

2012 Annual Programme

Support to Education and Employment: 08 – 2012 / 03

1 IDENTIFICATION

Project Title	Support to Education and Employment
CRIS Decision number	2012/022-940
Project no.	08
MIPD Sector Code	7. Social Development and Employment
ELARG Statistical code	02.26
DAC Sector code	11120; 11330; 16020
Total cost (VAT excluded)¹	€5.8 million
EU contribution	€5.8 million
Management mode	Centralised. Activity 1 will be implemented in Indirect Centralised Management with the Austrian Development Agency (ADA).
EU Delegation in charge	European Union Office in Kosovo [*]
Implementation management	European Union Office in Kosovo. Activity 1 will be implemented by the Austrian Development Agency in Indirect Centralised Management.
Implementing modality	Services, supplies and grant contracts, one Delegation Agreement with the Austrian Development Agency.
Project implementation type	C01
Zone benefiting from the action(s)	Kosovo

2 RATIONALE

¹ The total project cost should be net of VAT and/or of other taxes. Should this not be the case, clearly indicate the amount of VAT and the reasons why it is considered eligible.

^{*} This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.

2.1 PROJECT CONTEXT: ISSUES TO BE TACKLED AND NEEDS ADDRESSED

Activity 1 – Aligning education with labour market needs

The development of a modern society and its economy depends to a large extent on the capacity to produce and absorb new skills and knowledge. In this context, the goals of the Lisbon Strategy, Copenhagen Declaration and European Qualifications Framework affect the orientation of education system towards labour market needs.

Today Kosovo is characterised by a weak economy and a large number of young people who are unemployed. Studies² carried out in Kosovo show a mismatch between labour supply and demand systems. Employers' needs for labour skills are not satisfied by the current workforce and graduates coming from the existing education and training system. Developing appropriate skills that respond directly to labour market demands is a great challenge not only for Kosovo, but for the entire region.

The Ministry of Education, Science and Technology (MEST) has started to improve and consolidate the legal infrastructure that promotes a more consistent development of skills and competences through education, and has started to enhance the dialogue with social partners, including businesses/industry, in order to get to know their needs for qualifications and skilled workforce. In addition, MEST has compiled and endorsed a series of strategic documents that promote and support the preparation of a skilled workforce to directly respond to labour market needs. The Kosovo Education Strategic Plan 2011-2016, which was approved by the Government in 2011, clearly supports such measures in different education sectors, particularly higher education and vocational education and training. The new Curriculum Framework, which primarily focuses on pre-university education, envisions developing the core skills and competences of students necessary to function in the world of work and society. The Qualifications Framework has integrated an approach to facilitate access from one qualifications level to another.

This project will support MEST in reforming the education system to link education with labour market needs, and to reflect the European Framework of Key Competences. The three sectors to be covered by the project are Higher Education (HE), Qualification Authority (NQA) and Vocational Education and Training (VET). This project will: a) strengthen the link between Higher Education and Labour Market Needs by the development and modernisation of HE programmes according to labour market needs, b) improve the pre-service teacher training programmes conform requirements of New Curriculum of Kosovo and MEST priorities, c) enhance the quality of practical and applied teaching and learning in VET schools in core occupational sectors relevant to market needs, d) enable a better understanding of beneficiary and international qualifications and further develop and modernize Kosovo's Qualification System for Qualification Framework professional qualifications (notably levels 3-5).

Activity 2 – Enhancing the employment of vulnerable groups

The Ministry of Labour and Social Welfare (MLSW) is responsible for planning, designing and implementing the active labour market policies, aimed to increase the level of employment, vocational training and self-employment in Kosovo with the final aim to reduce poverty in Kosovo and to increase the welfare of all citizens. Through this project the

² USAID/Kosovo, 2009; Gallopeni, B., 2010

Department of Labour and Employment (DLE) - and the Regional Employment Centres (REC), Municipal Employment Offices (MEO) and Regional Vocational Training Centres (RVTC) - will improve their capacities to respond to the changing needs of the labour market through the use of a wider range of active employment measures.

Unemployment is one of the main challenges of the Kosovo society. The unemployment rate is estimated to be around 37 – 41 %, the highest in the region and Europe. Groups mostly facing difficulties in the labour market are young people, those with limited education, those in a poor economic situation, people with disabilities, long-term unemployed, minorities and women. The total number of registered unemployed is 335,260. Almost 47.5% of the registered unemployed are women, nearly 59.9% of the registered unemployed indicate their educational level as “unskilled”; approx. 49% of the total number of Social Assistance Scheme (SAS) beneficiaries is category II beneficiaries.³

The project will facilitate the gradual transition from social assistance to employment for the most disadvantaged groups in the labour market by creating new or modified active labour market measures based on in-depth analysis of the existing measures and best practices in the EU. The project will strengthen the Department of Labour and Employment’s capacity to manage programmes and grant schemes, developing capacities at local level for the implementation of active labour market measures and pilot implementation of the measures for employment promotion of the target groups.

The most vulnerable groups within category II beneficiaries of Social Assistance Scheme are Roma, Ashkali and Egyptian, persons with disabilities, long-term unemployed, youth, and women. The pilot projects will test the possibilities of increasing the employability and self-employment of the target groups through different active labour market measures/components such as the motivation of the participants, labour market orientation, vocational training, home working, business start ups and business plans development courses, business development, and social skills development. All measures which support transition from social welfare system to the labour market.

2.2 LINK WITH MIPD AND SECTOR STRATEGIES

Activity 1 - Aligning education with labour market needs

This project will contribute to meeting the objectives set in the MIPD. As stated in the MIPD for Kosovo 2011-2013, the sector objectives for EU support include:

- Skills levels of the workforce improved
- Access of young people to the labour market improved

The project will contribute to social and economic development, by addressing human development via the education sector and its impact on economic development. The project will contribute to the implementation of the following strategic and legislative documents in the education field:

- The Higher Education Law,

³ Under current legislation, SAS category II is made up of families where members are either dependant, or if capable of work, are not presently working, as compared to Category II which includes families who are all considered dependant and not capable of work. An additional criterion for category II families is that the family must include a child under 5 years of age or an orphan under the age of 15 years of age.

- The Law on Scientific Research,
- The Law on Qualifications,
- The Law on Vocational Education and Training,
- Adult Education law,
- Kosovo Education Strategic Plan 2011-2016,
- The Research Program 2010-2015,
- Mid-Term expenditure framework of Kosovo 2012-2014,
- Financing Higher Education in Kosovo,
- Framework for school based Vocational Education and Training,
- The Kosovo Curriculum Framework,
- The Qualifications Framework.

Activity 2 - Enhancing the employment of vulnerable groups

The MIPD 2011-2013 identifies the high unemployment levels in Kosovo. It stresses that promoting private businesses and employment is a key component for Kosovo's socio-economic development. The effective social inclusion of all groups and communities is crucial to socio-economic progress in Kosovo.

Indicators to measure developments towards these objectives include:

- Improved skills levels of the workforce; and
- Improved access of people to the labour market.

The Kosovo Economic Development Plan 2011-2014 follows its vision for “a prosperous and dignified European society for all citizens of Kosovo”. The objective is to achieve a growth rate of 7-8% per annum in the medium term, and a reduction in the level of the registered unemployed by approximately 8-10% per annum.

The Employment Strategy 2010-2012 aims to:

Reform and modernization of public employment services (objective 1)

- Start to increase responsibility of Regional and Municipal Employment offices for job creation programmes,
- Pilot increased responsibilities of Regional/local employment offices.

Promote active labour market programs (ALMP) (objective 3)

- Expansion of Active Labour Market Programs (ALMP),
- Organize trainings on implementation of ALMP,
- Training of PES and Vocational Training Centres staff in the promotion of self-employment,
- Promotion of self-employment.

Move individuals from social assistance to work (objective 5)

- Piloting the program for Moving individuals from Social Assistance to Work.

The Sectoral Strategy 2009-2013 is looking to raise the employment level and strengthen professional skills, depending on the demands of the labour market (objective 1):

- Mitigate the unemployment level of youth, women and long-term unemployed,
- Review and extend active employment measures for protection of unemployed from

vulnerable groups.

2.3 LINK WITH ACCESSION PARTNERSHIP (AP) / EUROPEAN PARTNERSHIP (EP) / STABILISATION AND ASSOCIATION AGREEMENT (SAA) / ANNUAL PROGRESS REPORT

Activity 1 - Aligning education with labour market needs

The European Commission 2011 Progress Report stipulates that Kosovo needs to put additional efforts into improving the quality management and the quality assurance in education, including higher education notably through teacher training, and pre-service teacher training via enhancing management and academic capacities of the Faculty of Education of Pristina University.

The European Partnership Action Plan 2012 has included the conclusions of the progress report in the field of education as key challenges that the Government of Kosovo, respectively MEST has prioritized to address in the years to come. This project therefore responds to some of these challenges, especially in the context of improving the management and academic capacities of the Faculty of Education.

One of the objectives of the Qualifications Authority of Kosovo (NQF) is to link Kosovo's qualifications systems to the European Qualifications Framework (EQF) thus enabling comparability of Kosovo qualifications with those of European countries. The Progress Report 2011 states that the Qualifications Authority (NQA) needs to be improved to implement further the Qualifications Framework law and the procedures on the validation of qualifications and accreditation of the Vocational Education and Training providers required for an effective implementation. The Qualifications Authority of Kosovo (NQA) has participated in a European process of piloting the "Qualifications Platform" - an initiative of the European Training Foundation.

The EPAP has highlighted the importance of professional education and training as one of the main means to connect education with the market economy.

Activity 2 - Enhancing the employment of vulnerable groups

Communication from the Commission to the European Parliament and the Council 'Kosovo – Fulfilling its European Perspective'

- The capacity of job centres should be improved and links with universities and schools further developed so as to bridge the gap between education and the workplace. Kosovo would benefit from introducing work incentive schemes for recipients of social assistance who are able to work.

Communication from the Commission to the European Parliament and the Council – "Enlargement Strategy and Main Challenges 2009-2010"

- People with disabilities remain among the most disadvantaged groups, along with Roma, Ashkali and Egyptians. Female employment remains very low (55%), and youth unemployment particularly high. The implementation of the action plan on youth employment is hampered by the lack of inter-ministerial coordination. The administrative capacity of the Ministry of Labour and Social Welfare remains poor.

The Commission's 2010 Progress Report on Kosovo

- “Participation and employment rates remain dramatically low. Unemployment remains persistently high especially for women and young people. Unemployment duration is extreme and the bulk of unemployed are fully disconnected from the open labour market. There are limited incentives for jobseekers and employers. Disadvantaged groups deserve more attention”.

The European Partnership Action Plan

- Under the Government’s “Action Plan 2011 for Implementation of the European Partnership for Kosovo” priorities EPP 63, 64, and 122 aim to increase the level of employment, vocational training and self-employment in Kosovo with the final aim to reduce the poverty in Kosovo and to increase the welfare of all citizens.

2.4 PROBLEM ANALYSIS

Activity 1- Aligning education with labour market needs

Kosovo is facing high unemployment rates, particularly among young people (age 16-24) and approximately 60,000 unemployed persons are considered as semi-skilled or outdated skills.

One of the challenges Higher Education (HE) faces is to produce graduates that are attractive for the labour market. The TEMPUS programme puts substantial efforts in the perspective of curricula revision and development, but the programme uses a bottom up approach, which reflects specific study programme needs. An overall strategic approach is required to directly promote the alignment of HE study programmes consistent with labour market demands. This top-down approach would substantially contribute to the fulfilment of government objectives for higher education reform as set in the Kosovo Education Strategic Plan 2011-2016. Support to modernise and assure quality of higher education teacher training programmes is an identified need particularly for pre-service teacher education at the University of Pristina. The existing teacher education programme is characterized by (i) fragmented structures (ii) non-standardized provision of teacher education (iii) variable levels of the quality of academic and pedagogical training across teacher education programmes. Addressing such challenges as well as taking into consideration the recommendations of the Kosovo Accreditation Agency for sustainability of the education study programmes is an important requirement.

The NQA was established following the adoption of the Law on Qualifications. Its responsibility is the oversight of the Qualifications Framework along with the Ministry of Education, Science and Technology, Kosovo Agency for Accreditation and other professional bodies approved for this purpose. In particular, NQA is responsible for the validation of professional qualifications and accreditation of VET providers.

The NQA has developed the Qualifications Framework and criteria for validation and accreditation processes. NQA has also successfully completed the piloting phase for validation of 8 qualifications and accreditation of 10 VET providers. The NQF was developed in accordance with the European Qualifications Framework (EQF), but it needs to be developed further. The level descriptors should be clarified and require the establishment of qualifications in the NQF that would facilitate students’ access to the labour market.

Quality assurance of VET schools is among the major challenges this sector is currently facing. Even though MEST and development partners have worked towards reforms in the

VET system, mainly on the legislation infrastructure and policy development, the quality of practical and applied teaching and training at VET schools needs to be improved. Hence, this project will give attention to the practical aspects of VET (teacher) training, accompanied by provision of modern equipment to a selected number of VET schools based on needs analysis and labour market demands. These are the key factors to achieve quality assurance and a modernized VET training matching labour market needs.

Activity 2 - Enhancing the employment of vulnerable groups

Active Labour Market Policies are the main tool for promoting employment of disadvantaged and vulnerable groups. In Kosovo, active labour market policies and measures that target disadvantaged groups are not well developed and implemented. Actions that aim to promote the employment of disadvantaged groups (particularly category II beneficiaries of SAS and persons with disabilities) are not tailor-made and have been implemented rarely, sporadically and without detailed analysis of needs and the situation on the ground. There is no systematic approach in the implementation of active employment measures which respond to the needs of the target groups in a proper way.

Currently, the capacity of Department of Labour and Employment (DLE – which is the main stakeholder responsible for the implementation of active labour market policies) to address the special needs of disadvantaged groups - is low, both in terms of staff numbers and skills. Knowledge and skills on programming, design, implementation and evaluation of active employment measures is low and requires comprehensive capacity building. This is particularly related to the management of the grant schemes which will, in the near future, become a main instrument for the implementation of active employment policies. A monitoring and evaluation system which can provide information on the efficiency of existing measures and recommendations for modification and design of the new measures is still not in place. The lack of information on the achievements of active employment measures is one of the main obstacles for the development of tailor-made measures which can have a positive long-term impact on the target groups.

Labour market policies and measures in Kosovo are mostly designed using a top-down approach, without sufficient quality inputs from the regional level. The contribution of local actors and service providers (private sector organisations, local employment offices, NGOs, local chambers of commerce) in programming and implementation of active employment measures is not satisfactory. Their unique experience in dealing with the target groups is so far not being used for more efficient programming and direct delivery of active employment measures.

2.5 LINKED ACTIVITIES AND DONOR COORDINATION

Activity 1- Aligning education with labour market needs

Component 1: Higher Education (HE)

The TEMPUS programme supports the reformation and modernization of higher education curricula and infrastructure, using a bottom-up approach, mainly focused on specific academic units and study programmes. Currently there are around 20 TEMPUS projects on-going in Kosovo, as Joint European Projects and Structural Measures. The project at hand will

complement these measures through a top-down approach in order to address the higher education system in general.

IPA 2008, 2009 and 2010 education projects have and are supporting modernisation of teacher development and research capacity in Higher Education, in particular of Pristina University Faculty of Education.

The Austrian Development Cooperation continuously supports higher education in Kosovo by contributing to the development of quality assurance, as well as internationalization of higher education through the establishment of partnerships between higher education institutions in Kosovo and abroad. It further supports sustainability and consolidation of central bodies, such as the Kosovo Accreditation Agency, Centre for International Cooperation in HE&RTD, as well as NARIC Centre, in order to make them become fully operational and functional.

MEST's Higher Education Department is organizing donor coordination in the sub-sector 'Higher Education and Research' with the purpose of harmonizing donors' aid with government priorities, avoiding overlap of different donor programmes, as well as creating synergies between such programmes.

Component 2: Qualifications Authority & Component 3: Vocational Education and Training

The proposed project will complement the following projects:

KOSVET II & KOSVET III (September 2006-March 2009): VET system's further modernisation, with a view to developing a competitive enterprise economy and enhancing youth employability, self-employment and lifelong learning. It provides support for career education services and the establishment of the Council for VET, and supported the establishment of the Kosovo Qualifications Framework and arrangements for developing, approving, certifying and reviewing vocational qualifications.

KOSVET IV (2007-2009): supported to a modern vocational education and training system in Kosovo for both youth and adults, in line with the needs of the labour market, economic development priorities, giving due reference to key EU policies, through (i) the provision of vocational education and training matching the requests of employers of Kosovo and (ii) the establishment of a training needs assessment service within the Kosovo Chamber of Commerce.

EU KOSVET V (under IPA 2008, September 2009-August 2011) supported the development and implementation of the Qualifications Framework (NQF); Development of Quality Assurance, Accreditation and Development of NQA&NQF in Kosovo.

Activity 2 - Enhancing the employment of vulnerable groups

The proposed project will complement the following activities:

EU KOSVET VI

This project is supporting the government in its ongoing reform of the Kosovo VET system in order to bridge the gap between formal education and training and the world of work, to promote demand-driven training and to establish labour market relevant training for young unemployed job seekers. The project addresses, among other groups, also members of disadvantaged and marginalised groups and communities such as people with disabilities, members of ethnic minority groups or those facing particular difficulties in getting access to employment or training.

‘EU Support to the Ministry of Labour and Social Welfare’

The overall objective of this project is the promotion of economic and social cohesion as well as poverty alleviation. The capacity building of MLSW, Regional and Municipal Employment Offices, Centres for Social Work and Municipal Departments of Health and Social Welfare will contribute to increase the effectiveness of social and employment services and address the challenges of the decentralisation process. The project developed a draft legal framework for future implementation of the Active Labour Market Measures, preparing the grounds for more efficient interventions. Additionally, were developed minimum standards for employment services, which need now to move on the implementation at a larger scale of the ALMM and guide the future development of private employment service providers.

The Beautiful Kosovo Programme (BK)

This project addresses poverty and unemployment through active labour market measures promoting job opportunities linked to public regeneration schemes that enhance quality of life for all Kosovo inhabitants. This programme provides temporary employment for various target groups, but the interventions addressing the needs of category II beneficiaries of SAS should take into consideration a more customised approach, having in mind the complex factors which lead them to this situation. Therefore the proposed project will focus on more customised and combined measures to address these special needs.

Other projects and donor coordination mechanism

There are several other projects aimed at enhancing employment and vocational training, among which the initiatives funded by UNDP (e.g. Active Labour Market Programme for Youth), by Lux-Development (e.g. Strengthening Vocational Training in Kosovo) or by World Bank (e.g. Kosovo Public Works Program).

MLSW has established a Working group for donor coordination. Additional staff has been recruited for donor coordination and project implementation/monitoring within the Department of Labour and Employment. The Sectoral Working Groups and Sub-groups under the coordination of the Ministry of European Integration have as main objective the early identification of potential overlapping and building synergies among the donor funded projects.

2.6 LESSONS LEARNED

- Effective coordination is needed among donors contributing to education and employment sectors;
- Donor assistance needs to be aligned with Kosovo's education and employment strategic plans and matched by realistic aims and objectives;
- Activities and initiatives should build on former successes, which have added value and to which the Government of Kosovo and relevant line Ministries are fully engaged;
- The importance of inter-Ministerial communication and collaboration: cooperation between MEST and MLSW is essential particularly in the fields of adult education, vocational education and higher education measures to promote employability;

- Effective communication and transparent decision-making between all concerned actors and stakeholders should be ensured;
- Empowerment, capacity building and ownership of the project and its initiatives by the local beneficiaries are essential to ensure sustainability of the actions;
- Co-financing by the Government of Kosovo and sector budget is an important means to demonstrate commitment and engagement in the project initiatives;
- Adequate budgetary and human resources by Government of Kosovo are necessary to ensure basic operability of the education and employment services at local level as well as at central level;
- Minority inclusion in the projects, to be successful, requires direct involvement of local minority communities and engagement of local experts of and from the local minority communities concerned;
- In respect of project 2, the experiences in the new Member States of the EU or candidate countries from the Balkans region show that the long-term unemployed and groups threatened by social exclusion are particularly unmotivated to participate in measures of the active employment policy and their readiness for mobility is usually very low. Active labour market measures must, therefore, focus on employability of the target groups and they must be tailored to the needs of the target groups;
- The new draft Law on Social Assistance Scheme requires an increased labour market conditionality of category II beneficiaries. Therefore, additional efforts and instruments are required by the Department of Labour and Employment to address the needs of this specific target group and the undertaking of pilot measures (through the project Grant Scheme) to improve the practical experience of the Department of Labour and Employment in the functioning active employment measures.

3 DESCRIPTION

3.1 OVERALL OBJECTIVE OF THE PROJECT

- The first overall objective of the project is to strengthen the quality and relevance of education programmes and the link between education and the labour market as a precondition for employability and economic development. It seeks to advance cooperation and dialogue between education institutions and social partners.
- The second overall objective of the project is to support the transition from social assistance to employment for the most disadvantaged groups in the labour market.

3.2 SPECIFIC OBJECTIVE(S) OF THE PROJECT

Activity 1

- To strengthen the link between Higher Education and labour market needs through the development, modernisation and quality reform of HE programmes to meet labour market needs;
- To ensure that the NQF is successfully implemented with validated qualifications offered by

accredited institutions at Levels 1 – 5 of the framework;

- To improve the quality of practical and applied teaching and learning in VET schools in core occupational sectors relevant to labour market needs.

Activity 2

To support employment and social inclusion of the most disadvantaged and vulnerable groups, in particular category II beneficiaries of the Social Assistance Scheme and people with disabilities, in the labour market through development of more effective active employment policies at central and regional level.

3.3 RESULTS

Results for Activity 1

Component 1: Higher Education

1.1-A selected number of priority study programmes at Higher Education Institutions (HEIs), notably of public universities, has been reviewed, revised and modernised to respond to labour market needs and European quality standards following a needs assessment of the labour market;

1.2 HEI curriculum for pre-service teacher training modernised and quality improved and harmonized with new Kosovo curriculum for schools;

1.3-HEIs have developed and implemented Diploma supplements that help orient graduates towards employment opportunities;

1.4-Capacity of relevant University/Faculty management and teaching staff has been enhanced, particularly in relation to pre-service teacher training services.

Component 2: Support to NQF and NQA

2.1 Qualifications awarded by secondary vocational education programmes meet the NQA's criteria for validation, including qualifications at different NQF levels;

2.2 Professional qualifications have been reviewed and a diverse range of exemplar qualifications, based on occupational standards, have been developed at NQF levels 1 – 5, including initial VET qualifications, basic skills qualifications for adults and qualifications to meet continuing learning and development needs;

2.3 The capacity of VET institutions and stakeholders (including the social partners) has been developed to provide qualifications meeting the NQA's criteria for validation;

2.4 The effectiveness of quality assurance arrangements for VET qualifications (including self-assessment, monitoring and internal and external verification) has been evaluated and improvements made.

Component 3: Vocational Education and Training

3.1 VET teachers have been provided with advanced training in use of essential materials and equipment required for VET teaching: teachers' knowledge, competency and skills, including pedagogical skills, have been increased;

3.2 Needs assessment of VET school equipment has been undertaken and technical

specifications for VET equipment have been drawn-up for a selected number of VET schools;

3.3 Training and learning materials on the use of new equipment have been provided to VET schools;

3.4 A select number of VET schools have been supplied with modern equipment required for practical learning to deliver VET training programmes to set occupational standards and qualifications which meet the needs of the Kosovo labour market and industry.

Results for Activity 2 - Enhancing the employment of vulnerable groups

1. Tailor-made active employment measures targeting disadvantaged groups (category II SAS beneficiaries and persons with disabilities) have been developed and promoted on regional and central level;

2. The capacity of the Department of Labour and Employment staff dealing with active employment measures has been strengthened;

3. The awareness and understanding of potential grant beneficiaries/applicants about the Pilot Project Grants Scheme on Active Employment Measures has been strengthened;

4. The employability of disadvantaged groups in the labour market (category II beneficiaries of SAS and Persons with disabilities) is enhanced.

3.4 MAIN ACTIVITIES

Activities for Activity 1

Component 1: Higher Education

1.1. Assessment of labour market needs and analysis how to adapt HE programmes according to labour market needs;

1.2. Review and revision of existing study programmes of HEIs in order to align them with labour market needs, particularly with reference to European Framework on Key Competences for Lifelong Learning;

1.3. Development and implementation of HEI diploma supplements that orient qualifications towards labour market needs;

1.4. Integration, harmonization and alignment of the new curriculum framework for pre-service teacher training;

1.5. Increase the capacity through training and best practice exchange of HE faculty management and teaching staff with counterparts from EU to modernize HE teaching practices and to deliver the demands for pre-service teacher training as set forth in strategies and priorities of Kosovo and of EU.

Component 2: Qualifications Authority

2.1. Training and capacity building support provided to vocational training (VET) schools on all aspects of qualifications development, including the preparation of qualifications specifications, the development of assessment strategies and the piloting of secondary vocational qualifications in selected labour market priority sectors;

2.2. The development of a relational ‘map’ of the qualifications needed in each sector to identify possible transfer and progression routes between different qualifications and different qualification types is undertaken;

2.2. Provide capacity building support to the development of occupational standards for key occupations and develop and pilot basic skills and qualifications for adults including basic, life and employability skills, as a basis for reintegrating them into the education, training and qualifications system and to facilitate entry to the labour market;

2.3 Develop qualifications from key sectors at different levels to meet the continuing training and development needs of adults, including the provision of capacity building to qualifications developers. Support the development, adaptation and delivery of vocational qualification programmes to learners with special educational needs, in particular those with learning difficulties;

2.4 Provide capacity building training to VET providers and developers of occupational standards to support all aspects of qualifications development and implementation;

2.5 Develop local capacities for quality assurance and validation process, review and evaluate occupational standards based on training, exchange of experiences;

2.6 Evaluation of the effectiveness of the operation of quality assurance arrangements for VET qualifications is undertaken.

Component 3: Vocational Education and Training

3.1 VET teacher training and capacity building, to include practical skills training, pedagogical and didactic skills training, including in relation to use of essential VET equipment;

3.2 Undertake equipment needs assessment of a selected number of VET schools, identify equipment needs and draft the required technical specifications;

3.3 Develop training and learning materials, offering student centred learning, and related to best practice usage of essential VET equipment and new equipment in particular;

3.4 Practical training on use of VET equipment in a selected number of core occupational VET schools in accordance with a modular and competency based training methodology, student centred learning and modern assessment methodology and practice.

Activities for Activity 2

Activities to Achieve Result 1

1.1 Mapping/inventory of past and current measures to support unemployed and socially excluded persons in Kosovo and to promote their employability; identification of the most effective measures:

1.2 Support the Ministry of Labour, working with other relevant line Ministries and support services, in order to enhance capabilities and systems for systematic, in-depth data gathering and analysis of the labour market needs:

1.3 Support the design and development of good practices, tailored active labour market measures, by the Department of Labour & Employment and local employment services, which meet the needs of long-term unemployed persons including persons with disabilities;

1.4 Provide capacity building for the central, regional and municipal bodies of the DLE to implement active employment measures in a systematic and comprehensive way in accordance with European good practice;

1.5 Support the Department of Labour & Employment, the regional and municipal bodies, to development the structural conditions for implementing active employment measures.

Activities to Achieve Result 2:

2.1 Provide training and capacity building for employment service providers and advisors working with long-term unemployed persons and groups threatened by social exclusion (e.g. Roma Ashkali Egyptian persons, people with disabilities, women in rural areas);

2.2 Provide advice and training to MLSW and local bodies providing employment services in establishing effective monitoring and evaluation systems that fit with the requirements of active employment measures;

2.3 Support cooperation and communication between the departments of the DLE and with other relevant line Ministries and Departments, the business community and employers, as well as the social partners;

2.4 Support the Ministry in defining the Guidelines for Applicants for Grant Schemes (Calls for Proposals) related to active labour market measures foreseen in this project fiche in the Component 2.

Activities to Achieve Result 3

3.1 Implement awareness raising activities, information and training days for the call for proposal of the Pilot Project Grant Schemes on Active Labour Market Measures directed towards potential applicants to explain the aims and objectives of active employment/labour market measures, the call for proposals eligibility criteria, guidelines, applicant eligibility

criteria, information about the selection criteria among other matters.

Activities to Achieve Result 4

4. This Grants Scheme will support a select and limited number of pilot projects which will test the possibilities of increasing the employability of the target groups and best lead to achievement of Result 4. The pilot projects selected have to be tailored to the needs of the socially disadvantaged unemployed persons. The successful pilot projects will serve as a model to develop and lead to new broader programmes in the ALMP managed by the MoL and employment services.

Eligible activities to be funded by the pilot project grant scheme:

4.1 Advisory services: to ensure that persons eligible for employment adapt to changing working conditions. Examples include: job/social counselling, provision of labour market information, aptitude/skills assessment, job search/job club programs, job fairs, labour exchange and placement services.

4.2 Training and retraining services: support to adult education and skills development among long-term unemployed including vocational skills relevant to labour market needs, supporting basic literacy and numeracy skills and small business/self-employment skills training.

4.3 Home-based employment and tele-working: Measures to support flexible working and promote alternative employment opportunities of disadvantaged groups such as women with small children, people living in rural areas and persons with disabilities.

4.4 Self-employment and small business consulting and assistance services: Skills development of unemployed persons to develop business and enterprise skills (such as training in business plan development, accounting, financial, legal, marketing and sales skills development and services, short-term entrepreneurial courses and training.

4.5 Provision of incubation services for disadvantaged entrepreneurs and support to the establishment and operation of social enterprises: 1-2 pilot actions could be supported on central or regional level through a competitive selection procedure. The economic sectors to be targeted should be defined in line with the existing employment and private sector development strategies. Those sectors could include for example waste collection and recycling, handicrafts and textiles, agriculture and food-processing, etc.

3.5 ASSESSMENT OF PROJECT IMPACT, CATALYTIC EFFECT AND CROSS BORDER IMPACT (WHERE APPLICABLE)

Activity 1

The project will support and advance quality improvements to education programmes relevant to the labour market. Qualifications development and accreditation of education and training programmes which meet the quality standard will provide an incentive for education and training providers to undertake self-assessment and to develop their programmes according to EU standard. The project will support an education system which supports life long learning

and progression of learners across education levels. Advance communication and cooperation between pre-university and university education and institutions and employers.

Activity 2 – Enhancing the employment of vulnerable groups

This is a new initiative in Kosovo for bringing disadvantaged groups on to the labour market, promoting self-employment and small scale entrepreneurship among long-term unemployed persons and groups threatened by social exclusion (e.g. Roma Ashkali Egyptian persons, people with disabilities, women in rural areas). It is part of Kosovo's Employment and SME Development strategies. Therefore, a positive impact on the living and working conditions of the above-mentioned groups of citizen is expected in the medium and longer term, as a result of this project. It will also have a positive effect on the economic development of Kosovo. Instead of increasing expenditure on social support, the Government can expect revenue in form of taxes from an economically active population.

3.6 SUSTAINABILITY

The sustainability of both projects depends on the political, financial and operational commitment of the key beneficiary stakeholders, the Ministry of Education, Science and Technology, the Ministry of Labour, the municipal level service providers, the HE institutions, Municipal Directorates for Education, VET schools to continue implementing the respective measures after the end of the project period.

In respect of project 2, the pilot measures to be financed by the project's Grant Scheme will test the effectiveness of different active employment measures and provide a body of "know how" which can inform future policies and measures to be taken by the DLE for extending active labour market policies throughout in Kosovo.

3.7 ASSUMPTIONS AND PRE-CONDITIONS⁴

- The political and social situation in Kosovo remains sufficiently stable to allow for project implementation.
- Full endorsement of project's objectives and active support and cooperation by all relevant stakeholders.
- Adequate budgetary and human resources are allocated by Government of Kosovo to ensure basic operability of the education and employment services at local level as well as at central level.
- Effective communication and transparent decision-making takes place between all concerned actors and stakeholders.

⁴ Assumptions are external factors that have the potential to influence (or even determine) the success of a project but lie outside the control of the implementation managers. Such factors are sometimes referred to as risks or assumptions but the Commission requires that all risks shall be expressed as assumptions. Pre-conditions are requirements that must be met before the sector support can start.

4 IMPLEMENTATION ISSUES

Activity 1

Activity 1 will be implemented via a Delegation Agreement (€2.8 million) with the Austrian Development Agency (ADA). ADA has considerable experience in higher education development, vocational training and qualifications development in Kosovo. ADA is the main donor actively supporting and providing expertise in the field of higher education and, together with the EU, has been supporting the introduction of a sector-wide approach in education. A delegation agreement to ADA will support the current efforts of harmonising and optimising for donor assistance in this sector. ADA was the principal donor partner in the founding of the Kosovo Accreditation Agency, they also have strong references in the field of vocational education and training, have worked with the Kosovo education sector and VET providers in developing occupational standards; and have experience in qualifications development and EQF.

Activity 2

Contracting Authority is the EU Office in Kosovo.

Project 2.2- One service contract through call for tender, €1 million.

Project 2.2- Grant contracts through open calls for proposals, €2 million.

The Grant Scheme will be implemented through 1 or 2 calls for proposals. One strand will be simulating ESF measures and the other ERDF measures. The size of grants would be: for ESF-type measures €100,000 – 300,000 (selection of approx. 4-8 projects) and for ERDF-type measures €250,000 – 500,000 (selection of 1-2 pilot projects).

4.1 INDICATIVE BUDGET

Indicative Project budget (amounts in €) (for centralised management)

<i>PROJECT TITLE</i>			SOURCES OF FUNDING									
			TOTAL EXPENDITURE	IPA CONTRIBUTION		BENEFICIARY CONTRIBUTION					PRIVATE CONTRIBUTION	
	IB (1)	INV (1)	€ (a)=(b)+(c)+(d)	€ (b)	% (2)	Total € (c)=(x)+(y) +(z)	% (2)	Central € (x)	Regional/Local € (y)	IFIs € (z)	€ (d)	% (2)
<i>Activity 1</i>			2.8	2.8	100							
contract 1.1 (Delegation Agreement)			2.8	2.8								
<i>Activity 2</i>			3.0	3.0	100							
Contract 2.1 – (Services)			1.0	1.0								–
Contract 2.2 – (Grant contracts)			2.0	2.0								–
TOTAL IB			3.8	3.8								
TOTAL INV			2.0	2.0								
TOTAL PROJECT			5.8	5.8	100							

NOTE: DO NOT MIX IB AND INV IN THE SAME ACTIVITY ROW. USE SEPARATE ROW

Amounts net of VAT

- (1) In the Activity row, use "X" to identify whether IB or INV
(2) Expressed in % of the **Total** Expenditure (column (a))

4.2 INDICATIVE IMPLEMENTATION SCHEDULE (PERIODS BROKEN DOWN BY QUARTER)

Contracts	Start of Tendering/ Call for proposals	Signature of contract	Project Completion
Activity 1			
Contract 1.1	Q3 - 2013	Q4 - 2013	Q2 – 2016
Activity 2			
Contract 2.1	Q2 - 2013	Q4 -2013	Q4 - 2015
Contract 2.2	Q2 - 2014	Q4 - 2014	Q4 - 2015

4.3 CROSS CUTTING ISSUES

4.3.1 *Equal Opportunities and non discrimination*

6.1 *Equal Opportunity*

The promotion of inclusive education, equity, equality of opportunity, is the basis and fundamental objective for both projects. Minority inclusion and inclusion of disadvantaged groups is their primary focus. The projects' design, implementation will ensure gender equality and the full participation of minority communities, long term unemployed persons in particular women and persons with disabilities.

4.3.2 *Environment and climate change*

The project will promote and advance respect for the environment, especially with regards to awareness-raising amongst education professionals, teachers and students and in the work on teaching and learning materials developed by the project.

The project will ensure environmental efficiency measures are respected including efficient use of resources and their recycling (eg paper recycling, recycling of printer toner etc).

Disaster resilience and risk prevention and management should be integrated in the planning, preparation and implementation of projects.

4.3.3 *Minorities and vulnerable groups*

The promotion of inclusive education, equity, equality of opportunity, is the basis and fundamental objective for both projects. Minority inclusion and inclusion of disadvantaged groups is their primary focus. The projects' design, implementation will ensure gender equality and the full participation of minority communities, long term unemployed persons in particular women and persons with disabilities. Translation and interpretation in minority languages will be provided and efforts will be made to ensure disability access to all trainings.

4.3.4 *Civil society/stakeholders involvement*

Both MEST and MLSW engage with social partners and involve them directly in vocational education and training programme development and qualifications development. CSOs

representing minority groups and key stakeholders will be consulted on key issues where their input and expertise can inform the work of the MEST and MLSW as supported by the projects.

The Ministry of Labour and Social Welfare (MLSW) is responsible for planning, designing and implementing the active labour market policies, aimed to increase the level of employment, vocational training and self-employment in Kosovo with the final aim to reduce the poverty in Kosovo and to increase the welfare of all citizens. Through this project Department of Labour and Employment - DLE (REC, MEO and RVTC⁵) will improve the response capacity to the changing needs of the labour market through the use of a wider range of active employment measures.

Social partners will have the opportunity to better understand different types of active employment measures and will ensure their involvement in all the phases, enabling thus also the possibility to control the effectiveness of these measures.

Public, private and Civil Society Organisations (CSOs) agents on the labour market will be acquainted and capable to cope with the principles, mechanisms, regulations and procedures concerning IPA. In the longer term, they will have the opportunity to learn and practice types of interventions supported by other various EU instruments, for example European Social Fund.

⁵ Regional Employment Centers (REC), Municipal Employment Offices (MEO), Regional Vocational Training centers (RVTC).

ANNEXES

1 Log frame – see below

2 Description of Institutional Framework

The Ministry of Education, Science and Technology (MEST)

The Ministry of Education, Science, and Technology (MEST) was established in 2002, based on Constitutional Framework for Self-Governance in Kosovo and under UNMIK Regulation 11 - 3 March 2000 on the establishment of the Administrative Department of Education and Science.

The main responsibilities of the Ministry of Education, Science and Technology are to:

- Improve the quality of, and access to, the education system in Kosovo.
- Bring the education system in Kosovo in line with European Union standards.
- Integrate all children of Kosovo into compulsory education from ages six to eighteen.
- Encourage the development of the scientific community as a highly qualified market for innovation and development in a comprehensive system of higher education.
- Promote life-long learning opportunities for all.

The Ministry is also responsible for the formulation of an overall strategy for the development of Education, Science and Technology in Kosovo and the promotion of a single, unified, non-discriminatory and inclusive educational system.

The Ministry of Labour and Social Welfare (MLSW)

This department was established in 2000 under UNMIK Regulation 24 - 21 April 2000 on the establishment of the Administrative Department Labour and Employment. Regulation No 2000/24 charges the labour administration with the formulation and implementation of policy aimed at supporting the unemployed by way of active employment policy measures such as job mediation, job creation, vocational training and re-training and small business development.

The MLSW is responsible for development and implementation of Labour and Employment Policies in Kosovo. Its activities include the:

1. Composition and orientation of programmes in favour of increasing employment in Kosovo.
2. Assurance of social assistance for unemployed.
3. Capacity building for Labour administration and Labour market services.
4. Enforcing and consolidating basic law for Labour.
5. Opening and developing dialogues for Consultative Tripartite Council

Department of Employment is responsible for implementation of Employment policies. It supervises the regional centres in Kosovo which deal with consolidating and analyzing data for Labour market as well as the 22 municipal offices and 5 sub-offices for minorities. The Department of Employment together with the Regional Centres provide assistance and support job-seekers to find employment by means of active employment policy measures such as job mediation, job creation, small business development and vocational training. They also are tasked with registering unemployed persons, as well as investigating and analysing the Labour market.

3 Reference list of relevant laws and regulations only where relevant

- The Higher Education Law,
- The Law on Scientific Research,
- The Law on Qualifications,
- The Law on Vocational Education and Training,
- Adult Education law,
- Kosovo Education Strategic Plan 2011-2016,
- The Research Program 2010-2015,
- Financing Higher Education in Kosovo,
- Framework for school based Vocational Education and Training,
- The Kosovo Curriculum Framework,
- The Qualifications Framework.

4 Details per EU funded contract(*) where applicable:

Contract 1.1 (€2.8 million) will be implemented via a Decentralised Cooperation Agreement with Austrian Development Agency as an organisation which has considerable experience of higher education development, vocational training and qualifications development in Kosovo.

Contract 2.2- One service contract through restricted tender, €1 million.

Contract 2.2- Grant contracts through open calls for proposals, €2 million.

The Grant Scheme will be implemented through 1 or 2 calls for proposals. One strand will be simulating ESF measures and the other ERDF measures. The size of grants would be: for ESF-type measures €100,000 – 300,000 (selection of approx. 4-8 projects) and for ERDF-type measures €250,000 – 500,000 (selection of 1-2 pilot projects).

5. Project visibility activities

The European Union Office in Kosovo has developed clear visibility guidelines and ensures that all projects which are implemented in Kosovo are fully in line with these guidelines. Project visibility is also clearly stipulated in all contractual documents whereby the contractors/implementers are obliged to adhere to all EU visibility requirements.

Visibility activities of both projects include:

- PR or information and communication experts or company engaged in preparing information, communication plan for the projects;
- Visibility materials produced (brochure, leaflets, folders, newsletters, project websites);
- Information sessions and outreach to stakeholders to be undertake at central and local level to inform and raise awareness about the opportunities provided by the projects.

ANNEX 1: Logical framework matrix in standard format

LOGFRAME PLANNING MATRIX		Project title and number		Support to education and employment
		Contracting period expires 3 years after signing the financing agreement.		Execution period expires 2 years following the final date for contracting.
		Total budget:	€5.8 million.	
		IPA budget:	€5.8 million.	
Overall objective	Objectively verifiable indicators (OVI)	Sources of Verification		
ACTIVITY 1 To strengthen the quality and relevance of education programmes and the link between education and the labour market as a precondition for employability and economic development.	Closer match between supply and demand labour systems in Kosovo.	Labour market survey(s)		
ACTIVITY 2 To support and contribute to the transition from social assistance to employment of the most disadvantaged groups in the society of Kosovo.				
Specific objective(s)	Objectively verifiable indicators (OVI)	Sources of Verification		Assumptions
ACTIVITY 1 To strengthen the link between Higher Education and labour market needs through the development, modernisation and quality reform of HE programmes to meet labour market needs; To ensure that the Qualifications Framework of Kosovo is successfully implemented with validated qualifications offered by accredited institutions at Levels 1 – 5 of the framework; and to improve the quality of practical and applied teaching and learning in education.	Increased number of HEI programmes receive positive reports on quality improvement from the KAA and from external evaluators. Number of VET institutions that apply for accreditation. Number of VET institutions that receive accreditation from NQA. Increase in numbers of students of HEIs and VET	Labour market survey(s); Employers' satisfaction surveys; Reports of Kosovo. Accreditation Agency on quality performance of HEIs. Statistical reporting and reports regarding registration of qualifications to NQF;		Commitment of Kosovo beneficiaries and authorities to supporting the education reform in best responding to the economic needs and have developed a clear guiding strategy; Effective coordination between key actors, relevant institutions and other stakeholders;

	schools that obtain internships and employment after graduation.	Reports on validation and accreditation processes; Self-Assessment Reports of VET schools.	
ACTIVITY 2 To support employment and social inclusion of the most disadvantaged groups, with special emphasis on category II beneficiaries of the Social Assistance Scheme and people with disabilities, in the labour market through development of more efficient active employment policies at central and regional level.	Numbers of policies drafted and initiatives implemented. Numbers of former SAS category II beneficiaries employed or self-employed.	Commission Progress Reports	
Results	Objectively verifiable indicators (OVI)	Sources of Verification	Assumptions
ACTIVITY 1 Component 1: Higher Education Study programmes at HEIs revised and modernised to respond to labour market needs and European quality standards; HEI curriculum for pre-service teacher training modernised and quality improved and harmonized with new Kosovo curriculum for schools; Diploma supplement at HEIs that orient graduates to employment opportunities developed and implemented; Capacity of relevant HE faculty management and teaching staff enhanced, particularly in relation to pre-service teacher training services. Component 2: Qualifications Authority Professional qualifications have been reviewed; Qualifications awarded from secondary vocational education programmes of MEST are further developed to meet the NQA's	Increased number of HEI programmes receive positive reports on quality improvement from the KAA and from external evaluators; Number of academic units at HEIs that have reviewed and revised the study curricula; Number of Diploma supplements produced by academic units at HEIs which are quality assured and accepted; Number of professional qualifications produced, transferable and recognized Kosovo-wide and internationally. Number of VET schools and profiles supplied with new equipment;	Commission Progress Reports; KAA reports; Number of diplomas issued jointly with the diploma supplement to quality standard; MEST reports; NQA Reports of validation and accreditation processes; SOK Report on analysis of labour market; Self-assessment reports from VET and training providers; List of purchased equipment,	Beneficiaries committed and engaged; Activities in line with Kosovo Strategic & Development priorities.

<p>criteria for validation, including qualifications at different NQF levels to meet the requirements of different occupations;</p> <p>A diverse range of exemplar qualifications based on occupational standards are developed at NQF levels 1 – 5;</p> <p>The local capacity of VET institutions and stakeholders is developed to implement high quality qualifications meeting the NQA’s criteria for validation;</p> <p>The effectiveness of the operation of quality assurance arrangements for VET qualifications is evaluated and improvements made.</p> <p>Component 3: Vocational Education and Training</p> <p>-VET teachers’ knowledge, competency and skills are developed and teachers are provided advanced training in use of essential materials and equipment required for VET teaching;</p> <p>-Needs assessment of VET school equipment undertaken and technical specifications for VET equipment drawn-up for a selected number of priority VET schools;</p> <p>-Training and learning materials are provided or developed to VET schools related to the use of the new equipment;</p> <p>-A select number of VET schools are supplied with modern equipment required for practical learning to deliver VET training programmes to set occupational standards and qualifications which meet the needs of the Kosovo labour market and industry.</p>	<p>Number of teachers trained;</p> <p>Training materials available;</p> <p>Number of VET institutions that apply for accreditation;</p> <p>Number of VET institutions that receive accreditation;</p> <p>Numbers of students of HEIs and VET schools that obtain internships and employment after graduation.</p>	<p>invoices and receipts;</p> <p>Project progress reports.</p>	
<p>ACTIVITY 2:</p> <p>- Tailor-made active employment measures targeting</p>	<p>Number of (social) businesses established by SAS category II beneficiaries;</p>	<p>Commission Progress Reports.</p>	

<p>disadvantaged groups (category II SAS beneficiaries and persons with disabilities) developed and promoted on regional and central level;</p> <ul style="list-style-type: none"> - The capacity of the Department of Labour and Employment staff dealing with active employment measures is strengthened; - The awareness and understanding of potential grant beneficiaries/applicants about the Pilot Project Grants Scheme on Active Employment Measures is strengthened; - The employability of disadvantaged groups in the labour market (category II beneficiaries of SAS and Persons with disabilities) is enhanced. 	<p>Number of SAS category II beneficiaries teleworking;</p> <p>Number of SAS category II beneficiaries who have made use of advisory services, training and retraining services.</p>	<p>Project reports.</p> <p>MSLW reports.</p>	
Activities to achieve results	Means / contracts	Costs	Assumptions
<p>ACTIVITY 1:</p> <p>Component 1 - Higher Education</p> <p>1.1. Assessment of labour market needs and analysis how to adapt HE programmes according to labour market needs;</p> <p>1.2. Review and revision of existing study programmes of HEIs in order to align them with labour market needs, particularly with reference to European Framework on Key Competences for Lifelong Learning;</p> <p>1.3. Development and implementation of HEI diploma supplements that orient qualifications towards labour market needs;</p> <p>1.4. Integration, harmonization and alignment of the new curriculum framework for pre-service teacher training.</p>	<p>Delegation agreement with Austrian Development Agency (ADA).</p>	<p>€2.8 million</p>	<p>Inclusion of key actors, relevant institutions and other stakeholders;</p> <p>Interest of private sector/businesses to participate.</p>

1.5. Increase the capacity through training and best practice exchange of HE faculty management and teaching staff with counterparts from EU to modernize HE teaching practices and to deliver the demands for pre-service teacher training as set forth in strategies and priorities of Kosovo and of EU.

Component 2 - Qualifications Authority

2.1. Training and capacity building support provided to vocational training (VET) schools on all aspects of qualifications development, including the preparation of qualifications specifications, the development of assessment strategies and the piloting of secondary vocational qualifications in selected labour market priority sectors;

2.2. The development of a relational ‘map’ of the qualifications needed in each sector to identify possible transfer and progression routes between different qualifications and different qualification types is undertaken;

2.2. Provide capacity building support to the development of occupational standards for key occupations and develop and pilot basic skills and qualifications for adults including basic, life and employability skills, as a basis for reintegrating them into the education, training and qualifications system and to facilitate entry to the labour market;

2.3 Develop qualifications from key sectors at different levels to meet the continuing training and development needs of adults, including the provision of capacity building to qualifications developers. Support the development, adaptation and delivery of vocational qualification programmes to learners with special educational needs, in particular those with learning difficulties;

2.4 Provide capacity building training to VET providers and

<p>developers of occupational standards to support all aspects of qualifications development and implementation;</p> <p>2.5 Develop local capacities for quality assurance and validation process, review and evaluate occupational standards based on training, exchange of experiences;</p> <p>2.6 Evaluation of the effectiveness of the operation of quality assurance arrangements for VET qualifications is undertaken.</p> <p>Component 3 - Vocational Education and Training</p> <p>3.1-VET teacher training and capacity building, to include practical skills training, pedagogical and didactic skills training, including in relation to use of essential VET equipment;</p> <p>3.2-Undertake equipment needs assessment of a selected number of VET schools, identify equipment needs and draft the required technical specifications;</p> <p>3.3-Develop training and learning materials, offering student centred learning, and related to best practice usage of essential VET equipment and new equipment in particular;</p> <p>3.4-Practical training on use of VET equipment in a selected number of core occupational VET schools in accordance with a modular and competency based training methodology, student centred learning and modern assessment methodology and practice.</p>		
<p>ACTIVITY 2</p> <p>Activities to Achieve Result 1:1.1. Mapping/inventory of past and current measures to support unemployed and socially excluded persons in Kosovo and to promote their employability;</p>	<p>Service contract.</p> <p>Grants via call for proposals.</p>	<p>Service Contract: €1 million.</p> <p>Grant Schemes: €2 million.</p>

identification of the most effective measures;

1.2 Support the Ministry of Labour, working with other relevant line Ministries and support services, in order to enhance capabilities and systems for systematic, in-depth data gathering and analysis of the labour market needs;

1.3. Support the design and development of good practices, tailored active labour market measures, by the Department of Labour & Employment and local employment services, which meet the needs of long-term unemployed persons including persons with disabilities;

1.4. Provide capacity building for the central, regional and municipal bodies of the DLE to implement active employment measures in a systematic and comprehensive way in accordance with European good practice;

1.5 Support the Department of Labour & Employment, the regional and municipal bodies, to development the structural conditions for implementing active employment measures.

Activities to Achieve Result 2:

2.1. Provide training and capacity building for employment service providers and advisors working with long-term unemployed persons and groups threatened by social exclusion (e.g. Roma Ashkali Egyptian persons, people with disabilities, women in rural areas);

2.2. Provide advice and training to MLSW and local bodies providing employment services in establishing effective monitoring and evaluation systems that fit with the requirements of active employment measures;

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<p>2.3. Support cooperation and communication between the departments of the DLE and with other relevant line Ministries and Departments, the business community and employers, as well as the social partners;</p> <p>2.4. Support the Ministry in defining the Guidelines for Applicants for Grant Schemes (Calls for Proposals) related to active labour market measures foreseen in this project fiche in the Component 2.</p> <p><u>Activities to Achieve Result 3:</u></p> <p>3.1. Implement awareness raising activities, information and training days for the call for proposal of the Pilot Project Grant Schemes on Active Labour Market Measures directed towards potential applicants to explain the aims and objectives of active employment/labour market measures, the call for proposals eligibility criteria, guidelines, applicant eligibility criteria, information about the selection criteria among other matters.</p> <p><u>Activities to Achieve Result 4 :</u></p> <p>4. Selection of a limited number of pilot projects which have to be tailored to the needs of the socially disadvantaged unemployed persons (advisory services, training and retraining services, home-based employment and teleworking, self-Employment and Small Business Consulting and Assistance Services, provision of incubation services for disadvantaged entrepreneurs and support to the establishment and operation of social enterprises).</p>		
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