Employer’s Confederation of Latvia actions in VET and youth employment

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Youth unemployment

- High youth unemployment level (31% Latvia, 2012 Eurostat)
- 68% of all registered unemployed - youth is with low or no qualification (pre-primary, primary or secondary education)
- 40% with former work experience, however 40% without professions, 4% unskilled workers
- In Latvia 12% school drop outs - this group in future may face the risk of low-paid work, and Employer’s Confederation considers this one of the key factors leading them to poverty

Solution: to return the youth in the education system and improve their skills and raise competences, thus reducing the level of unemployment amongst this social group
Youth in the education system

- Knowledge about the profession needs/skills is lacking – thus, leading to inadequate profession/school choice
- The content of the education programs is inadequate, this factor leads to skill miss-match with the requirements of labour market
- Early drop outs from the education and training system constitute 12% (2012) of all students, increasing their possibility to stay unemployed
- The lack of internships, as an important tool of the educational process, leads to the absence of skills demanded in the labour market
- Transition from school to work is an important issue, faced by all youth
Solutions

- Career consultations are a necessity for young people before graduating.
- When choosing a profession, the youth has to have clear knowledge about labor market needs and individual capacity has to be taken into account.
- The content of the educational programs must be based on the labor market requirements.
- Qualitative internship must be provided during the educational process and the internship has to be connected with the future career prospects.
- Involve employers into the research of labor market on the issues of demand for particular professions by using the ESF funding.
Quality and efficiency of VET according to labour market needs

Employer’s Confederation of Latvia together with Trade union takes part in ESF project “Development of a sectoral qualifications system and improvement of the efficiency and quality of vocational education and training” for period 2010-2014

Project is a continuation of previous ESF project, which took place in the years 2005-2007. As a result of the previous project 6 methodologies: how to raise the quality of VET and involve social partners in all VET processes- were developed.
National social partners in Latvia

- Employer’s Confederation of Latvia (LDDK) represents 63 associations and 111 enterprises in all over Latvia (46% of all employees)

- Free Trade union confederation of Latvia (LBAS) is the biggest trade union confederation in Latvia, representing 100 thousand workers.
The main goal of the project is to improve the quality and efficiency of vocational education according to the needs of national economy sectors.

The project addresses vocational training, i.e., directly the field where there is the largest number of labour force and the skills that will have to be upgraded most of all.
In partnership with State Education Development Agency, Trade Union, State Education Center and State Service on Education Quality we would like to achieve:

1. Development on national qualification system by establishing structure of industry sector professional qualification
2. Improving the contents of professional education and adapting it to results of industry research and needs
3. Improving cooperation among education stakeholders
4. Updating profession standards and basic requirements of specialization
5. Establishing acknowledgement system for skills obtained beyond formal education
6. Facilitating restructuring of professional education
1. By ensuring triangular cooperation between employers, employees and professional education institutions:

- To perform industry sector research in 12 sectors for educational purposes
  1) Energetics
  2) Tourism and Beauty
  3) Chemistry
  4) Textiles, clothing, leather and leather products
  5) Construction
  6) Food, agriculture
  7) Engineering, mechanical engineering, Mechanical Sciences
  8) The timber industry (forestry, wood processing)
  9) Transport and logistics
  10) Printing and Publishing
  11) Business, finance, accounting, administration
  12) Electronic and optical equipment manufacturing, information and communication technology

- To determine labor requirements and basic professions of the industry, related professions and specializations
2. By determining basic professions, related professions and specializations:

- To elaborate sector qualification structure based on 8 levels of European Qualifications Frameworks (EKF)
- To elaborate or develop profession standards (total 80)
3. To restructure Professional education and further education programs, using module approach (total 55 programs)

4. To develop the content and performance on professional qualification exams (total 30)

5. To participate in expert selection for evaluation, acknowledgment and approbation of skills, knowledge and competencies obtained outside the formal education (total 80)

6. To participate in e-data basis development and maintenance
First results of the current project (1)

- The evaluation of 12 sectors of economy was carried out
- As a result, 12 sector expert councils were developed

**Sectoral Expert Council - what does that mean?**

Sectoral expert council is a tool for the improvement of the system of vocational education. It is a three part council, consisting of: representatives from employer’s organizations, trade union, the government.
Sector expert councils

- Representatives of employers (sector associations, enterprises)
- Representatives of sector trade unions
- Representatives of sector ministries
- Representatives of sectors, experts (who fulfill prescribed criteria for improving quality of VET)

Free Trade union confederation of Latvia

Employer’s Confederation of Latvia
First results of the current project (2)

- The national sector qualification structure was created: all qualifications classified by main professions, related professions and specializations (benefiting career planning)
- New profession’s standarts were developed and former standarts were updated, regarding the labour market needs
- The modular approach was introduced in the vocational training system
- Accreditation and qualifications examination experts from employer side were put forward and trained
Modular approach in vocational education programs

- Comprehensive subjects
  - Profession A
    - Different professional competencies
  - Profession B
    - Different professional competencies
  - Profession C
    - Different professional competencies

Common competencies in the sector

Lifelong learning competencies
An example of Sectoral modular map for a transport operator

Competencies defined in the national standards and in other laws and regulations

Life-long learning competencies

- Compulsory block
  - Latvian Language
  - Mathematics
  - First foreign language
  - Public and human safety

- Optional block
  - Chemistry

- Special subject
  - Physics
  - The second foreign language
  - Information and communication technologies
  - Social and civic competences
  - History of Latvia and world history
  - Language, cultural awareness and expression
  - Green skills
  - Special subject
  - Practice
  - Special subject
  - Special subject

- Practice
The plan of student’s admission was revised, by the SEC

New education programmes according to the sector needs were developed

Information about places of internships in sector enterprises was gathered

A homepage about internship possibilities was developed (http://www.prakse.lv/)

A homepage about sectors and SEC was developed (http://nozaruekspertupadomes.lv/)
**EKSKURSIJAS 50 UZNĒMUMOS**

**ATVĒRTO DURVJU NEDĒĻA**

14.-17. aprīlis

Piesakies no 19.marta prakse.lv

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### Jaunākās vakanci

- Pārdošanas/Konsultants,
  OZS, SA
- Office manager assistant,
  Atea Global Services, SA
- Pandorana menedžeris/ajants
  Skanera Capital, AS
- Internship in NETWORK OPERATION
  CENTER,
  Telč Shared Service Centre, SA
- Viestu pārrakstīšanas administrators / E.
  Sveikā ģimene, SA

### Atjaunotās studijas

- Radiologija
  Latvijas Universitāte
- Audiologie
  Latvijas Universitāte
- Tiekas un diplomātija
  Latvijas Juridiskās akadēmija
- Fizioterapija
  Latvijas Universitāte
- Ortopēdija - prototipa
  Latvijas Universitāte

### Aktuālās profesijas

- Makslas kārtu speciālists
  Slēpumu 710
- Tirgū izstrādes un grīdaizstrādes speciālists
  Slēpumu 2435
- Teksta maksetējs
  Slēpumu 2215
- Zīmēja kūrins
  Slēpumu 562
- Apdrukošājs
  Slēpumu: 1140
Uzskāta modulāro profesionālās izglītības programmu izstrāde

2014.gada martā Eiropas Socīlā fonda projekta “Nozaru kvalifikācijas sistēmas izveide un profesionālās izglītības efektivitātes un kvalitātes pasaugstāšana” (vienošanās Nr.2010/0274/1DP/1.2.1.1.1/10/IPA/VIAA/001) ietvaros ir uzskāta modulāro profesionālās izglītības programmu izstrāde atbilstoši Projekta izveidotajiem “Metodiskajiem ieteikumiem modulāro profesionālās izglītības programmu izstrādei”.

Par profesionālo izglītību

Nozare: Uzņēmējdarbība, finanses, grāmatvedība, administrēšana (vairumtirdzniecība, mazumtirdzniecība un izmantojumā).

Izrunojot profesionālo izglītību bez cilvēku sadarbības ar darba devējiem, nav iespējams nodrošināt nepieciešamo speciālistu atbilstošu tautsaimniecības vajadzībām un darba tirgus pieprasījumu. Par to ir nācies pārliecināties praksē, tāpēc šim jautājumā izglītības un zinātņu minētajai lietderīgā gados piespriež joti lielu uzmanību.

Starpresoru forums „Piaugušo izglītības kvalitāte un tās nodrošinājums”

Main benefits

- Involvement of sector employer’s organizations in the improvement of vocational education system
- Professional standards, content of programs and their quality assessment according to the labour market needs
- Employer’s organization cooperation with school administrations, establishment of new education programs
- Identification of internships and supporting students and schools with information
Thank You for your attention!

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