

Provider level initiatives on feedback of VET-graduates' competences and employers' satisfaction. Estonian case

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Quality for VET

Plan

Framework for VET:

1. Legislation
2. Strategy for VET and other national strategies
- 3. Curricula system**
4. EU strategies and recommendations
5. State Budget's allocations for VET
6. National Investments Plan for VET

Planning of VET bases on:

7. Research, prognosis
- 8. National Qualification Framework**

Feed Back

1. Joint workgroups of public & private sector, employers & providers on
 - amendments to legislation
 - amendments to strategy and action plans
 - **designing qualifications**
 - **designing study programmes**
- 2. Advisory Boards, Sector Skills Councils**
3. Providers' proprietors (owner)

Principles

1. Management by processes and facts
2. Agreed set of indicators
3. Implementation of internal and external evaluation
4. Avoiding from double control mechanisms
- 5. Involve social partners in all aspects of VET**
6. Transparency of VET system and content and provision
7. On the government level consideration of sectors and regions, consideration of national aims on sector and region level

Implementation

1. Legislation – lower level acts, decrees etc.
- 2. Granting right to provide VET**
3. Professional standard for VET teachers
- 4. Further training for teachers**
5. Development of administrative staff
- 6. Awarding qualifications**
- 7. WBL and apprenticeship schemes**
8. Quality Award Model for VET and other recommendations for quality improvement

Evaluation

Activities:

- 1. Statistics, research and surveys**
- 2. Employers' & students' feedback**
- 3. Providers' internal evaluation**
4. Evaluation of VET strategy's implementation
5. Aggregated analysis of providers development plans and activity reports

Systems:

6. Accreditation system (int. and ext. evaluation)
7. Monitoring system (case based)

Excerpt from QA Model relating to EQA - VET provider

Plan

- ...
- 3. Curricula system
- ...
- 8. National Qualification Framework
- ...

Feed Back

- 1. Joint workgroups of ... employers & providers on
 - ...
 - designing/amending study programmes
- 2. Provider's Advisory Board
- ...

Principles

- 5. Involve social partners in all aspects of VET

Implementation

- ...
- 4. Further training for teachers
- ...
- 7. WBL and apprenticeship schemes
- ...

Evaluation

- ...
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Plan

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3. Curricula system

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8. National Qualification Framework

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Study programmes draw on:

- occupational standards (rule) or
- national curricula (rule for secondary vocational programmes) or
- direct input of employers (e.g. In-company-training, optional studies etc.)

NQF forms a frame for

- enhancing of mutual understanding between industry and providers
- positioning of study programmes (according to relevant occupational standard)

Implementation

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4. Further training for teachers

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7. WBL and apprenticeship schemes

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Further training for teachers:

- to consider industry's needs up-date of the competencies both by seminars and traineeships in companies
- joint up-skilling events for companies' employees and teachers

WBL schemes offer interaction between life of work and schooling on daily basis:

- immediate feedback on students competencies, training content and methods
- learning opportunities for both teachers and companies' staff

Evaluation

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1. Statistics, research and surveys
2. Employers' & students' feedback
3. Providers' internal evaluation

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Statistics:

- relates to 5th indicator on destination and employment of graduates (also to 7th indicator on unemployment)
- completion rate of qualification exams
- drop-out rate etc.

Surveys:

- feedback systems for employers, students, alumni etc.

VET-institution's internal evaluation is aimed to give input to continuous improvement, provider's development plan and to accreditation process

Feedback questionnaires (examples)

For employers:

- Satisfaction with students on in-company-training
- Satisfaction with employees / late graduates
- Opinion about professional skills + 11 aspects of generic and social skills and attitude of employees/late graduates

For alumni:

- Satisfaction with acquired education/training regard to coping in professional and personal life (same aspects as in employers' questionnaire)
- Questions about current position etc.

Feed Back

1. Joint workgroups of ... employers & providers on

- ...

- designing/amending study programmes

2. Provider's Advisory Board

...

Joint workgroups for:

- designing new and amending existing training programmes

Provider's Advisory Board:

- industry's representatives form majority (usually)
- gives input to strategic decisions of VET-institution
- listens provider's annual review of WBL
- gives opinion to the proposal of starting training in new curricula groups