

ON IMPLEMENTATION OF THE SSI INSTITUTE OF EDUCATIONAL ANALYTICS OF THE TASKS OF THE BLOCK PW 3

INFORMATION AND ADVISORY MEETING

BREMEN. GERMANY

SEPTEMBER 16-17, 2024

I. Review of specialized literature and profile documents””

Based on the results of the study of 41 domestic and foreign sources of information, the analysis of legislative and regulatory and information support for the functioning of the labor market and the National Qualifications System (NQS), the following general conclusions can be drawn:

- ❖ **domestic and foreign scientists and analysts in general pay great attention to the study of the development of the Ukrainian labor market in the conditions of military aggression and the problems of employment of refugees from the war;**
- ❖ **along with this, the lack of reliable practice of statistical observations of the Ukrainian labour market, the volumes and directions of domestic labour migrants even in the pre-war period, do not allow to carry out operational and objective studies of these issues in the conditions of martial law, when the collection of most data and their publication became practically rolled up and were made confidential;**

”” The draft Report on the Institute's performance of tasks of the PW 3 block and the Presentation are posted on the Platform: <https://smelnikukr.com/horizon/> (password: q1w2e3r4)

I. Review of specialized literature and profile documents (continued)

- ❖ in the country as a whole, an effective NQS system has been created, which functions despite the martial law. Since 2011, the National Qualifications Framework (NQF) has been used in practice, which almost fully corresponds to its European equivalent (EQF). Currently, together with EU experts, final work on its self-certification is underway. Since 2019, the National Qualifications Agency (NQA) has been established, represented in equal proportions by social partners of the national level. As of September 1, 2024, stakeholders have developed 349 professional standards (PS), 461 PS are being developed, 129 qualification centres for independent evaluation and recognition of professional qualifications are functioning, etc.;**
- ❖ population employment and the labour market suffered global losses during the war period. More than a third of jobs have been lost, primarily in the sectors such as metallurgy, industry, primarily coal, energy, agriculture and construction. Also, about a third of the workforce migrated outside the country, and a fifth moved within the country. Among the sectors of the economy that are currently the largest consumers of qualifications are the defence complex, transport, the service sector and the budget sector. Up to 20.0% are currently employed in the defence sector of the country;**

I. Review of specialized literature and profile documents (continued)

- ❖ **the biggest losses from the war among educational services providers were in the field of on-the-job training, where about a third of large enterprises partially or completely closed down their activities, were relocated or repurposed, which led to a significant reduction in the field of on-the-job training. Institutions of the formal education sector have also lost their potential. Thus, in 2024 (September 1, 2024), the number of people willing to get higher education in Ukraine decreased by almost a third compared to the pre-war year 2021. The key reason for the decline in the quantitative and qualitative indicators of the activity of educational institutions is the loss of the material and technical base, the contingent and pedagogical/scientific-pedagogical workers in a part of them due to the war. As of September 1, 2024, 94 colleges, 29 universities, 2 institutes of postgraduate pedagogical education and 64 of their separate structural units were relocated due to military aggression. During the active war phase, 365 educational institutions were destroyed and 3,428 were damaged. Among the destroyed, 10 were professional (vocational and technical), 7 were professional pre-higher education institutions, 1 was higher education institution, and 161, 162, and 112 were damaged respectively;**

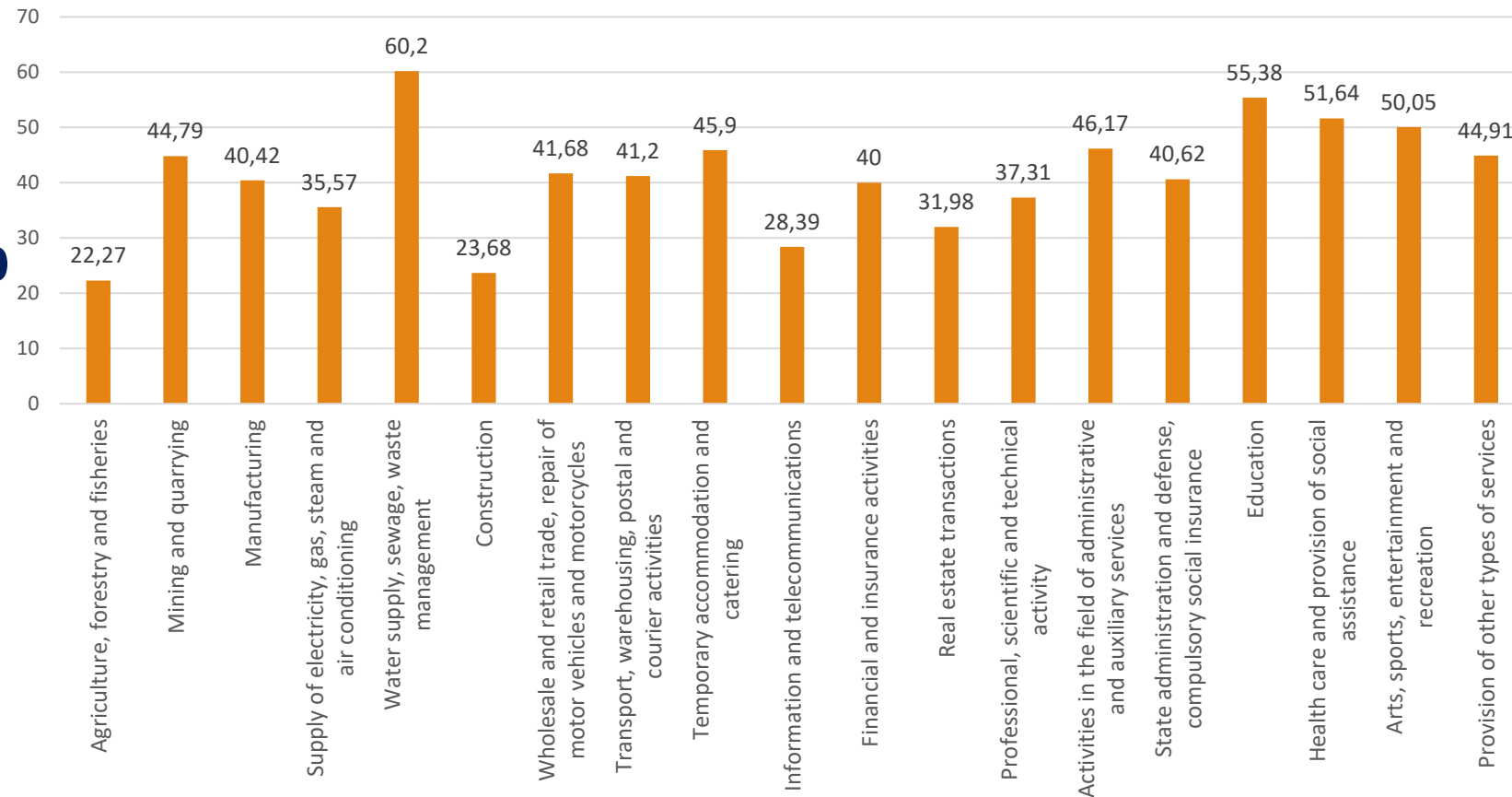
I. Review of specialized literature and profile documents (continued)

- **according to forecasts and assessments of analysts, measures of strategies and plans at the national level in the post-war period, in order to restore the economy, Ukraine will need to "return" at least 3 million refugees and migrants of working age, which is unlikely, and attract up to 3 million labour migrants from other countries;**
- **the most requested qualifications during the period of post-war reconstruction were identified by the government as belonging to such types of economic activity as construction, all types of population rehabilitation, environmental "rehabilitation", energy-saving and energy-regenerating industries, the defence complex.**

II. The main conclusions of the statistical analysis

2.1. State of the labor market

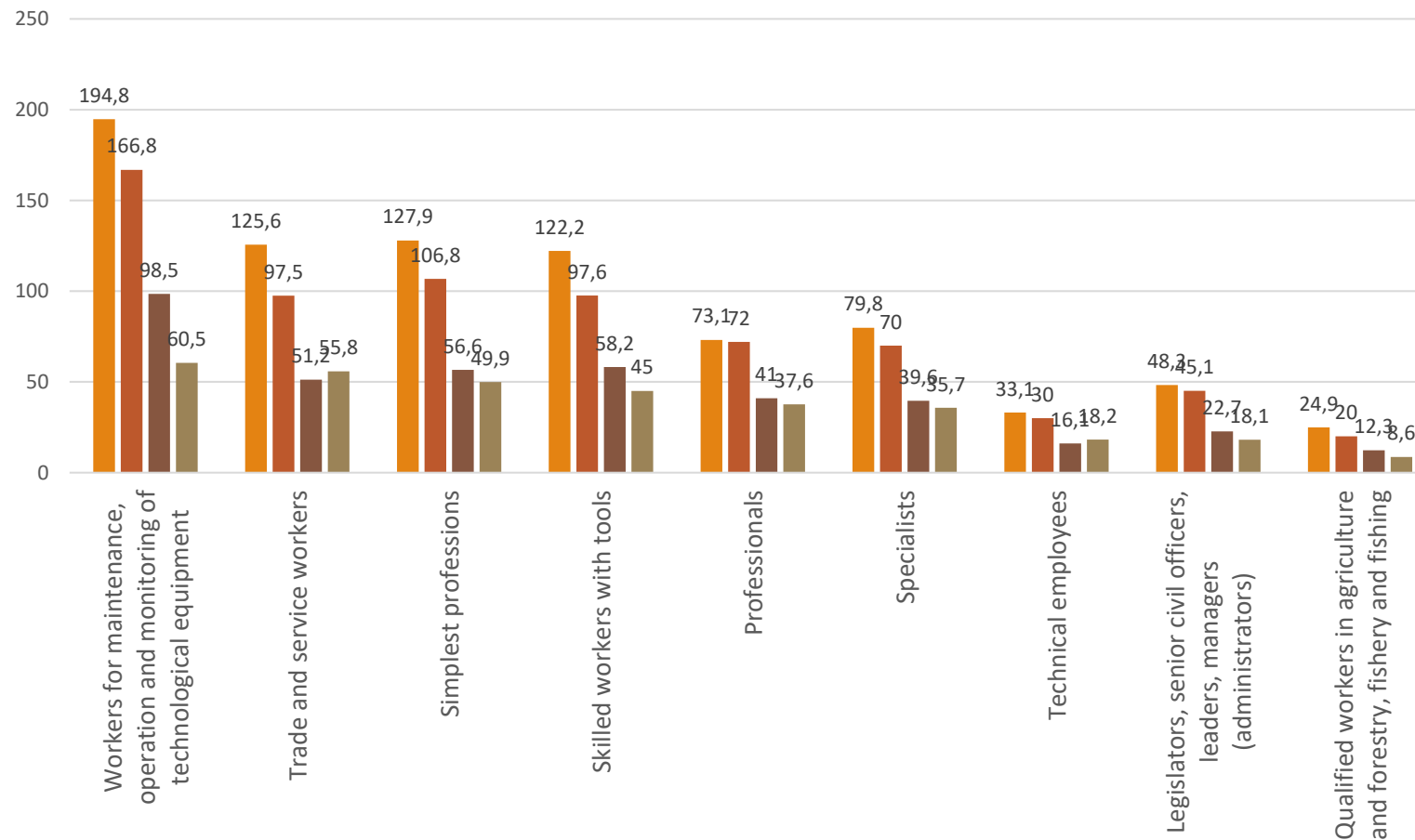
During 2020-2023, the number of vacancies decreased by 60.29% (from 829.6 thousand units in 2020 to 329.4 thousand units in 2023)



II. The main conclusions of the statistical analysis

2.1. State of the labor market (continued)

During 2020-2023, there is also a significant reduction in demand by professions, primarily in working professions, although in absolute values, they continue to dominate the labor market



II. The main conclusions of the statistical analysis

2.2. The highest demand for qualifications

Types of economic activity with the highest shortage of personnel on the domestic labor market in 2021-2023

Type of economic activity, sector or section (KVED)	Name of profession
C – Processing industry/ Clothing production	cutter
	seamstress
	roofer of roll roofs and roofs made of artificial materials
F – Construction/ Specialized construction works	plumber
	truck crane operator
	an engineer for the operation of the machine and tractor park
H – Transport, warehousing, postal and courier activities/ Ground and pipeline transport	locksmith repairing wheeled vehicles
	motor vehicle driver
	tram driver
	trolleybus driver
M – Professional, scientific and technical activities/ Scientific research and development	researcher (agronomy, animal husbandry, forestry)
	researcher (statistics)
	professor/associate professor of a higher education institution
	teacher of general secondary education institution
P – Education/ Education	speech therapist teacher
	social teacher
	teacher's assistant at a preschool education institution
	teacher's assistant

II. The main conclusions of the statistical analysis

2.3. The highest surplus of qualifications

Types of economic activity by the highest surplus of personnel on the domestic labour market in 2021-2023

Type of economic activity, sector or section	Name of profession
M - Professional, scientific and technical activities/ Activities of the main departments (head offices)	manager (administrator) in the field of information provision
	public relations manager
	manager for administrative activities
	logistics manager
J - Information and telecommunications/ Activities in the field of radio broadcasting and television broadcasting	director
	video operator
	radio mechanic for maintenance and repair of radio and television equipment
	electrician of linear structures of telecommunications and wire broadcasting
K - Financial and insurance activities/ Insurance, reinsurance and non-state pension provision, except for mandatory social insurance	insurance manager
	occupational health and safety insurance expert
	insurance agent
	office clerk (insurance)
M - Professional, scientific and technical activity/ Advertising activity and market research	advertising manager
	marketing manager
	advertising expert
N - Activities in the field of administrative and auxiliary services/ Administrative and auxiliary office activities, other auxiliary commercial services	HR manager
	trade expert
	operator of information and communication networks
	computer typing operator

II. The main conclusions of the statistical analysis

2.4. Trends in overqualification and underutilization of the skills of the domestic labour force

The list of professions for which in 2023 there was a mismatch of qualifications with the requirements of employers

Seller of food products
Motor vehicle driver
Cook
Accountant
Seamstress
Teacher of general secondary education institution
Security guard
Nurse
Civil service (local government) specialist
tractor-machinist of agricultural (forestry) production
a worker in complex maintenance and repair of buildings

II. The main conclusions of the statistical analysis

2.5. Key conclusions of the Section

The sphere of use of labor and qualifications of the country is characterized by:

- ✓ curtailment of volumes, external migration, decrease in demand from consumers of services during the war period;**
- ✓ a significant decrease in the standard of living and incomes of the population during the war period, which encourages the latter to save on education and training;**
- ✓ the continuation by many educational institutions of the practice of training personnel without orientation to the real needs of the national and regional labor markets;**
- ✓ revival of demand on the labor market over the past year and a half, which is due to the growth of production volumes in the defense complex, restoration of logistics and other infrastructure communications, mobilization to the Armed Forces, which was also responded to by providers of educational services by simplifying the procedures for training the adult population, in particular for micro-qualifications.**

III. Results of a survey/interview of stakeholders

	Companies (HRM departments)	Educational services providers	Policy providers (national and regional) and national level stakeholders	Digitalization interviewers
Planned	20	10	10	20
Completed	22	12	7	35
Processed	22	12	7	35
% of completion	110,0	120,0	70,0	175,0

III. Results of a survey/interview of stakeholders

3.1. Opinions of employers

Employers were asked to answer 11 specialized questions. Most of them noted that :

- ✓ they have a sufficient level of labor supply with a certain qualification (54.5%), which is a rather positive trend under the current circumstances;**
- ✓ there are at least 53 professions that are in short supply for them, and this situation is typical for the entire industry (63.6%);**
- ✓ there are no qualifications on the regional labor markets that can be used to select personnel without problems (50.0%);**
- ✓ the education system in certain regions responded effectively to changes before the war, but due to hostilities and the evacuation of specialized educational institutions, this effectiveness significantly decreased. There is a long-standing need for updating educational programs and closer cooperation with employers;**
- ✓ among the most important problems and challenges in this field, the interviewees single out today: mass departure of young workers and graduates abroad, which causes a shortage of personnel; martial law, hostilities and evacuation of the population, which make it difficult to conduct training, especially face-to-face classes;**
- ✓ the vast majority of respondents do not consider immigration (import of foreign labor) to be an effective solution for attracting and retaining qualified workers in Ukraine.**

III. Results of a survey/interview of stakeholders

3.2. Opinions of providers of educational services

Educational service providers answered 30 questions in detail. Their general opinion was that: most of their graduates are successfully employed after graduation; educational standards and curricula are regularly updated and adapted in accordance with state requirements, regional needs and changes in the labor market; the main challenges and problems include: the lack of a general indicative educational program for some qualifications/professions, difficulties with passing working practice at enterprises, the state of war, as well as the lack of funding for training for partial qualifications; they actively cooperate with local companies or employers' organizations to improve the relevance of the provided qualifications to the requirements of employers; such cooperation significantly helps to create opportunities for further employment and professional career of graduates; the average dropout rate of pupils/students over the last 5 years was insignificant and ranged from 4.0 to 6.0%; in the conditions of martial law, the education of foreigners is extremely limited for security reasons; According to the "Migration of graduates" block, 57.1% of respondents indicated that they have information about the employment of their graduates outside the country. Their share of the total does not exceed 4.0%, most of them do not work by profession; the majority (71.4%) of the presented educational institutions apply the norms and provisions of the NQF in their practical activities. At the same time, only 42.9% of respondents indicated that they use NQF for recognition, comparison and validation of qualifications. All respondents are interested in cooperation with providers of educational services from other countries (non-EU members), whose citizens will potentially come to Ukraine during its post-war reconstruction.

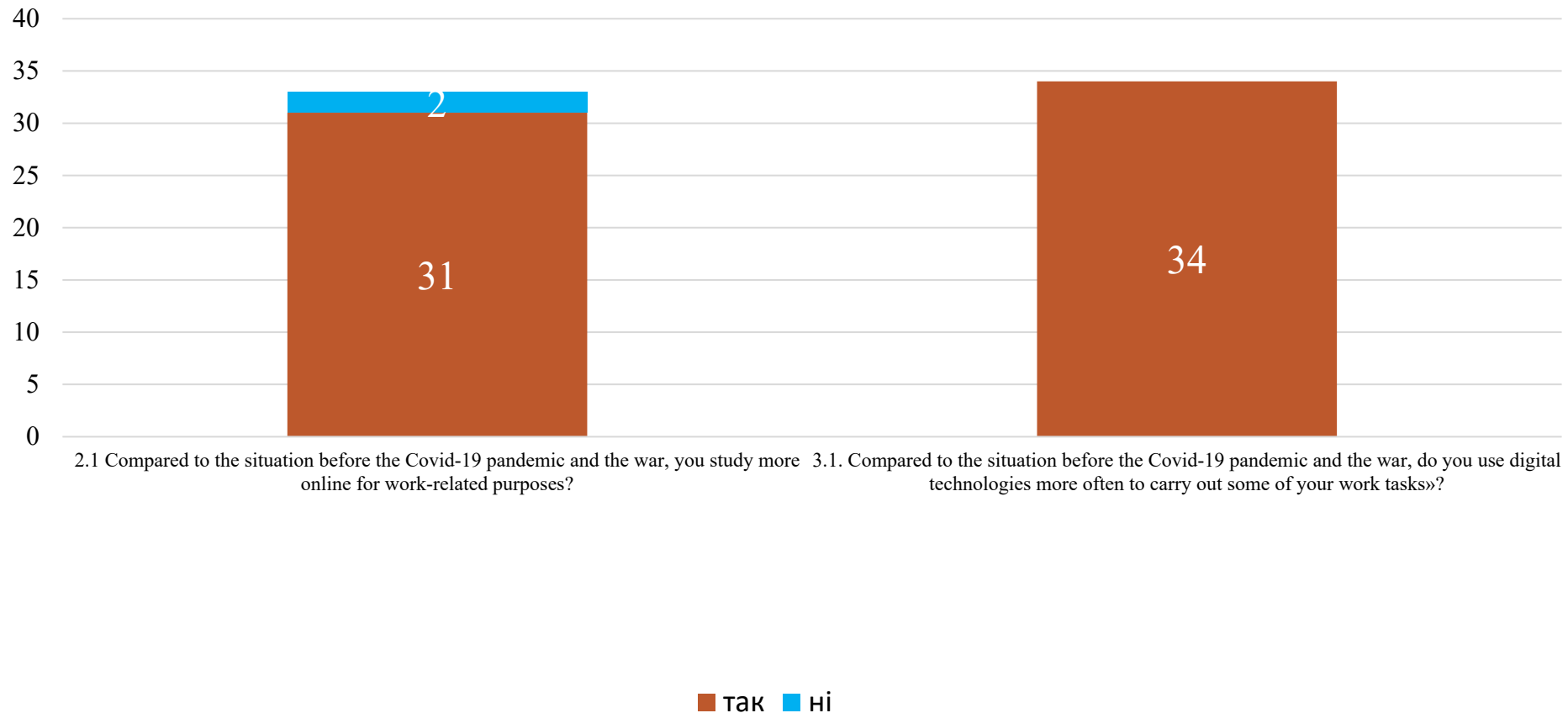
III. Results of a survey/interview of stakeholders

3.3. Opinions of representatives of the central government and social partners

Experts: identified the situation with labour migration and refugees from the war as a catastrophic and significant problem for the labour market and employment in Ukraine; highlighted the employment policy aimed at improving the state of the labour market, namely, the focus on the employment of military veterans, which is supported in organizations and institutions and enterprises, society, while the rest of the directions are not sufficiently developed; note that NQS tools play their high role, which primarily illustrates their connection with international/regional qualifications frameworks; point out that reliable and operational statistics of the dynamic labour market are necessary; it is important for the education system to promptly respond to the needs of employers in terms of qualifications, new skills and abilities; the expediency of defining professional standards by the main developer with the participation of employers' educators, their participation in the development of educational programs, work curricula; rapid transition of Ukraine to professional standards; cooperation and communication of employers and the field of education at the level of a specific subject of educational activity and enterprise, mutual and constant search for counterparties; completeness, openness and availability of information about the needs of the labour market on the one hand, and opportunities in the field of education - on the other.

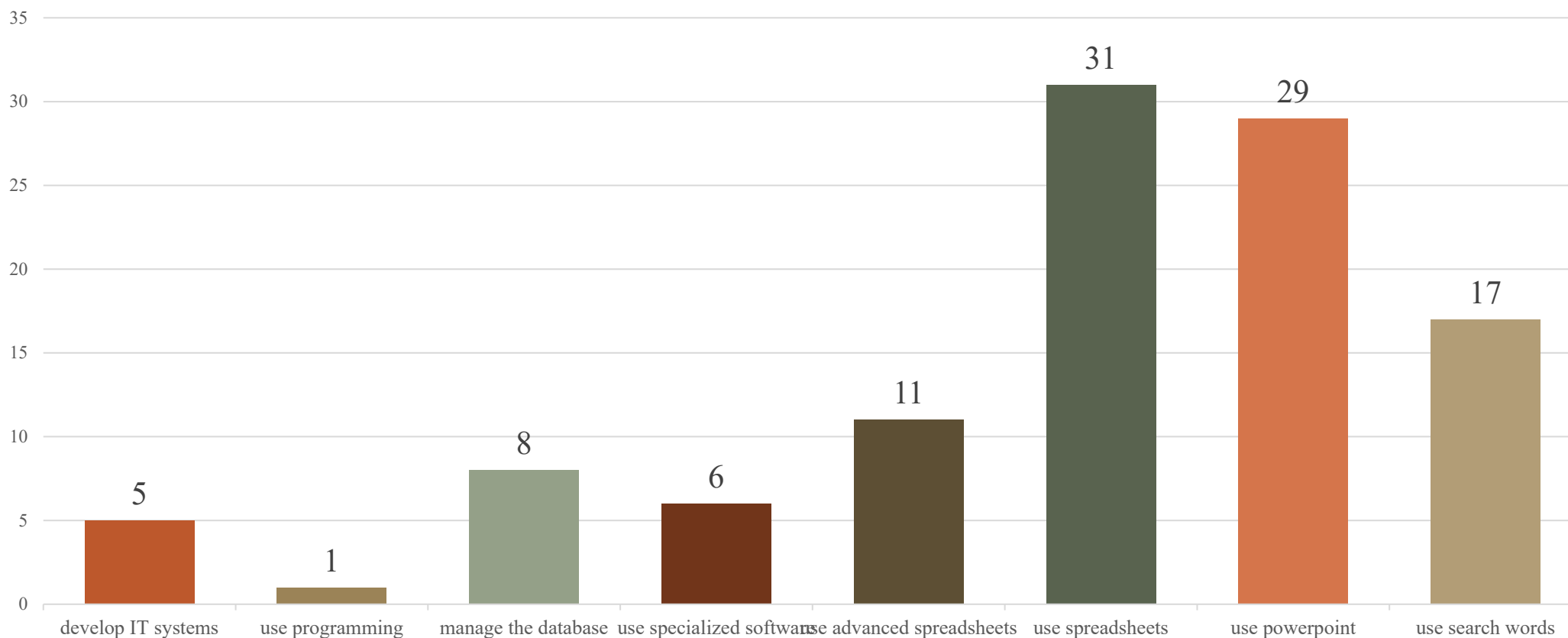
III. Results of a survey/interview of stakeholders

3.4. Digitization and online on-the-job training during the Covid-19 pandemic and war



III. Results of a survey/interview of stakeholders

3.4. Using a digital device for work



III. Results of a survey/interview of stakeholders

3.4. Conclusions

The survey of 35 respondents made it possible to draw the following general conclusions :

- the pandemic in Ukraine led to a rather productive transition of employees to the use of digitalization tools in their work. This significantly facilitated the implementation of work tasks in wartime conditions;**
- in this difficult period, employees began to more widely and effectively use and learn new digital devices, equipment, software, information technology, etc.;**
- in the conditions of the war, online learning and distance work gained global distribution in all spheres of life and the use of labor in the country;**
- active and effective informatization of many work and educational areas is observed in Ukraine, first of all, in the field of document management, financial and banking activities, online educational platforms and programs, assessment on simulators, etc.**

IV. The next steps in the development of qualifications in Ukraine

- 1. Harmonization of the NQS with the best analogues in the EU, in particular its reform and transition to approaches to forecasting, planning, evaluation, distribution and use of qualifications in labor markets.**
- 2. Guidelines for multiple consolidation of educational institutions according to the cluster principle and through the creation of corporate universities, hubs and international centers.**
- 3. Abandonment of outdated and bureaucratic approaches in the formation of content and teaching methods, reorientation (in the war and post-war periods) to a wide range of transformation of the adult education segment.**
- 4. Creation of a new, independent and transparent system of internal and external evaluation of the quality of educational services, recognition and assignment of professional qualifications.**
- 5. Implementation of the results of this research in the preparation of relevant projects of legislative, normative and methodological area, conducting an information storm among profile implementers of policies, etc.**

THANKS!