



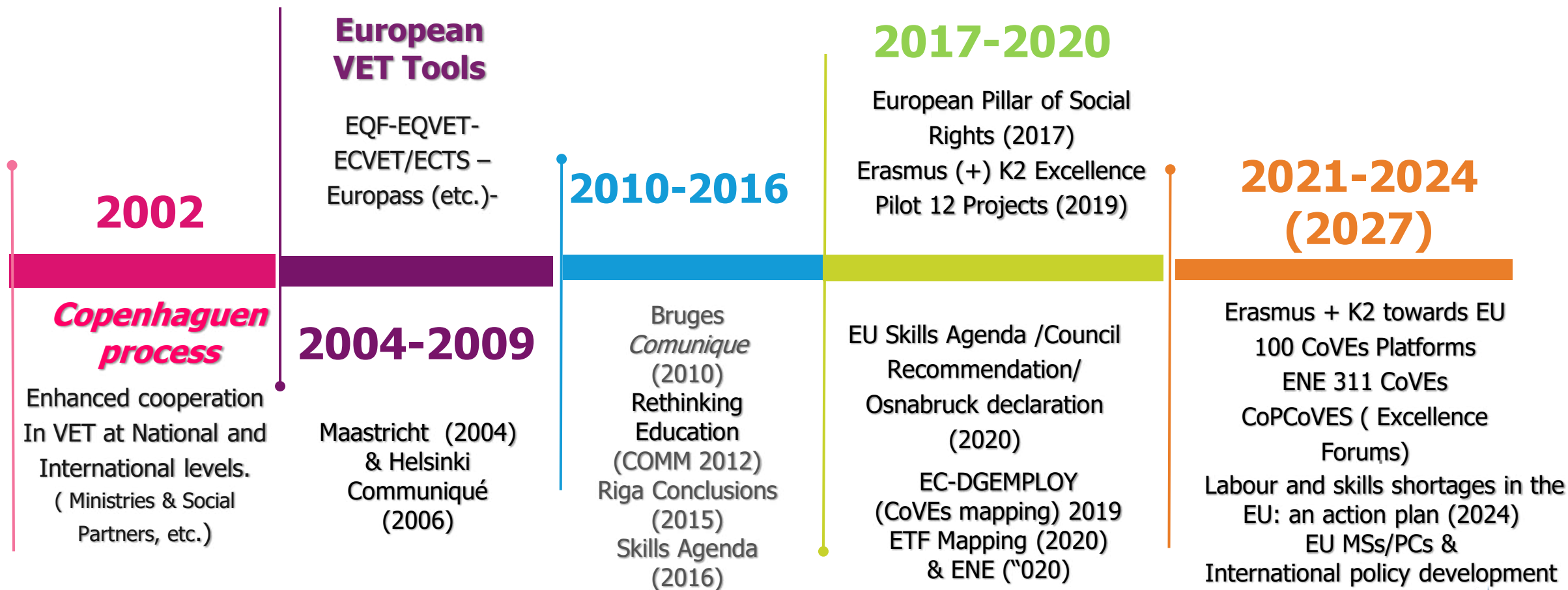
-A Road to Excellence-
**The ETF/ENE international experience on
Vocational Excellence and CoVEs role:
key drivers for the future of VET policies
and systems worldwide.**

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(Viena, 18 April 2024)**

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The EU VET POLICIES AS KEY INSPIRATION FOR INTERNATIONAL ROAD to EXCELLENCE -& CoVEs- (2002-2027)



ETF NETWORK FOR EXCELLENCE
(ENE 2020- onwards)

SERVICE LEVEL AGREEMENTs
(ON BEHALF OF EC- SLA 1 & 2- /2021-2025)

**POLICY
LEARNING (&
ANALYSIS) -
POLICY ADVICE-
(MONITORING
POLICY
DEVELOPMENTS
-ETF PCs-)**

**ETF VET EXCELLENCE
PROJECT -& ESTRATEGIC
ACTIONS- FOR COVES
INTERNATIONALIZATION
(working on behalf of EC/DG
EMPLOYMENT)**

**POLICY
RESEARCH
& GUIDANCE
(+) matching
PRACTICE
needs**

CO-CREATION BASED-OUTCOMES in VET Excellence & CoVEs- worldwide- :

International Networking- Peer-Learning on Thematic Actions on VET Excellence & support CoVEs Development -
International Self-Assessment Tools- Methodologies- Studies & Research Actions - Publications- Learning on processes
to recognize CoVEs- Working in Partnership with International Excellence Community-
Focus on ETF PCs needs to develop VET Excellence & CoVEs role (etc.)


HOLISTIC LEARNER CENTERED APPROACH In which VET:

- Is part of **skills ecosystems** (local & global/international), contributing to regional development, innovation, smart specialization and clusters strategies, and industrial ecosystems.
- Is part of **knowledge triangles**, working closely with other E & T sectors, the scientific community, the creative sector, and business.
- Enables learners to acquire both **vocational** as well as **key competences** through **high-quality provision** that is underpinned by **effective Quality Assurance (Q.A)** mechanisms.
- Builds **innovative forms of partnerships** with the world of work.
- VET supported by the **teachers and trainers' continuous professional development**, **innovative pedagogies**, **mobility**, and **internationalization** strategies.

CoVEs aim to drive innovation and excellence in vocational education and training, by bringing together a wide range of local partners such as VET providers (at both secondary and tertiary levels), employers, chambers, research centres, development agencies, employment services, and social partners (among others), to co-create **skills ecosystems** that contribute to regional economic and social development, innovation, and smart specialisation strategies. (Erasmus+ Programme Guide, 2021-2027)

ETF experience working with EC- informs that **CoVEs are network organisations, emphasising cooperation with other actors and its role on regional socio-economic development-**. CoVEs might be VET Providers, Groups of VET Providers and/or organisations that coordinate other VET Providers, that in collaboration with public and private players/ stakeholders help to create local 'skills ecosystems' via providing high quality VET skills as well as to contribute to regional development planning and growth. CoVEs are key institutional set-ups too inform on moving towards Vocational Excellence policies to impact system- in each country- . Become CoVE is a step-by-step process (e.g **1. improving standards of normal business 2. Improving strategic development of thematic areas/functions 3. Mature level on which CoVEs are key to co-create skills ecosystems**

(ETF, 2024-ON-GOING PUBLISHING)

- 
- ✳ Both **concepts** are **-partially-known/being implemented much based-on key E (+) role**.
 - ✳ **VET Excellence might imply different forms and definitions** (e.g Country VET traditions, reputation/performance of providers; types and nomenclatures; way stakeholders interact; vision/policy mission (etc.): VET Excellence **is not yet well captured in policy frameworks**.
 - ✳ **CoVEs concept** : associated to VET provider nature/status either or networking role. Different visions for implementation among providers/practitioners . Policy shapers/advisors/experts have more acknowledged understanding. Thus, **CoVEs more acknowledged/implemented at policy level**.
 - ✳ **Skills Ecosystems** is gaining strong recognition as way (cooperative engagement) to activate both Excellence and CoVEs concepts.

Source: ETF/ ENE 2024 (On-going publication-Based on interview outcomes)

ENE - WORLDWIDE TOOL FOR VET EXCELENCE & CoVEs NETWORKING:

**311 CoVEs (VET Providers) – 51 countries worldwide
18 ETF PCs; 10 EU MSs; 18 Sub-Saharan Africa;
3 South Asian, Switzerland and Chile (South America)**

**(1) Philippines;
(1) Bangladesh;
(1) Malaysia**

Africa (38 CoVEs)

(2) Angola; (5) Burkina Faso; (2) Democratic Republic of Congo; (4) Guinea Bissau; (2) Ivory Coast; (2) Kenya; (2) Malawi; (2) Mozambique; (1) Namibia; (1) Niger; (5) Senegal; (1) South Africa; (3) Uganda; (1) Zimbabwe; Cameroon (2); Liberia (1); Nigeria (1). Cabo Verde (1)

EU MSs (85 CoVEs)

Spain (61); Greece (1); Netherlands (4); Finland (3); Italy (8); Slovenia (2); Latvia (2); Germany (2), Sweden (1), Denmark (1)

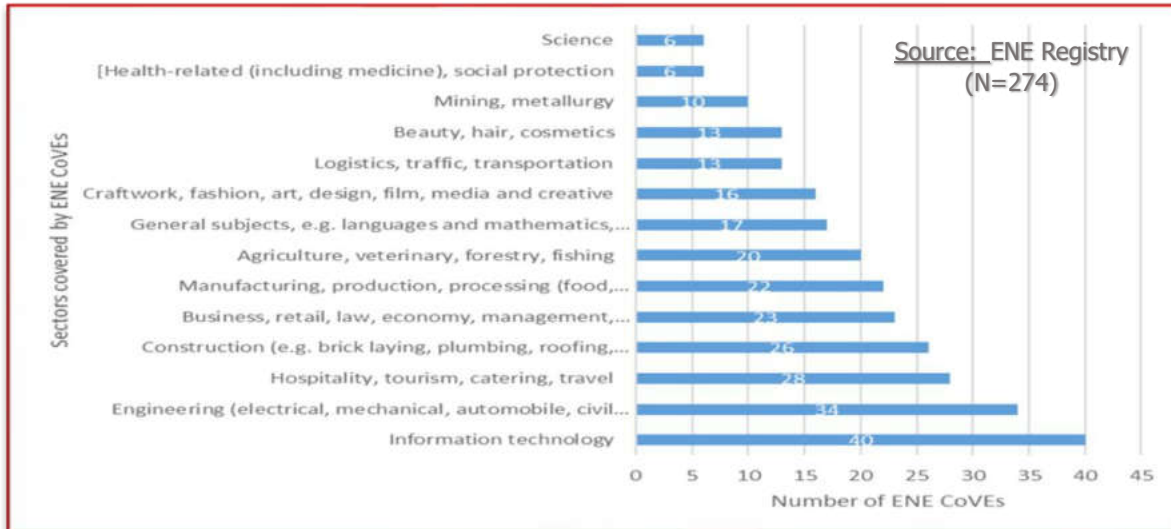
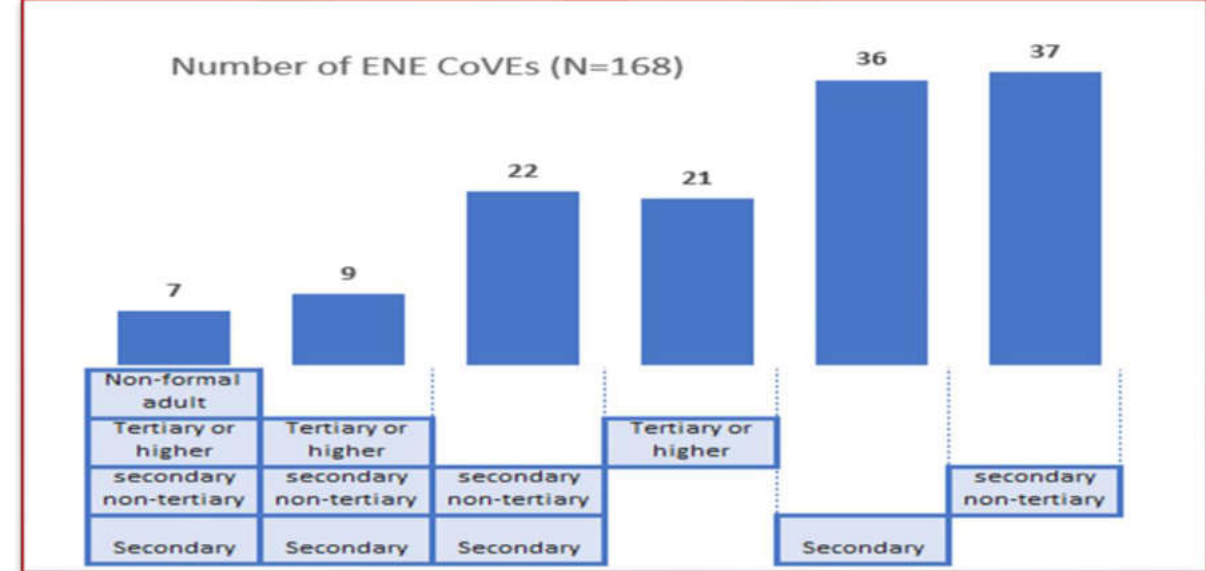
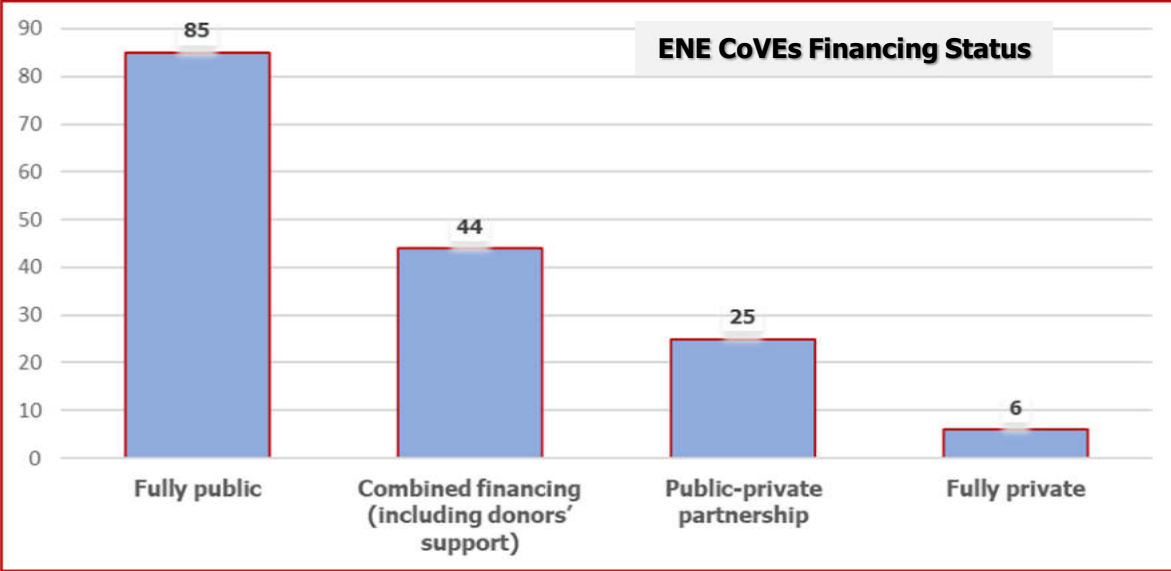
ETF PCs (181 CoVEs):

Turkey (58), Israel (7); Armenia (5); Azerbaijan (9); Morocco (7); Georgia (5); Kazakhstan (5); Moldova (10); North Macedonia (6); BiH (7); Montenegro (1); Tunisia (10); Serbia (6); Albania (2); Ukraine (30); Egypt (4); Palestine (3); Jordan (6).

(1) Chile

(3) Switzerland

ENE CoVEs brief profile (2024) (Source: ENE Registry)



Ranking ENE CoVEs by- 14 -sectors-

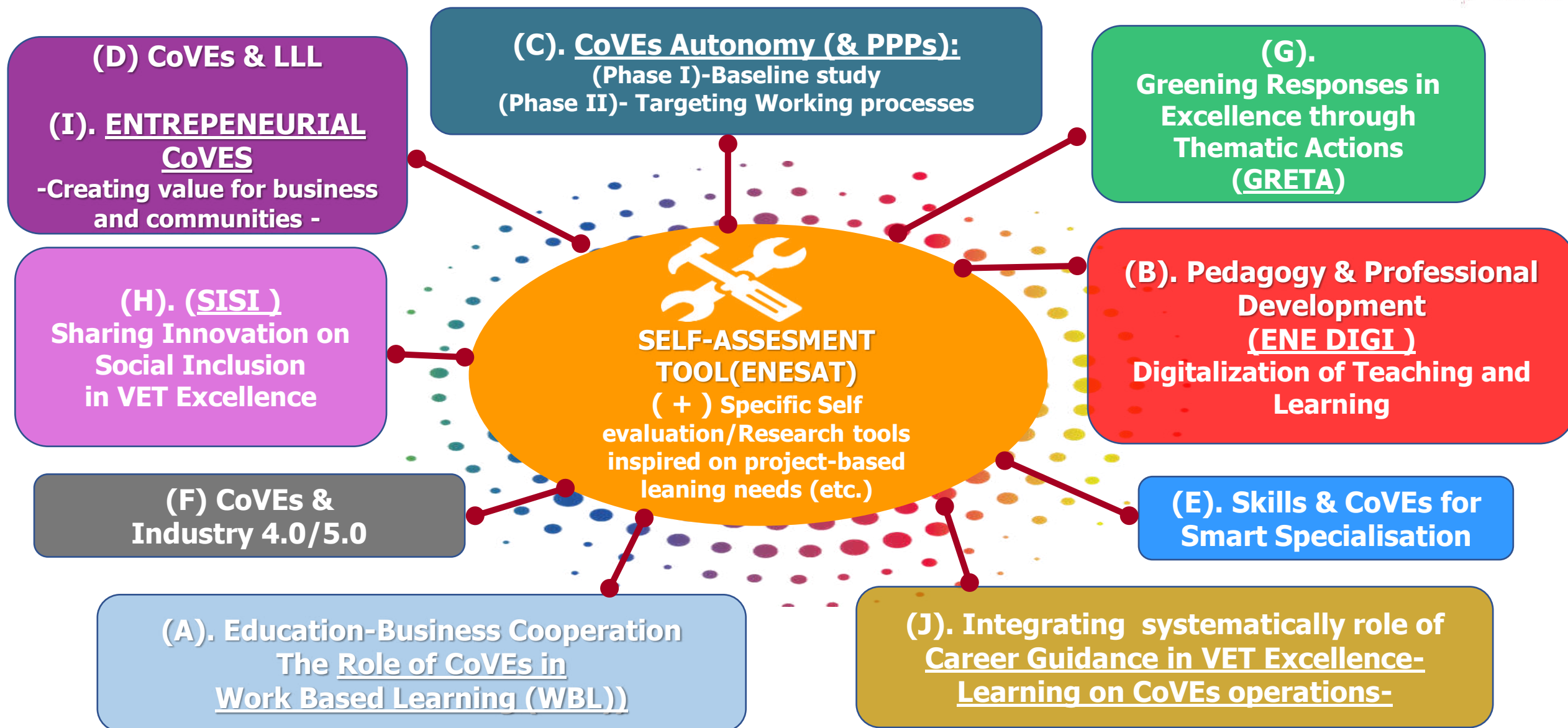
Information Technology ; Engineering-Electrical;
Hospitality; Construction; Business; Manufacturing;
Agriculture- Veterinary, Forestry, Fishing (etc.)-.

CoVES Educational Profiles:

ISCED 4 (post-secondary non-tertiary education);
ISCED 2 (secondary education); Non-formal Adult /
Continuing education; **ISCED 3 and 4 ; ISCED 5**
(HE) ; **ISCED 3,4,& 5; At all levels (3-5 & AL/CVT).**

ENE SYSTEMIC THEMATIC APPROACHES : ROAD TO VET EXCELLENCE & CoVES

(ON-GOING FLAGHSIP LEARNING- PARTNERHIPS-2020-2025)



OPERATIONAL ENE APPROCHES INFORMING ON INTERNATIONALIZATION (KEY AREAS TO FOCUS)

ENE KEY TOOL FOR EXCELLENCE & VET INTERNATIONALIZATION

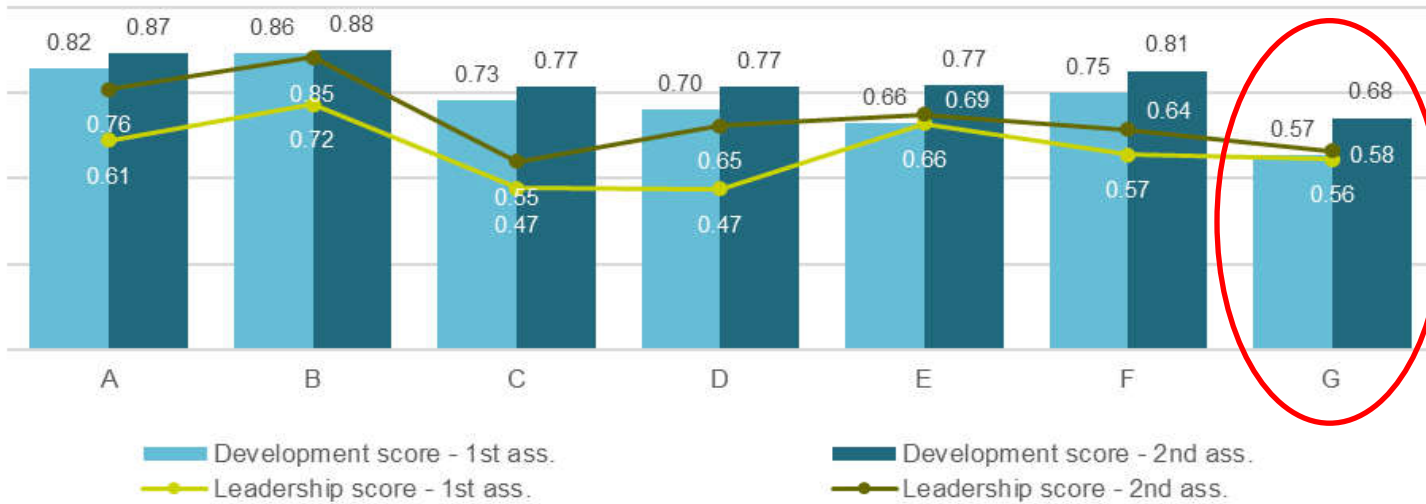
INTERNATIONALIZATION FOCUS		KEY FEATURES/REMARKS
Excellence & Inclusiveness	YES	Public -& Private- aspiration/good for fostering human capacities (LLL) supported by VET institutions. <i>Humanistic</i> approach: VET Excellence-and CoVES role-Inclusion & Equity.
Developmental	YES	CoVES role in Excellence. Institutional (Staff, Students/ Graduates); Workforce skills development. Policy Transfer: System Change.
Cooperative	YES	CoVEs and Excellence nature. Learning partnerships. Mutual-peer- learning. Co-creation. Capacity building. Knowledge transmission. Policy Learning. Arena for Common projects. Networking. Skills Ecosystems.
Commercial/ Marketization	NO	ENE is not a floor for building commercial/market-oriented partnerships: This means allowing CoVES members stablishing alliances and/or perhaps exchanging products/services. Not about ENE remits.

AREAS/ MECHANISMS TO FOCUS ON VET EXCELLENCE & CoVEs ROLES ADDRESSING VET INTERNATIONALIZATION

INTERNATIONALIZATION FOCUS	KEY FEATURES/REMARKS
MOBILITY	Mobility & Internationalization are interconnected. EU cooperation in VET key objective (2002 -Copenhagen process) ERASMUS (+). Students (& Teachers) mobility opportunities.
VET PROGRAMS -Internationalization-	Development of VET programmes -and skills- to prepare graduates for professions in international contexts, as core driver to elaborate-inspire-new curricula.
POLICY LEARNING vs. APPROPRIATION/TRANSFER of VET models.	Knowledge transfer. EU MSs (Germany, Switzerland, Austria, Finland, Belgium etc.) and other international cooperation models (Australia, Canada, Singapore). Key role of international donor/partners.
INTERNATIONAL COOPERATION & NETWORKING	EU Common Tools -Transparency (e.g. EQF) Erasmus (+): cooperation & mobility. ETF Network for Excellence -ENE- : <i>Learning by doing</i> - knowledge co-creation- peer learning
TEACHERS PROFESSIONAL DEVELOPMENT	Teachers international experiences (e.g via projects) as learning opportunities for professional and career development pathways. VET Teaching and Learning becomes diverse/complex addressing how to balance local and international students: Teachers needs to learn on international experiences.
COMMERCIALIZATION/ MARKETIZATION	CoVEs role -expectations- as <i>fund raisers</i> . Income generation(national and international sources) .Incentives for attracting international students (market of VET students): Public and Private VET providers competition International Standards (Skills-Qualifications-Certifications- CoVES Accreditation; Awards/labels etc.). Autonomy & Accountability (CoVES status; evaluations, regulations, frameworks, legislations, etc.)

Source: ETF/ ENE 2024 (On-going publication-Based on interview outcomes)

ENE CoVEs Self-Assessments (ENESAT): Focusing on GREEN (2021-24)



177 ENE CoVEs –self-assessed (2020-21) once and **30 CoVEs twice** (2023). **All ENE CoVES showed improvements.**

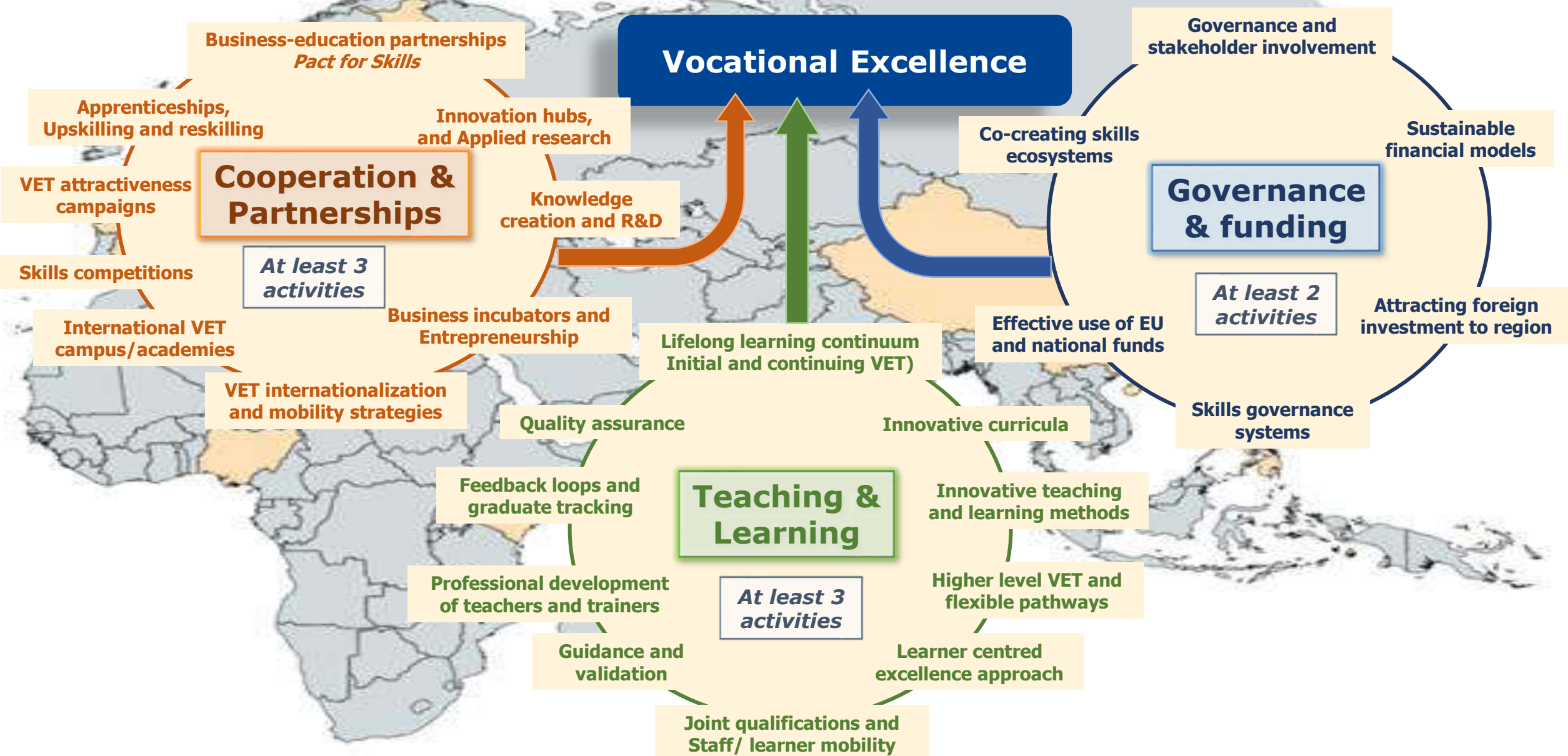
Average normalised leadership scores rose for all dimensions, except “E – skills for smart specialisation” and “**G - Going green**”, where they showed little change. **Less developed dimensions.**

Only **57% CoVES** provide programmes addressing **green skills for adult learners**, **27% plan to do it** within 2 years or longer, and **15% have no plans**.

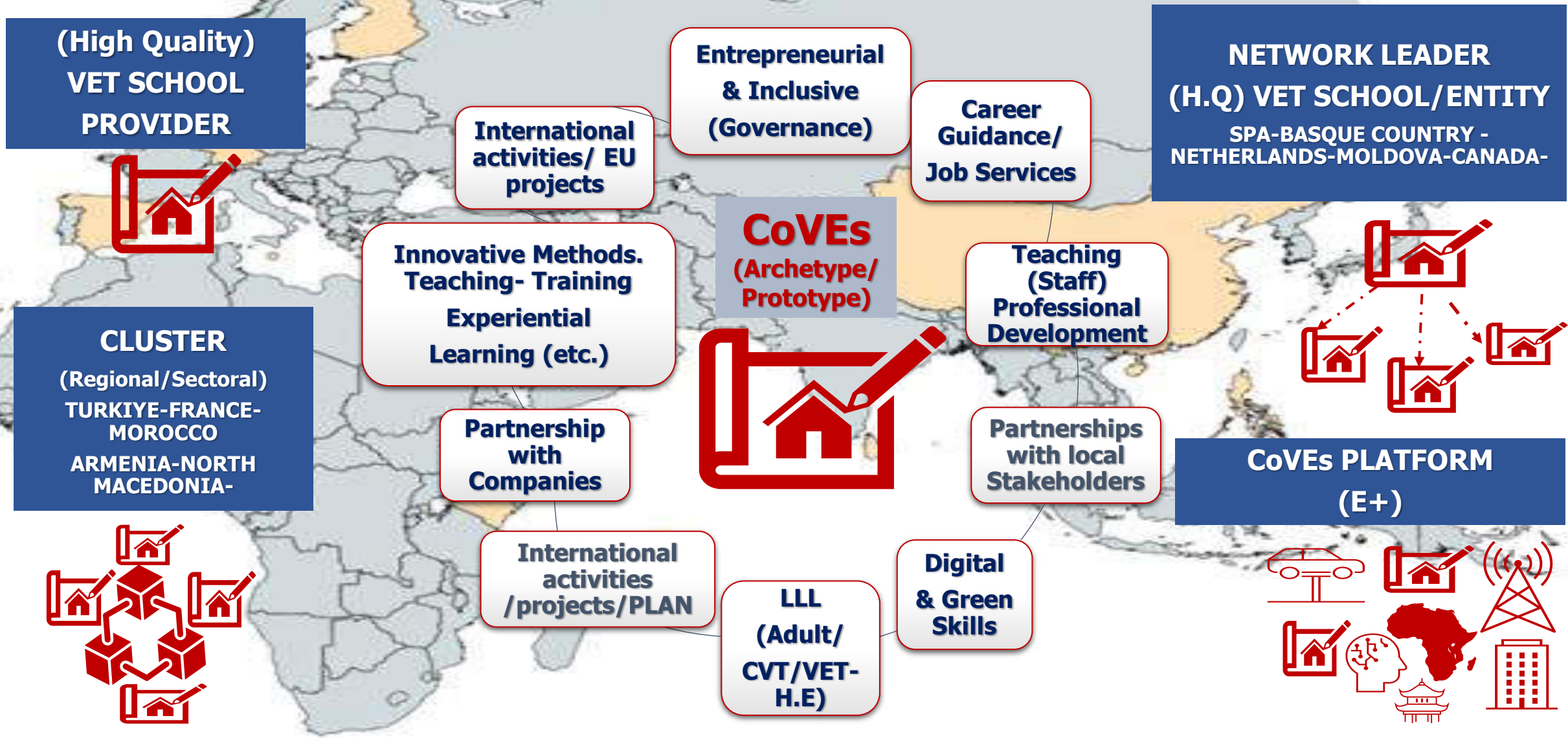
3 out of 5 CoVEs have implemented a **strategy for green transformation**. 30% planning to do it (this is a relative priority for CoVEs). About **20% CoVES** plan to develop new programmes for green skills and skills for green technologies. About **3 out of 4** have put in place audit mechanisms for its environmental footprint.



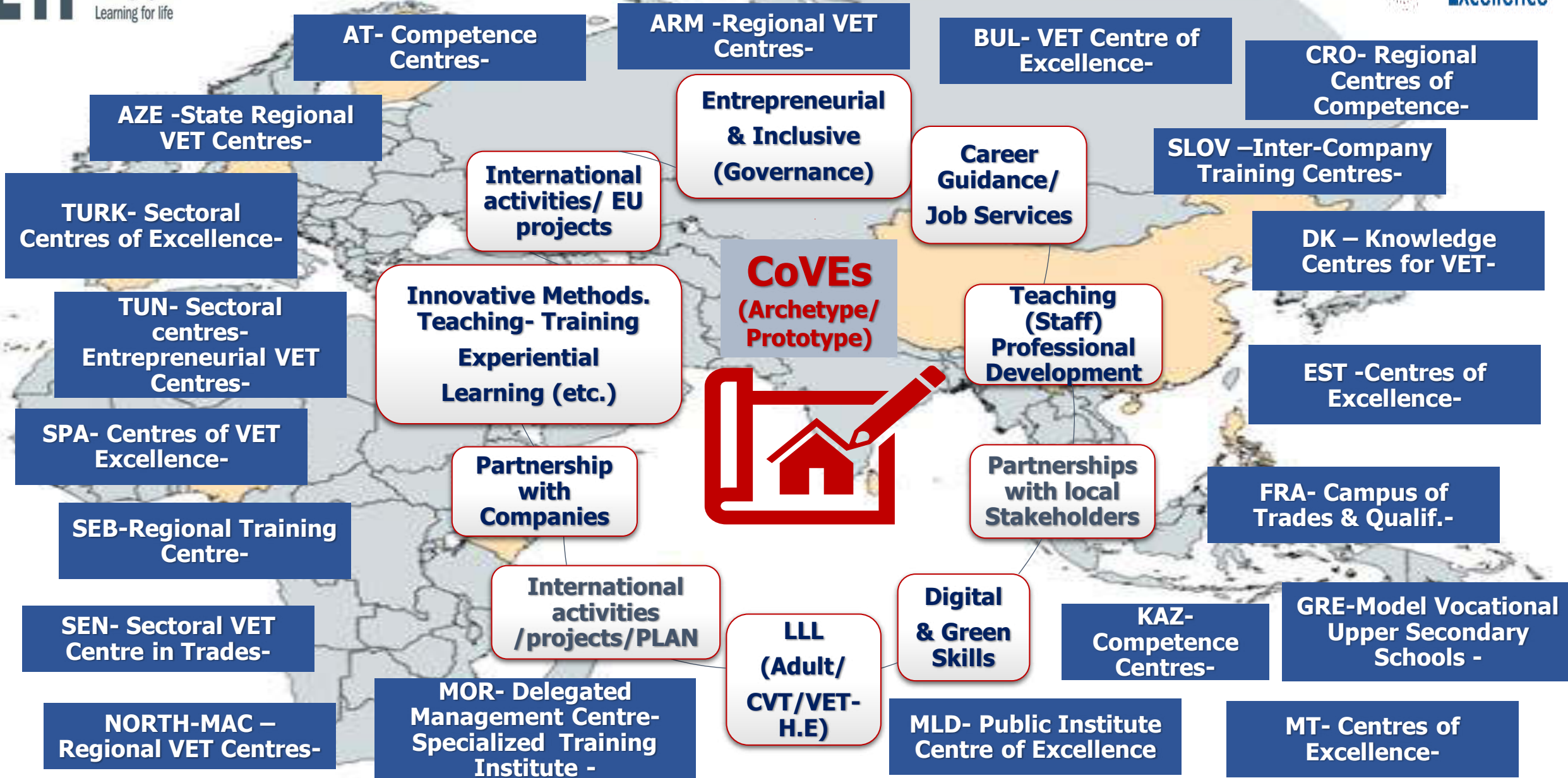
-SYSTEMIC- ROAD TO VET EXCELLENCE: COVES TYPICAL ACTIVITIES



ETF/ENE CoVEs experience—on-going- concept implementation embedded into *Excellent Skills Ecosystems* : Main forms /types.



ETF/ENE monitoring experience on CoVEs –on-going- concept implementation –worldwide-



Road to VET EXCELLENCE & CoVEs role: On-going VET Excellence & CoVEs policy development worldwide

EU- MSs-

- FRA-SPA:** Government leadership (*top-down*) policies.
- GERMANY:** Strategy on Skills & VET Excellence.
- EST/CROA/AUT/BUL/DK/LV/:** Plans on CoVEs- Competence or Regional Centres- Networks-
(Use of ESF, INTERREG mechanisms)

ETF PCs

- SEMED:** Morocco (12 Cities of Trades and Skills); Tunis; Egypt (Competence Centres- EU & Donors support).
- Danube PCs :** Moldova (Regulatory Framework); Serbia: On-going Regional Centres. Ukraine: Concept paper reform- CoVEs (EIB support)-
- Good policy progresses: North-Macedonia- Türkiye- AZE- Georgia, Armenia.

AMERICA(S)

- Canada: High-level inspiration for national & international strategic networking. *Colleges Hub.*
- Chile : Current reforms- VET High-Level Quality-
- Brazil: Industry leadership towards VET excellence & Innovation.

SOUTH ASIA PACIFICO

- ASEAN –policy platform- declaration on HR Development (2020).
- Singapore, Indonesia, Malaysia : Role of Polytechnical Universities to create VET technological & innovation hubs

SUB-SAHARAN AFRICA

- Key region for current CoVEs developmental ground. Strong role of EU & International organisations (e.g Uganda, Rwanda, Malawi etc.)

OCEANIAN HUB

- New Zealand: VET Reform (2020) & Sectoral CoVEs.
- Australia: Buy-in on EU approaches. National & Jurisdiction strategies (e.g Victoria state 2023) CoVEs: key role on Green/Inclusion and Applied Research to VET.

ENTREPRENEURSHIP

HIGH QUALITY

EXCELLENCE

INNOVATION

VET Excellence & CoVEs to face key challenges for VET: Skills mismatch- VET networks optimization- Twin transition- Innovation & Internationalization.

Evidence-Based to be improved - at both local and international levels- to shape sound VET Excellence & CoVEs policies. SATs: key tools for developing, transmitting –and Q.A and recognition-



COVES

Systemic Approaches: Building processes for *thematic choices* towards VET Excellence & CoVEs operations to shaping -flexible- policy frameworks.

Processes for recognizing –and accrediting VET Excellence & CoVEs status (awarding/labelling) are becoming urgent for moving policy agendas and system change.



**...LET'S EXCEL TOGETHER...
THANK YOU VERY MUCH !**

ETF.Network.for.Excellence@etf.europa.eu

<https://www.etf.europa.eu/en/projects-campaigns/projects/>

Vocational excellence | ETF (europa.eu)

<https://ec.europa.eu/social/main.jsp?catId=1501>

Open Space:

Setting Up the new ETF Network for Excellence (ENE) | Open Space (europa.eu)



- **Europa Website on CoVE:**
<https://ec.europa.eu/social/vocational-excellence>
- **The Erasmus+ programme**
https://ec.europa.eu/programmes/erasmus-plus/node_en
- **Functional mailbox for all questions related to CoVE calls:**
EACEA-EPLUS-VET@ec.europa.eu
- **Applying for Erasmus+ CoVE funding in the Funding & Tenders Opportunities Portal (FTOP)**
<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/topic-details/erasmus-edu-2022-pex-cove>



... Networks are vital knowledge tools for managing complexity, sourcing inspiration, and boosting cooperation, whilst contributing to the improvement of both individual and collective capacities of members. Networks facilitate co-creation processes and the transference or transmission of new knowledge, highly rewarding in terms of self-motivation, whilst also giving our best to others. On this journey, the life experience of many networks facilitates working together effectively in approaching systemic change