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Tajikistan: Strengthening Technical and Vocational Education and Training

Abstract

[Excerpt] The technical and vocational education and training (TVET) system in Tajikistan is largely supply-driven. Most course structure and content are outdated, resulting in a mismatch between graduate skills and labor market demand. Ineffective engagement of private sector partners in TVET, both employers and private trainers, is a key challenge. Skills gaps to address energy efficiency and clean energy technologies are also an issue. Most TVET institutions have obsolete and inadequate equipment, dilapidated school buildings, and poorly maintained dormitories. The condition of physical facilities and the lack of modern curricula reinforce the generally low social image of TVET, and contribute to the system's inability to attract students.

Keywords

Tajikistan, technical and vocational training, labor market demand

Comments

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PROJECT BRIEF

SUSTAINABLE DEVELOPMENT
AND CLIMATE CHANGE DEPARTMENT

TAJIKISTAN

STRENGTHENING TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING

Challenge

The technical and vocational education and training (TVET) system in Tajikistan is largely supply-driven. Most course structure and content are outdated, resulting in a mismatch between graduate skills and labor market demand. Ineffective engagement of private sector partners in TVET, both employers and private trainers, is a key challenge. Skills gaps to address energy efficiency and clean energy technologies are also an issue. Most TVET institutions have obsolete and inadequate equipment, dilapidated school buildings, and poorly maintained dormitories. The condition of physical facilities and the lack of modern curricula reinforce the generally low social image of TVET, and contribute to the system's inability to attract students.

Primary TVET suffers from deficiencies in both quality and quantity. The total enrollment in 63 lyceums in 2014 was 21,593 students, of whom 18% were girls—an average enrollment size of 343 students per lyceum. The small average enrollment size results in low student-teacher ratios (9:1), high unit cost, and a low percentage share of internally generated funds (22%) to total funding.

Weak faculty development has resulted in inadequately trained teaching staff. The salary scale of TVET teachers and masters remains very low compared with those of other civil servants, and with those of employees in the industry and services sectors. Investment in TVET teacher salaries and training is required to build capacity, modernize technical and training skills, match skills to emerging market needs, and increase retention of qualified TVET teachers and masters.

The governance and management structure of primary TVET institutions is weak and needs much closer alignment with the labor market. The supply-driven

OUTCOMES

ADB's Strengthening Technical and Vocational Education and Training project will help develop a demand-driven, quality-assured, and flexible technical and vocational education and training (TVET) system responsive to labor market needs through:

- **Modern TVET methodology.** The project will develop competency-based standards (CBT) and assessment tools aligned to an adapted European qualification framework. CBT curricula and gender-sensitive learning materials will be developed, and competency assessors for 17 occupations will be trained (including innovative aspects of clean energy and energy efficiency).
- **Upgraded physical learning facilities of selected TVET institutions.** The design of rehabilitation works takes into consideration teaching requirements, student needs, and environmental and social safeguards. It will also incorporate energy-efficient features such as renewable energy generation equipment, and energy efficient lighting in selected institutions.
- **Improved access to quality programs.** The project will develop an in-service TVET teacher training plan to help teachers understand CBT, develop competencies in student-centered training delivery, and gain practical skills in technology areas through internships, including in the area of clean energy and energy efficiency.
- **Strengthened governance and management.** The project will help establish industry advisory committees and working groups in the five priority sectors. These committees will also provide inputs to the energy industry sector working group on modern international TVET practices for clean energy education, and will mentor energy sector leaders on workforce strategic planning for the clean energy sector.



About 25,000 workers, most of whom are returning migrants, will be technically assessed, with qualified migrants receiving skills certification.

Enrollment of females in 12 nontraditional courses in the five TVET institutions is expected to increase through the project.

funding system and ineffective management approach restricts the flexibility of TVET institutions.

Solution

To help promote a demand-driven, quality-assured, and flexible TVET delivery system in Tajikistan, the Asian Development Bank (ADB)

approved the Strengthening Technical and Vocational Education and Training project in November 2015. Under the project, the Clean Energy Fund under ADB's Clean Energy Financing Partnership Facility is also financing several activities.

Clean energy components are included in competency standards and assessment tools, among others. Project management will also be enhanced through support for procuring the contract packages in relation to energy efficiency.

Women are particularly targeted in this project. More than 2,000 women and girls, including poor and vulnerable, in selected lyceums will receive stipends, good placements in private firms during internships, and priority placements in rehabilitated dormitories. Because of this, the ADB project team won an award for "Best Gender Equity Theme Project Design."

To ensure market responsiveness, the project will also promote private sector participation in TVET policy, operations, and service delivery.

Detailed discussions with employers helped identify 17 occupations with good employment potential in five priority sectors: agriculture and food processing,

The project will benefit unskilled youths and adults, especially women and girls, who obtain competitive technical qualifications, skills, and jobs from improved TVET training.

construction, energy, tourism and services, and transport and communication.

The program is in line with the ADB Education Sector Group's strategic priorities. The Education Sector Group, anchored in the Sustainable Development and Climate Change Department, provides operational support to the regional departments, plans and monitors ADB support to education, conducts analytical studies on education issues, and promotes interagency coordination for education. ■



Cost and Financing:

Asian Development Fund, \$15 million; Asian Development Fund Grant, \$15 million; Clean Energy Fund, \$2.0 million; Government, \$2.0 million



Program approval date:

9 November 2015



Status: Ongoing



Modality: Project loan

Executing agency: Ministry of Labour, Migration and Employment of Population
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For more information:

Strengthening Technical and Vocational Education and Training Project

<https://www.adb.org/projects/documents/taj-strengthening-tvet-project-rrp>



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