

*Building Strategic Partnerships
for Inclusive and Excellent VET*

–

a best practice from Albania

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*How Sectoral Skills Committees
Drive VET Reform*

Sectoral Skills Committees as a Core Mechanism of VET Reform

- Functioning model
- Added value
- System benefits
- Case evidence

Reform Solution

Reform question:

How do we institutionalise sector voice in qualification decisions?

Sectoral Skills Committees

A structured, permanent mechanism that:

- Connects sectors with VET
- Brings employers into qualification decisions

HOW THEY FUNCTION

What Sectoral Committees Are

- Sector-based technical plan or dialogue for skills anticipation and development
- Established by ministerial order
- Operate under defined mandate
- Integrated into Albanian Qualifications Framework processes
- Support qualification and standards governance

How They Are Structured

Each committee includes:

- Relevant line ministries
- Employers' organisations
- Trade unions' representatives
- Business sector experts
- Qualification providers
- AQF experts

Design principle:

How They Operate in Practice

Operational model:

- Regular scheduled meetings (e.g. quarterly)
- Evidence-based discussions (skills studies, sector data)
- Review of qualifications & standards
- Formal validation decisions
- Written recommendations & approvals

Output = validated sector decisions

Core Operational Functions

Committees continuously:

- Identify new qualification needs
- Review existing qualifications
- Analyse sector trends
- Validate occupational standards
- Validate qualification standards
- Recommend updates to qualification catalogue

Their Role in the Qualification Cycle

Where they intervene

- ① Skills needs identified
 - ② Standards drafted (technical WG)
 - ③ Sector committee validates
 - ④ Standards approved by
 - ⑤ Qualifications updated/new qualifications
- **Sector validation is the quality gate**

Institutional Value

Sectoral Committees create:

- Institutionalised sector dialogue
- Structured employer participation
- Transparent validation process
- Shared ownership of standards
- Cross-institution coordination

Technical Value

They improve technical quality by:

- Bringing real sector expertise
- Testing standards against practice
- Ensuring occupational relevance
- Detecting outdated competences
- Integrating emerging skills (AI, cyber, green)

Governance Value

They strengthen governance through:

- Clear validation authority
- Traceable decisions
- Reduced fragmentation
- Faster update cycles
- AOE system coherency (green)



BENEFITS & IMPACT

Benefits for VET System

- More relevant qualifications
- Faster programme updates
- Stronger labour market alignment
- Higher credibility of standards
- Better reform implementation

Benefits for Employers

- Direct voice in qualification design
- Skills better matched to needs
- Reduced training mismatch
- Influence on curriculum direction
- Shared responsibility

Benefits for Learners

- Qualifications with market value
- Updated skill profiles
- Better employability
- Exposure to emerging competences
- Stronger pathways



CASE FUNCTIONING EVIDENCE

Case Evidence: ICT Committee

Shows functioning model in action:

- Regular quarterly operation
- Skills needs analysis used as decision base
- AI & cybersecurity integrated
- Continuous validation performed

Case Evidence: Tourism Committee

Shows sector responsiveness:

- Regular quarterly operation
- Skills needs analysis used as decision base
- Dual VET recommended
- Standards updated and validated

Scalability

Model is scalable:

- Energy committee established
- Agriculture under development
- Sector-by-sector expansion
- Same governance model reused

Conclusion

Sectoral Skills Committees are not technical only — they are operational reform instruments that:

- embed sector voice
- improve standards quality
- accelerate qualification updates
- increase system credibility

