

# Supporting Vocational Education and Training reform

## Context

The Government of the Republic of Tajikistan gives significant importance to the development of its economy and human capital, economic growth, improvement of the education system, including vocational education and training, and promotion of small and medium entrepreneurs. This is reflected in the "National Development Plan (NDP)", the "Poverty Reduction Strategy (PRS)" and the "National Action Plan on Reformation of the Initial Vocational Education and Training Systems in the Republic of Tajikistan".

To ensure Tajikistan's economic growth, employers are in need of well qualified workers. The current Vocational Education and Training (VET) system cannot satisfy the needs of the employers, neither in quality nor quantity. The demand of the labour market and the supply of manpower do not match. Actually the labour market in Tajikistan cannot provide enough jobs for the total Tajik manpower. Many workers are forced into migration, while on the other hand positions in Tajikistan remain vacant. There is no unified and as well flexible VET-system. The responsibilities are fragmented and not clearly defined. Considering capacity problems of VET, the current system can only cater for a part of an age-group. The majority of school graduates still goes for Universities/Higher Education rather than VET. To strengthen the VETsystem and to ensure quality and relevance of skills for the labour market, also the employers have to be involved in all aspects of VET.

## Objectives

The programme runs from 2008 –2014. During this time the programme supports its local partners in the Republic of Tajikistan (Ministry of Economic Development and Trade, Ministry of Education and Ministry of Labour and

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Duration	2008-2014

Social Protection – including some of their subordinated institutions) and pursues 4 main objectives:

Government and economy conjointly create a coherent legislative and organisational framework for Initial and Adult Vocational Education and Training.

The quality of information services for the local and regional labour market as well as the access to these services is improved.

Selected vocational institutions incorporate the demandoriented Initial VET and are able to contribute to employment and self-employment.

An Adult VET that responds to the needs of economy is implemented and offers equal opportunities for men and women.

## Measures

We bring the relevant stakeholders together and guide them to have a dialogue on issues related to legislation, certification and management of the VET system in Tajikistan. Conducting workshops and seminars, working groups and excursions leads to common understanding and co-operation. We assist in establishing an inter-ministerial system of relationships including cooperation agreements



*Sewing training, Adult training center in Maschoh district*

*Process of vocational courses*

and steering committees through which roles and responsibilities of key actors are well defined and clarified in addressing the VET related issues.

Another process of overall importance is the common review and development of new occupational and qualification standards, corresponding curricula and education content as well as other supportive elements, including internship, assessment and evaluation of learning achievements.

In addition the programme focuses on "Training of Trainers/ Teachers" to enhance their professionalism in teaching the students or acting as multipliers. Part of the management and administrative staff of different institutions are actively involved in the process of implementing a Quality Management System for VET.

The programme strives to assist the partners in the expansion of new pilot professions to remote regions as well as to attract the private sector to participate in the training process. We also support the VET institutions in providing quality services to returning migrants and those who would newly enter into employment.

In the field of labour market services we train and technically support the partners to do research and analyses of labour market information and needs. Moreover we assist them in developing a system of knowledge transfer, in improving professional guidance and orientation for

graduates and adults (esp. unemployed, migrants, returned migrants).

## Results to date

The government of Tajikistan establishes the National Advisory Board for VET as a coordinating and steering body for all VET-related issues.

The government supports institutions avail new professional standards for the piloted professions developed in close joint cooperation between the government and the private sector;

The selected VET-institutions have improved their material basis through funds and equipment provided by the programme;

The local trainers/multipliers were trained on the pilot professions and on modern teaching methods and now are transferring the knowledge to the participants of Initial and Adult VET;

The management staffs of the VET institutions have acquired new skills and knowledge through the capacity building package developed and applied by the programme.

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