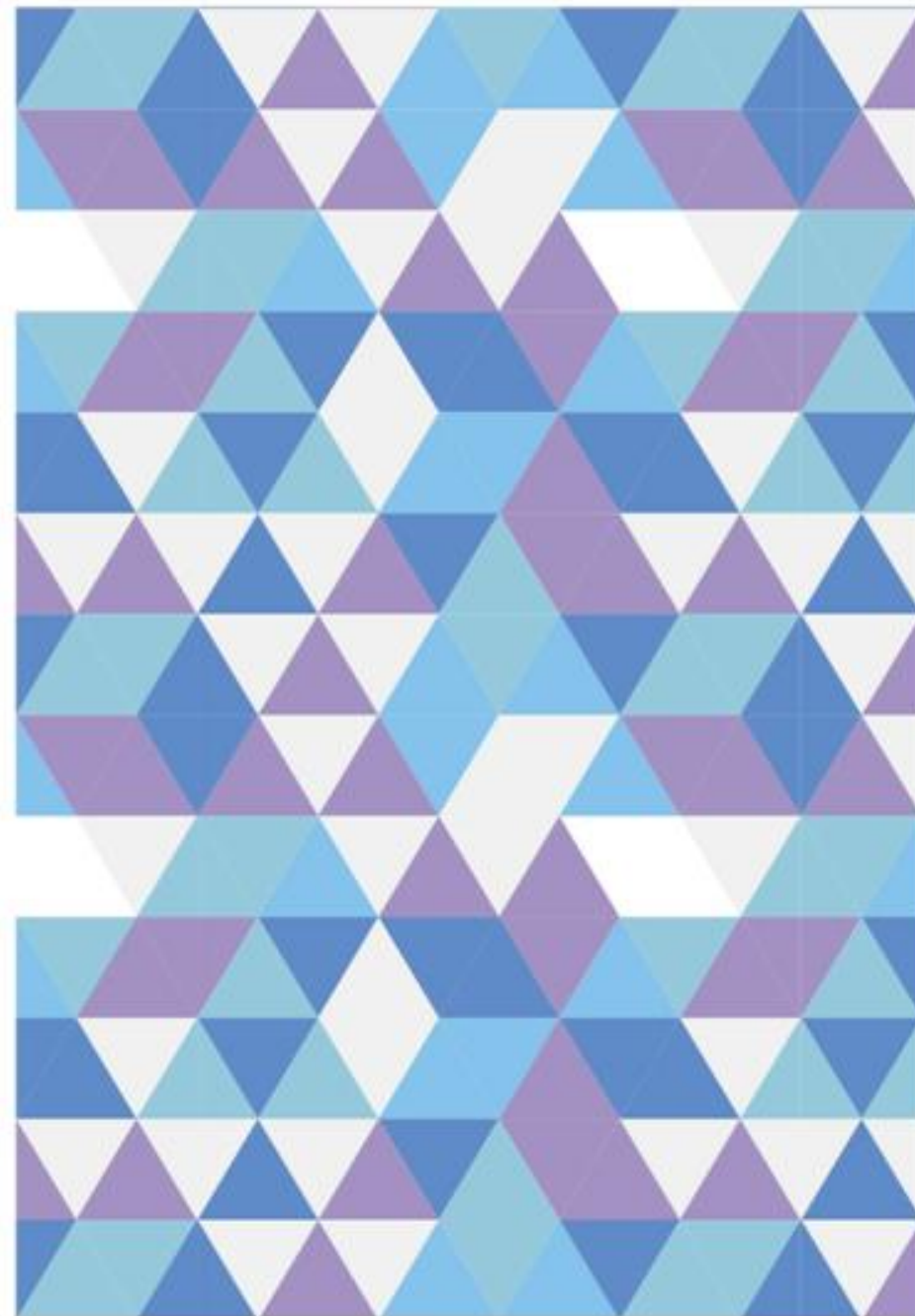NATIONAL
QUALIFICATIONS
AGENCY

BUILDING BRIDGES:
Universities, Professions, and Professional Qualifications in Sync
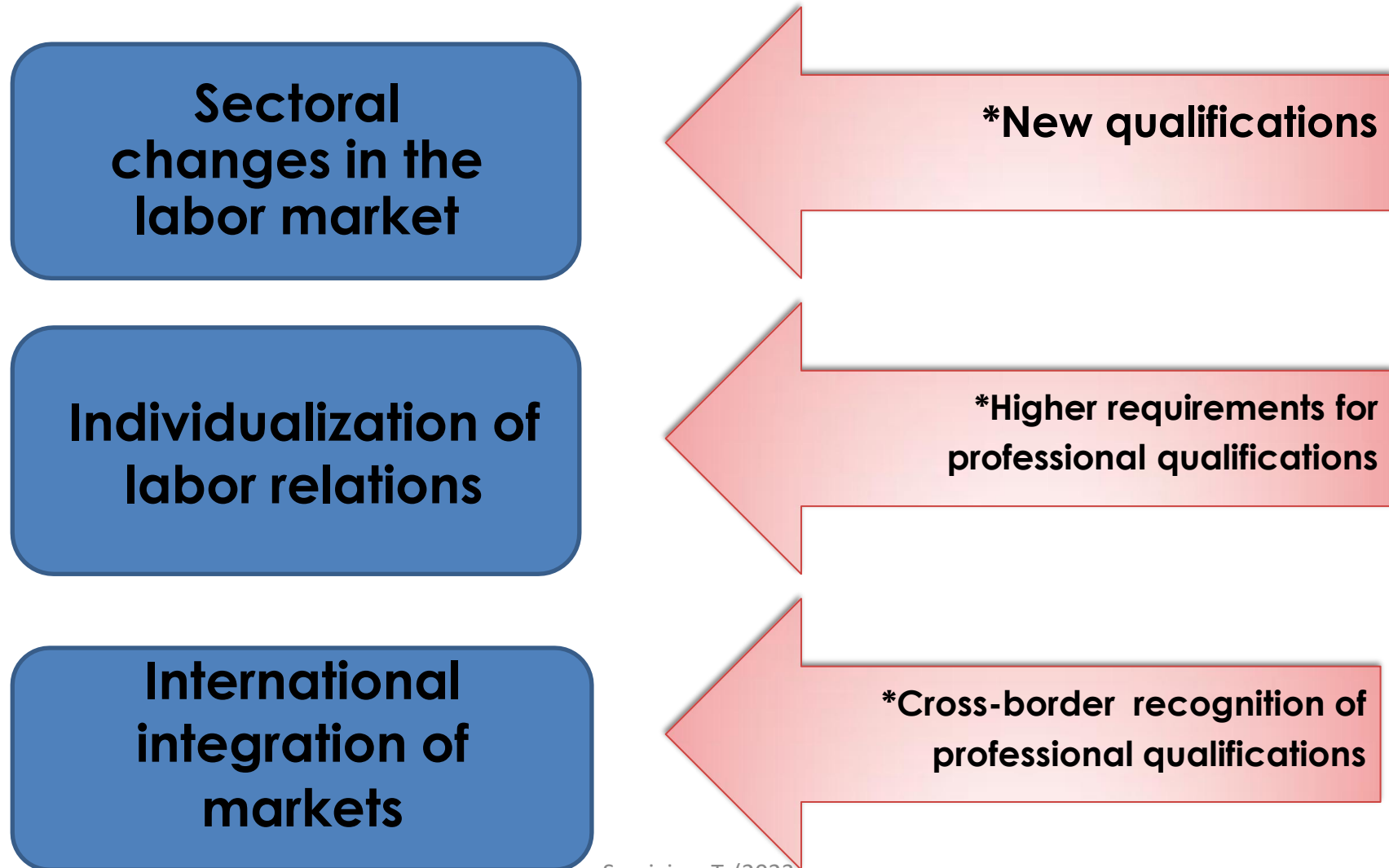
*Prof. **Tetyana Semigina,**
Member of NQA*

10 July 2023 р.

PROFESSIONS

Modern labor market trends (1)

Sectoral changes in the labor market ⟵ *New qualifications

Individualization of labor relations ⟵ *Higher requirements for professional qualifications

International integration of markets ⟵ *Cross-border recognition of professional qualifications

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Source: Pedestrini (2010)

Modern labor market trends (2)

Technology development (e.g. AI, Green Deal)

Skills mismatch (vertical, horizontal)

Qualification gaps

Every 10 years qualifications became outdated

4

POLICIES

Commission Communication on achieving the European Education Area by 2025

2020 (September)

Proposal for Council Recommendations on Micro-Credentials and Individual Learning Accounts

2021(December)

Reports from states about measures to support the objectives of the recommendation

2023 (December)

2020 (July)
European Skills Agenda

2021 (March)
European Pillar of Social Rights Action Plan

2022 (June)
Council Recommendations on:
(1) Micro-Credentials and (2) Individual Learning Accounts

80%

60%

•Digitalization (of education and society)
•Green competences
• Individual lifelong learning trajectory
•Skills/market demand imbalance
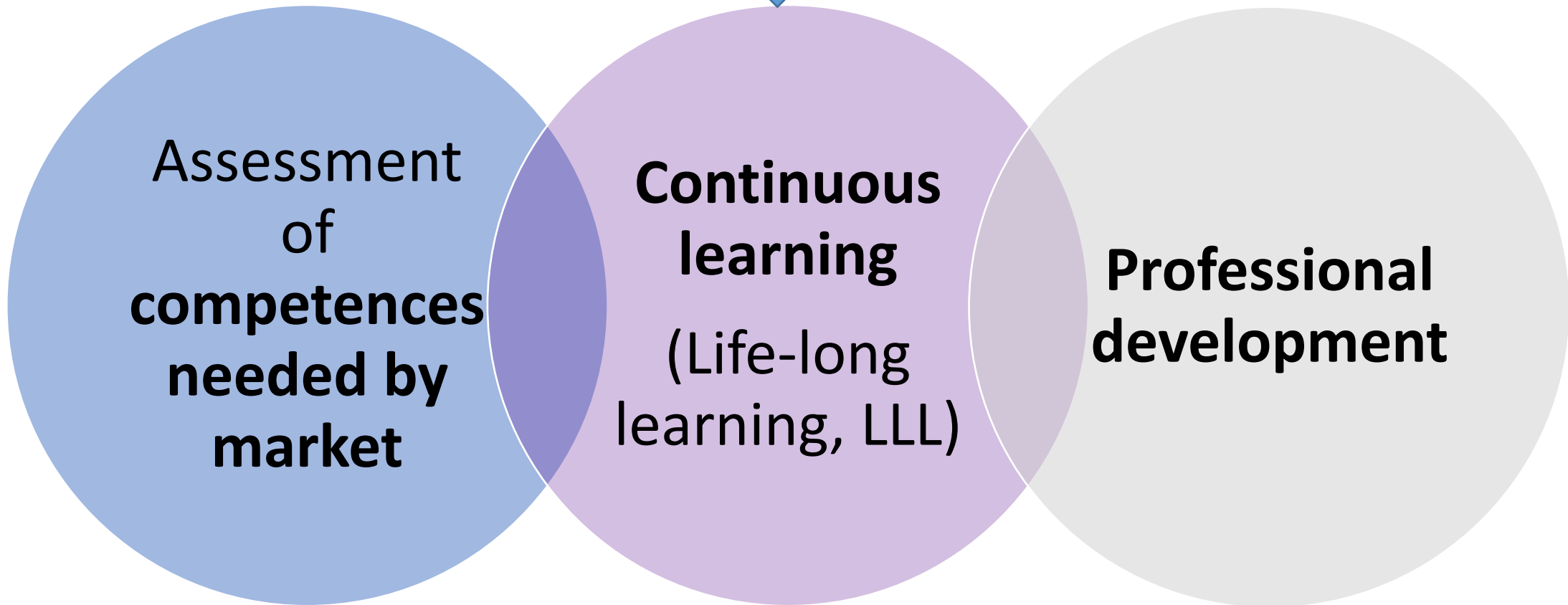
TASKS and OPPORTUNITIES for COUNTRIES?

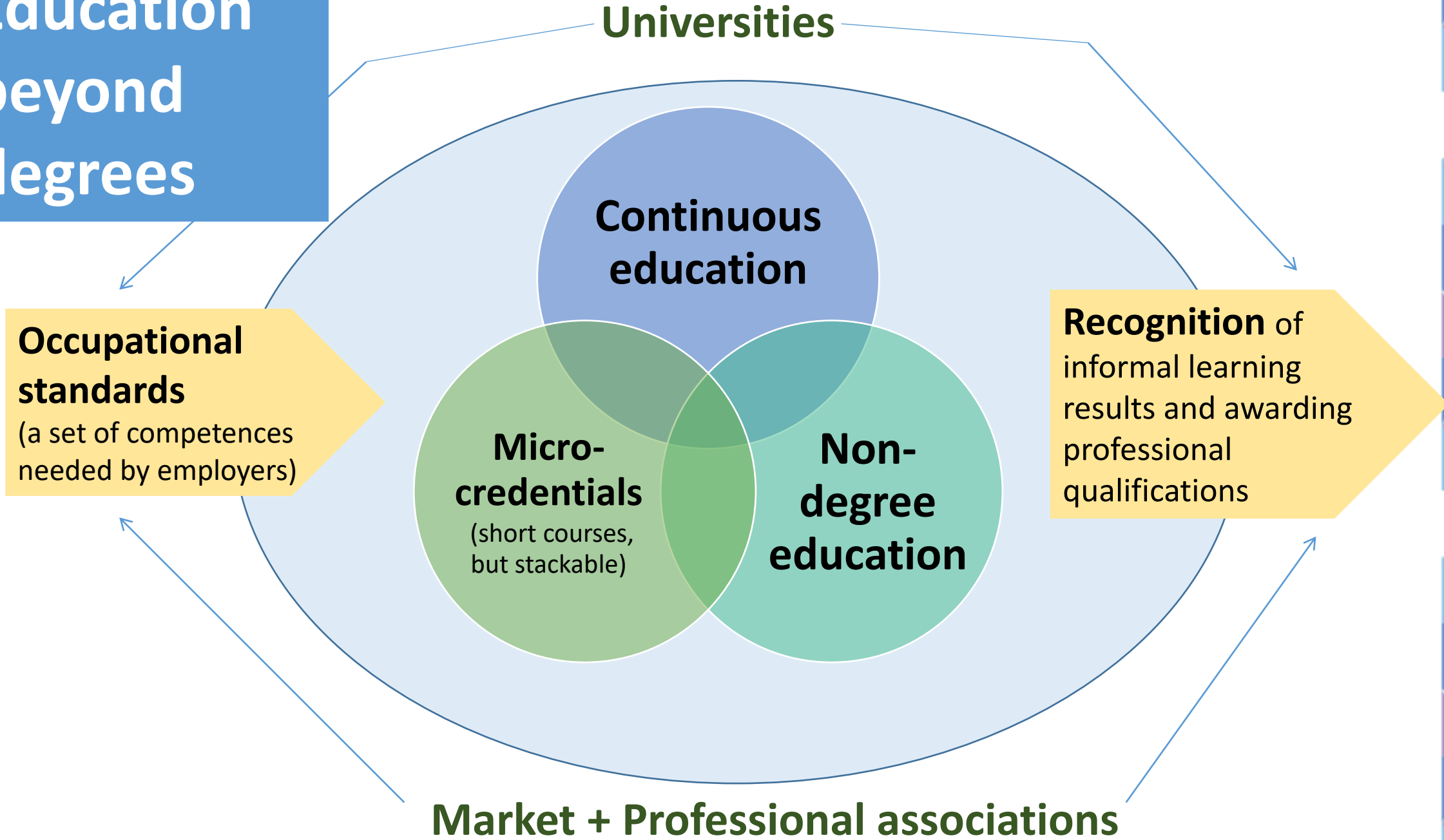# Ukraine's experience in developing the qualification system

- Law of Ukraine «**On Education** (2017)
- Order of Cabinet of Ministries on the National Qualification Framework
- Regulations re development of occupational standards, qualification centers accreditation, awarding of professional qualifications by qualification centers and so on
- Changes in legislation on qualifications (2022) – clear link to occupational standards

UNIVERSITIES

Responses to evolving requirements within any field of professions

Assessment of **competences needed by market**

Continuous learning (Life-long learning, LLL)

Professional development

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Education beyond degrees

Universities

Continuous education

Occupational standards
(a set of competences needed by employers)

Micro-credentials
(short courses, but stackable)

Non-degree education

Recognition of informal learning results and awarding professional qualifications
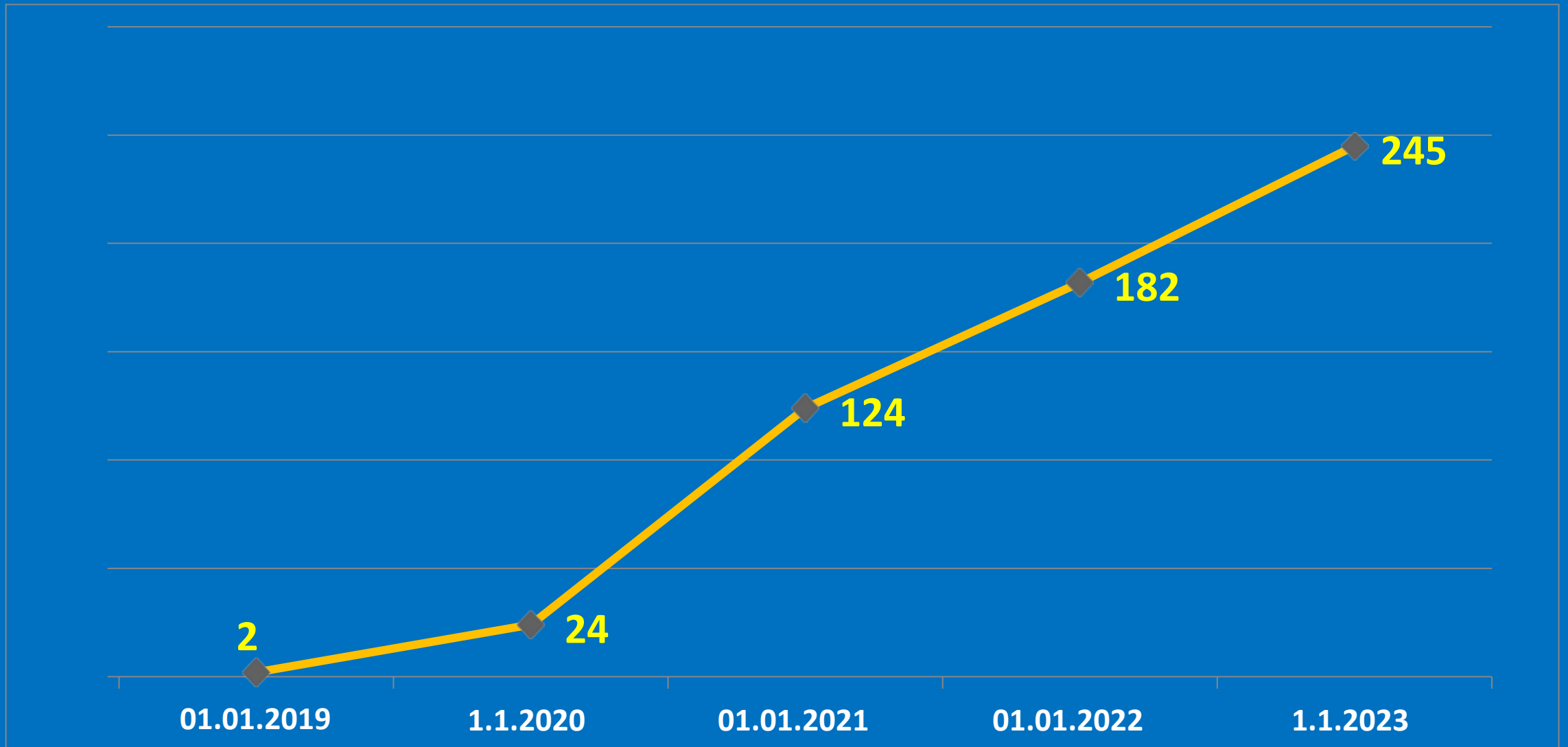
Market + Professional associations
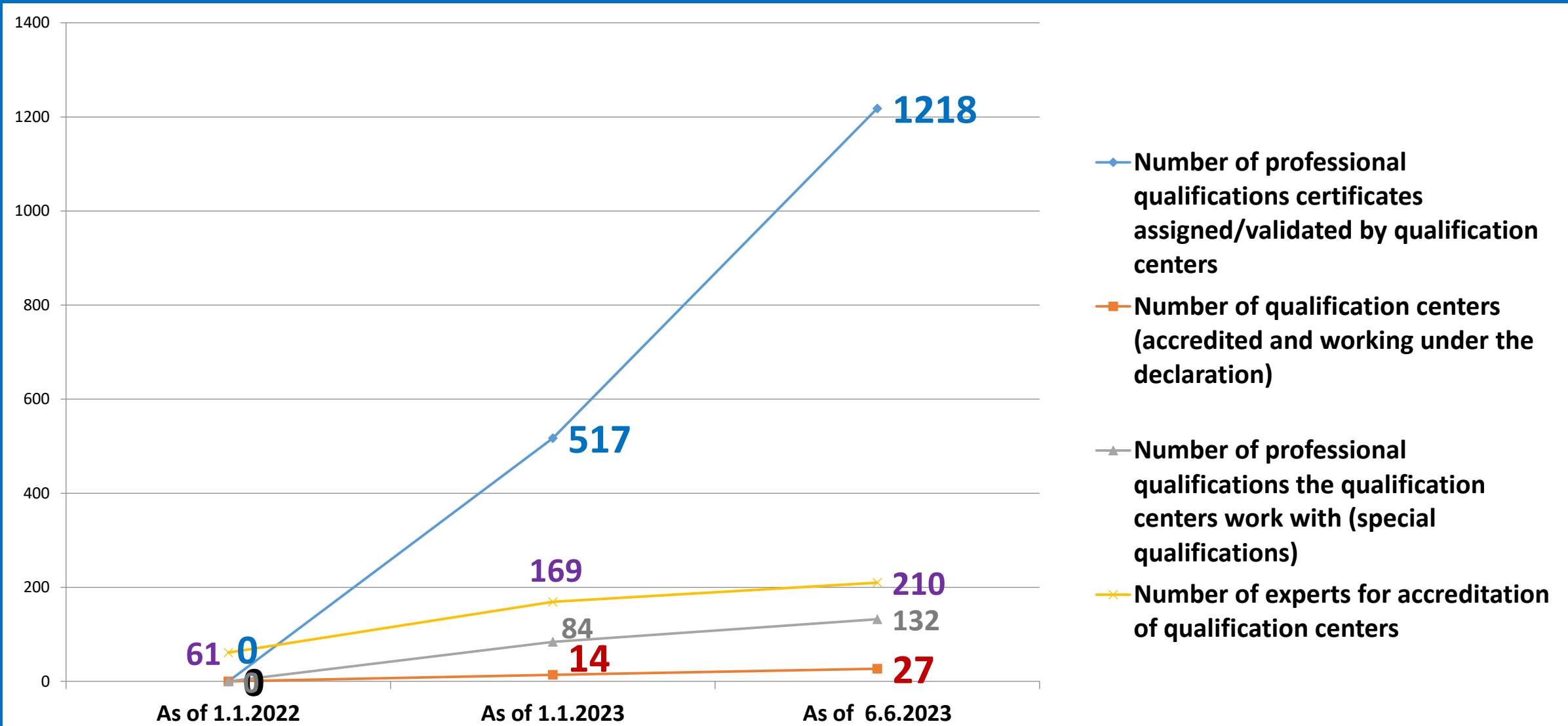
10

QUALIFICATION SYSTEM

Universities and their role in qualification systems: *(non)rhetorical questions*

- Do Universities have responsibilities for profession to train qualified specialists?

- Could Universities provide opportunities for professionals to enhance their skills, participate in professional development courses?

- Could Universities actively participate in the elaboration and refinement of occupational standards within the qualification systems?

- Could Universities play a crucial role in establishing a system of awarding and recognition of professional qualifications within the qualification systems?

Ukraine's dynamics of occupational standards

	01.01.2019	1.1.2020	01.01.2021	01.01.2022	1.1.2023
Value	2	24	124	182	245

Ukraine's dynamics of qualification activities

Number of professional qualifications certificates assigned/validated by qualification centers: 0, 517, 1218

Number of qualification centers (accredited and working under the declaration): 0, 14, 27

Number of professional qualifications the qualification centers work with (special qualifications): 0, 84, 132

Number of experts for accreditation of qualification centers: 61, 169, 210

As of 1.1.2022 — As of 1.1.2023 — As of 6.6.2023

CONCLUSIONS

Universities should be actively engaged in nurturing professionals and contributing to the quality and relevance of professional qualifications

Third mission of Universities and professions:
visions from a qualification point

- **Universities actively collaborate with professional communities** to align knowledge, skills, and qualifications with professional needs and expectations. This ensures that graduates are well-prepared for their chosen professions.

- **Universities serve as drivers of lifelong learning**, creating a supportive ecosystem that encourages continuous professional development. They provide opportunities for professionals to update their skills and stay abreast of advancements in their fields.

- **Universities are dedicated to modernizing the system of awarding professional qualifications**. They work towards making the process transparent, efficient, and in line with high-quality standards. This ensures the credibility and relevance of professional qualifications.

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