The Concept of effective VET teacher training management on the partnership and standardization basis

(National Transport University)

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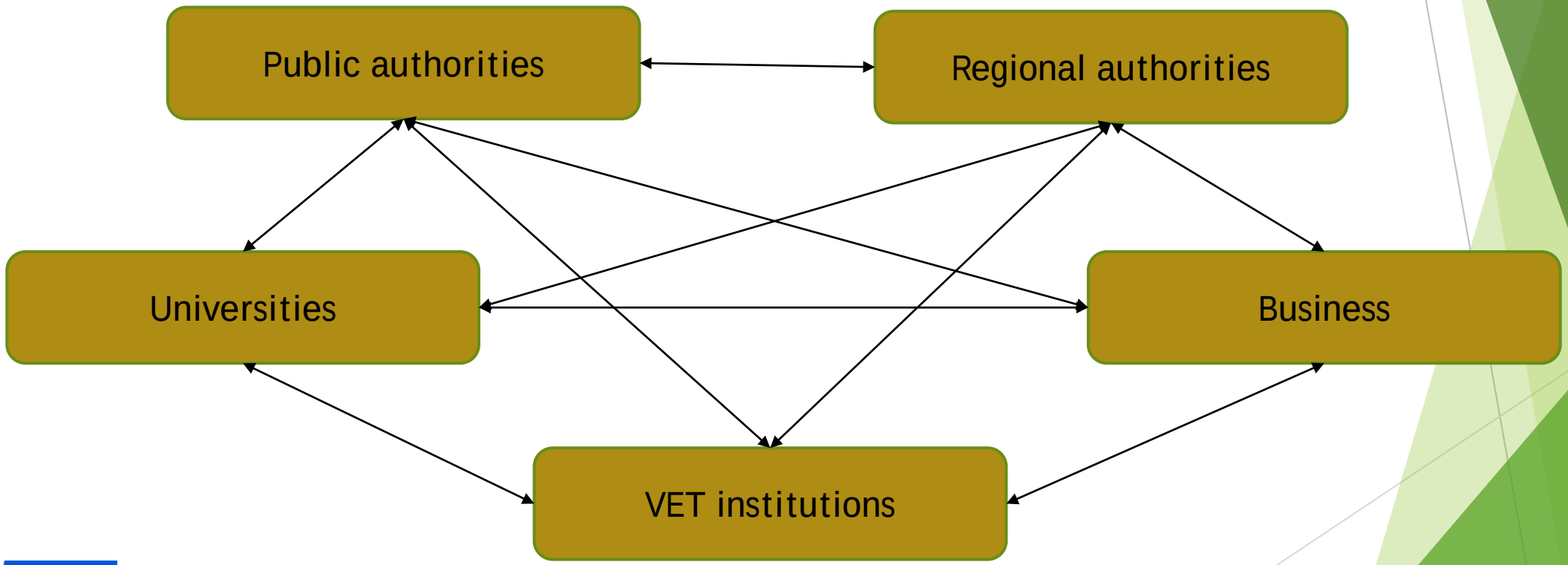
Interaction of participants in the teacher training process for vocational education institutions



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Stakeholder definition

As a **Stakeholder** in VET teachers training, NTU considers a group that may influence the activities of the University or, conversely, be able to feel the impact of the University activities, its services and related activities. This definition does not apply to all those who may be familiar with NTU or have an opinion about it.

NTU recognizes the existence of many stakeholders, which differ from each other in the type and degree of participation in its activities and often have completely different, sometimes even conflicting interests and needs.

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Experience in cooperation with stakeholders

Supervisory Board (since 2015) – a self-government body, formed of Ukrainian citizens – representatives of public authorities, education, science, culture, economy, public and commercial organizations.

NTU has separate structural units

1. Bar College of Transport and Construction of the National Transport University
   http://bktbntu.com.ua
2. Nadvirna College of the National Transport University
   http://ncntu.com.ua
3. Lviv Higher Vocational School of Transport Technologies and Service of the National Transport University http://lvputts-ntu.lviv.ua
4. Zhytomyr Automobile and Road College of the National Transport University
   zadk@zt.ukrtel.net
5. State Higher Educational Institution "Kyiv Transport and Economic College" of the National Transport University http://www.ktek.kiev.ua

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Partnership essence

The partnership involves combining the capabilities of an educational institution with the capabilities of other stakeholders who lack the resources and competencies of the educational institution and vice versa. The more significant services are provided to each other, the more level of partnership affects the sustainability of partner organizations. on how well organized and largely depends on their effectiveness. The effectiveness of partnership largely depends how well it is organized and developing.

After achieving goals and solving all tasks, the partnership as a form of cooperation may cease to exist, and may grow into its more evolutionarily higher form, which will have its own cycle of development (for example, the transition from partnership to contractual cooperation to alliance, association, etc.).

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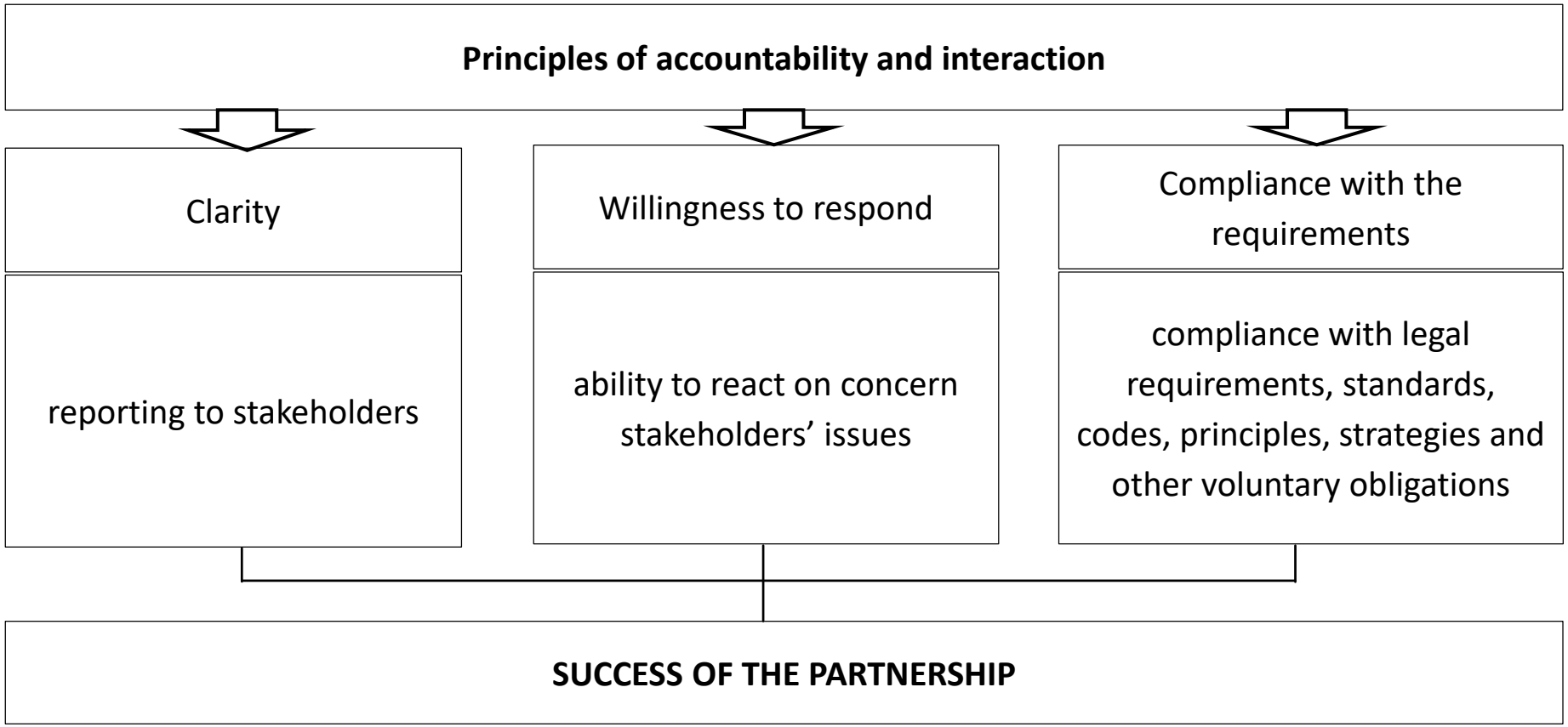

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Principles of ensuring openness for all partnership participants

Significance		Completeness		Reacting
the participant must know who their stakeholders are, as well as what their interests are and what the interests of the stakeholders are essential for them		the participant must understand the concerns of stakeholders: understand their views, needs and expected results of activities, as well as their opinions on issues relevant to them		the participant must consistently respond to significant issues facing stakeholders and himself

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Stakeholder definition

Social partnership – it is a special type of joint activity between the subjects of the educational process and stakeholders, which is characterized by trust, common goals and values, voluntariness and longevity of relations, as well as recognition of mutual responsibility for the results of their cooperation and development. This definition practically lists the key features of teams: common goals and values, mutual responsibility for results, voluntariness.

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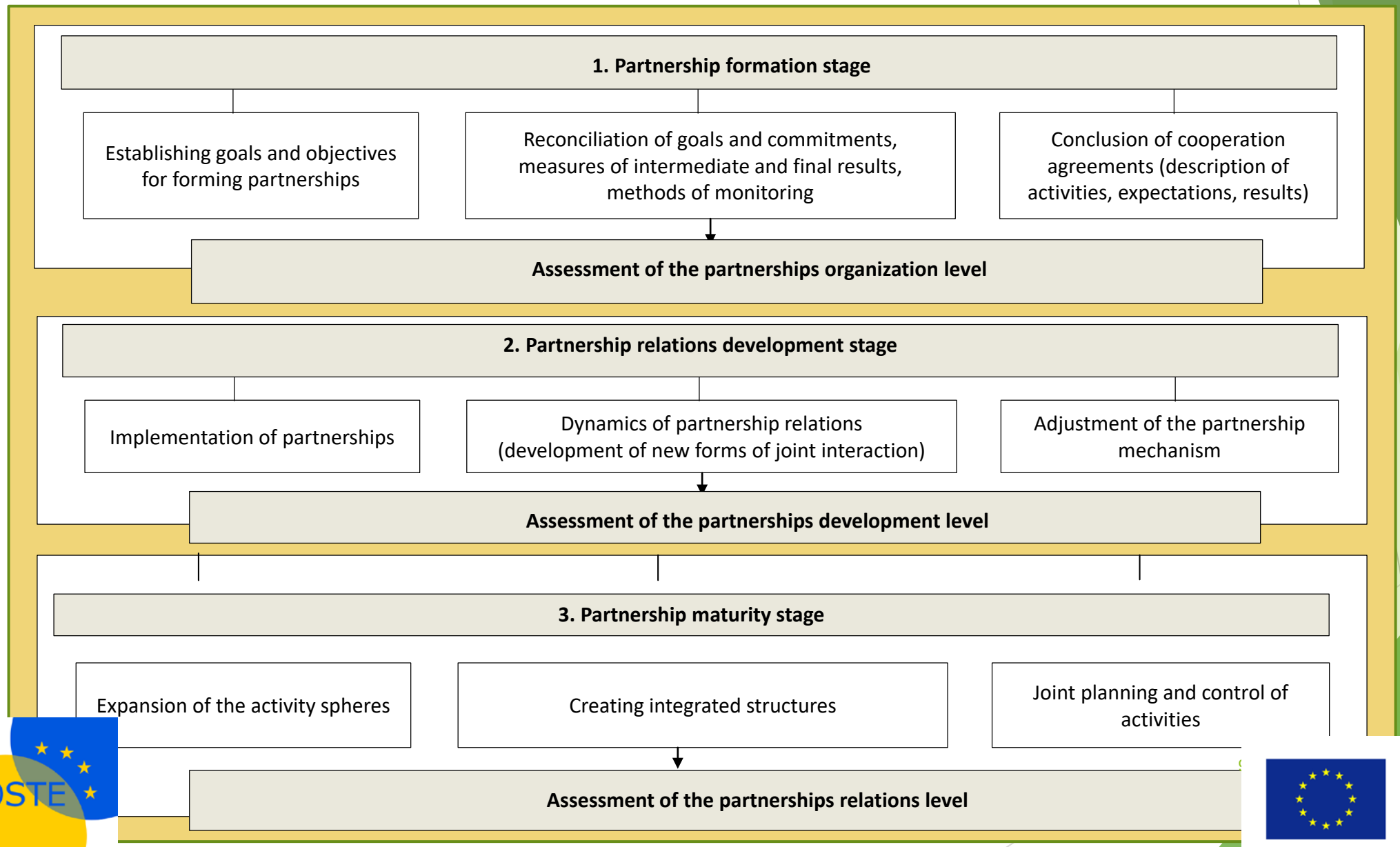
Directions for assessing the level of partnerships by stages of their life cycle



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The level of the partnership criteria significance by stages of life cycle

Criteria	Beginning	Development	Maturity
Partnerships organization level			
The nature and consistency of goals and objectives	+		
Motivation and commitment	+		
Functioning mechanism	+		
Partnerships development level			
Trust		+	
Reliability		+	
Dynamics		+	
Partnerships effectiveness level			
Versatility			+
Duration			+
Stability of results			+

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Points scale of the partnership level assessment by criteria

Evaluation criteria	Points scale			
	4 points	3 points	2 points	1 point
1. The nature and consistency of goals, objectives	The goals and objectives of the partnership, the degree of participation of each partner are clearly defined, understood by all parties unambiguously and fully recognized, defined boundaries and mutual obligations of the parties	The goals and objectives of the partnership are spelled out, but the degree of participation of each partner is understood by the participants ambiguously	The goals and objectives of the partnership are not clearly defined, partial mutual understanding has been reached	Goals and objectives are clearly defined, the degree of participation of each participant is controversial
2. Motivation and commitment	The motives of each participant are clear, there is a clear commitment to partnership at all levels, the partnership recognizes and encourages the dissemination of skills, knowledge, there are measures to encourage partnership	There is a commitment to partnership, but not at all levels are there measures to encourage partnership	There is a weak commitment to partnership, incentives have little incentive to disseminate knowledge and relinquish exclusive powers	Very low level of commitment to partnership, unilateral approval of decisions to change agreements and withdraw from them

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Points scale of the partnership level assessment by criteria (continuation)

Evaluation criteria	Points scale			
	4 points	3 points	2 points	1 point
3. Functioning mechanism	Partnership mechanisms are simple, transparent, time-limited and task-oriented; a clear procedure for accountability and control is defined, regular monitoring of activities is carried out, the results are discussed and disseminated	The mechanisms of partnership are defined, although not transparent enough, by a large bureaucracy	Partnership mechanisms are poorly defined, results are difficult to measure, reporting procedures are formal, and irregular monitoring of activities is carried out	Partnership mechanisms are partially defined, there is no control over joint activities, the results are not discussed or disseminated
4. Trust	Work in the partnership is carried out accordingly, the contribution of each partner is taken into account, the benefits of the partnership are distributed among the partners in accordance with the agreements, within the partnership there is full trust	The work in the partnership is carried out in a certain way, there is still enough trust within the partnership, but there are minor violations in the implementation of agreements	Weak trust in the relationship of partners due to periodic violations of agreements	There is no trust between the partners, agreements are constantly broken

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Points scale of the partnership level assessment by criteria (continuation)

Evaluation criteria	Points scale			
	4 points	3 points	2 points	1 point
5. Reliability	Fulfilment of obligations - 100%	Fulfilment of obligations – 95-99%	Fulfilment of obligations – 86-94%	Fulfilment of obligations –less than 85%
6. Dynamics	Steady positive dynamics in all partnership indicators	Not stable, but positive dynamics in all partnership indicators	There is a positive trend in some indicators	There is no positive dynamics of partnership indicators
7. Versatility	Interpenetration of financial, educational, production, information structures of partners (creation of joint structures - centers, associations, etc.)	Establishment of a mechanism for continuous evaluation and regulation of partnerships, involvement of external resources if necessary to maintain the stability of the process	Creating a joint program of action, establishing common goals of interaction	Understanding of common needs and working together by overcoming disagreements

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Points scale of the partnership level assessment by criteria (ending)

Evaluation criteria	Points scale			
	4 points	3 points	2 points	1 point
8. Duration	Partnerships are established by contractual relations and last for at least three years	Concluding agreements for up to 3 years	Short-term relations, which provide for the conclusion of agreements with organizations for up to a year and without cooperation	Random contractual relations, which are one-time agreements
9. Efficiency	The set goals and objectives are implemented in a timely manner, without delay	The set goals and objectives are realized in the established terms, insignificant delays are possible	The set goals and objectives are not realized in due time due to significant delays due to non-fulfillment of obligations by partners	The set goals and objectives are not realized due to non-fulfillment of obligations by the partners

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Further directions of work on the Concept of effective management of teacher training for vocational education institutions on the partnership and standardization basis

The next steps in the Concept development are:

- Development of approaches to the strategy formation for interaction with stakeholders;
- Development of approaches to analysis and planning of interaction with stakeholders;
- Development of approaches to the choice of effective ways of interaction with stakeholders.

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Thank you for your attention!

We are glad to answer the questions

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