

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*	Integrating Work-Based Learning, Employer Partnerships and Quality Assurance for Excellence in Vocational Education
Name of the VET Provider	Safety Academia Vocational College
Thematic domain	What is the thematic domain covered by this good practice? More than one domain can be indicated ☒ Innovation ☐ Digital ☒ Green ☐ Inclusion ☐ Entrepreneurial ☐ Career guidance ☒ Lifelong learning ☒ Creating partnerships/skills ecosystems
Introduction*	Vocational education in Georgia faces the ongoing challenge of ensuring that graduates acquire not only theoretical knowledge but also practical, labour-market-relevant competences that meet employers' expectations. Strengthening cooperation between vocational education providers and industry, improving the quality of practical training, and facilitating students' transition from education to employment remain important priorities. To address these challenges, Safety Academia Vocational College has developed an integrated, practice-oriented approach that combines work-based learning, strategic employer partnerships, continuous quality assurance, and career guidance. The initiative responds particularly to the need for qualified professionals in occupational safety, environmental technologies, renewable energy, energy management, and administrative services. Through cooperation with employers, public institutions, and industry representatives, the College connects classroom learning with authentic workplace experiences while continuously adapting its educational approaches to labour-market needs. A distinctive feature of this practice is the integration of employer engagement and systematic quality monitoring throughout the educational process. Student feedback,

teaching observations, and cooperation with industry partners contribute to continuous improvement in teaching, assessment, and practical training.

The practice is part of the College's ongoing institutional development and continues to be implemented and strengthened across its vocational education activities. Its overarching objective is to develop a sustainable, employer-responsive vocational education model that enhances graduates' employability and can be shared with other vocational education institutions at national and international levels.

Stakeholders and Partners

The primary beneficiaries of this good practice are vocational education students, graduates, professional teachers, and employers, who benefit from a stronger connection between education, practical skills development, and labour-market requirements.

Students and graduates are the main target group. They benefit from work-based learning opportunities, practical training in authentic professional environments, career guidance, and direct interaction with potential employers. These opportunities strengthen their professional competences, employability, and readiness to enter the labour market.

Employers and industry partners play a central role in implementing the practice by providing workplace-based training opportunities, sharing sector-specific expertise, and communicating evolving labour-market needs. The College cooperates with organisations across different sectors, including construction, energy, healthcare, industry, and public services. These partnerships contribute to aligning vocational education with actual workplace requirements.

Professional teachers, programme coordinators, and the Quality Assurance Department are directly involved in implementing and continuously improving the practice. Teachers integrate practical approaches into the learning process, while the Quality Assurance Department systematically monitors teaching and assessment, collects student feedback, and supports evidence-based improvements.

Safety Academia Vocational College serves as the principal implementing institution, coordinating cooperation with employers, organising practical learning activities, providing career development support, and ensuring the continuous monitoring and improvement of educational quality.

The wider beneficiaries include local businesses, public institutions, and the Georgian labour market, which benefit from the development of qualified professionals equipped with practical competencies in occupational safety, environmental protection, energy management, and administrative services.

The practice is supported through the College's institutional resources and cooperation with partner organisations. Its collaborative approach establishes a sustainable skills ecosystem in which education providers, employers, and learners share responsibility for developing a competent and adaptable workforce.

Impact*

The good practice implemented by Safety Academia Vocational College has generated significant educational, social, and labour-market benefits by systematically integrating work-based learning, employer partnerships, career development, and continuous quality assurance.

Since 2015, Safety Academia has trained and upskilled more than 5,000 specialists, contributing to the development of a qualified workforce across various professional sectors.

A defining achievement of this practice is that all students participating in the relevant vocational programmes have completed practical training with partner organisations,

gaining direct exposure to authentic working environments and opportunities to apply theoretical knowledge in professional settings.

Institutional graduate feedback demonstrates a particularly positive outcome: 98% of graduates report high levels of satisfaction with their educational experience. Furthermore, the majority of graduates are employed in fields corresponding to their professional qualifications, demonstrating a positive relationship between practice-oriented education and labour-market integration.

Social Impact and Employability

The practice strengthens access to professional development and employment opportunities by equipping learners with practical, industry-relevant competences. It supports career development, lifelong learning, and professional mobility while helping individuals develop the knowledge and confidence required to participate effectively in the workforce.

By connecting students directly with employers, Safety Academia contributes to reducing the gap between vocational education and employment and promotes a more inclusive and opportunity-oriented learning environment.

Economic Impact and Regional Workforce Development

Through continuous cooperation with private companies, public institutions, and industry representatives, Safety Academia contributes to workforce development in sectors such as occupational safety, environmental technologies, energy, construction, and administrative services.

The preparation of more than 5,000 specialists since 2015 represents a substantial contribution to professional capacity development. The employment of the majority of graduates in their respective fields further highlights the relevance of the College's educational approach to labour-market needs.

Environmental Impact and Sustainable Development

Through vocational education in occupational safety, environmental technologies, renewable energy management, and energy management, the College promotes environmental awareness, sustainable professional practices, energy efficiency, and responsible resource management.

The integration of these competences into practice-oriented education strengthens learners' capacity to contribute to safer, environmentally responsible, and more sustainable workplaces.

Institutional Impact and Quality Assurance

A key institutional achievement is the systematic integration of quality assurance into the educational process. Regular teaching monitoring, student and graduate feedback, practical training evaluation, and cooperation with employers enable the College to identify areas for improvement and continuously enhance educational quality.

The 98% graduate satisfaction rate provides a strong indicator of the positive educational experience reported by graduates and reinforces the importance of learner-centred quality assurance.

Evidence of Impact

The impact of this good practice is supported by institutional records documenting the training of more than 5,000 specialists since 2015, practical training agreements and records with partner organisations, graduate satisfaction surveys, graduate employment feedback, and internal quality assurance monitoring reports.

Overall, Safety Academia's experience demonstrates how integrating practical education, employer engagement, and systematic quality assurance can contribute to graduate satisfaction, professional skills development, employability, and a more responsive vocational education system. Its results provide a foundation for sharing and adapting this institutional model within national and international vocational education networks.

Innovation and Success Factors *

Innovation and Success Factors

The innovative value of Safety Academia Vocational College's good practice lies in its integrated, employer-responsive approach to vocational education, which connects work-based learning, strategic partnerships, continuous quality assurance, and career development within a unified institutional model.

Rather than treating practical training as a separate component of education, Safety Academia incorporates authentic workplace experiences and employer engagement into the broader learning and quality improvement process. This approach enables students to develop theoretical knowledge and practical competences while gaining direct exposure to professional environments and industry expectations.

Key Innovative Features

1. Integration of Education and Real Working Environments

The College establishes direct connections between classroom learning and professional practice through cooperation with partner organisations. Students gain practical experience in authentic workplaces, supporting the development of job-ready competences and strengthening the transition from education to employment.

2. Employer-Driven Skills Development

Employers contribute not only by providing practical training opportunities but also by communicating industry expectations, technological developments, and emerging skills requirements. This creates a collaborative skills-development ecosystem that helps maintain the relevance of vocational education to labour-market demands.

3. Evidence-Based Quality Assurance

A distinctive element of the model is the systematic connection between educational delivery, student feedback, teaching monitoring, and institutional improvement. Quality assurance is embedded in the learning process, enabling the College to identify challenges, strengthen teaching and assessment methods, and continuously improve the student experience.

4. Integration of Career Guidance and Employability

Career development support is incorporated into the educational experience, helping students understand professional opportunities and establish connections with potential employers. The reported 98% graduate satisfaction rate, together with the employment of the majority of graduates in their respective professional fields, provides encouraging evidence of the model's effectiveness.

5. Cross-Sectoral Application and Sustainability

The approach connects vocational education with sectors including occupational safety, environmental technologies, renewable energy, energy management, and administrative services. This cross-sectoral model supports the development of adaptable professional competences and encourages the integration of workplace safety, environmental responsibility, and sustainability into vocational learning.

Critical Success Factors and Conditions for Replication

Successful implementation of this practice in other vocational education institutions requires several essential conditions:

- Institutional conditions: Strong leadership commitment, an established quality assurance framework, competent vocational teachers, effective coordination of practical training, and mechanisms for integrating stakeholder feedback into institutional development.
- Economic conditions: Sustainable institutional resources, access to suitable practical training environments, and active employer participation. The model can be adapted to different resource levels through shared facilities, partnership agreements, and efficient use of existing training infrastructure.
- Social conditions: Mutual trust between educational institutions and employers, learner-centred educational approaches, accessible career guidance, and a shared commitment to developing labour-market-relevant skills.
- Environmental conditions: Safe practical training environments, compliance with applicable occupational safety and environmental requirements, and opportunities to incorporate sustainability and green competences into vocational programmes.

Evidence of Success and Transferability

Since 2015, Safety Academia has trained and upskilled more than 5,000 specialists. Practical training with partner organisations, a reported 98% graduate satisfaction rate, and the employment of the majority of graduates in their professional fields demonstrate the value of combining practical learning with institutional quality assurance and employer engagement.

The principal strength of this good practice is that its innovation is organisational and methodological rather than dependent on expensive technologies or specialised infrastructure. Its core principles can therefore be adapted by vocational education providers of different sizes and specialisations, provided that appropriate employer partnerships, institutional coordination, and quality assurance mechanisms are established.

By integrating education, industry, and continuous improvement, Safety Academia offers a practical model for strengthening vocational education excellence, enhancing employability, and supporting the development of sustainable skills ecosystems at national and international levels.

Constraints*

The implementation of Safety Academia Vocational College's integrated good practice has required addressing challenges related to aligning vocational education with labour-market needs, maintaining consistent quality across different workplace learning environments, and ensuring effective cooperation between educational institutions and employers.

One of the key challenges has been bridging the gap between theoretical knowledge and practical workplace requirements. To address this, Safety Academia has strengthened its cooperation with employers and integrated work-based learning into vocational education. Through partnerships with companies and public institutions, students gain practical experience in authentic professional environments, enabling them to develop industry-relevant competences and better prepare for employment.

A second challenge concerns maintaining consistent educational quality across different partner organisations. Since practical training takes place in diverse professional environments, ensuring that learning experiences meet educational objectives requires effective coordination and continuous monitoring. Safety Academia addresses this

through its institutional quality assurance system, which incorporates teaching observations, student feedback, practical training monitoring, and regular communication with vocational teachers and partner organisations. Monitoring findings inform improvements in teaching methods, assessment practices, and the organisation of practical learning.

Another important challenge is responding to evolving labour-market requirements and the diverse needs of learners. The College addresses this through continuous employer engagement, practice-oriented teaching, and career guidance, ensuring that educational approaches remain responsive to professional expectations and students' development needs.

Sustaining effective partnerships and coordinating multiple stakeholders also requires ongoing institutional commitment. Safety Academia addresses this by integrating employer cooperation, practical training, career support, and quality assurance into a coordinated institutional approach rather than managing them as separate activities.

The effectiveness of this approach is reflected in the College's institutional experience: more than 5,000 specialists have been trained since 2015, students have completed practical training with partner organisations, 98% of graduates report high satisfaction with their educational experience, and the majority are employed in their respective professional fields.

Overall, Safety Academia's experience demonstrates that challenges in vocational education can be addressed through strong employer partnerships, systematic quality assurance, institutional flexibility, and continuous improvement. These mechanisms contribute to the sustainability of the practice and provide a foundation for its adaptation by other vocational education institutions.

Lessons learned *

The implementation of Safety Academia Vocational College's integrated good practice has generated valuable lessons on how vocational education institutions can strengthen educational quality, enhance employability, and establish sustainable cooperation with the labour market.

1. Effective vocational education requires a strong connection between theory and practice.

One of the most important lessons is that theoretical knowledge alone is insufficient to prepare students for the realities of professional employment. Integrating work-based learning into vocational programmes enables students to develop practical competences, professional responsibility, and confidence in authentic working environments.

2. Employers should be active partners in education, not merely providers of practical training placements.

Sustainable cooperation with employers is essential for ensuring that vocational education remains relevant to labour-market needs. Safety Academia's experience highlights the importance of involving industry representatives in identifying professional skills requirements, supporting practical learning, and contributing to the continuous improvement of educational approaches.

3. Quality assurance is most effective when embedded in everyday educational activities.

Systematic monitoring, student feedback, teaching observations, and regular evaluation of practical training are essential for maintaining and improving educational quality. An important lesson is that quality assurance should function as a continuous

improvement mechanism rather than simply an administrative or regulatory requirement.

4. Career guidance and practical experience should complement each other.

Supporting students in understanding career opportunities and establishing connections with employers strengthens the transition from education to employment. The employment of the majority of Safety Academia's graduates in their respective professional fields reinforces the importance of combining practical training with career development support.

5. Learner feedback is a valuable driver of institutional development.

Students' experiences and perspectives provide important insights into the effectiveness of teaching and learning. The reported 98% graduate satisfaction rate demonstrates a high level of satisfaction among graduates and highlights the importance of maintaining a learner-centred approach supported by systematic feedback mechanisms.

6. Sustainable educational excellence depends on collaboration and institutional commitment.

Safety Academia's experience demonstrates that successful work-based learning requires coordinated efforts among institutional leadership, professional teachers, quality assurance staff, employers, and students. Clearly defined responsibilities, continuous communication, and shared commitment to educational outcomes are essential for the long-term sustainability of the practice.

7. Successful good practices should be adaptable and transferable.

A key lesson is that meaningful innovation in vocational education does not necessarily require advanced technologies or substantial financial investment. Integrating employer partnerships, practical learning, career support, and quality assurance into a coherent institutional model can be adapted to different educational environments and professional sectors.

Overall, the central lesson from Safety Academia's experience is that vocational education achieves greater relevance and effectiveness when education providers, employers, and learners work together within a continuous quality improvement framework.

Having trained more than 5,000 specialists since 2015, Safety Academia demonstrates the potential of a practice-oriented and employer-responsive educational approach. Its experience provides valuable insights for vocational education institutions seeking to strengthen employability, improve educational quality, and develop sustainable skills ecosystems.

These lessons form a foundation for knowledge exchange, institutional cooperation, and the sharing of good practices within the ETF Network of Excellence and the wider international vocational education community.

Replicability and/or up-scaling

Safety Academia Vocational College's integrated good practice has strong potential for replication and up-scaling at national, regional, and international levels. Its key advantage lies in a flexible and transferable model that combines work-based learning, employer partnerships, continuous quality assurance, and career guidance within a coordinated vocational education framework.

National-Level Expansion

At the national level, the practice could be replicated by vocational education institutions across Georgia, particularly those seeking to strengthen practical training, employer engagement, and graduate employability.

Expansion could be supported through cooperation between vocational colleges, industry associations, employers, and relevant educational stakeholders. Safety Academia could contribute by sharing its institutional experience, practical training coordination approaches, quality monitoring methodologies, and mechanisms for collecting and responding to student feedback.

Regional and International Transferability

At regional and international levels, the model offers opportunities for cooperation among vocational education providers facing similar challenges in aligning educational outcomes with labour-market demands.

Through participation in international networks, including the ETF Network of Excellence (ENE), Safety Academia could share its experience, contribute to peer-learning activities, participate in joint capacity-building initiatives, and collaborate with other institutions on adapting work-based learning and quality assurance approaches to different educational systems.

The model is particularly relevant to vocational education institutions operating in occupational safety, environmental technologies, renewable energy, energy management, and other sectors requiring strong links between education and professional practice.

Requirements for Successful Replication and Up-scaling

To ensure effective implementation in different national and institutional contexts, replication should follow a structured and adaptable process:

1. Institutional Readiness and Needs Assessment

Before implementation, participating institutions should assess their existing practical training arrangements, quality assurance capacities, labour-market needs, and available resources. This assessment would enable the model to be adapted to local priorities rather than transferred without modification.

2. Formalisation of Employer Partnerships

Institutions should establish clearly defined cooperation arrangements with employers, including responsibilities for practical training, student supervision, workplace safety, communication, and feedback. Partnerships should reflect local industry structures and the specific requirements of vocational programmes.

3. Integration into Educational and Quality Assurance Systems

Work-based learning should be systematically linked to learning outcomes, assessment methods, and institutional quality assurance procedures. Clear monitoring mechanisms, student feedback instruments, and regular evaluation processes are essential to maintaining consistent educational standards.

4. Capacity Building for Teachers and Institutional Staff

Successful replication requires appropriate preparation of vocational teachers, programme coordinators, career guidance personnel, and quality assurance specialists. Professional development, peer-learning activities, and the exchange of practical tools could support consistent implementation across institutions.

5. Adaptation to Local Regulatory, Economic, Social, and Environmental Conditions

The model must be adapted to national qualification frameworks, vocational education regulations, employment conditions, workplace safety requirements, and institutional resources. Particular attention should be given to equitable access to practical learning opportunities, learner support, and the integration of relevant green and sustainability competences.

6. Pilot Implementation, Evaluation, and Gradual Expansion

For larger-scale adoption, an initial pilot involving selected vocational programmes and employer partners would provide an opportunity to test the model, identify challenges, and introduce improvements before wider implementation.

A common monitoring framework could track indicators such as participation in practical training, student and employer satisfaction, achievement of learning outcomes, graduate employment, and institutional improvements resulting from feedback.

7. Sustainable Financing and Knowledge Sharing

Long-term expansion requires realistic resource planning, institutional commitment, and sustainable partnerships. Shared training facilities, joint professional development activities, and collaboration among institutions could help reduce implementation costs.

Practical guidelines, partnership models, quality assurance instruments, and documented lessons learned could be developed into transferable resources accessible to other vocational education providers.

Safety Academia's Potential Contribution to International Cooperation

Building on its experience of training more than 5,000 specialists since 2015, organising practical learning with employer partners, and achieving a reported 98% graduate satisfaction rate, Safety Academia is well positioned to contribute practical institutional knowledge to international vocational education cooperation.

The College is interested in sharing its experience through peer learning, institutional partnerships, professional exchanges, and collaborative initiatives aimed at strengthening work-based learning, employer engagement, and educational quality.

The long-term potential of this good practice lies not simply in reproducing Safety Academia's institutional model, but in establishing adaptable, employer-responsive vocational education approaches that can be progressively implemented, evaluated, and improved across different national and international contexts.

Through active participation in the ETF Network of Excellence, Safety Academia aims to contribute to a collaborative European and international vocational education community focused on practical innovation, sustainable skills development, and excellence in vocational education and training.

Contact details

Davit Mazmishvili - davit@safetyacademia.edu.ge

Ilona Chukhua – ilona@safetyacademia.edu.ge, safetyacademiaquality@gmail.com

URL of the practice

Information about Safety Academia Vocational College, its vocational education programmes, employer partnerships, practical training activities, and institutional initiatives is available on the College's official website:

<https://www.safetyacademia.edu.ge>

The good practice is also documented in the institutional Good Practice report, “Integrating Work-Based Learning, Employer Partnerships and Quality Assurance,” which can be provided upon request.

Related resources that have been developed

Safety Academia Vocational College supports the implementation and continuous improvement of its good practice through institutional documentation, educational resources, quality assurance instruments, and communication materials.

The following resources are relevant to the practice:

- Educational and practical training materials: Programme curricula, teaching materials, practical learning guidelines, and assessment instruments supporting the integration of theoretical education with workplace-based learning.
- Quality assurance documentation: Teaching monitoring reports, student and graduate feedback questionnaires, evaluation instruments, and internal quality improvement documentation used to assess and enhance educational effectiveness.
- Employer partnership and work-based learning documentation: Cooperation agreements, practical training arrangements, and related records supporting collaboration with employers and the organisation of workplace learning.
- Career guidance and professional development materials: Information and guidance supporting students' career planning, professional development, and transition to employment.
- Visual and digital communication materials: Photographs, institutional presentations, and information about educational programmes, practical training activities, employer cooperation, and institutional initiatives.

The good practice is also documented in the institutional report entitled “Integrating Work-Based Learning, Employer Partnerships and Quality Assurance.”

Access to Resources

General information about Safety Academia's educational programmes and institutional activities is available through its official website:

<https://www.safetyacademia.edu.ge>

Relevant institutional documentation, quality assurance materials, and selected practical training resources may be shared with ETF Network of Excellence members and partner institutions upon request, subject to institutional confidentiality and data protection requirements.

Safety Academia is committed to sharing its experience, methodologies, and lessons learned through international cooperation, peer-learning activities, and knowledge exchange initiatives aimed at strengthening vocational education and training.
