

Final Report of Demonstration Project in Montenegro 2016

Project name: *VET teachers as learners in the industry sector - VETtLIS*

Project Leader: *Ministry of Education in Montenegro*

Project Partners: *Centre for Vocational Education in Montenegro and Chamber of Economy in Montenegro*

Project Coordinator: *Marija Đurišić, Advisor at the Ministry of Education in Montenegro*

Partners and management

The Demonstration Project was led by the Ministry of Education in Montenegro. The project partners were The Centre for Vocational Education and the Chamber of Economy. All project partners agreed that five VET schools from Montenegro will be involved in this project. Since this project envisaged the training for 30 VET teachers in the premises of employers from different area, the following pilot schools were 4 from Podgorica: VET school "Sergej Stanic", VET school "Ivan Uskokovic", VET school "Vaso Aligrudic" and VET school "Ing. Marko Radovic", and 1 from Niksic, VET school "Niksic".

Project activities under project results:

R1. Enhanced skills and competencies of VET teachers – increased capacities of VET teachers to transfer up-to-date knowledge of the workplace and of work practice

1. Workshop: Cooperation between VET schools and employers

In the first phase of the project, the Ministry of Education organized a workshop on cooperation between VET schools and employers. The workshop was attended by 15 representatives from those 5 selected VET schools and 15 representatives from employers. Master trainers were Mr. Veljko Botica, Director of VET school from Kotor, whose school is recognized as VET school with the best practice in practical education and Mr. Svetozar Savic, employee at "13. jul Plantaze", the most recognized Montenegrin company in wine produce in Europe.



Indicators of success: 30 representatives from schools and employers trained on CPD and WBL, number of shared practice and practical solutions, number of learning and training materials shared

R2. Improved and promoted cooperation among education institutions (teachers and school principals) and business sector (local entrepreneurs and employment agencies)

2. Teacher placements in Montenegro

Together with the Chamber of Economy, the Ministry of Education organized placements for 20 VET teachers from the above-mentioned VET schools. Since this activity was done for the very first time in Montenegro, the Ministry organized two cycles of placements. The first one was organized in May, between 1 and 15 May 2016, when 4 VET teachers attended two week trainings in 4 different companies. The second one was organised between 18 and 30 September when 16 VET teachers had placements. During the first cycle, the MoE prepared a video that promotes teacher placements in Montenegro. The video presents the benefits of teacher placements not only for teachers, but also for students, schools and society, in general. The second cycle consisted of 16 placements for 16 VET teachers. During the first and second cycle, the project coordinator visited the VET teachers on two occasions consulting also their mentors at the companies in order to get a comprehensive picture of the quality of teachers' placements. When the placements were finished, teachers completed the questionnaire on the quality of the placements.



Indicators of success: 20 VET teachers trained in industry sector; 20 questionnaires sent to the Working Group; at least 5 shared practice and practical solutions; learning and training materials shared.

3. National Conference on Teacher Placements



Conference participants had the opportunity to learn about the experiences of 20 VET teachers and 15 employers who were involved in the project in order to improve the knowledge and skills that dictate new trends in the work process. These teachers gained knowledge to improve the quality of their teaching skills and alignment of educational programmes with the needs of industry. During the Conference, the Guide was presented by a member of the working group, Ms. Gordana Tasic, VET teacher.

Indicators of success: 50 participants, at least 15 of speakers, number of conclusions made during discussion.

R3. Provide clear regulatory framework for work-based learning in Montenegro

4. Guide on Continuous Professional Development of teachers in VET education In Montenegro with special focus on teachers' placements



Since the very beginning of the project, the working group established by the MoE has as its main task the preparation the Guide on Continuous Professional Development of teachers in VET education in Montenegro with special focus on teacher placements. The working group consisted of representatives of all project partners, employers and VET schools. They had several meetings organized by the project coordinator to agree on the Guide. Also, ETF engaged an international consultant whose main task was to support the work of this working group and to review the draft version of the Guide. Upon completion of their duties, the project coordinator sent the final version to all relevant institutions to review and comment. The guide was printed in time for the National Conference The working group presented the recommendations to improve teachers' placements in Montenegro which were included in the guide.

Indicators of success: Prepared Guide on CPD and work-based learning in Montenegro; Guide sent to more than 100 relevant recipients.

Project Dissemination

Dissemination took place in all project implementation phases. All project activities could be found at project partners' websites. (<http://www.mps.gov.me/rubrike/srednje-obrazovanje/166789/Saopstenje-Odrzana-Nacionalna-konferencija-Obuka-nastavnika-kod-poslodavaca.html>, <http://www.mps.gov.me/rubrike/srednje-obrazovanje/165829/Saopstenje-Pripremljen-Vodic-kroz-kontinuirani-profesionalni-razvoj-nastavnika-u-strucnom-obrazovanju.html>, etc) Also, different media in Montenegro published the information on the project. (<http://www.cdm.me/drustvo/crna-gora/pocinje-trening-program-za-30-nastavnika-iz-srednjih-strucnih-skola>, <http://portalanalitika.me/clanak/217398/trening-za-30-nastavnika-iz-srednjih-strucnih->

[skola](#) , etc.) During the project implementation, one journalist from national tv RTCG – Radio televizija Crne Gore devoted the whole program to this topic. Within that programme, she made an interview with several VET teachers and employers involved in the placements. Also, she made interviews with their students in order to understand the impact of the placements perceived by them.

Project Challenges

The Ministry of Education identified several challenges to be addressed in the continuation of the project in 2017:

- Teachers' placements need to be given appropriate importance as an important area in the professional development of VET teachers.
- MoE should establish a Coordination body, whose main task will be to monitor and ensure the cooperation of VET schools and employers, in order to appropriately implement teachers' placements.
- Schemes for teachers' placements should be coordinated at the national level, and partly through the support of the ETF project.
- MoE should provide the funds for teachers' placements.
- Teachers who go on placements should be free from teaching on those days.
- MoE and VET schools should motivate the business sector to be more involved in teachers' placements.

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