



European Alliance for Apprenticeships

Member states – Planned reforms/initiatives

Republic of Moldova

EUROPEAN ALLIANCE FOR APPRENTICESHIPS
MEMBER STATES – PLANNED REFORMS/INITIATIVES

COUNTRY	REPUBLIC OF MOLDOVA
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Ministr(y/ies):	Ministry of Education and Research
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Implementation of the national commitment

Progress and main achievements

The implementation of dual vocational education and training (VET) in the Republic of Moldova started in 2014 at the initiative of one private company and one professional school. In the following years, the dual VET system expanded gradually. As of today, it is made up of 25 VET institutions and 84 companies.

The expansion of dual VET in Moldova in recent years has been brought about by several factors. The appropriate normative and methodological framework has played an important role, including:

- Government Decision no. 70/2018 on approval of a Regulation on the organisation of professional training programmes through dual education;
- Ministerial Order no.1331 of 10 September 2018 on a framework for dual VET;
- The practical guide for secondary and post-secondary dual VET;
- The guide on organisation and implementation of dual VET.

A law on dual VET is currently being drafted, which will strengthen its role within Moldova's VET system.

As a result of this normative and methodological framework, dual VET has become more attractive for several reasons:

- **It is correlated with the needs of companies:** Companies participate in the enrolment process, recruitment of students, and the development of educational plans and other educational documents;
- **Increased practical training:** In dual VET, around 60 % of learning is practical, and graduates are often employed by the company where they train;
- **Students can benefit from a salary and/or scholarships;**
- **The companies involved can benefit from tax deductions:** Employers can benefit from tax deductions for dual VET related to the salaries of trainers and students, and the cost of teaching materials (equipment, tools, etc.) and working spaces for students. The main idea is that all financial resources invested in dual training benefit from tax deductions and exemptions.

As a part of these national policies, the Ministry of Education, Culture and Research annually dedicates a significant percentage of the state budget for professional training to dual VET places. The Ministry also supports the extension of dual VET by increasing the number of providers, students and companies involved.

Awareness raising campaigns have also played an important role. A national information campaign on dual VET was supported by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) 'Support to Vocational Education and Training in the field of Green Economy' project, and the concept of Green Economy was promoted among students and teachers from VET institutions in the Chisinau municipality and other regions. Awareness raising activities were conducted to increase understanding of dual education among relevant target groups (graduating pupils, their parents, and people not in employment, education or training (NEETs)) in all regions of the Republic of Moldova. Several public events have been organised to promote VET (the educational offerings of VET institutions and employment opportunities for young people, in particular), and a partnership with company 'Teleradio Moldova' resulted in the broadcast of multiple episodes of weekly television show 'MeseriAșii' on this topic.

The current update on the apprenticeship as a part of VET system

The growth of dual VET in Moldova over the last three years remains stable. In the 2018–2019 academic year, the promotion of dual education resulted in a higher number of student-apprentices enrolling; 1 036 people, compared to 661 in the 2017–2018 academic year. In the same year, 70 students enrolled in post-secondary dual VET education.

In the 2019–2020 academic year, 845 students enrolled in dual secondary VET, and 107 students enrolled in dual post-secondary VET.

In the 2020–2021 academic year, 877 students enrolled in dual secondary VET, and 115 students enrolled in dual post-secondary VET.

The dynamics of dual partnerships and the number of VET institutions and companies involved in dual partnerships also remain stable. The table below shows the dynamics of dual partnerships and the involvement of key actors in this process.

Years	Number of dual partnerships between VET institutions and companies	Number of VET institutions involved in dual partnerships	Number of companies involved in dual partnerships
2018	87 partnerships (69 – level III ISCED, 18 – level IV-V ISCED)	25 VET institutions	67 of companies (8 in penitentiaries)
2019		25 VET institutions	80 of the companies

	107 partnerships (61 – level III ISCED; 46 – level IV-V ISCED)		
2020	106 partnerships (62 – level III ISCED; 44 – level IV-V ISCED)	25 VET institutions	84 of the companies

Update of the national commitment

Planned reforms and initiatives

The commitments for the Republic of Moldova regarding the development of apprenticeships in Moldova in line with the Council Declaration on the European Alliance for Apprenticeships of 15 October 2013 are the following:

- Improving the regulatory framework, giving companies and students more flexibility in forming dual partnerships;
- Promoting dialogue between the Ministry of Education and Research and the social partners on decisions regarding dual education;
- Increasing the quality of training for pupils/students in dual education and monitoring the implementation of the technical skills and key competences of dual VET students;
- Capacity building of companies which provide dual VET training programmes in order to increase the quality of teaching processes;
- Analysis of the experiences of European Alliance for Apprenticeships (EAfA) countries and the current projects in order to identify and promote different forms of work-based learning within companies;
- Strengthening the capacities of VET institutions for efficient cooperation with the business environment in order to prepare a highly qualified workforce through dual training;
- Strengthening the role of the Centres of Excellence (CoEs) as hubs for interaction between affiliated VET institutions and employers in selected economic sectors;
- Improving the image and demonstrating the benefits of dual education.

Targets and/or indicators

Moldova has set the following key targets:

- At least 10 % of the budget places in the state order for VET programmes have to be dual education;
- Increasing the rate of employability of dual VET graduates from 60 % in 2019 to 70 % in 2023.

Budget of the reform/initiative

Dual VET is financed annually from the state budget. The financing of the technical vocational education institutions, including the financing for dual education, is made on a cost-per-student basis under the conditions provided by Government Decision no. 1077/2016.

Key stakeholders involved

Cooperation and partnership with external development partners

In terms of the implementation of dual VET up to 2018, the dual VET system was piloted with the support of the German Federal Ministry for Economic Cooperation and Development (BMZ) and the Swiss Agency for Development and Cooperation (SDC) through the 'Structural Reform in Vocational Education and Training in the Republic of Moldova' project implemented by GIZ for the period 2015–2018.

Phase II of the support for Dual VET (01/2019–06/2022) is implemented through the 'Support to Vocational Education and Training in the field of Green Economy' project, implemented by GIZ.

Thanks to this, dual VET is promoted and supported via a national information campaign; awareness raising activities to increase understanding among relevant target groups (graduating pupils, their parents, and NEETs); training sessions for VET teachers on modern methods of training in the context of dual VET; career guidance services for pupils; and legal consulting services for the implementation of dual VET programmes.

Partners involved in the initiative

The most important partners involved in the initiative are the Moldovan Ministry of Education and Research (VET department) and Chamber of Commerce and Industries.

Further measures planned as a follow up to the European Framework for Quality and Effective Apprenticeships

One of the most important planned measures is promotion of the law on dual VET. Currently, the Ministry of Education and Research have approved the law on dual VET, and the final stage will be approval of the law by Parliament.

The main elements of the dual new legal framework will include:

- Sharing of responsibilities between the Moldovan Ministry of Education and Research and Chamber of Commerce and Industries;
- Status, rights and obligations of participants in dual education;
- Responsibilities and rights of students;
- Remuneration for professional training paid by companies, which must represent at least two-thirds of the minimum guaranteed salary in the real sector of the national economy;
- Status, rights and obligations of companies and VET institutions in dual education, as well as of their leaders;
- Organisation of dual education;
- Issues related to the signing of dual VET cooperation agreements/training contracts;

- Financing of dual VET.

Other planned measures of the dual VET partners (in accordance with the Council Recommendation on a European Framework for Quality and Effective Apprenticeships) include:

- Supporting the enrollment of young people in dual VET education;
- Supporting pupils from disadvantaged groups with integration in dual VET;
- Increasing the number of companies involved in dual VET;
- Awareness raising campaigns on dual VET;
- Involvement of social partners in dual VET reforms.