



RA Ministry of Education, Science, Culture and Sport

Concept Paper on WBL in Armenia and Road Map 2025

Preparing people for tomorrow's skills in Armenia:

Work-Based Learning strategy in Armenia

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Reforms of the VET system and the role of WBL

- Mains directions and activities of the current reforms of VET system in Armenia
- The role of the WBL within the current reforms of Armenian VET system

Objective of Concept Paper

The “Concept paper and road map for development of the work-based learning (WBL) in Armenia for 2019-2025” (Concept Paper) is aimed at formulating the policy framework necessary for the development of work-based learning (WBL) in the field of vocational education and training (VET) of the Republic of Armenia. Likewise, the concept aims at defining activities targeting the gradual implementation of new forms of WBL.

The document has been elaborated by Armenian Working Group on WBL of the Ministry of Education, Science, Culture, and Sport with the support of European Training Foundation (ETF).

Approaches of development of the WBL

While determining conceptual approaches of development of the WBL and its priority forms, the elaboration and implementation of effective mechanisms aimed at efficient involvement of the main stakeholders; employers in particular, have been underlined.

Preferable approaches of Ministry of Education, Science, Culture and Sport of Armenia towards WBL implementation in the VET system, the needs expressed by employer representatives, the current state-of-affairs of the country, the best European practice on WBL: in particular the expertise accumulated while implementing pilot projects, as well as the establishment of necessary pedagogical approaches, tools and capacities of VET institutions for the implementation of new forms of WBL have been taken into account.

Priority forms of WBL

An approach of the gradual adaptation and implementation of different WBL forms in the Armenian VET system throughout different time slots the way it is suggested :

Timeframe	Proposed WBL form
Short-term	Form 1 - Internship: Programmes, where learners legally have the status of a student. Such kind of programmes can be called differently, e.g. “Internship”, “Production internship”, “Learning in the workplace”.
Mid-term	Form 2 - “Real” companies adjacent to VET institutions (Armenian model to be developed).
Long-term	Form 3 - Apprenticeship/Dual Education: Programmes, where learners are legally employees, they receive a salary, e.g. in case of formal apprenticeship, when a contract is signed between the apprentice and the employer.

Improving policy and legal framework

Activity	Period
Definition of legal framework for organization of 2 nd and 3 rd forms of WBL	2019-2022
Elaboration of the principles and conditions of financial and fiscal activities of the WBL form 2	2020
Elaboration of mechanisms and procedures for training teachers involved in delivery of WBL	2020
Operationalization of mechanism for certification and recognition of skills developed within non-formal WBL	2024
Involvement of WBL peculiarities in internal and external quality assurance systems	2020-2025
Introduction of internationally recognized WBL definitions in the Law on VET	2019

WBL organization and implementation in the workplace and class-room

Activity	Period
Improvement of internship organization and assessment	2019
Elaboration of WBL curricula and modules in VET adjacent trade companies in line with priority specialty per region	2019-2023
Development of necessary knowledge and skills among VET teachers and mentors with the aim of effective implementation of every form of WBL	2020
Implementation needs assessment of different forms of WBL per priority specialty and elaboration of WBL curricula and programmes	2020-2024
Development of monitoring system for WBL implementation	2020

Quality Assurance of WBL

Activity	Period
Elaboration of standard for assessment of workplace conditions and capacity of companies for WBL	2020-2022
Elaboration of WBL internal and external quality assurance systems in VET institutions, including standard for determining and assessing teaching outcomes at the workplace	2020-2023
Capacity-building of enterprises involved in WBL implementation, in particular mentor' training.	2019-2025
Capacity building of employers' union staff around the skills of organizing and implementing WBL	2019-2025
Organization of training targeting managerial and pedagogical skills necessary for efficient planning and implementation of different forms of WBL in VET institutions	2019-2025

WBL financing and incentives for companies

Activity	Period
Certain allocations from VET state financing to the effective implementation of WBL current forms (internships) with the aim of organizing more practical works at the workplace	2019
Elaboration of regulation on granting targeted subsidies or fiscal, custom and social privileges for the implementation of WBL programs	2019-2022
Elaboration of a model for calculating the cost of the WBL priority forms	2020-2021
Elaboration of a model for state financial allocations targeting WBL implementation	2019-2021

Thank you for your attention
