Development of occupational standards

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Issue profile and importance

• Gap between supply of specialists and labour market.  
  *Skills and knowledge of graduates do not meet the current expectations of employers.*

OBSTACLES TO SUSTAINABLE GROWTH OF UKRAINIAN ECONOMY

• No life-long learning education system  
  *advanced training is not embedded into the single education system as in the European Qualifications Framework*

DECLINE IN COMPETITIVENESS OF UKRAINE AND THE QUALITY OF HUMAN CAPITAL

Goals and objectives

to contribute to improve the quality of education of specialists in SCM’s core areas

to develop an employer/education system engagement mechanism

to establish a prototype of Qualifications Board for the future system of the National Qualifications Framework in Ukraine

to speed up the implementation of the National Qualifications Framework in Ukraine and help to develop its content
In 2011 we established a wide network of project participants and partners with strong connections between them.
Creating task groups to develop occupational standards

Three task groups were established with clear scope of work, goals and timelines

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<tr>
<th>Group number</th>
<th>Sector</th>
<th>Supervisor</th>
<th>Profession</th>
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<tbody>
<tr>
<td>1</td>
<td>Steel</td>
<td>Konstantin Voitsekhovsky, Azovstal, Metinvest</td>
<td>- Electrical engineer in mining</td>
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<td></td>
<td></td>
<td></td>
<td>- Converter supervisor</td>
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<td></td>
<td></td>
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<td>- Converter engineer</td>
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<td>2</td>
<td>Energy</td>
<td>Yevgeniya Kuzminskaya, DTEK</td>
<td>- Electrical engineer for energy industry</td>
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<td>3</td>
<td>Journalism</td>
<td>Aleksandr Vlasenko, Foundation for Development of Ukraine</td>
<td>- Multimedia journalist</td>
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<td></td>
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<td>- Multimedia editor</td>
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Training and educational programmes for project participants and partners

Training was organized for project participants and members of the task groups:

October 2011:

**Sector Partnership in Development of Occupational Skills**, a two-day workshop co-organized with the British Council and John Halton, an expert of the Cogent Sector Skills Council

November 2011:

**Methodological Approaches to Occupational Standards Development**, a workshop with experts of R&D Institute for Social and Industrial Relations and BEST for power industry and steel groups in Donetsk

**Moving Towards a Competence-Based Qualifications System**, a workshop with ETF expert Olav Aarna in Kiev

**Methodological Approaches to Occupational Standards Development**, a workshop with experts of R&D Institute for Social and Industrial Relations for journalism group in Kiev

December 2011:

A week-long visit to UK supported by our partner, British Council, to attend Proskills UK, Sector Skills Council and share practices, to participate in a dialogue on policymaking with British colleagues and partners and learn about UK reforms of national qualifications system
Main agreements on the national level

Achievements of the project team in 2011:

- **Memorandum of Cooperation and Understanding** between SCM, Ministry of Education and Confederation of Employers signed on 26 May

- **A project task group** set up in cooperation with the Ministry of Education and Ministry of Social Policy (administrative order for the task group establishment No. 1197 dd. 17.10.2011)

- The task group held introductory meeting in the Ministry of Education and determined duties of its members.
Development of occupational standards: 2011 results

R&D Institute for Social and Industrial Relations devised 'Guidelines for the development of occupational standards based on competency building approach' and submitted them for approval to the Ministry of Social Policy.

SCM Group companies initiated introduction of the following professions to the occupational classification:
- Multimedia journalist
- Multimedia editor
- Electrical engineer in energy industry
- Electrical engineer in mining
- Converter supervisor
- Converter engineer

On 4-10 December 2011 we visited Manchester, UK, to study occupational standards development practices in Proskills Sector Skills Council.

We surveyed employees of Metinvest, DTEK and editorial offices of national media using Questionnaire 1 "Assessment of employment functions". The survey data were generalised and verified by the companies.
Work Schedule 2012

1. To complete survey at plants (*January-March*)
2. To develop occupational standards (*February-March*)
3. To discuss occupational standards with experts and professional associations (Ministry of Social Policy, R&D Institute for Social and Industrial Relations, SCM, BEST, Confederation of Employers and experts of companies) (*April*)
4. To agree and approve occupational standards with the Ministry of Social Policy (*April*)
5. To develop new educational standards by the task group of the Ministry of Education, Science, Youth and Sports of Ukraine (*March-May*)
6. To agree and approve occupational standards by the Ministry of Education, Science, Youth and Sports of Ukraine (*June*)
7. To develop and approve curricula and guidelines for pilot universities and vocational schools (*June-August*)
8. To provide internship for academic staff at SCM assets on the basis of new curricula (SCM assets, participants of task groups, Ministry of Education and Science, teachers, BEST) (*June-August*)
9. To integrate new curricula in the educational process (*September-November*)
10. To analyze the project deliverables; to present the model of occupational standard development (*November-December*)
THANK YOU

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