



WORKSHOP:

“ON-THE-JOB TRAINING, NON-FORMAL QUALIFICATIONS AND REGULATED OCCUPATIONS, PARTICIPATION OF PROFESSIONAL ASSOCIATIONS IN OCCUPATIONAL AND QUALIFICATION ACTIVITIES: THEIR PLACE AND ROLE IN THE NATIONAL QUALIFICATIONS SYSTEM”

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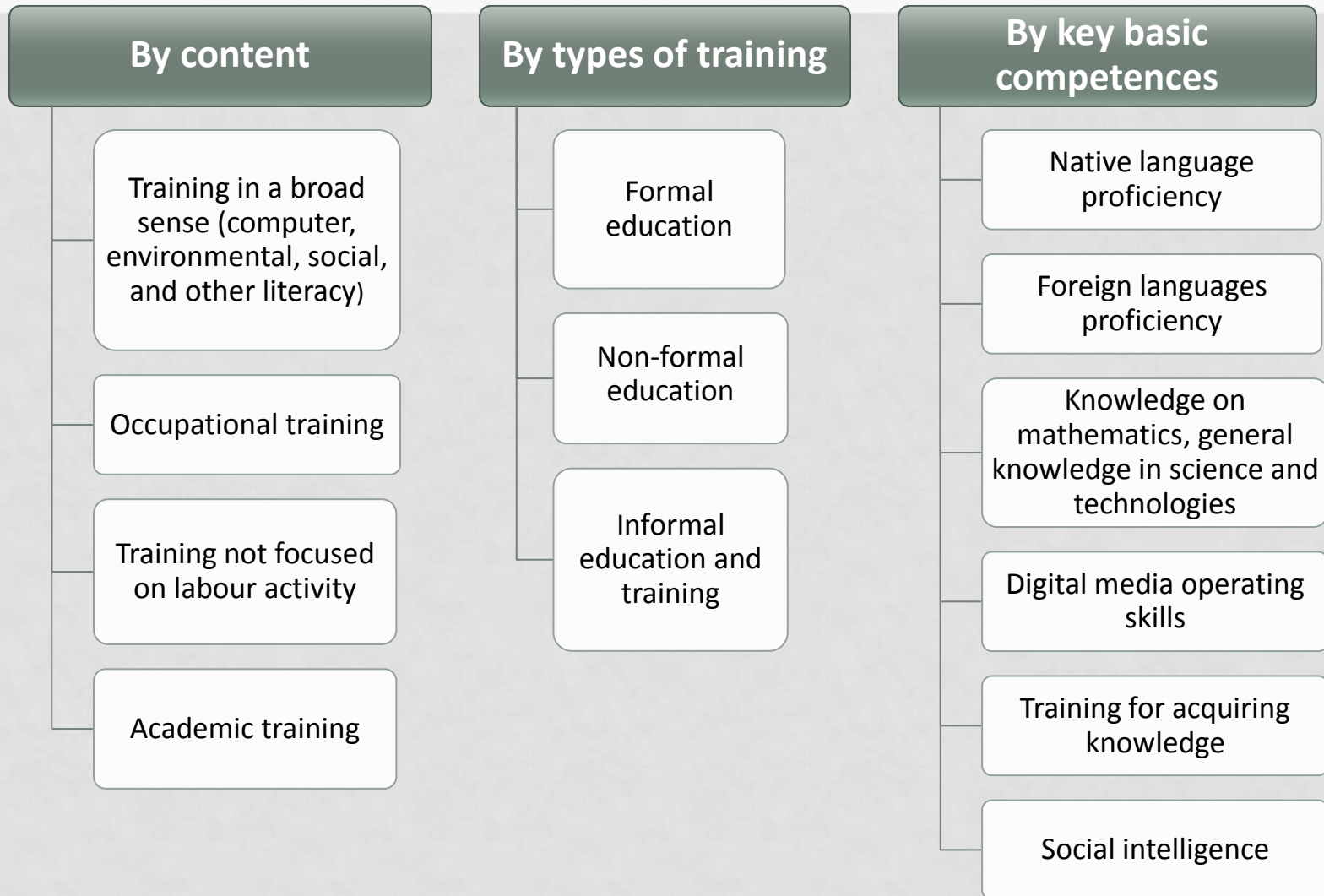
“ANALYTICAL REVIEW ON THE THEME”

KYIV – 10 DECEMBER 2015

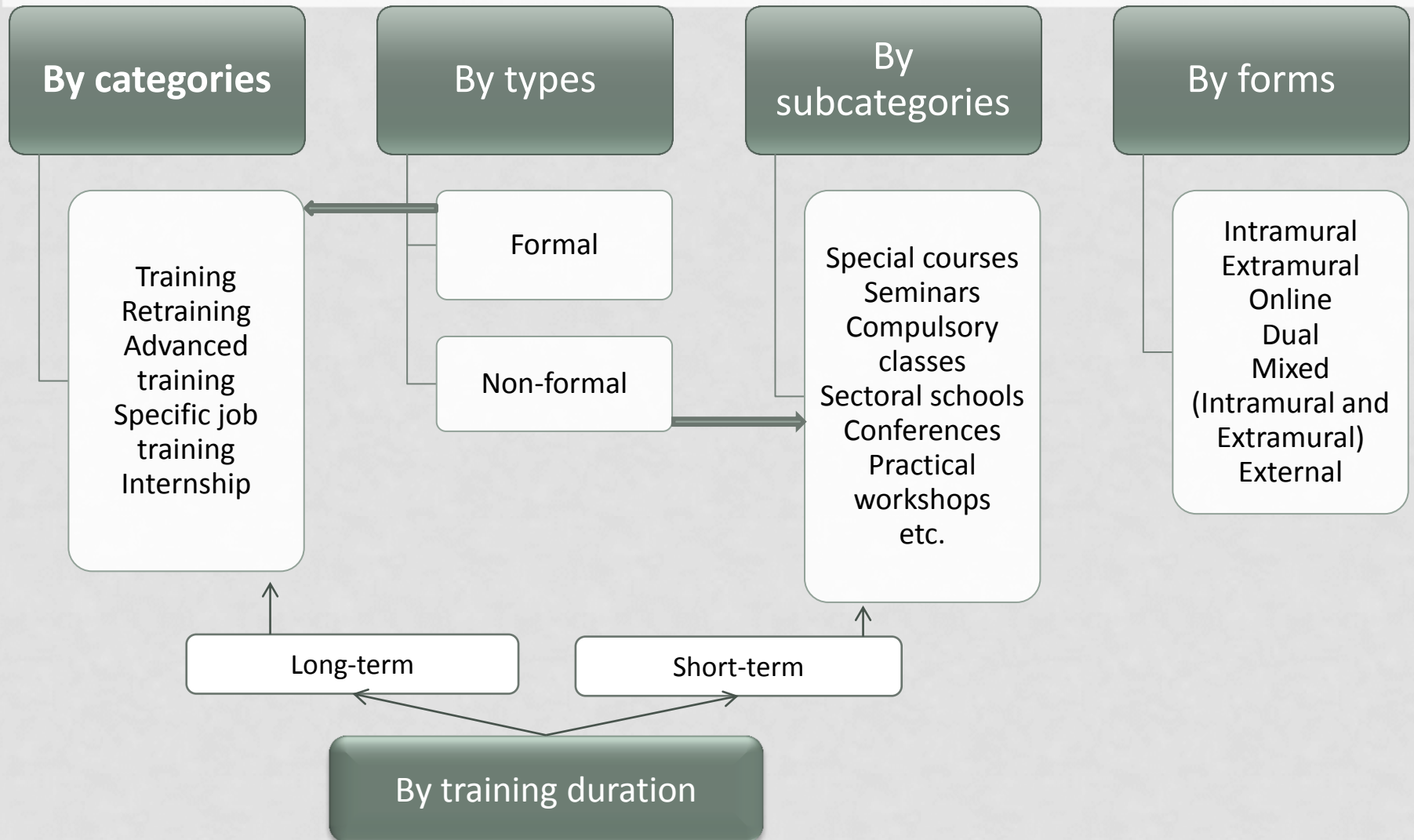
Section 1. Lifelong learning (LLL)

On-the-Job Training

1.1. LLL Classification by Types and Forms



1.2. On-the-Job Training of Employees



1.3. Distribution of Training Types between Formal and Non-Formal Education in 2014

Formal education	Estimated number of trained individuals, ths. persons	Formal / non-formal education	Estimated number of trained individuals, ths. persons	Non-formal education	Estimated number of trained individuals, ths. persons
Training at HEIs	576.3	Training under new occupations at training centres, etc.	100.3	Upgrading qualifications without the recognition of partial additional qualifications	443.3
Training at VET institutions	140.0	Upgrading qualifications with the recognition of partial additional qualifications, including on-the-job training and at educational institutions	160.8	On-the-job training	15.0
Training by the assignment from the State Employment Service, etc.	63.1	Total	261.1	Out-of-school training (2 ths. institutions, 80 ths. circles, sections, etc.)	1,500.0

Distribution of Training Types between Formal and Non-Formal Education in 2014 (continued)

Formal education	Estimated number of trained individuals, ths. persons	Formal / non-formal education	Estimated number of trained individuals, ths.	Non-formal education	Estimated number of trained individuals, ths.
Advanced training of teachers, doctors, public sector workers, and law enforcement officers	200.0			Training at third-generation universities without focus on labour activity (about 30 universities), including 357 training centres for elderly people under territorial centres of social services	-
Training of unemployed individuals at 10 educational institutions of the State Employment Service	37.0			On-the-job training	37.3
Training at educational institutions of the Penitentiary Service	8.7			Total	15.0
Total	1,243.7				1,958.0

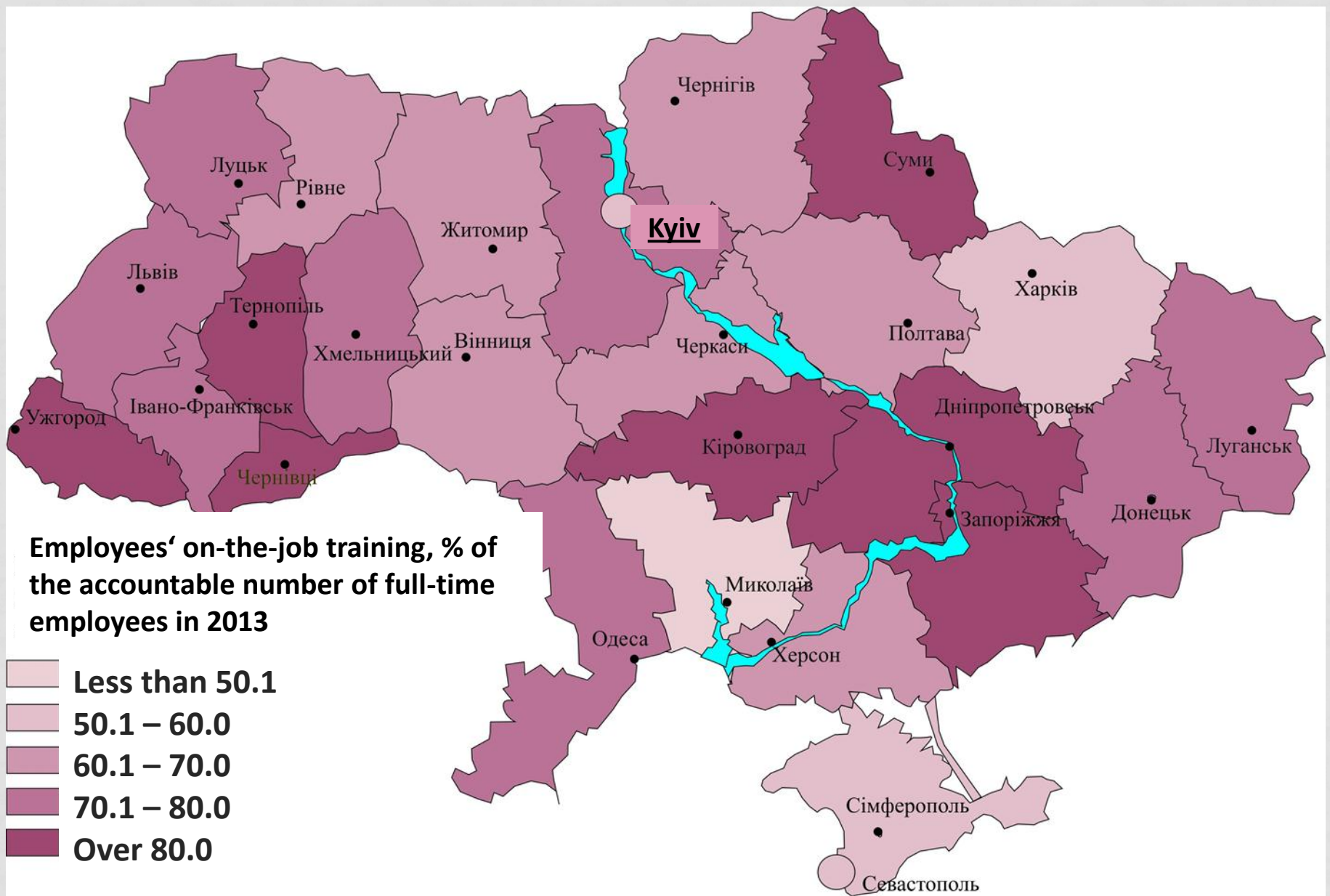


Fig. 1. On-the-job training of employees by regions, 2013.

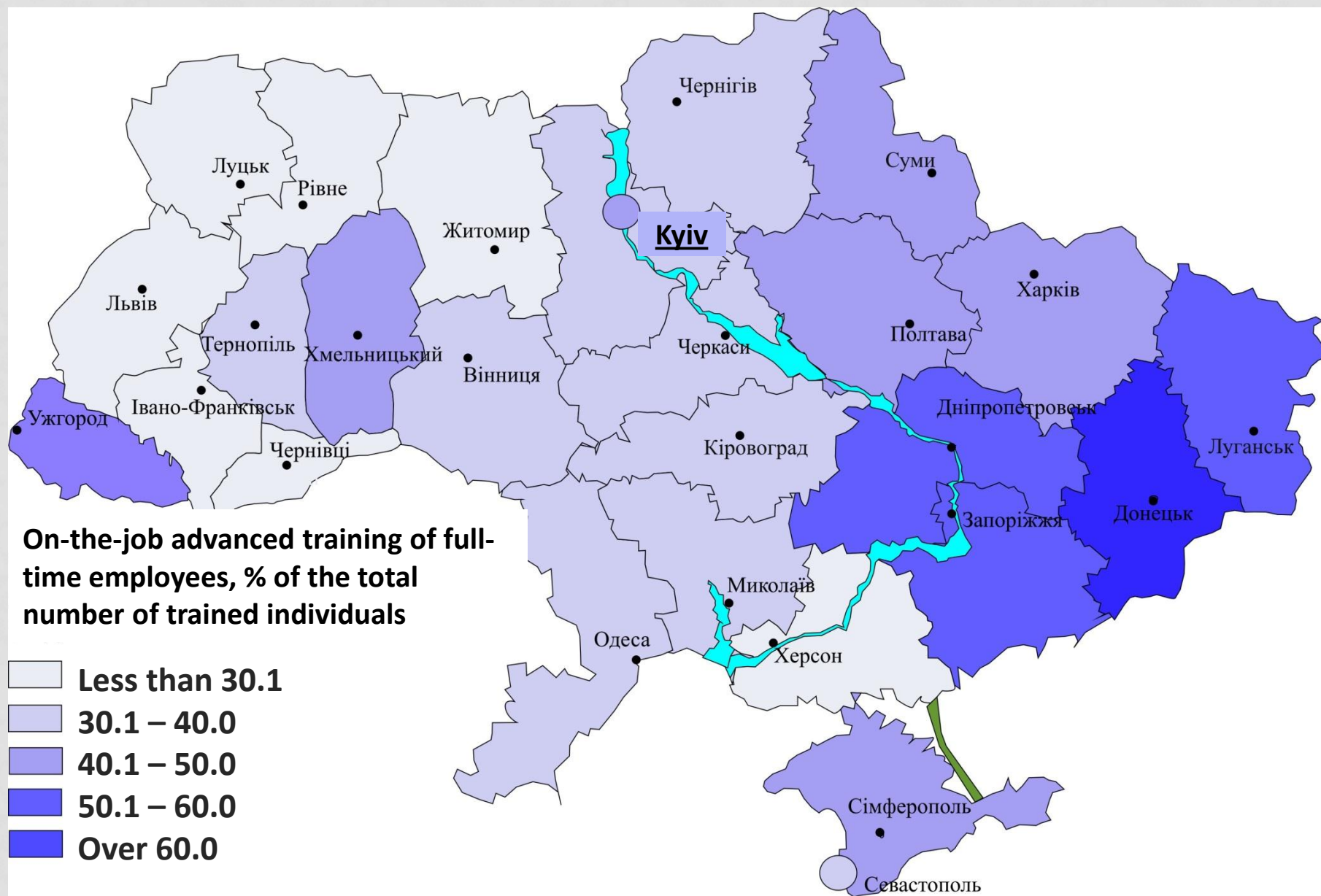


Fig. 2. Advanced training of employees by regions, 2013.

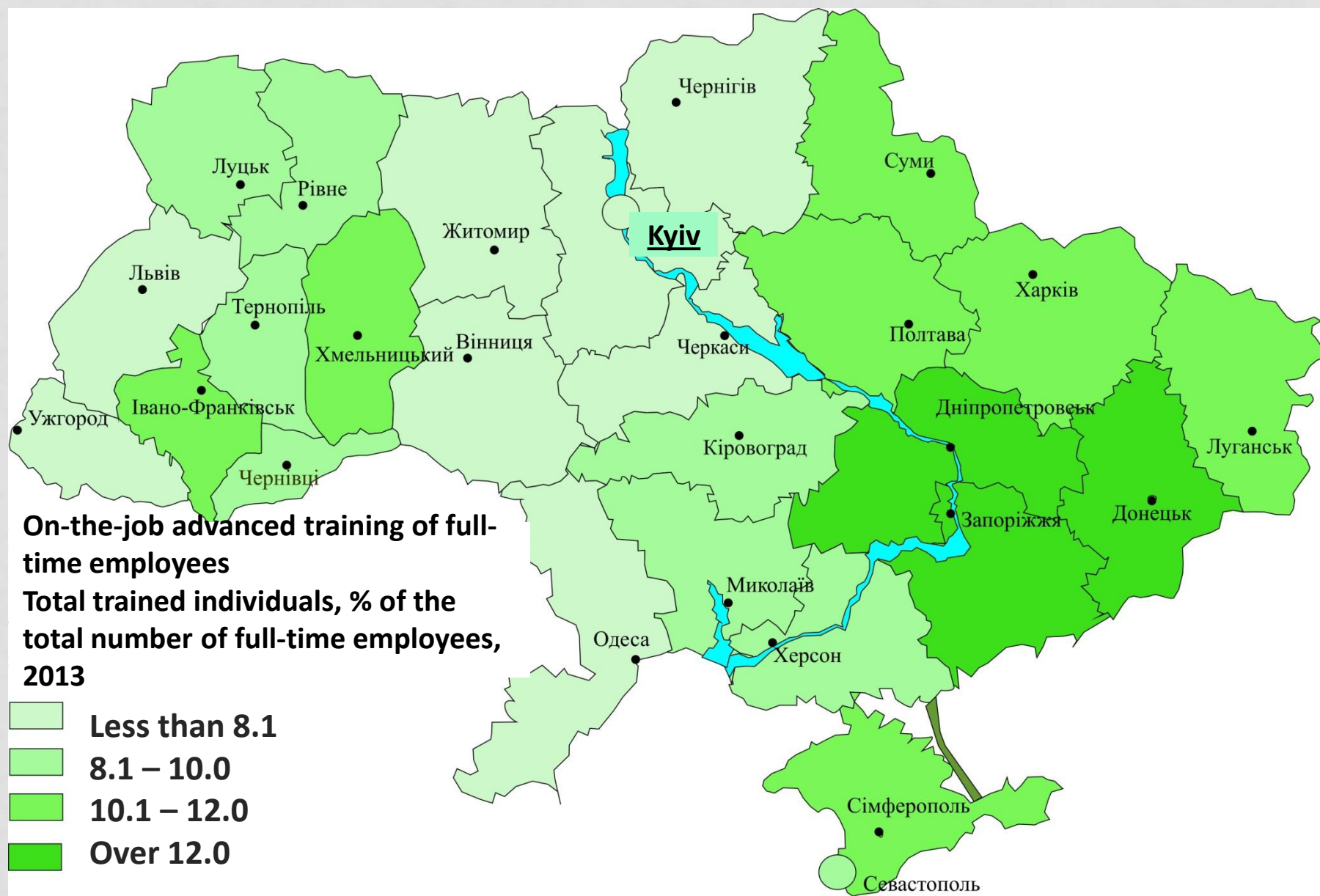
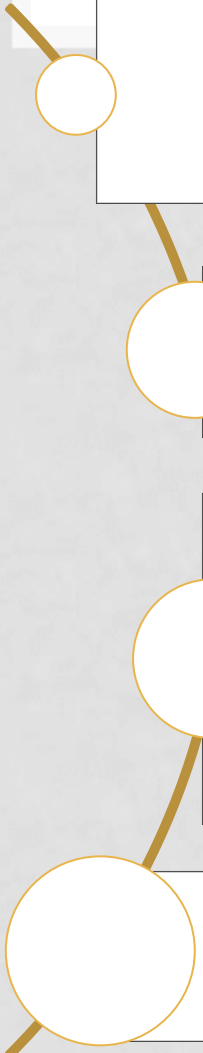


Fig. 3. Advanced on-the-job training of employees by regions, 2013.

1.4. Proposals to Section 1



To legislate definitions of key terms and notions of the NQS and the NQF, establish validity, relevance and equality of professional qualifications acquired through on-the-job training, including via non-formal training;

For the Government – to accelerate the process of the development of independent centres for the assessment (validation) of all types of professional qualifications;

For the Government – to initiate the implementation of pilot projects for the development of NQS elements, the development and assessment of professional qualifications, including partial and partial additional ones, through the selection for these purposes of the most “developed” types of economic activity (services sector, tourism, IT, etc.)

For executive authorities – to simplify and cut the cost of procedures for licensing and accreditation of on-the-job training entities

Section 2. Non-Formal Education, Informal Education and Training in Ukraine

2.1. Legislative and Regulatory Framework

Formal
Education

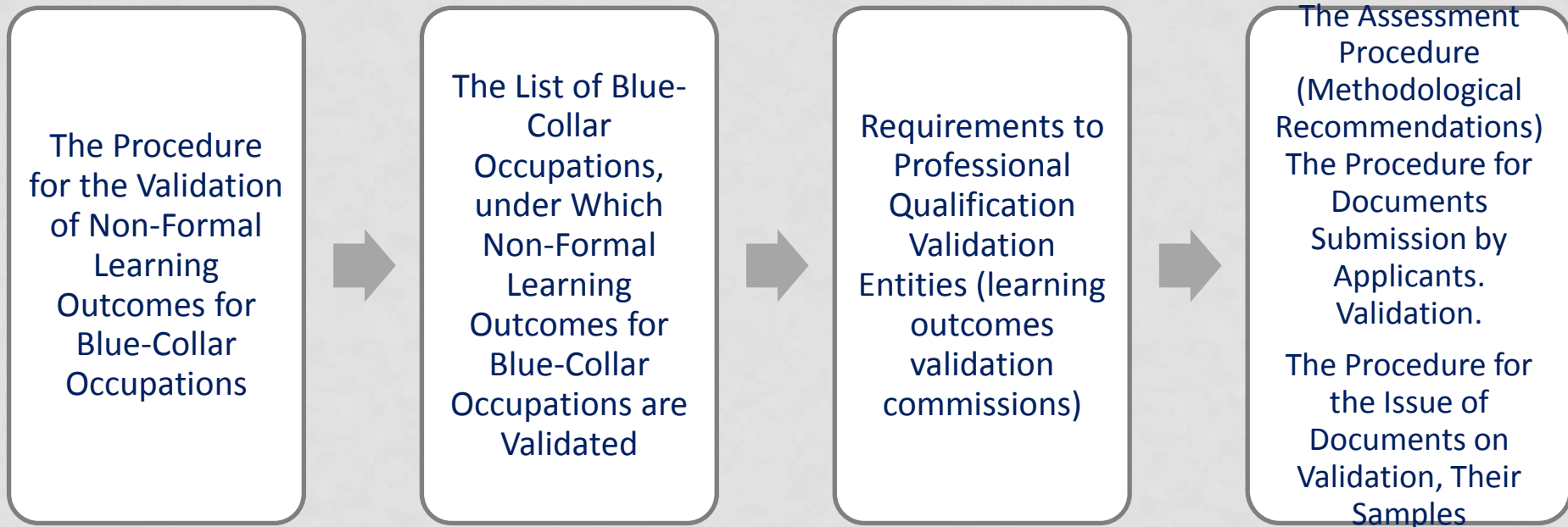
Law of Ukraine “On Professional Development of Employees”, Article 1. “Non-formal training of employees – acquiring of professional knowledge and skills by employees with no regulated place, period, and form of training”

Draft Law of Ukraine “On Education”, Article 9. “organized education aimed at the acquisition of new knowledge, skills, and competences, which does not stipulate the acquisition of qualifications recognized by the government by education levels, as well as the acquisition of a degree certificate established by legislation”

Informal
Education

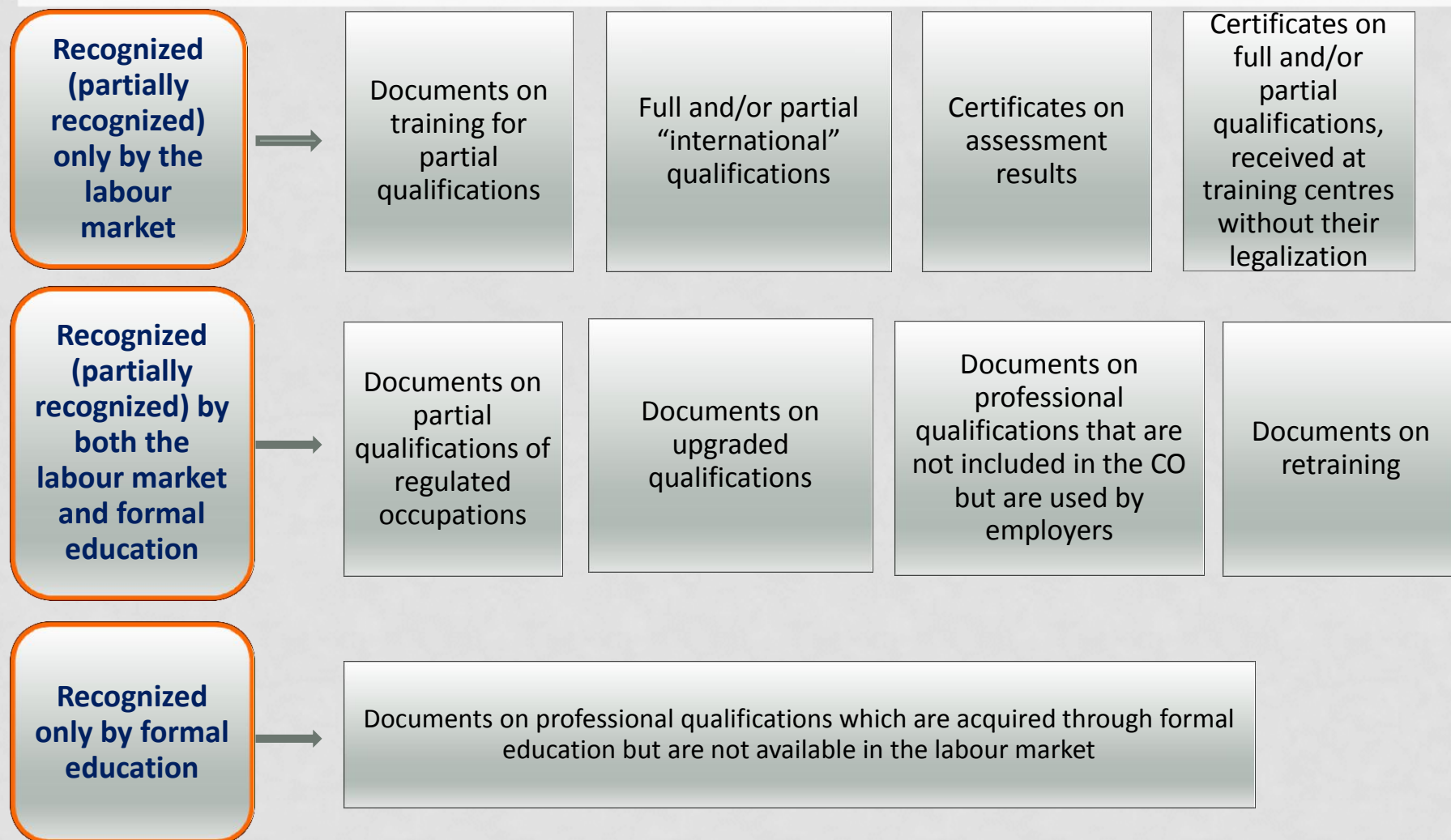
Draft Law of Ukraine “On Education”, Article 9. “self-organized education that is provided within extra-curricular everyday activities related to work, family, etc., and does not stipulate any institutionalized forms”

2.2. Procedure for Validation of Non-Formal Education in Ukraine



Testing the procedure for the validation of non-formal learning outcomes by occupations: a **welder** (6-8 grades), a **security guard** (1-2 grades), and a **cook** (3-6 grades)

2.3. Types of Professional Qualifications Acquired Beyond Formal Education, as well as Qualifications in Formal Education Which Do Not Comply with Domestic Standards



2.4. Benefits and Risks Related to the Inclusion of Some Professional Qualifications, Acquired Though Non-Formal Education, in the NQS

Key Qualification Types	Benefits from Inclusion in the NQS	Risks related to Inclusion in the NQS
Training for partial professional qualifications according to established rules	Reduction of time needed to upgrade qualifications, better performance and increased production	Difficulties in comprehension and a muddle at the initial stage
Partial additional qualifications acquired through “on-the-job” assessment and certification	Comparability of professional qualification levels in case of employment change and in the implementation of HR policies	Lack of uniform certification criteria as an assessment method

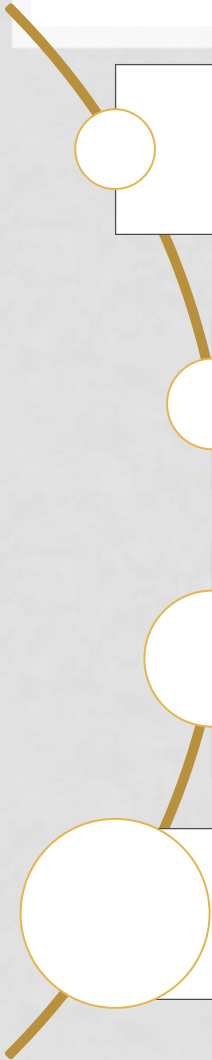
Benefits and Risks Related to the Inclusion of Some Professional Qualifications, Acquired Though Non-Formal Education, in the NQS (continued)

Key Qualification Types	Benefits from Inclusion in the NQS	Risks related to Inclusion in the NQS
Professional qualifications acquired through on-the-job training in the manner prescribed by laws	Reduced employers' expenses for on-the-job training arrangement Strengthened competition among educational services providers	Closing up of some VET institutions which will not withstand competition in high-quality training of labour force Possible issue of (beyond the network of assessment centres) fraudulent documents on qualification validation
Professional "international" qualifications applied in the domestic labour market	Increased occupational and regional mobility of labour force Possible training of specialists under "imported" occupational and educational standards	Possible duplication of labour functions of a "domestic and international" origin, which requires their harmonization

Benefits and Risks Related to the Inclusion of Some Professional Qualifications, Acquired Though Non-Formal Education, in the NQS (continued)

Key Qualification Types	Benefits from Inclusion in the NQS	Risks related to Inclusion in the NQS
Elements of partial qualifications which can not be (are difficult to be) assessed	-	-
Full and/or partial qualifications which are acquired through formal education but are not available in the labour market	Bringing into line with existing requirements of occupational and classification and occupational and qualification systems	Continued practice of training specialists in isolation from employers' needs

2.5. Proposals to Section 2



To extend the list of occupations under which professional qualifications can be validated

To introduce the validation (assessment) of partial qualifications under the existing regulatory framework

To establish a network of centres for the validation of non-formal learning outcomes with the involvement of a wider range of stakeholders (professional associations, independent experts, etc.), as a rule, beyond training institutions

To develop occupational and educational standards and arrange training for “Professional Qualifications Assessors”

Section 3. Training Specialists and Assessing Professional Qualifications for Regulated Occupations

3.1. General Characteristics

A regulated occupation in Ukraine - a set of similar labour functions or separate labour functions (partial qualifications) which may be performed only after the independent external (beyond educational institutions) validation (assessment) of a relevant professional qualification.

In total, 25 groups consolidating over 150 regulated occupations and over 250 related specializations exist in Ukraine

In the national economy, about 2.0 mln. persons are employed by all types of regulated qualifications (full, partial, additional) (21.5% - 2014), including over 1.2 mln. employees in health care, education, construction, law enforcement, jurisprudence, etc.

3.2. Types of Professional Qualifications by Regulated Occupations, Their Sector, Receipt Place and Validation Procedures

Occupation and sector	Qualification type – full, partial, partial additional (categories)	Place of receipt	Validation and assessment agencies
Employees in health care and pharmacy (doctors, pharmaceutical sales representatives, medical assistants, etc.)	Full (diploma, certificate) Partial additional (certificate)	Medical (pharmaceutical) HEIs HEIs, institutes for advanced training of doctors (pharmaceutical sales representatives), etc.	Testing centres, assessment commissions, independent centres for validation of separate specializations, etc.
Teachers (teachers rehabilitation professionals, assistants, etc.) of educational institutions	Partial additional (certificate, etc.)	Teaching institutes, institutes for advanced training of teachers	Assessment commissions, etc.

Types of Professional Qualifications by Regulated Occupations, Their Sector, Receipt Place and Validation Procedures (continued)

Occupation and sector	Qualification type – full, partial, partial additional (categories)	Place of receipt	Validation and assessment agencies
Separate construction occupations (architects, site supervisors, design-and-planning engineers, construction experts, etc.	Full Partial additional	HEIs (construction specialities) Advanced training, including at research institutions	Independent authorities which have acquired a license for qualifications validation
Occupations in law (attorneys, notary officers, judges, etc.)	Full Partial additional	HEIs (legal specialities) Special educational institutions	Authorized agencies under the Ministry of Justice of Ukraine, other highest judicial and similar agencies (the Bar Association, the Chamber of Lawyers, etc.)

Types of Professional Qualifications by Regulated Occupations, Their Sector, Receipt Place and Validation Procedures **(continued)**

Occupation and sector	Qualification type – full, partial, partial additional (categories)	Place of receipt	Validation and assessment agencies
Water transport occupations (marine or river transport)	Full Partial Partial additional	Relevant HEIs, training centres	Independent authorities which have acquired a license from the Ministry of Infrastructure of Ukraine (earlier – from the Inspectorate for Seamen Training and Certification)
Land survey works	Partial additional	Advanced training	Assessment Commissions established based on criteria approved by the Ministry of Agrarian Policy and Food of Ukraine

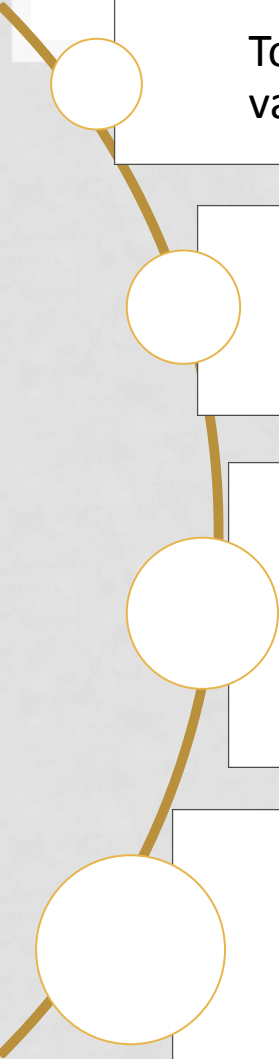
Types of Professional Qualifications by Regulated Occupations, Their Sector, Receipt Place and Validation Procedures (continued)

Occupation and sector	Qualification type – full, partial, partial additional (categories)	Place of receipt	Validation and assessment agencies
Occupational health and safety (NDT inspection experts, company managers, members of commissions for safety knowledge assessment, etc.)	Full Partial Partial additional	HEIs for occupational health and safety Course training Advanced training Retraining Special training institutions and training centres which have acquired a license from the State Labour Service of Ukraine (SLSU) for the provision of relevant training services	The Commission of SLSU, sectoral commissions, commissions of local agencies of SLSU, commissions of local executive authorities, enterprise commissions

Types of Professional Qualifications by Regulated Occupations, Their Sector, Receipt Place and Validation Procedures **(continued)**

Occupation and sector	Qualification type – full, partial, partial additional (categories)	Place of receipt	Validation and assessment agencies
Aviation specialists	Full Partial additional	Related HEIs Special training centres for aircraft personnel	Special authorities which have acquired a license from the State Aviation Service of Ukraine for certificates issue to aircraft personnel
Financial specialists (auditors, financial monitoring specialists, financial analysts, etc.)	Partial additional	Short-term training Advanced training HEIs, CCI (until 2012), authorized training centres (having respective licences)	Chamber of Auditors, Assessment Commissions established by central executive authorities

3.3. Proposals to Section 3



To consider the issue related to type-design practice for approaches in the validation of professional qualifications for regulated occupations

To study opportunities for the further transformation of qualification validation entities, for regulated occupations, into relevant independent assessment centres

For relevant executive authorities coordinating the external validation of qualifications in public procurement, health and safety, and teachers advanced training – to perform internal and external auditing for these activities in terms of their formality and possible evidence of corrupt practices

To provide for / study the possibility of granting the status of regulated occupations to the most important (in terms of community sustainment) professional qualifications, training under which is financed out of public funds

Section 4. Professional Associations. Their Place and Role in the NQS.

4.1. General Information

In Ukraine, about 150 out of 4 ths. NGOs are associations focused on the development of professional community.

For 20-year period of operation of the National Classifier of Ukraine DK 003 “Classifier of Occupations”, 1,391 titles of new occupations (positions and professional titles of jobs) were included into it. Professional associations have initiated the inclusion of 56 items or 4.0% (large companies – 29 (2.1%), employer associations – 32 (2.3%), etc.)

General Information (continued)

Among 92 issues of the Handbook of Qualification Characteristics of Workers' Occupations, one issue has been prepared by the All-Ukrainian Professional Association "The Union of Designers of Ukraine" (one more – by the All-Ukrainian Employers Association (the Ukrainian League of Industrialists and Entrepreneurs): No. 99 "Safety of Economic Activities of Enterprises, Institutions, and Organizations")

The most active professional associations in terms of the improvement of the occupational and classification and occupational and qualification systems are the following:

Ukrainian Project Management Association, Ukrainian Association for Quality, Ukrainian Association of Physical Therapy, Association of Bathing Business, Ukrainian Marketing Association, Association of Cosmetologists and Aromologists, All-Ukrainian Association of VET Employees, International Association of Professional Stuntmen, All-Ukrainian Association of National Security Professionals, etc.

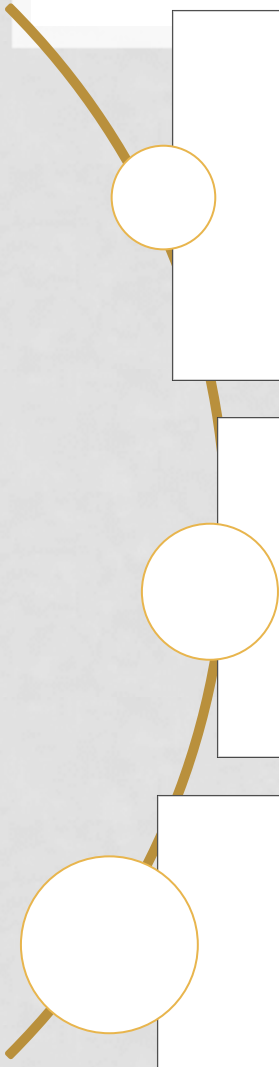
4.2. Professional Associations' Participation in Specialists Training

Qualification type	Example	
	Qualification	Professional association
Training for new occupations with formal aspects (availability of a licence, accreditation, the issue of a document of a state-approved format)	Specialist in bathing and recreational services (1, 2 and higher category) The qualification is exported abroad	Association of Bathing Business, International Academy of Bathing Arts
Training for partial qualifications based on formal education	Advanced training for the occupation "Pharmacist-Cosmetologist"	Association of Cosmetologists and Aromologists, National University of Pharmacy

Professional Associations' Participation in Specialists Training (continued)

Qualification type	Example	
	Qualification	Professional association
Training for full and partial qualifications used by enterprises	Master Craftsman (6 qualification levels). 14 specializations in hairdressing	NGO "The Committee for Beauty Salon Standards» (training centres and other VET entities)
Training for full qualifications (integrated occupations) at formal educational institutions	Office administrator, master craftsman of hotel services, automotive repair specialist, telecommunication services operator, and over 40 positions more	All-Ukrainian Association of VET Employees. Over 30 training institutions in the country.
Training for international qualifications not recognized/partially recognized in the country	Certified: assistant, manager, senior project manager. Certified project director	Ukrainian Project Management Association. A set of HEIs in the country - training in Project Management.

4.3. Proposals to Section 4



To recommend professional NGOs to form the Platform of Professional Associations as a tool for their interests coordination and representation at the national level in terms of professional, social and labour, and educational activities

To stipulate, during the NQS development, the inclusion of professional associations in all NQS elements (assessment centres, agencies developing new-type occupational and educational standards, etc.)

To recommend NGOs to consider the issue of representative capacities of professional associations for activities lacking sectoral employer associations

A 3D rendered yellow figure, resembling a stylized person, stands and holds a large rectangular sign. The sign is white with a thin yellow border and contains the text "THANK YOU FOR YOUR ATTENTION!" in a bold, black, sans-serif font. The figure is positioned to the left of the sign, with its right arm raised to hold the top edge and its left arm holding the bottom edge. The background is a plain, light yellow gradient.

**THANK YOU FOR
YOUR ATTENTION!**