



**CONCEPTUAL IDEAS ON THE PARTNERSHIP-BASED
GOVERNANCE OF THE TRAINING AIMED AT TEACHERS
OF VOCATIONAL (PROFESSION-ORIENTED)
EDUCATION AT THE STATE INSTITUTION "SOUTH
UKRAINIAN NATIONAL PEDAGOGICAL UNIVERSITY
NAMED AFTER K. D. USHYNSKY"
(HEREINAFTER REFERRED TO AS THE CONCEPTION)**

(hereinafter referred to as the Conception)



Co-funded by the
Erasmus+ Programme
of the European Union



Co-funded by the
Erasmus+ Programme
of the European Union

This project has been funded with support from the European Commission. The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein

Erasmus+ Project:	New mechanisms of partnership-based governance and standardization of vocational teacher education in Ukraine
Project number:	609536-EPP-1-2019-1-DE-EPPKA2-CBHE-SP
Title of the document:	Conceptual ideas on the partnership-based governance of the training aimed at teachers of vocational (profession-oriented) education at the State institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky"
Author(s) (name, surname, institution):	Tetiana Petukhova, Inna Artemieva, Valentyn Usov
Contributor(s) (name, surname, institution):	
Submission Date:	March, 31, 2009
Reviewer(s) (name, surname, institution):	
Editor (s) (name, surname, institution):	
Final version date:	
Revision date(s) and comment, responsible (name, surname, institution):	
Version:	V.X
Work package:	
Work package leader:	
Deliverable:	Yes=>
Type:	Manual
Form:	MS Word/PDF
Distribution:	
Summary:	



Co-funded by the
Erasmus+ Programme
of the European Union

CONTENTS

The urgency of elaborating the Conception.	2
The purpose and objectives of the Conception.	3
Sources for elaborating the Conception and its participants	4
Principles for implementing the Conception	7
Implementation Vectors of the Conception	11
Expected results from the implementation of the Conception.	14
Responsibility for the implementation of the Conception.	16
Risks to the implementation of the Conception.	17
Indicators of the Conception efficiency	18

1. THE URGENCY OF ELABORATING THE CONCEPTION

Under modern conditions, the existing system of the training and retraining aimed at teachers of vocational education and training (VET teachers) has certain shortcomings: imperfect partnership, insufficient educational component demonstrated by masters of vocational training, lack of mechanisms for organising vocational (technological profession-oriented) practice at employers' plants.

The Strategy for the Development of Vocational Education for the period up to 2023, adopted at the meeting of the collegium of the Ministry of Education and Science of Ukraine (MES of Ukraine), states that the renewal of the vocational education and training system will take place under four key conditions during the next 3 years: building an effective management (governance) system, strengthening cooperation between educational institutions and business spheres, improving the content and quality of such education, as well as promoting it.

The implementation of the outlined problems is possible through the improvement of partnership and modernisation of the model illustrating the training of future VET teachers and their retraining whose level of profession-related training would meet the modern requirements of the labour market. In this context, the practical component of profession-oriented training requires the use of modern equipment and technology in the process of developing future VET teachers' professional competences.

2. THE PURPOSE AND OBJECTIVES OF THE CONCEPTION

The purpose of the Conception is to build effective mechanisms for governing the training of VET teachers at the State institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky" (hereinafter referred to as Ushynsky University) on the basis of partnership (Partnership-based Governance) and their practical approval involving the experience of the project partners.

The objectives of the Conception:

- to create conditions for the introduction of effective partnership-based governance mechanisms in the teacher training system of vocational educational institutions;
- to introduce partnership- and standardisation-based mechanisms in the training system of future VET teachers at Ushynsky University, specialty 015 Vocational Education (Design);
- to build effective partnership-based interaction between Ushynsky University, vocational educational institutions and other concerned parties;
- to ensure the dissemination of positive results of the implementation of the partnership- and standardisation-based mechanisms at Ushynsky University among higher education institutions specialised in the training of specialists in the field of vocational education;
- to improve the implementation of partnership-based mechanisms at the regional (state) level.

3. SOURCES FOR ELABORATING THE CONCEPTION AND ITS PARTICIPANTS

Sources on which the Conception is based:

- Laws of Ukraine "On Higher Education", "On Vocational Education", "On Public-Private Partnership".
- Regulations on the Organisation of Control and Assessment of Students' Knowledge at the State institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky" (dated 27 February, 2020, minutes №7).
- Regulations on the Organisation of the Educational Process at the State institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky" (dated 21 May, 2020, minutes №8).
- Regulations on the Advanced Training targeted to Teaching and Academic Staff at the State institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky" (dated 27 January, 2021, minutes №20).
- Regulations on the practice of students of Ukraine's higher educational institutions / Order of the Ministry of Education dated 08 April, 1993, № 93.
- On the introduction of the dual education elements in the work-based (vocational) training of skilled workers: Letter from the Department of Vocational Education of the Ministry of Education and Science of Ukraine dated 14 July, 2017, № 3-545.
- On the introduction of the dual education elements in the work-based training of skilled workers: Order of the Ministry of Education and Science of Ukraine dated 16 March, 2015, № 298.
- On approval of the Conception of training specialists in the dual form of education: Order of the Cabinet of Ministers of Ukraine № 660-p, dated 19 September, 2018.
- "The strategic priorities and development plan of South Ukrainian National Pedagogical University named after K. D. Ushynsky for 2014–2022".
- Regulations "On the implementation of projects, programs of international cooperation and governance of grant funds in the State institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky" (dated 27 February, 2020, Minutes № 7).



Co-funded by the
Erasmus+ Programme
of the European Union

- Order of the Ushynsky University "On the establishment of a working group for the project Erasmus + KA2 CBHE "New mechanisms of partnership-based governance and standardization of vocational teacher education in Ukraine (PAGOSTE) "" (№ 75, dated 4 March, 2020).

At the time of developing the Conception, the partnership existed on the basis of 5 agreements concluded with educational institutions and 2 agreements concluded with employers.

Participants in the implementation of the Conception:

- Ushynsky University;
- Volodymyr-Volynsky Pedagogical Vocational College named after A. Yu. Krymsky;
- State educational institution "Odesa Vocational Lyceum of Services of South Ukrainian National Pedagogical University named after K. D. Ushynsky";
- State educational institution "Odesa Centre for Vocational Education of the State Employment Service";
- Institution of general secondary education of I-III degrees specialised in artistic and aesthetic profile named after K. Kostandi;
- Odesa Interschool Work Training Centre № 2 of Odesa City Council, Odesa region;
- Odesa Interschool Work Training Centre № 3 of Odesa City Council, Odesa region.
- LLC "Promyslovyi dysain odiagu"

In the process of implementing the Conception, it is planned to expand the partner network by concluding 5 agreements with educational institutions and 5 agreements with employers.

Potential partners:

- State educational institution "Odesa Professional Lyceum of Construction and Architecture";



Co-funded by the
Erasmus+ Programme
of the European Union

- Odesa Corporate Computer College;
- Publishing House "Astroprint";
- Volodymyr-Volynskyi Centre of Professional Education

The prior consultations with potential partners mentioned above guarantee their active involvement. Implementation of partnership on the basis of agreements involves representatives of potential partners in the process of training competitive personnel with their further employment, taking into account the needs of partners, in the process of advanced training in the field of participants' production component development; in the introduction of new technologies, to act as curators of research-related and creative projects, to conduct educational activities on the basis of an hourly payment.

The implementation of the above ways of partnership can be hampered because of low financial motivation of potential partners, lack of need for new staff, deterioration of the epidemiological situation caused by COVID-19, which makes it impossible to achieve the expected results in full.

Concerned parties:

- higher school students majoring in 015 Vocational Education (Design), Ushynsky University;
- managerial personnel and teaching staff of vocational educational institutions;
- academic and teaching staff of the related higher education institutions;
- teaching staff of related higher education institutions;
- members of the public.

4. PRINCIPLES FOR IMPLEMENTING THE CONCEPTION

- Partnership.
- Trust and openness to cooperation.
- Honesty (providing reliable information) and transparency.
- Legality, equality and voluntariness.
- Adherence to ethical rules.
- Mutual responsibility.
- Coordination of interests of all concerned parties.

Prerequisites for the implementation of the Conception

Since 2015, Ushynsky University has been training seekers for higher education in the specialty 015 Vocational Education (Design) at the first (bachelor's) level according to the system: the MES of Ukraine approves educational standards, Ushynsky University, basing on these standards, develops educational and professional programs and curricula for specialty 015 Vocational education (Design). Theoretical and profession-oriented training takes place on the platform of Ushynsky University, practical and profession-oriented training is carried out under agreements with the above educational institutions and establishments within classroom activities and workshops without being involved into the work-based process, i.e. in one phase. The monitoring of the employed graduates in 2019/2020 showed that young VET teachers lack practical skills in the work-based component. According to their comments, the administrative and teaching staff of vocational educational institutions also stressed the need to provide future VET teachers with the conditions for gaining work experience in compliance with their field specialisation (clothing design, computer graphics).

The previous experience has highlighted the following ways to improve the training quality of future VET teachers:

- to introduce different types of specialised practices (design, engineering, etc.);
- to transfer the formality of work-based practice to the conditions of training workshops through their work placement under agreements with employers;



Co-funded by the
Erasmus+ Programme
of the European Union

- to provide the opportunity to directly participate in the work-based training process;
- to harmonise educational requirements to the (educational) level of training with employers' requirements;
- to create an educational and work-based platform for partnership.

Implementation of the work-based training component in the training of future VET teachers is possible through the conclusion of tripartite cooperation agreements between Ushynsky University, a vocational educational institution and representatives of the sphere of production by means of partnership.

Organisational level

Involvement of all partners into all levels of training:

1) 5 vocational technical schools by concluding partnership agreements in order to:

- involve them into the educational process (teaching practice-oriented disciplines in Pedagogy and Teaching Methods, assessment of graduation theses, conducting work-based training / practicing, conducting research within the framework of graduation theses on the platform of vocational technical schools, etc.);
- involve them into the elaboration of curricula (scope of practice, the ratio of profession-related and pedagogical disciplines);
- conduct joint research projects;
- involve them into career guidance work.

2) 5 employers from the sphere of design by concluding partnership agreements in order to:

- to facilitate their advanced training (internship) in the specialty of the Ushynsky University research-pedagogical staff;
- to involve them into the educational process (teaching practice-oriented disciplines, conducting work-based training / practicing, assessment, conducting research in the framework of term (qualification) theses at the partner's profession-related (manufacturing) platform, etc.).

Educational level

- Involvement of VET teachers in teaching the psychological and pedagogical cycles of disciplines.

Objective: to develop a curriculum with a minimum number of disciplines taught by teachers-practitioners at the expense of elective disciplines.

Expected result: improvement of the quality of pedagogical practical skills and increase of their proficiency level in terms of pedagogical self-identification.

- Increase in the number of practice-oriented blocks through the introduction of different types of specialised training / practicing.

Objective: to conclude partnership agreements on organising work-based practice.

- Involvement of partners into the development of educational and professional programs, work-based programs of training / practicing, development of reporting documentation on work-based training / practicing, into the elaboration of schedules for training / practicing

- Inclusion of the profession-related competence on realization of management mechanisms on the basis of partnership in the educational profession-centred programs, educational programs and programs of advanced training..

- Creation of an attestation commission consisting of: representatives of vocational technical schools, employers, university teachers.

Objective: to determine the criteria and indicators for assessing the quality of students' knowledge and skills involving representatives of vocational education institutions and employers in accordance with the Regulations on the organization of control and assessment of students' knowledge at the State Institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky".

Expected result: more objective assessment.

Institutional level

- Creation of a resource centre for the implementation of the educational and profession-related platform of partnership cooperation.
- Concluding partnership agreements with 5 VET institutions and 5 employers.

Objectives: to search for partners, to develop and conclude standard contracts.



Co-funded by the
Erasmus+ Programme
of the European Union

Expected results: increase in places for organising work-based training / practicing for students, recruitment of personnel for teaching certain practice-oriented disciplines.

- Joining the supervisory boards of VET institutions.

Objectives: to find VET institutions that create supervisory boards, as well as to offer the participation of the Ushynsky University teachers in such boards.

Expected results: The implementation of the Conception is expected to significantly improve the content of training by involving leading specialists in the field, to comply knowledge and practical skills with the realities of modern industry, to objectively assess learning outcomes by means of the qualification-based approach, to comply with the needs of vocational education institutions and labour markets at these three levels.

Thus, Ushynsky University will improve the quality of the educational process and modernize the model of training in vocational education, which will provide graduates with a competitive level in the labour market and promote successful employment; vocational education institutions will receive qualified teachers of practical training in vocational education; employers will obtain an opportunity to improve market-targeted innovative activities in manufacturing owing to students' research-related and creative projects.

Coordination and effective management of partnership activities is planned to be implemented by concluding agreements or partnership agreements with the prescribed terms of cooperation.

5. IMPLEMENTATION VECTORS OF THE CONCEPTION

5.1. CREATION OF THE RESOURCE CENTRE OF PROFESSION-ORIENTED TRAINING (VOCATIONAL EDUCATION) IN DESIGN TECHNOLOGIES

The improvement of the quality of profession-oriented (manufacturing) and pedagogical training of future VET teachers is realised through the creation of the educational and work-based platform for partnership-based cooperation between the Resource Centre for Vocational Education in Design Technologies (hereinafter referred to as the Centre) between university students, employers and / or customers and teachers / masters of vocational training, where Ushynsky University acts as a coordinator.

The main objectives of the Centre:

1. Training university students in work-based activities at their learning stage through the development of profession-related and general profession-related competences.
2. Ensuring effective interaction and coordination of the activities performed by the Centre, faculty, departments in terms of determining the ways of transformation and development of all activities aimed at the formation of profession-related competences within the specialty.
3. Implementation of the requirements of the State Educational Standards, educational and professional programs alongside curricula intended for Bachelor-course students by developing their profession-related competences and employing them.
4. Ensuring partnership-based cooperation with employers for organising work-based training / practicing for university students, for implementing a qualitative approach to the organisation of the training process aimed at future VET teachers, for identifying ways to ensure the competitiveness of future VET teachers, for assessing the quality of the profession-related training of future VET teachers and for employing them.
5. Creation of an electronic database on advanced (profession-oriented) training aimed at VET teachers.

5.2. INVOLVMENT OF EMPLOYERS INTO THE PROCESS OF TRAINING HIGHER EDUCATION SEEKERS ON THE BASIS OF PARTNERSHIP



Co-funded by the
Erasmus+ Programme
of the European Union

- conducting joint career guidance (presentations of professions, pitch events, master classes, etc.);
- conducting joint research and creative projects within the term (qualification) theses;
- elaboration of curricula of disciplines, training programs;
- elaboration of proficiency levels for assessing the quality of the development of higher school students' profession-related competence;
- participation in the attestation of higher school students.

5.3. PARTNERSHIP MAINTENANCE

To maintain the partnership between VET institutions and employers on the one hand, and Ushynsky University on the other hand, the following measures should be implemented:

- Conducting 2 round-table discussions to study demands in qualified VET teachers involving vocational technical schools and the Ministry of Education and Science of Ukraine.

Objective: to organisation round-table discussions on a regular basis with the participation of at least 5 vocational technical schools and employers.

Expected results: a better understanding of the needs of VETs and employers, which will be reflected in the updated curricula and taken into account in their contents.

- Launching an online school of vocational education in order to create conditions for studying educational courses by a larger audience. Online schooling has a feedback, and the course is directly responsible for the transfer of knowledge and skills. The “applicability” of the acquired knowledge or skills in practice (offline) can be one of the important metrics of the course.

Objective: to elaborate materials for online schooling.

Expected results: improved learning outcomes assessed by testing, improved perception of online teaching / learning.

- Carrying out advanced training of VET teachers on the platform of Ushynsky University in order to improve profession-oriented (vocational) training within the binary format.

Objective: to elaborate advanced training programs.

Expected results: improved proficiency level (profession-related competence).

- Carrying out advanced training (internship) of teachers from other institutions of higher education on the platform of Ushynsky University in order to improve profession-oriented training (in specialised area).

Objective: to elaborate advanced training programs.

Expected results: improved proficiency level (profession-related competence).

The training of different categories of learners and trainees

Category of learners (trainees)	University students majoring in 015 Vocational / Profession-oriented Education (Design)		Trainees specialised in Vocational / Profession-oriented Education (Design)			
			Research-pedagogical staff	VET teachers	Masters of vocational training	Industry experts
The training content	<i>Educational component</i>	<i>Profession-related component</i>				
	Basic training in accordance with the educational profession-oriented programme	Work-based training / practicing in accordance with training programmes	Educational programme of advanced training	Educational programme of advanced training	Educational programme of internship	Educational Pedagogy-based programme
The training forms	Specialised (major) training (lectures, practical classes, seminars, etc.)	Project-based activities	Teaching, research activities (seminars, trainings, workshops)	Teaching, practical classes, seminars, master classes, participation in higher school students' attestation	Teaching, profession-oriented training, master classes	Teaching, practical classes

6. EXPECTED RESULTS FROM THE IMPLEMENTATION OF THE CONCEPTION

<i>Expected results</i>	<i>Term of acquisition</i>
<ul style="list-style-type: none"> • Modernisation of existing and / or elaboration of educational programs on vocational (profession-oriented) education in accordance with the needs and requirements of the labour market on the basis of sharing experience between representatives of various concerned parties interested in vocational (profession-oriented) pedagogical education. 	<i>April, 2021</i>
<ul style="list-style-type: none"> • Elaborated materials and structure of advanced training aimed at VET teaching staff in cooperation with vocational technical schools. 	<i>September, 2021</i>
<ul style="list-style-type: none"> • Elaborated materials and structure of advanced training aimed at the Ushynsky University teaching staff (and teaching staff of other institutions of higher education) in cooperation with vocational technical schools. 	<i>September, 2021</i>
<ul style="list-style-type: none"> • Increase in the number of places for training / practicing in vocational technical schools and in the workplace. 	<i>October, 2021</i>

Implementation plan of the Conception

Piloting activities	Responsible persons / persons in charge	Date	Performance indicators
Elaboration of the teaching / learning materials for higher school students	Petukhova T. A., Usov V. V., Artemieva I. S.,	May, 2021	The elaborated teaching / learning materials for higher school students
Elaboration of the teaching / learning materials for advanced training aimed at different categories of trainees	Petukhova T. A., Usov V. V., Artemieva I. S.	June, 2021	The elaborated teaching / learning materials for advanced training aimed at different categories of trainees
Elaboration of the Regulations on the Resource Centre for Vocational Education in Design Technologies	Koycheva T. I., Petukhova T. A.,	September, 2021	The elaborated and approved Regulations on the Resource Centre for Vocational Education in Design Technologies
Establishment of the Resource Centre for Vocational Education in Design Technologies	Usov V. V., Petukhova T. A., Artemieva I. S.,	October, 2021	The created Resource Centre for Vocational Education in Design Technologies starts operating
Conclusion of partnership agreements with concerned parties	Usov V. V., Petukhova T. A., Artemieva I. S.,	In the course of 2021	At least, 3 cooperation agreements have been concluded



Co-funded by the
Erasmus+ Programme
of the European Union

7. RESPONSIBILITY FOR THE IMPLEMENTATION OF THE CONCEPTION

The joint responsibility for the implementation of the Conception is allocated to:

- the head (guarantor) and members of the project group of the educational professional program "Profession-oriented education (Design)";
- the Administration Board of Ushynsky University, teaching staff of the Department of Technological and Vocational Education;
- the Erasmus + PAGOSTE project team at Ushynsky University.

8. RISKS TO THE IMPLEMENTATION OF THE CONCEPTION

The main risks associated with the implementation of the Conception are as follows:

- decreased motivation of Ushynsky University applicants to major in the specialty 015 Vocational (Profession-oriented) Education (Design) due to lack of modern equipment in the system of profession-oriented training, passive participation of employers in career guidance and promotion of achievements in the sphere of vocational education.
- financial risks due to applicants' inability to pay tuition fees, which reduces the number of students;
- deterioration in the epidemiological situation caused by COVID-19, which makes it impossible to achieve the expected results in full;
- closure of a partner enterprise;
- lack of qualified staff at Ushynsky University due to dismissals, illness, etc.

Upon completion of the project, further implementation of the Conception and implementation of the obtained results is envisaged at the expense of own resources and established partnership relations.

9. INDICATORS OF THE CONCEPTION EFFICIENCY

- The educational and professional programmes have been updated; the profession-related competences have been determined at the request of employers.
- The curricula have been updated through partnership-based interaction.
- Open master classes have been conducted using modern teaching / learning technologies.
- Cooperation agreements have been concluded (at least 3 agreements).
- Annual monitoring of higher education applicants in terms of their interest in employment in compliance with their major / specialty after graduating from Ushynsky University.
- The number of graduates employed by concerned parties amounts to 50% (not less) after completing their university courses.