

The National Conference on Technical & Vocational Education and Training

“Quo Vadis TVET Serbia?”

Creating favourable framework conditions for successful TVET

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Introductory reflection

**Purpose of
TVET-framework**

Creating favourable frame conditions for
achieving goals related to TVET



A TVET-framework is a means and not an end in itself

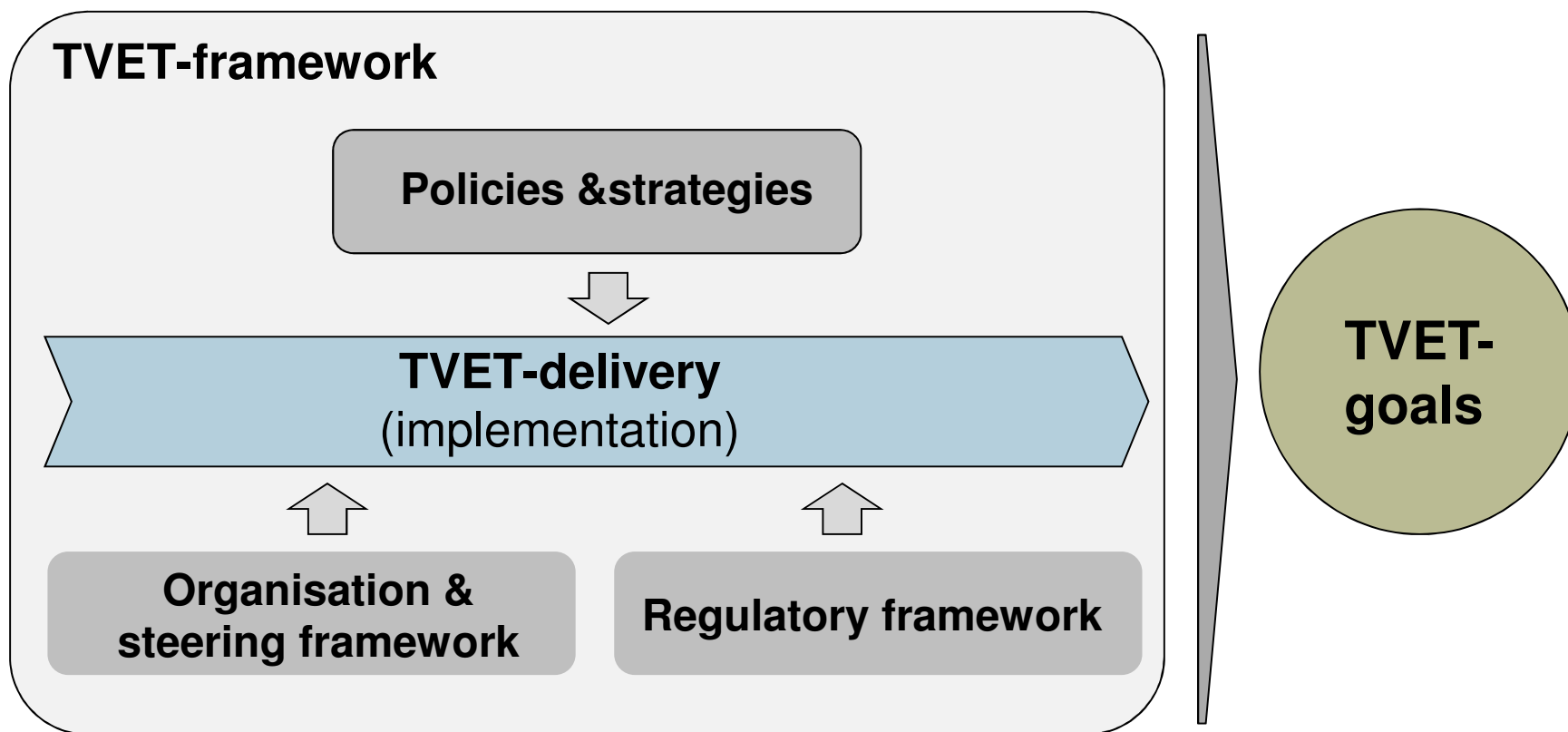
Core elements of a TVET-framework

What are core elements of a TVET-framework?

- **Policies & strategies (and underlying concepts)**
 - Providing orientation on the strategic direction, core principles and conceptual design of TVET
- **Regulatory framework**
 - Providing appropriate legal basis comprising laws, decrees and implementation regulations
- **Organisation & steering framework**
 - Defining clear roles, responsibilities and collaboration principles

▶ **A TVET-framework is complex and covers various dimensions**

TVET-framework: schematic overview



Towards favourable TVET-framework conditions: TVET-goals



- **There is a broad spectrum of potential TVET-goals**
 - Goals related to TVET can have an economic, social or individual focus
 - TVET comprises a spectrum of various types and forms, each having a different focus
 - Stakeholders typically have diverging interests and goals
- **Typically, TVET addresses multiple socio-economic goals at the same time**
- **Broad acceptance of TVET-goals is essential**
- **Often, there is a lack of common understanding**



Defining specific TVET-goals to be addressed is the starting point

Towards favourable TVET-framework conditions: what and how?

What are favorable conditions? ...

- Agreed upon specific TVET-goals
- Clear strategic direction and conducive regulation - also allowing appropriate degree of flexibility
- Trust and broad acceptance
- Collaboration of public and private stakeholders towards goals
- Sustainable financing
- Motivated and qualified TVET-staff
- Etc.

... and how to achieve them?

- Balancing interests (“win win”)
- Adequate stakeholder-involvement
- Transparency and evidence based decision making
- Appropriate design and “road map”
- TVET-qualifications meeting needs
- Learning from good practices
- Active change management and capacity development
- Etc.

 **Establishing a TVET-framework is a challenging long-term process**

Towards favourable TVET-framework conditions: Example

Essential elements of the cooperative TVET-system (“Dual System”)

- Result-oriented collaboration of public and private stakeholders - particularly active involvement of the business community in design and implementation of TVET
- Learning opportunities in actual working environments in companies (work process integrated learning)
- Broad acceptance of TVET-standards and qualifications
- Motivated and qualified TVET-management and teaching staff
- Evidence based policy and decision making drawing on systematic TVET research

 **The so called Dual TVET-system cannot be transferred as a whole – however, essential elements may be worthwhile to be considered**



Back-up

Towards favourable TVET-framework conditions: “Traps”

What are typical
“traps”?

- **Overambitious / unrealistic expectations**
- **Underestimation of implications**
- **Resistance to change**
- **Lack of capacity**
- **Unfavorable design - e.g. too complex, too rigid, not feasible, not sufficiently aligned to goals**
- **Lack of transfer of innovations into the “regular” system after piloting/testing**
- **Conflicts of interest**
- **Etc.**



THANK YOU FOR YOUR ATTENTION!

