>(occupations: manual electric welder; automated and semi-automated machine electric welder; welder)</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>in electrical engineering technologies</td>
<td>UAH 630,000</td>
</tr>
<tr>
<td></td>
<td>(occupations: electrician for repairs and maintenance of electric equipment; lighting and lighting network circuit installer; power mains and electric equipment installer)</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>for occupation: agriculture tractor driver/machine operator</td>
<td>UAH 10.530 m</td>
</tr>
</tbody>
</table>
Continued

27 PTC

in light industry
(occupations: seamstress; tailor; Cutter)

Equipment cost: UAH 330,000

22 PTC

for metal-working
(occupations: maintenance fitter; construction metal worker; toolmaker; maintenance fitter of road construction machinery and tractors; automotive service technician; maintenance technician for agricultural machinery and equipment)

Equipment cost: UAH 266,000

4 PTC

for occupation: building insulation systems fitter

Equipment cost: UAH 809,500

25 PTC

for occupation: assembler of sanitary installations and equipment

Equipment cost: UAH 680,000

5 PTC

for occupation: woodworking machine operator

Equipment cost: UAH 1,702 m

PUBLIC-PRIVATE PARTNERSHIP

9 memorandums for the training of skilled workers were signed (including 4 in 2018/2019 school year)

Since 2016, 19 practical training centres were opened with social partners’ investments (including 5 in 2018/2019 school year)

Three WORLDSTILLS UKRAINE competitions conducted:
2016 – 136 participants (9 competences)
2017 – 137 participants (8 competences)
2018 – 187 participants (8 competences); 118 VET students + 21 young workers (7 competences) + 48 persons (mechatronics)

In 2019–2020, it is planned to have a competition in 17 competences (October–November 2019 – qualifiers), regional (qualifying) level. April–May 2020 – final (national) level
Dual mode of acquiring vocational education

Improving workforce training quality
Alignment with labour market requirements
Strengthening employers’ role
Modernisation of educational programmes
Youth employment rate growth
Increasing motivation for learning
Reducing the adaptation period of graduates in the workplace
Increasing competitiveness of workforce

Implementation of dual mode of learning in 2015–2019

Analysis of dual mode implementation

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of training providers</th>
<th>No. of occupations</th>
<th>No. of learners</th>
<th>No. of employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015/16</td>
<td>3</td>
<td>90</td>
<td>23</td>
<td>7176</td>
</tr>
<tr>
<td>2016/17</td>
<td>3</td>
<td>23</td>
<td>46</td>
<td>1172</td>
</tr>
<tr>
<td>2017</td>
<td>3</td>
<td>23</td>
<td>56</td>
<td>310</td>
</tr>
<tr>
<td>2018</td>
<td>1172</td>
<td>310</td>
<td>198</td>
<td>327</td>
</tr>
<tr>
<td>2019</td>
<td>114</td>
<td>327</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2019</td>
<td>0</td>
<td>393</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

New dual mode of education
Implementation of dual mode of learning in 2019

- 370 educational institutions
- 143 occupations (subject to integration with technologically related occupations)

Occupations:
- welding,
- metal-working,
- electrical engineering,
- agriculture and manufacturing,
- light industry,
- HoReCa,
- IT industry,
- commerce and accounting.

Employers:
- 937 employers
- Ukrzaliznytsia Ukrainian Railways PJSC,
- Mariupol Metallurgical Plant PrJSC,
- Novokramatorsk Machine-Building Plant PrJSC,
- Kyivelektromontazh Trust PJSC,
- North Ukrainian Building and Construction Alliance LLC,
- Kherson Machine-Building Plant Research and Manufacturing Company LLC,
- Motor Sich JSC,
- Zaporizhzhia Titanium & Magnesium Works LLC,
- Kryvyi Rih Iron Ore Works PJSC,
- Elfa Malyn Sewing Factory LLC,
- VORONIN Sewing Factory PrJSC,
- Elvorti PJSC

Challenges in the implementation of the dual mode of learning

➢ the issue of tax benefits and preferences for training employers remains unresolved;
➢ age limit to work at hazardous and technologically difficult jobs is at least 18;
➢ classes of 25–30 students are usually placed at several companies which requires aligning of curriculum delivery and affects the training timeline;
➢ training in occupations involving skills from various manufacturing operations (e.g. for integrated occupations) requires a large number of multifunctional workplaces;
➢ small enterprises are unable to fully meet the requirements of curricula on their own, which creates a need for their networking cooperation;
➢ company workers involved in the training process as mentors require additional training in psychology and pedagogy.
Validation of non-formal vocational learning

1. List of vocational occupations:
   - cook (grades 3–6), welder (grades 6–8), security guard (grades 1–2), manual electric welder (grades 2–6), non-food shop assistant (grades 3–5), maintenance technician (grades 2–6)

2. Centres for the validation of non-formal vocational learning:
   - The Higher Vocational School No. 33, Kyiv; Odesa Centre of Vocational Education and Training of the State Employment Service; Rivne Centre of Vocational Education and Training of the State Employment Service. Validation of a qualification is paid for by an individual or employer.

3. Persons eligible for validation of qualification:
   - citizens of Ukraine; foreigners and stateless persons residing permanently in Ukraine; persons recognizes as refugees in Ukraine; those granted asylum in Ukraine; those recognized as persons requiring additional protection; those granted temporary protection; persons with a permit for immigration in Ukraine.

AGREEMENT TO FINANCE EU4SKILLS: BETTER SKILLS FOR MODERN UKRAINE PROGRAMME SIGNED BETWEEN THE GOVERNMENT AND THE EUROPEAN COMMISSION

Total budget of the event is EUR 58 m:
EU contribution – EUR 38 m,
Germany contribution – EUR 17 m,
Finland contribution – EUR 2 m;
Poland contribution – EUR 1 m.

EUR 35 m will be targeted specifically at modernisation of VET infrastructure, in particular, at the establishment of VET Centres of Excellence.
Thank you!