

TEMPLATE FOR THE GOOD PRACTICE

What is a good practice?

A good practice is not only a practice that is good, but a practice that has been proven to work well and produce good results, and is therefore recommended as a model. It is a successful experience, which has been tested and validated, in the broad sense, which has been repeated and deserves to be shared so that a greater number of people can adopt it.

Please follow the instructions included to fill in the template. You can replace the guiding questions for each element with your description.

Mandatory fields are defined by *

Element	Description
Title*	From Training Workshop to Manufacturing Partner: How real business orders transform vocational education
Name of the VET Provider	Municipal Institution "Chernihiv Higher Vocational School" of the Chernihiv Regional Council
Thematic domain	<ul style="list-style-type: none"> • Innovation • Entrepreneurship • Lifelong Learning • Building Partnerships / Skills Ecosystems
Introduction*	<p>Following Russia’s full-scale invasion of Ukraine, enterprises have faced an acute shortage of skilled workers capable of operating modern equipment and performing production tasks without lengthy adaptation. At the same time, the traditional model of work-based learning has not always provided learners with sufficient experience of real industrial processes.</p> <p>To overcome this gap, the Mechanical Metalworking Training and Practical Centre of the Municipal Institution "Chernihiv Higher Vocational School" introduced a production outsourcing model. This model enables students to complete real manufacturing orders from companies as an integral part of the educational process.</p> <p>The practice has been implemented since 2025 and represents one of the key directions for strengthening cooperation between the VET provider and businesses.</p>
Stakeholders and Partners	<p>Main beneficiaries:</p> <ul style="list-style-type: none"> • VET learners; • vocational teachers and in-company training instructors; • engineering and metalworking enterprises; • the regional labour market.

Partners: Local enterprises and private entrepreneurs (individual business owners).

Role of partners:

Companies provide technical specifications, drawings, materials and production requirements, while also assessing the quality of the manufactured products. The VET provider ensures technological preparation, carries out production operations, and integrates real business orders into the learning process.

Impact*

The practice has made work-based learning as close as possible to real industrial conditions.

Key achievements:

- long-term cooperation has been established with eight partner companies;
- real production orders have been integrated into practical training, on-the-job learning and workplace practice;
- learners work with modern equipment, including CNC machines;
- companies can assess the professional competence of future employees during their studies;
- income generated from completed orders is allocated to the school's special development fund and invested in upgrading equipment and facilities;
- employers' confidence in the institution has increased and the partnership network has expanded.

The practice also has a strong social impact: graduates gain authentic industrial experience, facilitating faster employment and smoother professional integration.

Innovation and Success Factors*

The innovative aspect of the practice lies in transforming the Training and Practical Centre from a traditional educational workshop into an active manufacturing partner for businesses.

Key success factors:

- systematic communication with employers;
- integration of real industrial tasks into curricula;
- modern equipment at the Training and Practical Centre;
- highly qualified vocational teachers and instructors;
- flexible production planning aligned with the educational process;
- mutual trust between the VET provider and businesses.

Constraints*

During the initial implementation stage, several challenges emerged:

- aligning companies' production schedules with the academic timetable;
- ensuring the high precision required for manufacturing components;
- adapting industrial technologies to an educational environment;
- limited production capacity of the Training and Practical Centre.

These challenges were addressed through advance production planning, continuous quality assurance, and regular communication with partner companies.

Lessons learned *

The practice has demonstrated that employers are willing to become not only providers of workplace training but also full partners in the educational process.

Key lessons learned:

- real production tasks significantly increase learners' motivation;
- production outsourcing helps keep vocational training relevant to labour market needs;
- successful partnerships should be based on long-term mutual benefit;
- a Training and Practical Centre can effectively combine educational and manufacturing functions without compromising the quality of education.

Replicability and/or up-scaling

The practice can be adapted by other VET providers that possess modern training facilities and maintain close cooperation with businesses.


Successful scaling requires:


- employers committed to long-term cooperation;
- modern industrial equipment;
- vocational instructors capable of organising learning around authentic production processes;
- formal cooperation agreements between VET providers and enterprises;
- institutional management committed to developing partnership-based learning models.

The practice can serve as one of the elements supporting the transformation of vocational education institutions into **Centres of Vocational Excellence (CoVEs)**.

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Related resources that have been developed

As part of the implementation of this practice, the following materials have been developed and are actively used:

- memoranda and cooperation agreements with partner companies;
 - technological documentation for manufacturing orders;
 - photographs and videos documenting production processes;
 - presentation materials introducing the activities of the Training and Practical Centre;
 - news articles and promotional publications on the institution's website and social media channels.
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