



Methodology for VET Qualifications Development



Skills Agency Georgia

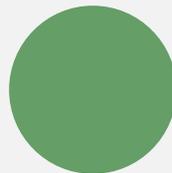
Qualifications & Partnership Development Team

29/06/2023

Agenda



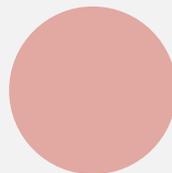
New Methodology Objectives



Process Stages



New Elements of Methodology



Sectoral Dimension

New Methodology Objectives

Promote vocational education popularization



Use of international taxonomy

Support professional orientation



Describing occupations considering work context and values

Set a common language with employers



Procedural and substantive connection of standards

Form the sector vision



Formation of sector maps

Increasing the involvement of employers and other partners



Survey component

New Elements of Methodology

Use of international taxonomy

Global Skills Taxonomy – for formulating occupational standard elements (skills, attitudes, abilities) - It is the new instrument designed by World Economic Forum. It implies to set the common language and thus help to strengthen the communication between the vocational and educational community and to connect the demand on labor market and the delivery

New Elements of Methodology

*Describing occupations considering
work context and values*

*O*NET (The occupational information network) – for formulating occupational standard elements (work context, values) - It is the conceptual and theoretical framework for organizing the occupation-related information. It is considered as one of the best models of describing the occupations*

New Elements of Methodology

Survey component

In order to ensure broad involvement and participation in qualifications development process, standardized questionnaires are sent to employers in the relevant field

New Elements of Methodology

Procedural and substantive connection of standards

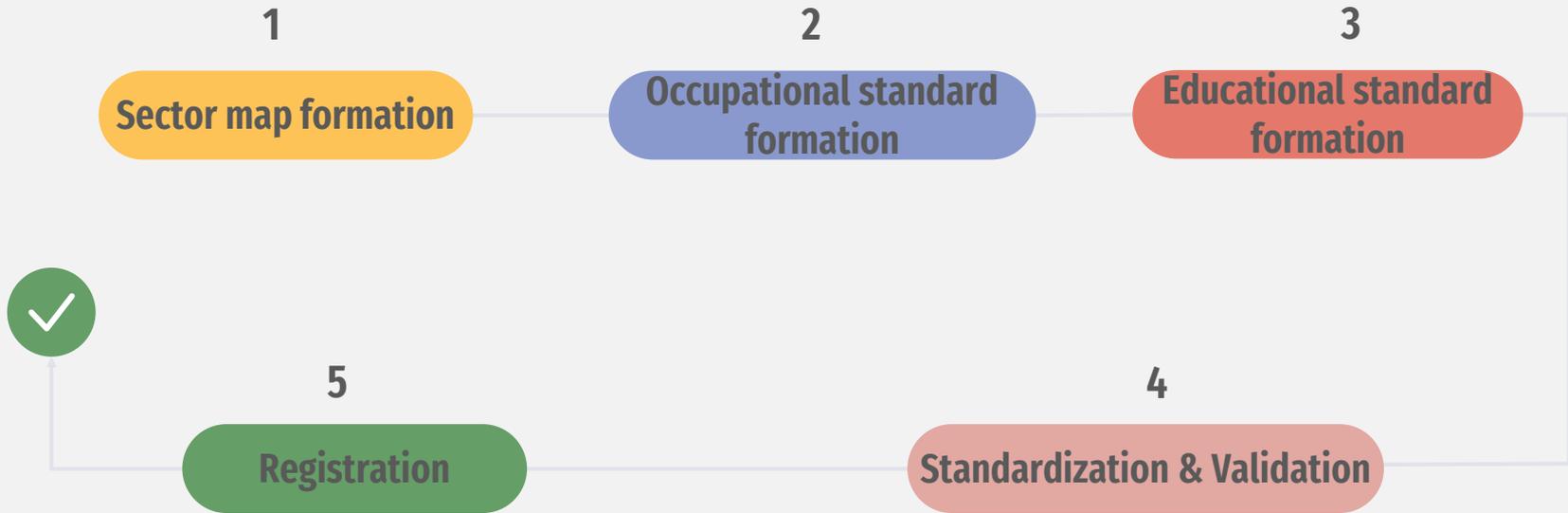
The methodology considers development of an occupational and educational standard as a single process. The educational standard is structurally organized according to the one occupation, in this way they become easily understandable for the private sector, while the content connection between them will not be violated

New Elements of Methodology

Formation of sector maps

The sector map provides a holistic analysis of the sector and promotes systematic approach in the process of qualifications development. A sectoral approach to skills development allows sectors to identify skills challenges in the sector and collaborate to come up with joint solutions

Process Stages



Sector map formation

The process of developing a sector map includes the following stages



1

**Identification
of duties**



2

**Determination
of directions**



3

**Grouping of
duties**



4

**Identification
of occupations**

*At the first stage, the duties performed in the sector are identified, based on the analysis of international and local experience. **Duties mean a set of tasks to be performed at the workplace***

In parallel with the first stage, the description of business processes and the determination of directions as a result, taking into account the volume and specificity of the sector, are carried out. Directions are the largest dimensions that include a set of interrelated duties for two or more occupations

In the third stage, the identified duties are redistributed/grouped under directions

In the fourth stage, interrelated duties under directions are connected with specific enterprise activities (occupations)

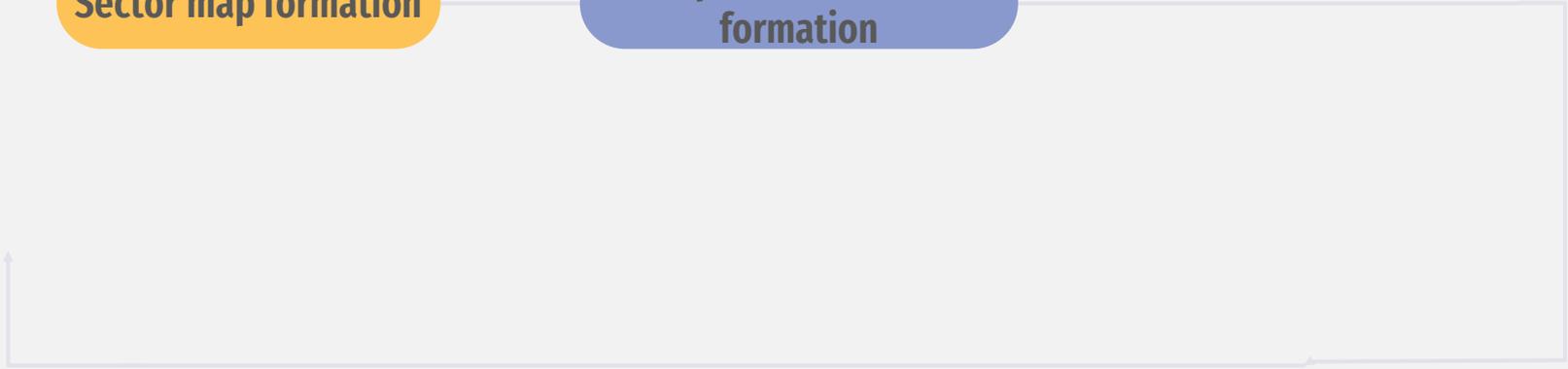
Process Stages

1

Sector map formation

2

Occupational standard formation



Occupational standard formation

Description of vocational duties, tasks and knowledge

Identification of the general skills, attitudes and abilities required for the occupation

Defining work context and work values in the occupational standard

Finalizing final version of the Occupational Standard

Process Stages

1

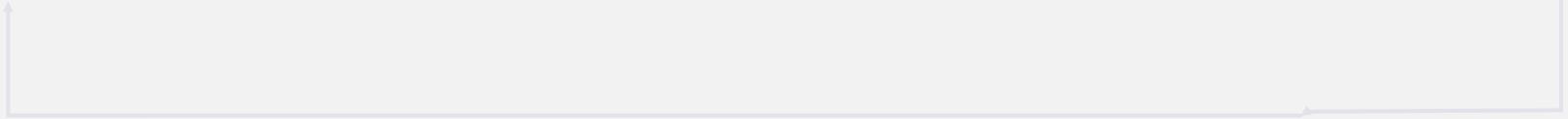
Sector map formation

2

Occupational standard formation

3

Educational standard formation



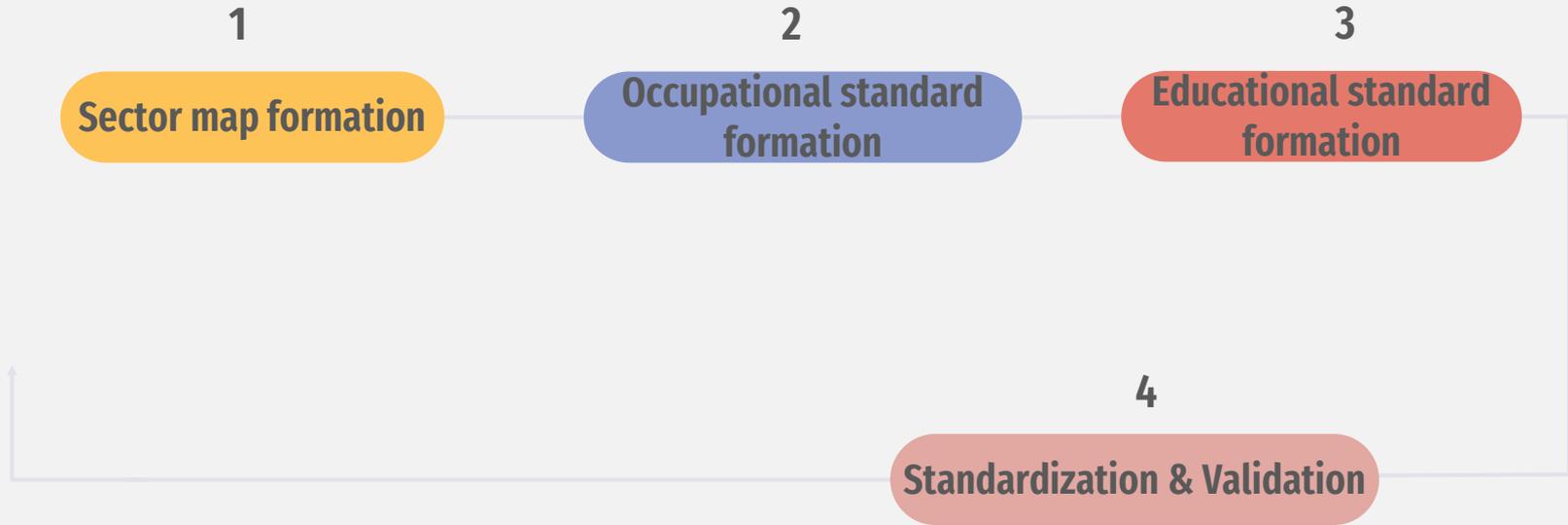
Educational standard formation

Development of modules and material resource list

Development of the educational standard

Finalizing final version of the educational Standard

Process Stages

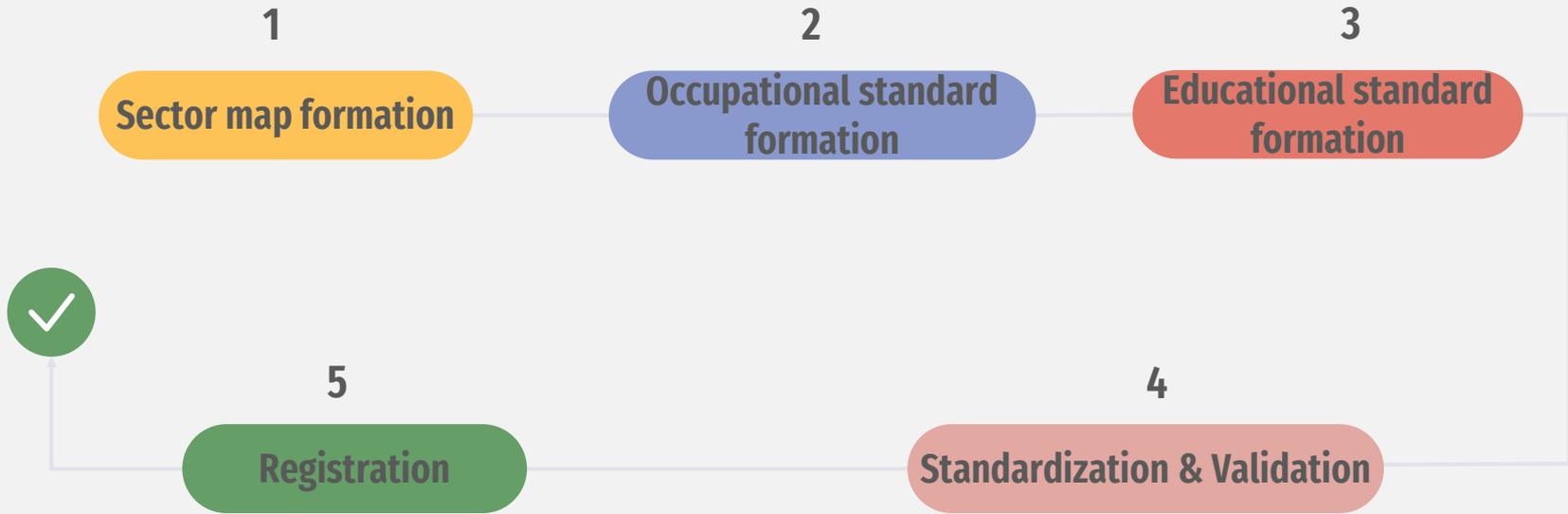


Standardization & Validation

After the formation of the basic records of the standards, the methodological support group carries out **standardization** - the wording, depth and detailing of the standards records are checked. Methodologically corrected records are agreed with the working group. It should be noted that the methodological support of the Skills Agency does not imply field expertise

Validation includes an extended review and survey component. During the validation survey, to increase the participation of the professional community, the duties, tasks, knowledge and standardized questionnaires are sent to employers in the relevant field. Feedback received will be discussed at an extended meeting.

Process Stages



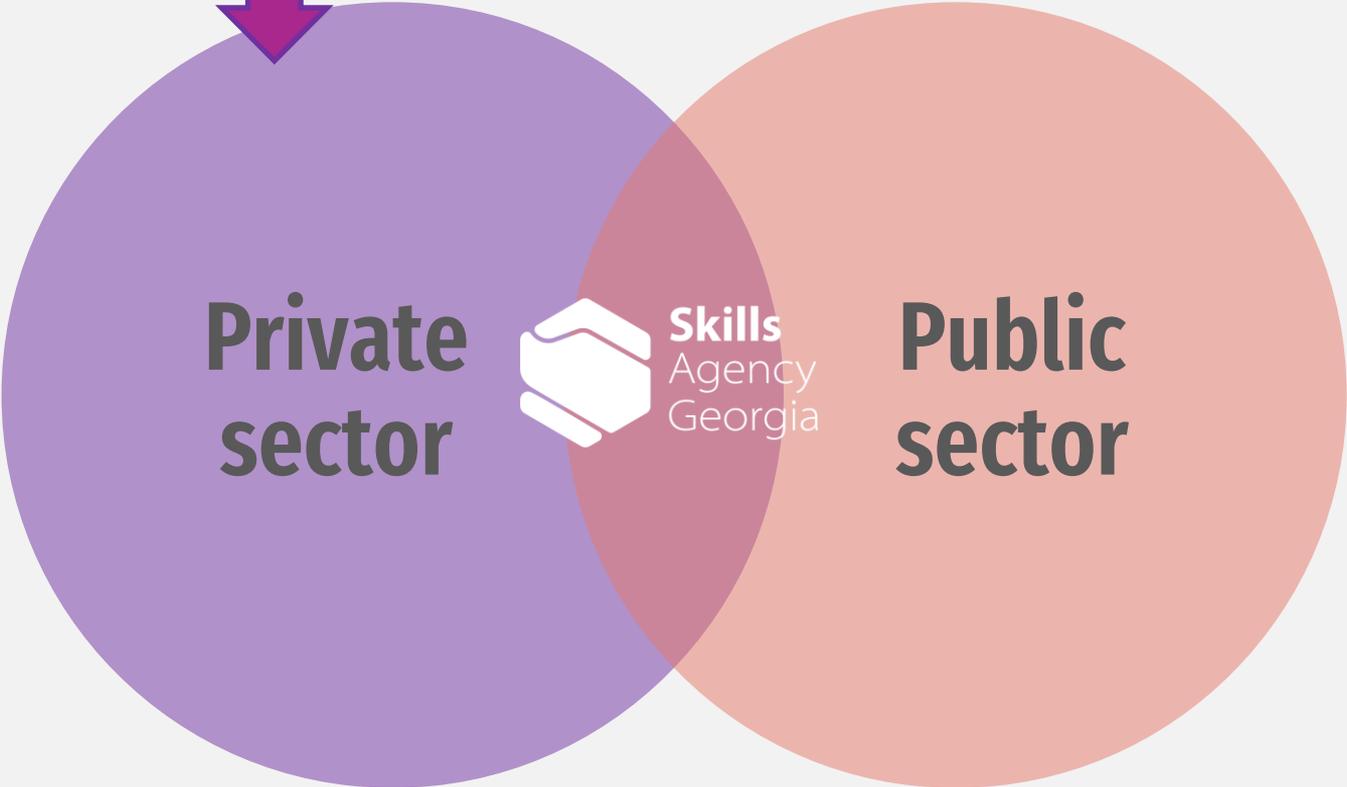
Sectoral Dimension

Programs planned without sectoral expertise cannot fully respond to the challenges of the modern economy

In certain sectors, technology and work process organization are changing at such a rapid pace that it is difficult for education providers alone to plan and implement change at the same pace

Sectoral dimension and acceleration of human capital development in the country through joint efforts and sharing of responsibilities becomes the **main pillar of skills ecosystem formation**

SSO (sector skills organization)-sector umbrella organization whose activities are organized around the skills development in the sector



**Private
sector**



**Skills
Agency
Georgia**

**Public
sector**

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Thank you!



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