



National Centre for
Education
Republic of Latvia



WBL Developments in Latvia

March 21, Lubiana



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WBL in Latvia – retrospectively

- Work-based learning (WBL)—a high level VET policy priority
- A new challenge for a country with basically school-based VET system
- Initially-numerous controversial issues. On going discussions at various levels between various co-operation partners
- Learning from countries with traditional apprenticeship or dual systems—e.g.Germany, Austria, Switzerland
- Bi-lateral agreements—with Germany and Switzerland
- Multilateral agreements-Memorandum on co-operation in VET in Europe (Berlin, December 2012)
- EU VET policy approaches - Riga Conclusions, 2015 during the Latvian Presidency of the Council of the European Union



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WBL in Latvia – retrospectively

- Decision by the Ministry of Education and Science – to follow a ‘bottom - up’ approach
- The introduction of WBL started with a pilot project in 2013-2015
- The results of the WBL pilot project has served as a basis for further WBL developments in Latvia
- In 2015, work-based learning (WBL) was defined as one of the forms of implementation vocational education in the Law on VET
- WBL regulation on system level since July, 2016



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Investments -EU SF and States' Budget

Infrastructure, equipment, regulatory framework and teacher/trainer development

Planning period 2014 -2020

146, 15 million EUR

- *Development of a sectoral qualifications system and improvement of the efficiency and quality of vocational education and training*
- *Effective management of VET Institutions and Professional Development of Staff*
- *Increasing the number of modernized vocational education institutions*



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Baltic co-operation in WBL via EU supported measures. Synergy and complementarity

Project activities – on the Baltic level

Enhanced cooperation and peer learning between the 3 Baltic States in implementing VET reforms and supporting WBL development.

Baltic Alliance for Apprenticeships and Work Based Learning – Declaration of Intent signed in Riga 22 June, 2015



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WBL-Balt project. Enhanced cooperation between LV, LT, EE

„National Authorities for Apprenticeships: Implementing Work Based Learning in Latvia, Lithuania and Estonia” Ministry of Education and Science (MoES), Latvia, Employers’ Confederation of Latvia; Estonian and Lithuanian co-operation partners (Lithuanian ministry and Estonian authorised agency under ministry supervision) .

Implementation: from **1 December 2014 to 28 February 2017:**

- Studies on the existing experience in WBL in Latvia, Lithuania, Estonia
- Stakeholders round tables/ seminars on organization and implementation of WBL
- Media and publicity campaigns for promotion of WBL and good practice examples – also as part of the EU VET week
- Baltic seminar – Baltic ministries, VET schools and VET school associations, employers – 24 January, 2017
- **Final international conference - 25 January, 2017 – promoting WBL through internationalisation, innovation and excellence in VET** (and vice versa)



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A new Baltic initiative – a policy experimentation project

*Erasmus+ project ‘Testing New Approaches to Training VET and Workplace Tutors for Work Based Learning (TTT4WBL) – with the participation of the Ministries (or their authorised institutions) from the **three Baltic states** and a **Finnish research institute***

February 2017 – January 2020 involving 9 partners:

- ✓ national VET authorities,
- ✓ VET providers and VET providers’ associations,
- ✓ chambers
- ✓ a research institution

The overall aim – to develop a joint program for tutors in work-based learning – based on prior research analysis and agreed methodology, with subsequent **training of 800 tutors in LV, LT and EE**

Innovative aspect for testing and approbation – **the TANDEM TRAINING APPROACH** – implying joint training of VET and company trainers

Employers' Confederation of Latvia (LDDK)

The **most influential organization** in Latvia, representing employers' interests

Members of LDDK employ **44%** of all employees in Latvia – **112** industry leaders, **64** industrial and regional business associations

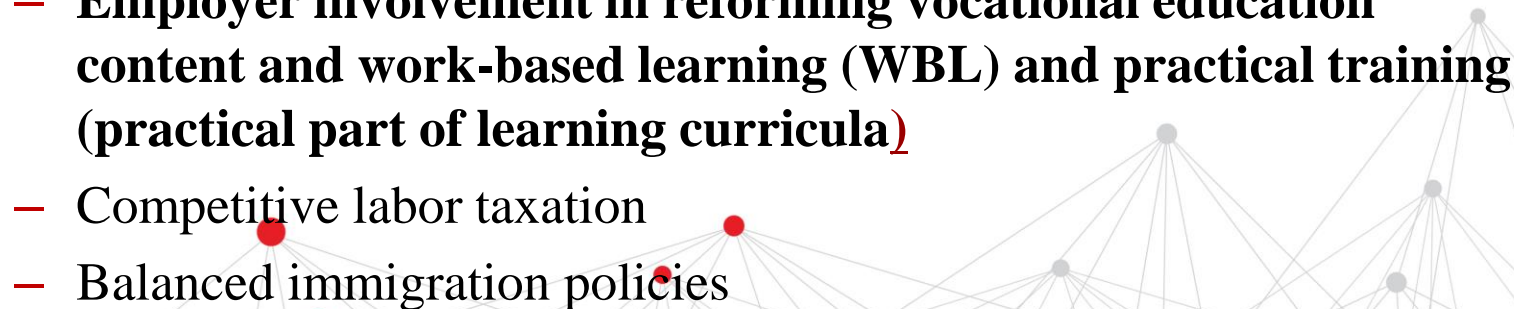
Together with the Free Trade Union Confederation of Latvia, LDDK is the **social partner** to the government



Priorities 2018/2019

Promote competitiveness of companies

Availability of skilled labor force:

- Moving towards flexibility in the employment relationship and employment regulation
 - **Employer involvement in reforming vocational education content and work-based learning (WBL) and practical training (practical part of learning curricula)**
 - Competitive labor taxation
 - Balanced immigration policies
- 

Main problems in labour market

30% secondary school graduates do not continue education

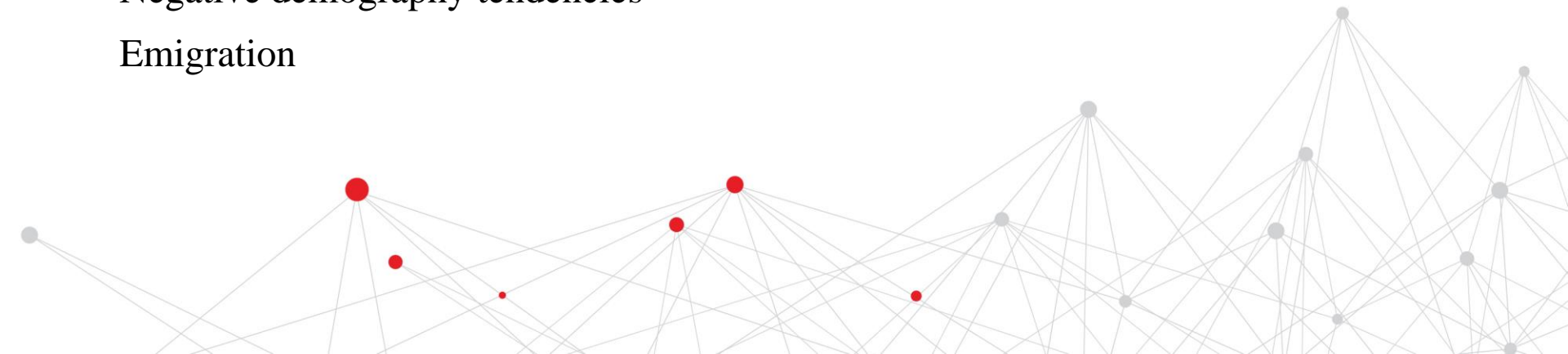
Insufficient knowledge of STEM

High drop out rates, inter alia, VET

Principle “Money follows student”

Negative demography tendencies

Emigration



VET reform

Attractiveness of VET rises in 2017 36/64 (target 50/50)

ERAF investment – 7 out of 41 VET schools are fully modernized and by 2023 -27.

Sector expert councils – Vocational education law (2015), Cabinet regulations (2016)

Reform of content (2011-2021) – occupational standards, modular VET programs, qualification exams etc.

Work based learning – 2013/2014 pilot projects, from 2016 according Cabinet regulations, ESF support 2017-2023

VET according labour market needs

Functions of Sector Expert Councils set by Vocational education law (2015)

Regulation on Sector Expert Councils establishment, and adopted in 15 July 2016

Regulation of WBL established and adopted in 15 July 2016

Sector Expert Councils are Coordinated by Employer's Confederation of Latvia, except Food processing and agriculture Sector Expert Council



Main functions

Labour market demand:

- Sector qualification system – qualifications, NQF, EQF
- Evaluation of sector enrolment plan in IVET
- Carried out short term prognosis –proposals for raining of unemployed and working adults

Improving content of VET - occupational standards and curricula, exams.

Quality assurance in IVET

Improved cooperation of employers for practical training and work based learning

Actualization of problems of sector VET

Sector expert councils' competence in WBL

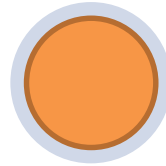
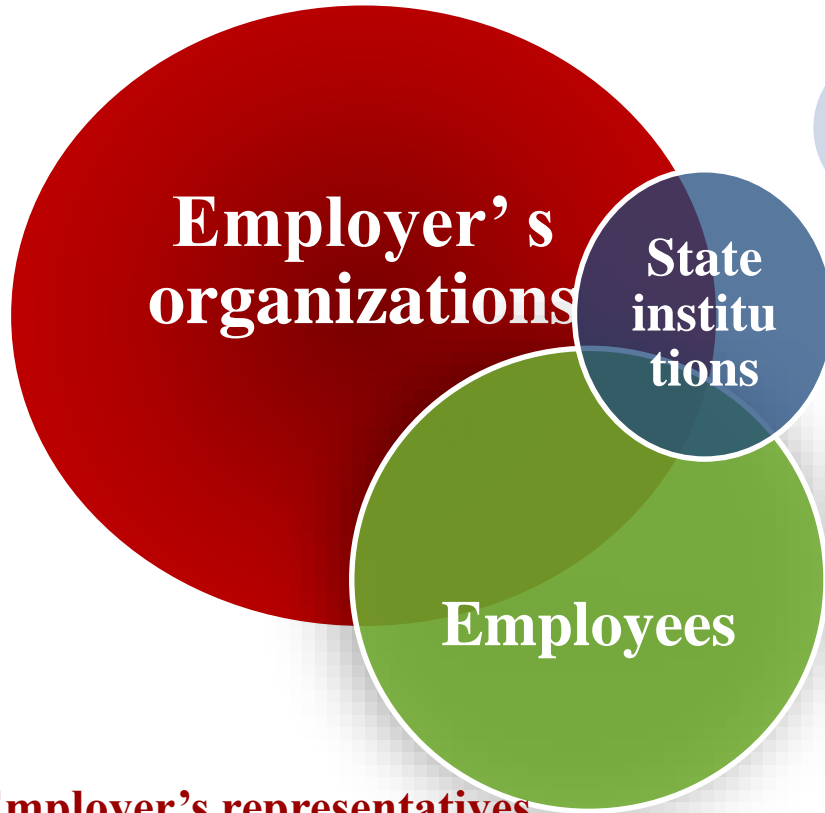
- ✓ promote of cooperation between companies and VET institutions on issues related to implementation of VET programmes, including support of WBL and work placements;
- ✓ evaluate and collect information about the companies involved in WBL;
- ✓ consult companies on issues related to WBL;
- ✓ evaluate the implementation of WBL and to propose improvements to the WBL system;
- ✓ evaluate the compliance of the company with the individual plan of WBL and to make conclusion (verdict) which gives rights for company to participate on WBL.

Sector skills councils

1. Chemical industry and related branches (pharmaceuticals, biotechnology, environment)
2. Construction
3. Timber industry (forestry, wood processing)
4. Energy
5. Metalworking, machine building, mechanical engineering
6. Textile industry, leather and leather products producing
7. Tourism and beauty industry
8. Transport and logistics
9. Printing and publishing industry, paper and products production, computer design
10. Manufacturing of electronic and optical equipment, ICT
11. Entrepreneurship, finances, accountancy, administration (wholesale and retail trade, commerce)
12. Food processing and agriculture*

*Coordinated by union “Farmers' Organisation Co-operation Council

2018



In 11 SEC = 239
representatives from:

132 - employer's
organizations, big
companies

28 - trade unions

51 - state institutions

28 - schools

62,6% Employer's representatives

ESF funding is used to support implementation of WBL

ESF PROJECT «VET STUDENTS PARTICIPATION IN WBL AND WORK PLACEMENTS»

Project implementer: Employers' Confederation of Latvia (LDDK)

Implementation period: 27 Jan 2017 – 31 Aug 2023

Objective: to increase the number of qualified VET students by participating in work-based learning



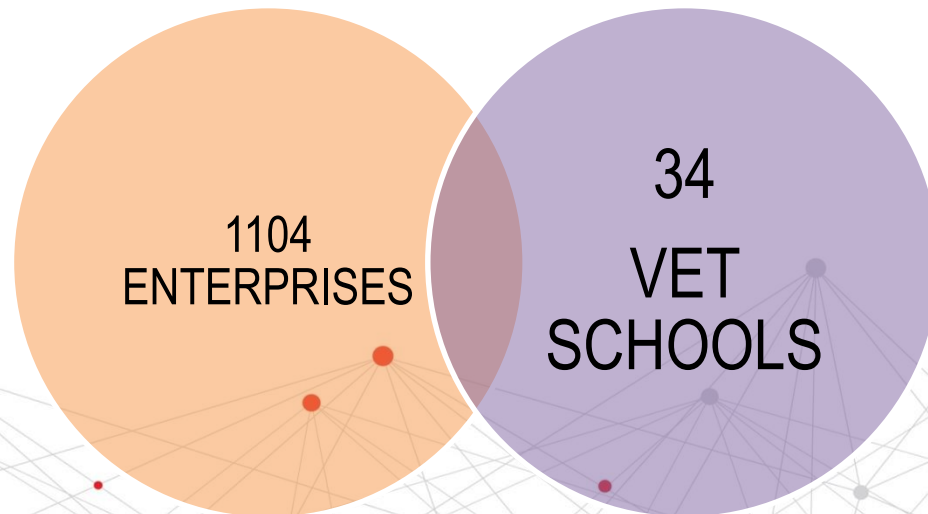
NACIONĀLAIS
ATTĪSTĪBAS
PLĀNS 2020



EIROPAS SAVIENĪBA
Eiropas Sociālais
fonds

ĪEGULDĪJUMS TAVĀ NĀKOTNĒ

Project cooperation partners: professional education institutions/ schools (VET schools) and entrepreneurs



COOPEARTION PARTNERS, concluded cooperation agreements by March 15, 2018

Cooperation to improve WBL

- **The sectoral representatives, the social partners, were involved in the process of elaboration** and negotiation of the Cabinet of Ministers Regulations "The Procedure for Organizing and Implementing Work Environment Training (DVB)" in 2017.
- We already see what **improvements are needed in the legal framework**, we plan to discuss them with the Ministry of Education at the end of this academic year and submit amendments to the Cabinet of Ministers regulations

PEDAGOGICAL KNOWLEDGE

32 hours training = 333 representatives of enterprises

2017

- 68 representatives of enterprises

2018

- 265 representatives of enterprises

PEDAGOGICAL KNOWLEDGE

72 hours = 280 representatives of enterprises

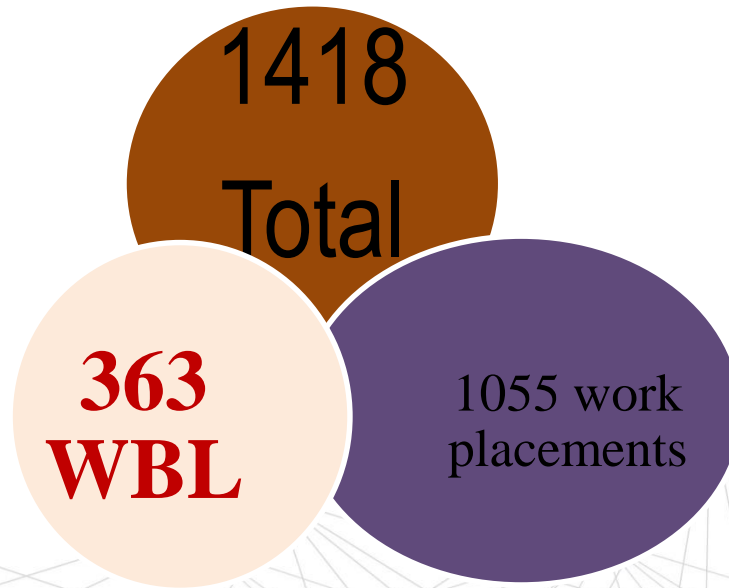
2017

- 97 representatives of enterprises

2018

- 176 representatives of enterprises

Performance **INDICATORS** achieved by 15 March 2018



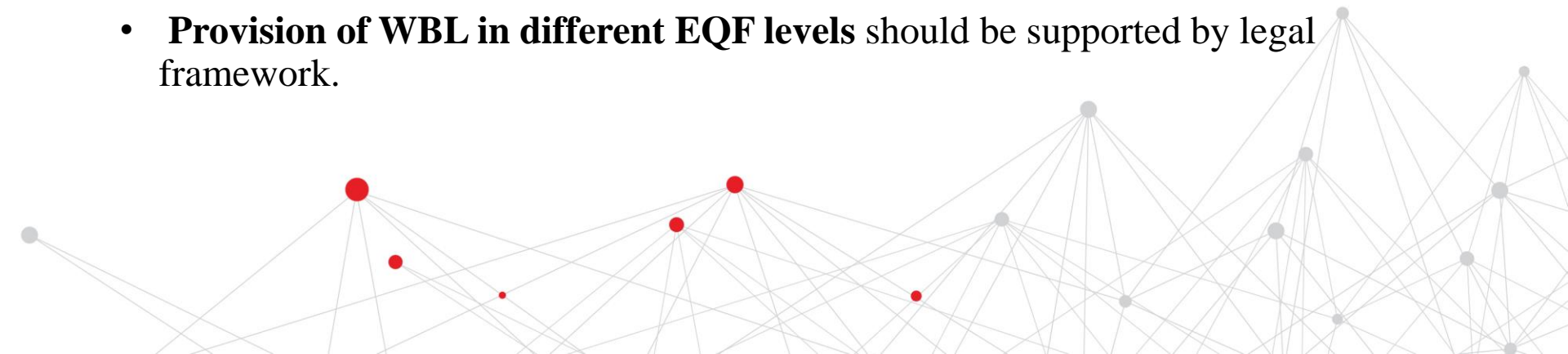
Recommendations

- In order to **update curriculum for WBL** support for VET institutions should be provided by responsible body - Quality assurance centre - by organizing trainings and promoting guidelines etc.
- **Role of sector expert councils** in promoting WBL should be fully **recognized and strengthened** by allocation of sufficient financial resources.
- All **bureaucratic obstacles for companies** to participate in WBL **should be reduced** to improve provision of WBL. Stakeholders, especially, employer's role in tackling obstacles are crucial



Recommendations (2)

- Allocation of **permanent state financial resources for WBL** should be considered after implementation of ESF project to maintain interest of companies and **ensure cost-sharing approach**.
- Diverse approaches of **share of WBL at workplace level** should be taken into account for WBL in different EQF levels, in WBL **which is accompanied with secondary education degree etc.**
- **Provision of WBL in different EQF levels** should be supported by legal framework.





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