



Ministry of
Education, Science
and Innovation

WORK-BASED LEARNING

**Latest developments from
Montenegro**

Work-based learning (WBL) refers to all forms of learning that occur in a real work environment

It equips individuals with the skills necessary to obtain, maintain and advance in their jobs and professional development. Common types of work-based learning include apprenticeships, internships, traineeships and on-the-job training

These often, but not always, combine workplace learning with classroom-based education

Regulatory Framework

- Laws regulating Vocational Education, Adult Education, National Vocational Qualifications, Employment Mediation and Rights During Unemployment
- Methodology for preparation of educational programmes in vocational education and Methodology for developing adult education programmes
- The Youth Guarantee programme in Montenegro

MOST RECENT DEVELOPMENTS

- Education Reform Strategy 2025-2035
- Strategy for Career Guidance and Counseling 2025-2030
- **FUND FOR SUPPORT TO DUAL EDUCATION**

WBL in IVET

- The *IVET programmes* of 2-year, 3-year and 4-year duration *contain a WBL component*, in accordance with the Law on vocational education and the Methodology for preparation of educational programmes in vocational education
- The *dual type of practical training is implemented only for 3-year programmes*.
- In case of the school type of practical training, in IVET programmes lasting two, three or four years, the mutual rights and obligations of the school and the employer are regulated by the '*contract on practical teaching*'
- In case of the dual type of practical training, the mutual rights and obligations of the learner and the employer are regulated by an '*individual contract on practical education*'

Number of learners in different forms of VET

		2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Level III	school type	1,195	2,746	2,825	3,339	3,314	3,367	3,758
	dual type	570	834	755	538	410	463	540
Level IV1		16,291	15,247	14,738	13,441	13,449	14,074	14,555

WBL in Initial VET

Reflections and way forward:

On a positive note:

- Involvement of social partners in defining VET policies at the national level,
- Established regulatory framework for WBL,
- Mandatory WBL in all forms of implementation of IVET programmes, etc.

Space for improvement of WBL and the VET system as a whole:

- Availability of relevant information on the quality of practical training, including graduate tracking
- **Further improvement of cooperation between educational institutions and employers**
- **Strengthening of career guidance and counselling mechanisms**
- **Continuous support of in-company trainers**, etc.

FUND FOR SUPPORT TO DUAL EDUCATION

- **Latest amendments to the legal framework introduced Fund**
- Fund for Support to Dual Education has been established and officially recognized for the first time as a key instrument for the development of dual education. The Fund enables the allocation of resources to support students, employers, and instructors of practical education, thereby creating a more efficient environment for integrating students into the labor market.
- Ministry has also adopted the Rulebook on detailed conditions, amounts, methods, and procedures for the allocation of funds from the Fund for Support to Dual Education. This Rulebook prescribes the detailed conditions, amounts, methods, and procedures for allocating the Fund's resources.

FUND FOR SUPPORT TO DUAL EDUCATION - 2

Fund resources shall be used for:

- 1) **awards** for the best students who have concluded an individual education contract;
- 2) **co-financing of** transportation and meal **costs** for students during the duration of the individual education contract;
- 3) **organization of fairs, competitions** in the country and abroad, calls for proposals, and similar activities aimed at promoting practical education with employers

FUND FOR SUPPORT TO DUAL EDUCATION - 3

Fund resources shall be used for:

- 4) financial support for the payment **of student allowances** in accordance with the Law on Vocational Education to employers who have three or more students with concluded individual education contracts, or **financial support to employers** who, after the completion of practical education, conclude an open-ended employment contract with such students;
- 5) **co-financing of employer costs** for the procurement of work equipment, occupational safety equipment, and remuneration for the work of instructors during the duration of the individual education contract

FUND FOR SUPPORT TO DUAL EDUCATION - 4

Ministry awarded prizes to the best 2nd and 3rd year students who have concluded an individual education contract, who achieved at least 4 (out of 5) overall academic performance and excellent results in WBL in the previous school year, and who demonstrated exemplary conduct. The prize amounted to EUR 500 per awarded student

Schools nominated students for the award in accordance with the Rulebook.

The proposal for awarding prizes is determined by the School Teachers' Council. Prizes were awarded to 35 students,

FUND FOR SUPPORT TO DUAL EDUCATION - 5

In order to achieve more visibility, ceremonial reception was organized at the Ministry for the best students educated under the dual education model, together with their teachers and school principals where they had opportunity to share their WBL experience with the Minister.



FUND FOR SUPPORT TO DUAL EDUCATION - 6

Following costs were already covered:

- co-financing of meal costs for WBL students (in cases where meals were not provided by the employer)
- co-financing of transportation costs for WBL students
- co-financing of remuneration costs for instructors of practical education

So far, this is the 1st year of implementation 100.000 EUR was allocated to the Fund from the budget and 20.000 EUR was allocated by the Chamber of Economy



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THANK YOU FOR YOUR KIND ATTENTION

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