

# EMPLOYMENT AND VET POLICY REFORM IN ALBANIA

## Self-Assessment of public VET providers



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# SELF-ASSESSMENT OF PUBLIC VET PROVIDERS

For a high-quality delivery of vocational qualifications

*Prepared with the contribution of UNDP experts, NAVETQ working group, and all public VET providers in Albania*

## Introduction

Quality assurance can play a major role in modernizing Vocational Education and Training (VET) system and improving its performance and attractiveness, achieving better value for money. VET system needs to increase its responsiveness to the changing demands of the labour market and improve its outcome effectiveness in order to improve the match between education and training demand and supply. Following the recommendation of the European Parliament and the Council of Europe on the establishment of a European Quality Assurance Reference Framework for VET, “quality assurance framework should give strong emphasis to monitoring and improving quality by combining internal and external evaluation”<sup>1</sup>. This includes processes of quality assurance, i.e. licensing, self-assessment (internal evaluation), accreditation and inspection (external evaluation).

## Methodology and Tools for Implementation

Self-assessment requires the use of a clear, reliable and scientific methodology which provides information and data that reflect the strengths, weaknesses and opportunities on the professional qualifications that VET providers is offering.

1. Official Journal of the European Union: RECOMMENDATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2009 on the establishment of a European Quality Assurance Reference Framework for Vocational Education and Training, C155/2, § (11).

Quality Dimensions (Areas) And Sub-Areas	
Management and organization	Inclusion Medium-term Planning Annual Planning Lesson observation plan The monitoring plan VET providers statistics Internal evaluation Professional Development of Staff Effectiveness of financial and Human Resources
Relationships and cooperation	Relations and cooperation with the central government, regional and local units on social and education issues Cooperation with the business community Relations and cooperation with the community and civil society Cooperation with other education and training institutions
Implemented Curricula	School-based curriculum VTC based curriculum General education curriculum Support for the curriculum implementation
Teaching and Learning	Daily plan Objectives/Learning outcomes “Main principles during teaching hours “Scientific Aspects” “Didactic Base and Materials” Physical environment” Methodology Homework
Assessment	Cross-cutting skills and themes Revision Safe learning environment Learners with special needs Formative assessment of students/trainees Final assessment of students/trainees Assessment process Achievements Re-assessment Complaints

It highlights the need for improvements in the future. Spreading the culture of self-assessment is a professional and challenging approach that requires recognition and mastery of the professional and ethical standards of assessment, commitment and responsibility of all persons involved in assessment, teachers / instructors, students / trainees, assessment teams, but also of VET providers' governing authorities and bodies. The implementation of the self-assessment was based on the Self-Assessment Guideline that includes broader quality dimensions (areas), respective sub-areas, indicators and criteria.

Each of the five quality areas include sub-areas that are scrutinized during the process.

The guideline explains indicators designed for each sub-area and criteria which serve to collect information and enables VET institution to reach the indicators.

## Design and Implementation of the Self-Assessment Process

The process commenced with the design of the Self-Assessment Guideline, which was developed with the support of the UNDP Albania under the SD4E program, through a participatory and consultative process with key actors, including institutions offering Vocational Education and Training.

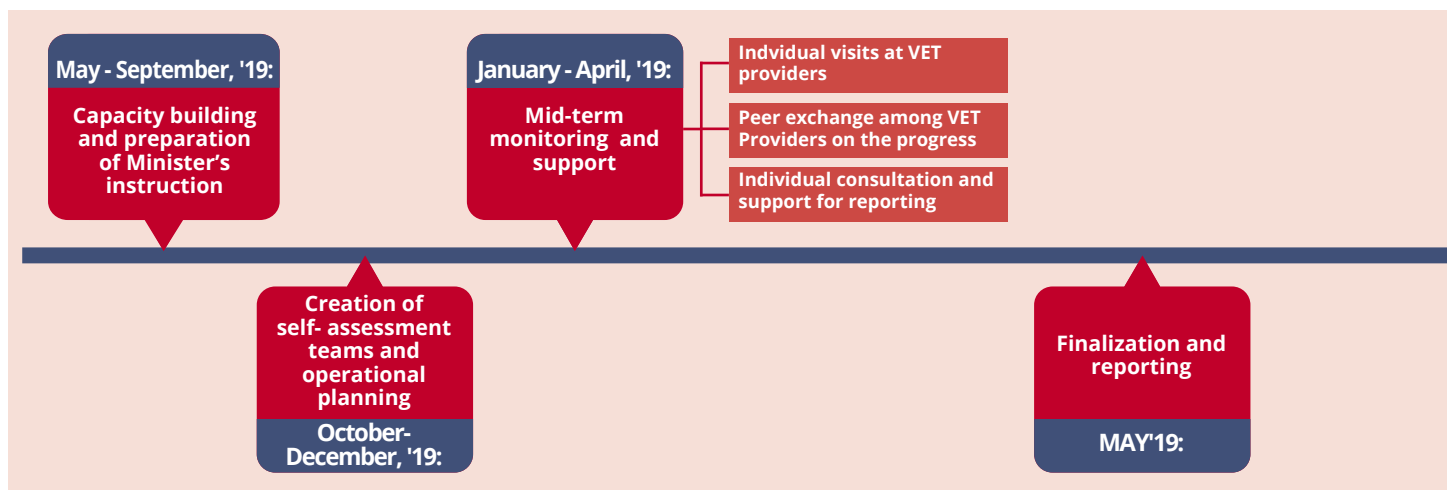
The Self-Assessment Guideline and procedures were adopted by the Minister of Finance and Economy by Instruction No. 16, 08.05.2018.

the support of SD4E, organized five training sessions of the VET providers of the self-assessment process and getting them acquainted with the type of indicators, the assessment method and the criteria to be used during the self-assessment process.

## Overall Results of the Self-Assessment Process

The self-assessment process was finalized by 43 (97.7 %) VET providers out of 44, who submitted the reports to NAVETQ in May 2019. The key findings highlight the fact that:

- ▶ Most of the VET providers in this exercise had the tendency to score high, thus not being objective on the self-evaluation in each of the 5 areas;
- ▶ The creation of the self-assessment teams was not done according to the criteria as advised in the training, including team work, delegation of tasks amongst teachers, knowledge on the elaboration of data's, ability to draft the concise report etc., hence the difficulty they most claimed, it was related to these issues;
- ▶ As the self-assessment was done for the previous school year (i.e. 2017-2018) it was difficult to gather all the evidence needed, but it also served to take action on the next round of activities related to self-assessment and create a databank with all documented evidences;







In close cooperation with NAVETQ, the SD4E program supported the implementation of the first ever exercise of the self-assessment process for VET providers during October 2018 – May 2019.

To ensure the sustainability of the process, the designated staff at NAVETQ were trained as trainers and offered further training, monitoring and support for the implementation of the self-assessment process. Further on, NAVETQ, with

In a scoring scale from 1 to 4, where 1 is considered very good and 4 is weak, from the total of 44 VET providers, 82 % score themselves at the level 2 (good), 11% consider themselves as very good, one VET provider ranked at the satisfactory level and only one VET provider ranked at the weak level. One VET provider (the mobile training Centre) did not succeed to perform the self-assessment due to changes in staff and reorganization.

## LESSONS LEARNED

-  The self-assessment process served primarily to all public VET providers to estimate the statusquo and performance of their own institution, to review functioning of the organisms and modus operandi within their institutions, in relation to the five quality dimensions.
-  Self-assessment was an “awakening” experience and activation of VET providers in identifying the need for standardisation of the process and services offered by the institution, aligned with the documentation of processes, formulation of documents and evidences which are used and operated within the institutions;
-  All the participating institutions, identified through this process their own positive aspects as well as the areas that need to improve.
-  This experience served to VET providers for their readiness and replication in the future with more objectivity and according to recommendations identified by themselves.

## About the UNDP/SD4E technical note series

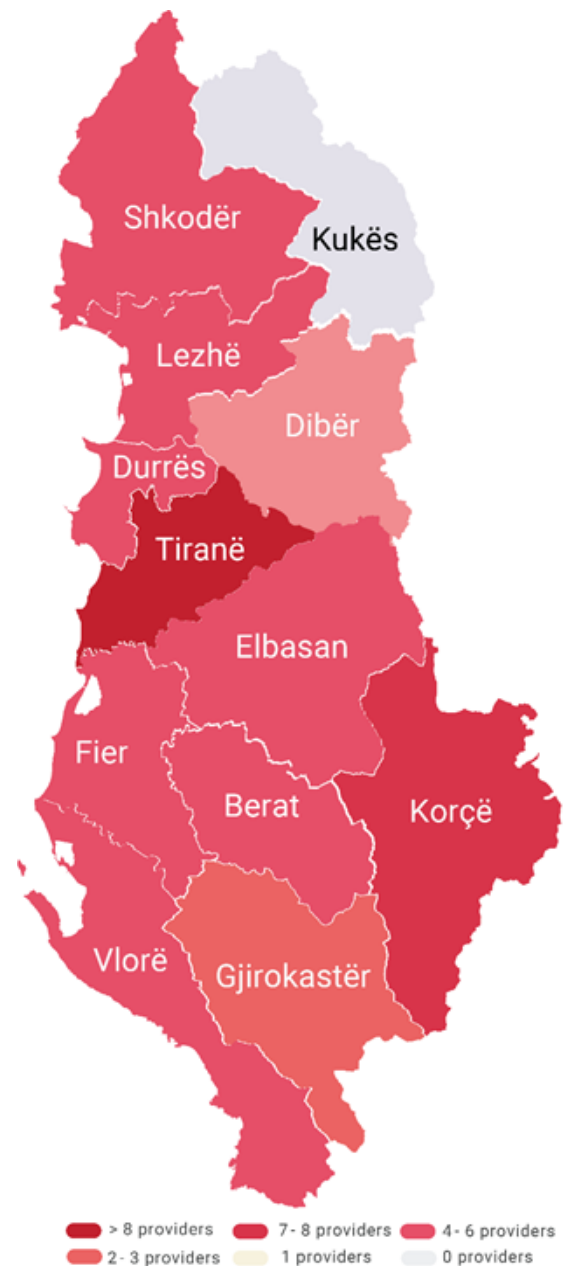
The Skills Development for Employment Programme (SD4E) is supporting the Government of Albania in the national Vocational Education and Training and Employment Promotion System reform through a comprehensive approach of institutional capacity building on macro/policy level to enable the key actors (MFE, NAES and NAVETQ) to deliver coordinated and demand driven services.

The VET and Employment Promotion System reform is well captured in National Employment and Skills Strategy and its newly revised Action Plan 2019-2022. To communicate how the reform is progressing, the SD4E programme will issue periodically technical notes on particular elements of the reform. These notes will give brief description of a specific development or procedure that are currently discussed, provide details on the newly adopted legal framework, or explain work methodologies introduced in the system.

### Coming up next on the technical note series:

On the next technical note, SD4E will focus on the review of the National Strategy for Employment and Skills (NESS) 2019- 2022.

## VET PROVIDERS



## Stay tuned!

For more information on the support provided by UNDP to this process, please contact us: [eno.ngjela@undp.org](mailto:eno.ngjela@undp.org)