MOMENTUM FOR ACTION:

# Decentralising vocational education and training in Ukraine

# Main outcomes and policy messages from the technical meeting and high level policy forum on 3-4 April 2017 in Kyiv

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# Introduction

The signature of the EU-Ukraine Association Agreement in December 2014 was followed by a Deep and Comprehensive Free Trade Agreement (DCFTA), which entered into force at the beginning of 2016. The aim of the DCFTA is to create new sources of prosperity for Ukraine’s people, its enterprises and entrepreneurs. Vocational Education and Training (VET) is a key component of both the Association Agreement and the DCFTA, since VET plays an important role in economic growth, competitiveness, innovation and regional development.

Aligning VET more closely with the needs of employers improves the employment prospects of trainees and helps them find their way into work more quickly. VET also supports the development of entrepreneurship, start-ups and SMEs. VET is widely perceived as a vital factor in improving productivity, stimulating economic development and competitiveness, reducing unemployment and lifting disadvantaged groups out of poverty[[1]](#footnote-1).

One of the first decentralisation actions undertaken by the government of Ukraine focuses on the VET system. Decentralisation can act as a catalyst for structural VET reform based on multilevel partnership approaches that can raise the profile and status of VET and contribute to improving the country’s economic and social prospects. This is a first step towards far-reaching VET reform that can improve the image of VET, which, as in many other countries, is not seen as a first choice.

Building on the sound work of various VET stakeholders in the context of the ETF Torino Process 2016, the Ukrainian Ministry of Education and Science (MoES) and the ETF together carried out a pilot action involving five regions looking at key challenges in decentralising the VET system[[2]](#footnote-2).

The key outcome of this cooperation is a Green Paper highlighting the main issues and policy options for VET decentralisation[[3]](#footnote-3). National and regional stakeholders identified the following factors driving policy reforms for effective VET decentralisation:

* Good multilevel governance in VET to steer VET policies and systems towards labour market demand in a decentralised context;
* Optimising and rationalising Ukrainian VET networks;
* Improving VET school governance and financing through a feasible and effective model of VET school autonomy;
* Improving communication and cooperation – based on trust and incentives – among public and private actors in VET at all levels (international, national, sectoral, regional, local and providers) to promote Public Private Partnership (PPPs) in Ukrainian VET.

Addressing these issues will facilitate VET reform in the country to provide quality vocational skills to enable socioeconomic and regional development. In cooperation with the MoES and the Employers Federation of Ukraine, the ETF organised a technical meeting and high-level policy forum in Kiev on 3 and 4 April 2017 in order to discuss these issues and raise awareness of the need to move VET up the policy agenda.

# Technical meeting and high-level policy forum

The technical meeting and high-level policy forum on VET policy in Ukraine was a unique platform for policy dialogue and expertise sharing that aimed to facilitate a renewed vision on VET policy in the country. The event contributed to enhancing the commitment of national and regional VET stakeholder to work towards an effective and innovative VET system capable of responding to labour market needs and the social, economic and regional challenges facing the country. The conclusions of the event will feed into the forthcoming revised legislation on VET based on the recommendations of the Green Paper developed by the ETF and the MoES.

The objective of technical meeting on 3 April 2017 was to come to a shared understanding of the challenges and way forward in implementing VET reforms in a decentralised context. The ETF and the Ukrainian MoES shared the Green Paper on VET Decentralisation, which identifies the key issues in VET decentralisation. The key VET stakeholders exchanged ideas and experience on regional VET financing mechanisms, institutional settings for regional VET governance and ways of bringing VET closer to the needs of the regional and local labour markets.

The aim of the high level policy forum on 4 April, was to enhance commitment and trust on the part of national and regional VET stakeholders to work together to build an effective and innovative VET system. The Prime Minister of Ukraine, Volodymyr Groysman, led a policy debate on moving the VET agenda forward in Ukraine to promote social, economic and regional development, growth and innovation in a context of decentralisation. The EU Ambassador, Hugues Mingarelli, pledged his support for the country’s VET reform efforts. In the afternoon, participants had the opportunity to learn about VET approaches in EU Member States, where VET is considered a vital factor in productivity economic development and competitiveness, as well as helping to reduce unemployment and improve the integration of disadvantaged groups in society (see agenda in annex).

# Technical meeting

The meeting comprised two sessions: one on governance and financing issues and another on options to move forward inspired by Ukrainian and EU experiences. This included the Green Paper developed by the ETF in cooperation with MoES. The meeting looked in detail at three types of coordination mechanism to modernize VET governance and finance in Ukraine:

* Legislative mechanisms: the Ukrainian regional order governing access to and financing of VET schools;
* Knowledge–based mechanisms for taking informed decisions about improving access to and financing of VET skills according to labour market needs;
* Institutional mechanisms for effective multilevel governance of VET, with the National Training Fund as an umbrella organisation including an observatory function.

### Key outcomes

* VET legislation must facilitate the further implementation of VET decentralization in Ukraine by providing a more explicit and effective distribution of roles and responsibilities across the system, including more detail on the role of the Regional VET Councils.
* The institutional leadership for labour market forecasting needs urgently to be clarified, and effective mechanisms for VET financing need to be established, at the State Order no longer works and the Regional Order has proved to be ineffective. Further improvements in identifying labour market skills needs are required to align VET financing with regional labour market dynamics.

### Policy messages

* The Green Paper developed by the ETF and the MoES was widely acknowledged as a key policy tool for informing further decision-making on VET reform, as well as a point of reference for EU support and the final draft of the VET law.
* Decisions need urgently to be taken on the following critical issues:
* Setting up an inter-ministerial cooperation platform;
* Building a strategic vision for VET at national and regional/local, sectoral and provider levels;
* Reviewing the social role of VET in close cooperation between MoES and Ministry of Social Affairs;
* Regulating the ownership of school premises, rationalizing VET networks, and exploring the creation of VET Centres of Excellence;
* Empowering Regional VET Councils to increase the regional dimension of VET networks;
* Opening the discussion between government and social partners on a strategic framework for Public Private Partnerships (PPPs) in VET, including the discussion on financial and non-financial incentives to boost the engagement of employers;
* Prioritising and organising all these actions is vital for delivering the VET decentralisation roadmap.
* To ensure effective decision-making on VET financing, it is essential to replace the Regional Order and its bureaucratic processes with a new regulatory framework as a key pillar of the final draft VET Law.
* The details can be further developed in secondary legislation, such as the education authority’s commitment to fully finance the future teaching of all enrolled students. Moving to a per-capita funding formula should facilitate this.
* Labour market forecasting mechanisms need urgently to be put in place to inform access to and financing of VET schools and support strategic planning. However, there is a lack of institutional leadership on the coordination of labour market skills forecasting. The Ministry of Economy responsible for macroeconomic forecasting, which does not include skills. Various initiatives, such as that in Dnepropetrovsk region could be replicated in other regions. However, it looks as if this key function could be entrusted to the Ministry of Social Affairs in cooperation with the MoES, employers and the regional via the Regional VET.
* The experience of EU Member States shared at the meeting highlighted the vital importance of good evidence in policy decision-making. The nature of occupations is changing very fast and mismatch between the supply and demand for skills is ever-present challenge, especially in view of rapid technological change affecting the world of work.
* It is necessary to empower a sound policy analysis function to improve the quality of advice, decision-making and networking. In a context of decentralisation, strong coordination between national and regional levels is a must.
* Observatories are institutional tools to be further considered as an option for ensuring labour market intelligence on a regular basis.
* The role of Regional VET Councils has to be clarified in order to ensure connectivity and effectiveness in decision-making taking decisions on institutional settings to support policy analysis and advisory functions within decentralization process.
* In this regard, the green paper provides a good array of EU and international practices addressing a number of policy areas shaping VET governance decentralization, which can be useful to learn. Thus, further planning of useful policy learning to build capacities of Ukrainian VET stakeholder’s remains in the pipeline.

# High-level policy forum

The High-Level Policy Forum was led by high-level national and EU representatives led by Ukrainian Prime Minister, Volodymyr Groysman, and EU Ambassador, Hugues Mingarelli. The aim was to elicit strong support on the part of the high-level policy actors at national and EU level for the VET decentralisation and refom, and to raise awareness of the importance of VET for the social, economic and regional development of the country, as evidenced by the findings of the Green Paper produced by the ETF and the MoES.

Some policy decisions have been counterproductive (e.g. the transfer of VET budgets to cities of regional significance). VET decentralisation has so far been rather slow and patchy (e.g. setting up Regional VET Councils, optimizing regional VET school networks). The current situation of the Ukrainian VET system gives cause for concern, especially if compared with the growing demand for skills expressed by the labour market. There is a need to enhance cooperation at all levels and among all actors to find ways of improving the image, attractiveness and relevance of VET. This requires sound leadership at all levels on the part of regional authorities and other stakeholders.

The support of the EU and other international actors can be sorely in terms of both funding and strategic planning to build capacity to empower national and local actors to decentralise VET successfully.

There is a need to enhance cooperation at all levels and among all actors to find ways of improving the image, attractiveness and relevance of VET. This requires sound leadership at all levels on the part of regional authorities and other stakeholders.

## Key outcomes

A key outcome of the high-level policy forum is the clear and explicit commitment to move forwards with VET decentralisation building on national and international good practice, and to take rapid action to clear existing impasses. The Ukrainian Prime Minister, Volodymyr Groysman, and other high-level representatives of government, business and civil society committed to taking the necessary steps to make reforms happen. The EU Ambassador, Hugues Mingarelli, and ETF Director, Madlen Serban, pledged to support the process through the appropriate EU policy instruments.

## Policy messages

The main policy messages were the following:

* Following reform of pre-school and secondary education, modernising VET is a key priority for the Ukrainian government:
* A sound new VET law must be urgently finalised and adopted (expected end 2017);
* The new legislative framework must create conditions for improving the quality of skills to support economic growth and businesses development through initial and continuing vocational training);
* The law must also provide a legal basis for incentivising employer participation in the system.
* The Ukrainian VET reforms driven by the MoES are based on four key themes identified in the Green Paper:
* Making VET a more attractive option for citizens and employers;
* Modernising curricula and equipment and creating a new institutional framework to support VET development;
* Optimising and rationalising regional VET networks by 2020;
* Ensuring a balanced representation of public and private actors in networks;
* Looking at VET Centres of Excellence as good option to be developed.
* Mechanisms should be put in place for ensuring cooperation and coordination between the different ministries and other stakeholders fulfilling different roles and operating at different levels in the system. This should include means of ensuring good performance on the part of policy makers and effective involvement of social partners and civil society.
* VET is crucial for growth, employment and economic development in Ukraine’s regions, and aligning VET with the needs of labour market is crucial for innovation and entrepreneurship. To this end the EU and Ukraine will continue working together in the framework of the Association Agreement and the DCFTA to push forward VET development in a lifelong learning perspective. The EU is ready to provide support for the VET sector in the 2018-2020 period.

# Workshops

The plenary session was followed by four thematic workshops focusing on issues and policy options set out in the Green Paper. Innovation in VET was a hoizontal issue considered in all workshops as any process of decentralization involves innovation.

Four EU country experiences served to share practical knowledge in the four working groups facilitated by the ETF:

* Romania: example of Regional governance (role of councils/consortia)
* Netherlands: example of VET Centers of Excellence
* France: financing mechanisms to boost employer engament in VET;
* Austria: role of innovation in VET.

The key transversal outcome of these working groups is the need to continue working together to build vision and capacity to formulate and implement policies at both national and regional levels. Other outcomes and policy messages of these groups drawing on EU and Ukrainian practice are presented below.

|  |  |
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| THEME | KEY OUTCOMES |
| **Workshop A:**Good multilevel governance: the role of regional VET councils.(Inspired by Romanian practice). | Legal provisions need to be in place for regulating scope, mission and tasks. This is a pre-condition for development of Regional VET Councils. Responsibilities need to be distributed balancing regional and national level interests. This will allow cooperation and facilitate trust. Labour market intelligence to carry out skills identification and matching are essential aspects for decentralising Ukrainian VET. This can further inform national and regional skills policies, as well as occupational standards to be used at national/sectoral and regional levels. Regional differences regarding financing and economic capacity of regions are dimensions, which need to be taken into account, as regional disparities might become deeper.Regional VET Councils might coordinate national programmes and roadmaps at level of the region to bring synergies on skill policies implementation linked to socioeconomic development of regions.Dialogue, communication and negotiation capacities are more than necessary for kick starting, sustaining and moving forward institutional set-ups. Indeed, Regional VET Councils should deploy policy analysis, advice and networking with industry as platforms for cooperation and networking. Thus, involvement of employers (an also unions and providers) is crucial, as dialogue with business is vital to boost public and private cooperation. |
| **Workshop B:**Reforming VET school networks: the option of VET centres of excellence.(Inspired by Netherlands practice) | Centres of Excellence referring to PPPs are already mentioned in the draft VET Law. However, it is not yet clear what type of Centres of Excellence will be useful for Ukraine and how to operationalize them and what mission they will have. It is needed to further share common understanding among different stakeholders, specifically among those who, potentially, will be on board to manage the Centres. Substantial differences in the point of view of the Ministry responsible for VET and the employers’ organizations can appear. VET schools as well as regional administrations are interested and aiming to be involved in labour market analysis, with the objective of collecting data to predict skills needs. However, the type of analyses of the data collected is also very important. Lack of VET teacher training and obsolete knowledge of teachers is one of key challenges in Ukraine’s VET system. Solutions should be sought to find out how this can be resolved in efficient manner.  |
| **Workshop C:**Multichannel financing to support VET development: taxes and incentives to foster employer engagement in VET.(Inspired by French practice) | VET financing can be managed with both public and private sources, as VET financing and decentralisation are interrelated processes.Setting up an apprenticeship system (initial VET) is a way of achieving this. The apprentices can be both employees in a company and follow training in Apprenticeship Training Centres. The private organisations involved in the system can be managed by sectoral organisations and/or chambers of commerce (employers’ organisations). The governing boards of the centres can be tripartite (i.e. including the state in charge of legislation). The regional councils can define the territorial policy and the social partners define the sectoral policy. Apprenticeship financing can be also tripartite. This can be done via an apprenticeship tax (proportionate to the company payroll) and public contributions. Student fees and community contributions can further increase the budget available. |
| **Workshop D:**Managing innovation in VET.(Inspired by Austrian practice) | The spread of innovation capacity (following a broad definition of innovation that includes also disseminating new technologies, processes and products) and the worldwide expansion of markets for goods and services are creating new pressure to decentralise.The ongoing decentralisation efforts in Ukraine are taking place in a complex environment where challenges are not confined to the administrative, jurisdictional or bureaucratic boundaries of any single organisation.Regions are playing an increasingly pivotal role in connecting regional administrations, private stakeholders and employers to innovation-driven growth.Lack of financial support instruments is a bottleneck. However, linking research and innovation capacity to VET through appropriate horizontal cooperation (employers at regional level) through quality of participatory processes can be an opportunity to unlock regional innovation potential and boost growth and competitiveness. |

# VET decentralization in Ukraine and EU cooperation: the way forward

At the event the Government of Ukraine gave a strong signal of their political commitment to reforming VET and skills development and building on the policy dialogue with the EU on VET and skills.This has been confirmed at the highest level of Government with the adoption of a three-year national action plan placing human resources, education and training among its top priorities.

Building on this political commitment, the Head of the EU Delegation to Ukraine, Hugues Mingarelli, confirmed his commitment to provide strong EU support to the reform of the VET system. However, the rapid adoption of both Education and VET laws and strengthened inter-ministerial coordination and cooperation are necessary to decentralise and reform VET in a comprehensive and lifelong learning perspective.

The EU Delegation is preparing a feasibility study with a view to possible intervention in support of VET sector under the 2018-2020 programming period. The feasibility study will be implemented in close collaboration with the MoES and other Ukrainian national and regional policy makers, social partners and other stakeholders in the education and skills sector. The study will outline a large-scale EU intervention to address medium and long-term challenges of the sector in a decentralised context.

Moreover, the following was proposed during the conference and in additional meetings with the EU Ambassador, in which the ETF was involved:

* Identifying and prioritising areas of VET reform and decentralisation for the feasibility study where the EU could make a difference through the above-mentioned intervention;
* Equipping the ministry with a technical assistance expert team to facilitate the implementation of VET decentralisation based on technical solutions;
* Synergy with existing EU-funded programmes (U-LEAD, Regional Development) and instruments to enhance the implementation of VET decentralisation, in particular for capacity building of VET system actors at regional level;
* Facilitating communication with the Prime Minister on financial and non-financial incentives to enhance the involvement of the private sector in VET and skills development.

In addition, the ETF in close cooperation with MoES and other actors (e.g. employers) will be involved in a number of issues in the short to medium term in order to support preparation and implementation of new VET law in Ukraine.

# ANNEX

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# VET AND SKILLS: CONTRIBUTING TO SOCIO-ECONOMIC AND REGIONAL DEVELOPMENT IN UKRAINE

## HIGH-LEVEL POLICY FORUM

### *Hotel Hilton, Kiev, 3 April 2017*

# Draft Agenda

## Day one, Monday 3 April 2017

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| 19:00  | Official dinner in Hilton Hotel |

## Technical meeting

### *Hotel Hilton, Plenary Meeting Room Dallas, Kiev, 3 April 2017*

The objective of this technical meeting is to come to a shared understanding of the challenges and ways forward for implementing decentralised VET reforms in Ukraine.

The Ministry of Education and Science and the ETF have jointly drafted the Green Paper on Decentralising VET that identifies critical elements in the process of VET decentralisation and which will be presented as the basis for the discussions. Ukrainian and EU experience will provide inspiration for the key stakeholders on policy mechanisms for financing VET in regions (regional order (directive)), policy development on institutional settings for regional VET governance (regional VET councils) and bringing VET provision closer to the needs of regional and local labour markets (experience of Dnepropetrovsk region).

The outcome of the discussions will inspire the implementation of VET decentralisation in Ukraine and will provide an input into the draft VET Law.

A high-level policy forum will follow this technical meeting on 4 April.

## Day one, Monday 3 April 2017

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| 13:00 – 14:00 | * Registration of participants and buffet lunch
 |
| 14:00 – 16:00 | **Welcome and opening session*** *Pavlo Khobzey, Deputy Minister of Education and* *Science*
* *Juana Mera Cabello, Head of Section Economic Cooperation, Social and Regional Development, EU Delegation to Ukraine*
* *Anastasia Fetsi, Head of Operations, ETF*

**Ukrainian practices to inform policies for relevant, attractive and innovative VET** *Chair: Anastasia Fetsi, Head of Operations, ETF** Key challenges and options for VET decentralisation: the Green Paper

*Jose Manuel Galvin Arribas, Specialist in VET Governance and Lifelong Learning, ETF** VET governance and financing: regional order (directive) and regional VET councils

*Oleksiy Stelmakh, Head of Social and Humanitarian Affairs Division, Ministry of Economic Development**Lubomyra Mandziy, Director of Education and Science Department, Lviv Regional State Administration**Valeriy Bachynskyy, Deputy Director of the Department of Education and Science - Head of the Department of Professional Education, Innovation and Science Vinnytsia Regional State Administration**Olena Kharchenko, Director of the Department of Education and Science of the Poltava Regional State Administration*Q&A * Matching skills in the labour market: the case of Dnepropetrovsk region

*Anton Demura, Deputy Head of the Department of Education and Science, Dnipropetrovsk Regional State AdministrationSergii Prytomanov, Vice-president of the Institute of professional qualifications, and Regional VET Council member, Dnipropetrovsk region*Q&A What are the conclusions and actions? *Pavlo Khobzey, Deputy Minister of Education and* *Science, Anatoliy Garmash, Federation of Employers of Ukraine, and Vasyl Andreyev, Head of the Construction and Building Materials Industry Union of Ukraine* |
| 16:00 – 16:30 | Coffee break |
| 16:30 – 18:00 | **EU practices for inspiring relevant, attractive and innovative VET in Ukraine** *Chair: Arjen Vos, Deputy Head of Operations, ETF** Matching skills in the labour market: the case of the Czech Republic

*Miroslava Kopicová, Director, National Training Fund** Skills anticipation and matching: Rationale and Methodologies

*Daiga Ermsone, Strategic Project Leader Employment and Employability, ETF*Q&A * EU experience on promoting VET attractiveness: practices in the Green Paper

*Jose Manuel Galvin Arribas, Specialist in VET Governance and Lifelong Learning, ETF*Q&AWhat are the conclusions and actions? *Mykola Kuchynskyy, Director of the VET Department of the Ministry of Education and Science, Anatoliy Garmash, Federation of Employers of Ukraine, and Vasyl Andreyev, Head of the Construction and Building Materials Industry Union of Ukraine* |
| 18:00 – 18:30 | **Wrap up of Day one*** *Pavlo Khobzey, Deputy Minister of Education and Science*
* *Siria Taurelli, Strategic Project Leader VET Governance*
 |
| 19:00 | **Official dinner in Hilton Hotel** |

## Day two, Tuesday 4 April 2017

In Europe, Vocational Education and Training (VET) is considered a vital component to improve productivity, stimulate economic development and competitiveness, and help to reduce unemployment and improve the integration of disadvantaged groups in society. VET in Ukraine can play an important role in socio-economic and regional development, growth and innovation, notably in the current context of decentralised responsibilities to regional and local authorities. There is a need to enhance cooperation at all levels and among all actors, to find suitable solutions to improve the image, attractiveness and relevance of VET. Strong leadership, inter-ministerial and multi-level cooperation and good capacities of regional authorities and other stakeholders are vital for the decentralisation of VET to be successful.

The expected outcome of this high level policy forum is a step towards VET decentralisation, through stocktaking experience and action in areas demonstrating slower implementation.

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| 09: 15 – 10:15 | Registration of participantsWelcome Coffee |
| 10.15 – 10.55 | Video presentation and welcome from facilitator |
| 11:00 – 12:00 | **Opening ceremony and panel discussion I****Setting the scene: the role of human capital in the socioeconomic and regional development of Ukraine** * *Volodymyr Groysman, Prime Minister of Ukraine*
* *Hugues Mingarelli, Head of the EU Delegation to Ukraine*
* *Liliya Hrynevych, Minister of Education and Science*
* *Madlen Serban, Director, ETF*
* *Pavlo Shtutman, Council of Federation of Employers of Ukraine*
* *Julia Svitlichna, Head of Kharkhiv regional state administration*
* *Svitlana Myhalko, Director of State vocational educational institution “Chernigiv higher vocational school of public services”*

The panel will discuss how multi-level governance mechanisms can make VET decentralisation effective, and have the VET system aligned to national, regional and local socio-economic developments. It will also look at how the EU can support this process.  |
| 12:00 – 13:20 | **Panel discussion II** **The role of decentralised VET: How to make VET innovative and attractive in the decentralisation context?**The panel will discuss national and regional expectations and actions for a relevant, attractive and excellent VET. *Madlen Serban, Director, ETF* *Gennadiy Zubko, Vice Prime Minister of Ukraine - Minister of Regional Development, Construction and Housing**Victor Ivankevych, State Secretary of the Ministry of Social Policy of Ukraine**Olexander Spivakovsky, Deputy Chairman of the Committee on Science and Education of the Parliament of Ukraine**Tatiana Ozerova, Director of Department of Education and Science of Zaporizhzhya Regional State Administration**Alin Adrian Nica, SEDEC Commission, EU Committee of the Regions**Vasyl Kremen, National Academy of Pedagogical Sciences, President* *Petro Shelyak, President of Construction Chamber of Ukraine**Sergiy Rybak, Head of NGO “WorldSkills Ukraine”*Questions and AnswersIntroduction to the parallel workshops, *Anastasia Fetsi, Head of Operations, ETF* |
| 13:20 – 14:30 | Family photo and Lunch  |
| 14:30 – 16:00 | **Improving the image, attractiveness, relevance and innovation of VET in Ukraine: four parallel workshops inspired by EU practices**The objective of these workshops is to share with participants different EU Member States practices for inspiration and to discuss key policy challenges and recommendations identified in the Green Paper on VET Decentralisation in Ukraine and to propose ways forward.**Workshop A: Good multilevel governance: the role of regional VET councils****Meeting Room: plenary Room Dallas**Chair: *Manuel Galvin Arribas, ETF** *Contribution from Ildiko Pataki, Regional Coordinator, National Centre for TVET Development, Romania*

**Workshop B: Reforming VET school networks: the option for VET centres of excellence** **Meeting Room: workshop Room San-Francisco I**Chair: *Margareta Nikolovska, ETF** *Contribution from Peter van Ijsselmuiden, Directorate for Vocational and Adult Education, Ministry of Education, Culture and Science in the Netherlands*

**Workshop C: Multichannel financing to support VET development: tax and incentives to foster employer’s engagement in VET****Meeting Room: workshop Room New York**Chair: *Siria Taurelli, ETF** *Contribution from Karine Ceysson-Gillot, Head of Department for Skills and Training and Qualification Design, Automotive Sector-ANFA, France*

**Workshop D: Managing innovation in VET** **Meeting Room: workshop Room San Francisco II**Chair: *Pirita Vuorinen, ETF** *Contributions from Monika Mott, KulturKontakt, Austria and Volodymyr Ivanov, Business Technology Development Centre, Ukraine*
 |
| 16:00 – 16:50 | **Reporting from the working groups in plenary****Closure: VET is good for Ukrainian growth and employment**Contributions from:* *Liliya Hrynevych, Minister of Education and Science*
* *Pavlo Shtutman, Council of Federation of Employers of Ukraine*
* *Peter Wagner, Director Support Group Ukraine, DG NEAR DGA1*
* *Madlen Serban, ETF Director*
 |

1. According to Eurostat (2013), nearly half of all upper secondary school pupils in the EU-28 followed VET programmes. In the case of Czech Republic, Croatia, Austria and Finland, the figure was 70 % or over. [↑](#footnote-ref-1)
2. The five regions are the City of Kyiv, Vinnitsa, Lviv, Rivne and Dnepropetrovsk. [↑](#footnote-ref-2)
3. ETF and MoES of Ukraine- Decentralising VET in Ukraine: momentum for action. A Green Paper to lead discussions and capacities needed for an attractive high-quality VET system in Ukraine (2017). [↑](#footnote-ref-3)