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National Qualification Framework Financing

Romanian Experience

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Chronological steps towards

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the National Qualification Framework (NQF)

- **8 June 2004** – Signing the Memorandum between the Ministry of education and the Ministry of labor approved by the Prime Minister of the Romanian Government
- **7 December 2004** – Transformation of the National Adult Training Board (NATB), autonomous and tripartite organization, into National Authority for Qualifications (by law)
- **23 February 2005** – Signing the Tripartite Accord for NQF between the Romanian Government and the national representative confederations of trade unions and employers associations
- **December 2005** – The end of the consultation process for the European Qualification Framework (EQF)
- **December 2006** – present – Implementation of the multi-annual PHARE Program 2004-2006 “Establishment of the Romanian National Authority for Qualifications”

The multi-annual PHARE Program 2004-2006

“Establishment of the Romanian National Authority for Qualifications”

- Objectives -

- *Strengthening the institutional capacity of the NATB as national Authority for Qualifications*
- *The growth of the institutional capacity for the sectoral committees*
- *The development of the National Register of Qualifications, as an information data base for the labor market*
- *The development of the methodologies based on common principles for initial and continuous education and formal or non-formal contexts of acquisition*

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The multi-annual PHARE Program 2004-2006 “Establishment of the Romanian National Authority for Qualifications”

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- Achievements (I) -

- A better institutional capacity of the National Adult Training Board (NATB) in becoming the National Authority for Qualifications
- Creation and **development of 23 sectoral committees**
- New objectives of the National Authority for Qualifications for the **coordination of the sectoral committees**
- Creation of a **pilot methodology** for qualifications' development and certification
- Help for the NATB and the sectoral committees in implementing the methodological framework (by training, methodological assistance, study visits, meetings)



The multi-annual PHARE Program 2004-2006 “Establishment of the Romanian National Authority for Qualifications”

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- Achievements (II) -

- Preparation of **114 sectoral committee experts** for occupational analysis and occupational standards development
- Development of **207 occupational standards** for formal and non – formal education
- Help for the National Authority for Qualifications and the sectoral committees for:
 - the development of the data base “**National Register for Qualifications**”
 - the development of common principles and a **mechanism in quality assurance**
- Dissemination of the project in the 8 regions of Romania



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What happens now

- **Revising the set of 3 methodologies** in qualifications' development and certification
- **Development of 75 occupational standards** for formal and non – formal education
- **Mixed implementation** of the **certification methodologies** and the common principles in continuous education **quality assurance**
- Steps towards the harmonization of the pilot system of adult education with Vet and higher education systems (each of them implementing other Phare projects with specific elements of National Qualification Framework)



Steps towards the harmonization of the pilot system of adult education with Vet and higher education systems

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- Pilot analyses on the 8 levels of references of EQF
- Instruments to assure transferable credits in Long Life Learning
- Harmonization in principles and procedures for qualifications' development and implementation
- A more coherent system of NQF Financing



National Qualification Framework

Financing

Implication of all beneficiaries

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- ❖ Financing the initial VET by state
- ❖ Financing higher education by state and students
- ❖ Financing the continuous education by:
 - **state** (through National Adult Training Board and the county commissions for authorization of training programs)
 - **companies and training providers** (through training programs organized or requested)
 - **National Agency for Employment** (through training programs requested for unemployed people)
 - **trainees**
 - **sectoral committees** (through occupational analyses and occupational standards)



National Qualification Framework Financing Implication of all beneficiaries

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- ❖ Financing the Competencies Assessment Centers by:
 - **state** (through National Adult Training Board for assessment and authorization process)
 - **beneficiaries of the competencies assessment processes**
 - **sectoral committees** (through occupational analyses and occupational standards, as basic instruments in non-formal education assessment)

- ❖ Financing of all components by other sources (Phare, sectoral, national and international programs)



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Sectoral committees

Problems met

- ❖ Identification and organization of the representative stakeholders from each of the 23 sectors of activity (nominated by the National Authority for Qualifications)
- ❖ Juridical statute of the sectoral committees
- ❖ Identification of a large number of sectoral experts to be involved
- ❖ The need of quality assurance in sectoral committees involvement (occupational analyses, occupational standards development and validation, qualifications' development)
- ❖ The sectoral committees financing system as a consequence of:
 - their very important role in NQF development and sustainability
 - the great volume of occupational analyses and standards waited by sectors to be developed and validated
 - absence of constant sources of funds for spaces, administrative costs, logistic arrangements and experts' payment



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Sectoral committees *Problems solved*

- ❖ Creation of 23 sectoral committees composed by representative organizations at the national and sectoral level: trade unions, employers associations, chambers of commerce, professional associations, regulating authorities, training providers
- ❖ Registration of 14 sectoral committees as associations or foundations with juridical personality and a non-profit activity (statute of NGOs)
- ❖ Training of 114 sectoral committee experts (19 sectoral committees from 23)
- ❖ Help for the sectoral committees activities by giving equipment and technical assistance

Sources of financing:

- State through NATB as NAQ
- Multi-annual Phare Program “Establishment of National Authority for Qualifications”
- Sectoral committees and member organizations’ contributions



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Sectoral committees *Challenges for the future*

- ❖ A public interest statute for the sectoral committees as a legal form which allows the state financial support
- ❖ Financial support from state budget for the administration and logistic costs of the sectoral committees as a consequence of their work development and their strategic role in NQF
- ❖ Payments for sectoral committee experts (through National Authority for Qualifications; European Social Fund; funds from sectoral, national and international programs)
- ❖ Training and technical assistance help for the 4 sectoral committees not-covered by Phare Program 2004 – 2006 and help continuation for all the others



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National Authority for Qualification

Problems met

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- The National Adult Training Board (NATB) is invested only with the role of a National Authority for Qualifications (NAQ), which gives a formal character to the process
- ❖ A weak institutional capacity of NATB in human and logistic resources for the new attributions as NAQ
- ❖ Lack of experiences in what means a National Authority for Qualifications



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National Authority for Qualification

Problems solved

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- Several interventions to the ministries and the government for a final decision of changing the name of National Adult Training Board (NATB) in National Authority for Qualifications (NAQ)
- ❖ Enlargement of NATB capacity with a bigger number of experts
- ❖ Enlargement of NATB capacity and logistic resources with new equipments due to the multi-annual Phare Program “Establishment of National Authority for Qualifications”
- ❖ Organization of study visits and meetings for NATB experts (with the help of the multi-annual Phare Program “Establishment of National Authority for Qualifications”, ministries and other organizations)



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National Authority for Qualification

Challenges for the future

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- ❖ Changing the name of National Adult Training Board (NATB) in National Authority for Qualifications (NAQ)
- ❖ Implementation of the quality assurance system in the NAQ activities
- ❖ Continuous human resources development in NQA
- ❖ Fund rising for new projects, new activities, new experiences, quality assurance sustainability (European Social Fund, other European funds, sectoral, national and international funds)



National Qualification Framework Financing Principles to be considered

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- ❖ NQF financing must involve all beneficiaries; Levels of contribution must reflect a strategic decision taking into consideration the sustainable roll of the beneficiary in National Qualification Framework and quality assurance of the system
- ❖ Sustainability of sectoral committees activities must be assured by continuous sources of financing
- ❖ Sectoral committees need continuous technical assistance help for their human resources development
- ❖ Fund rising represents a continuous source of financing developments, quality assurance and good practices



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Questions to be considered

- 1. Are the qualification we have appropriate ?*
- 2. Do we need an outcomes based approach for all our qualifications ?*
- 3. Are the stakeholders in our country open and able to recognize competence ?*
- 4. How to ensure that the stakeholders will contribute?*
- 5. Do the sectoral committees have the capacity to meet the expectations?*
- 6. How should the legal framework change in order to give to the sectoral committees the needed capacity?*
- 7. Do the stakeholders have trust in the national lead body ?*
- 8. It is this body exposed to the political changes ?*