



# Estonian occupational qualifications system

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Kutsete süsteemi arendamist toetab  
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# Estonian Qualifications Authority

- Private legal entity (foundation) **established 31.08.2001**
- **Founders:**
  - Estonian Chamber of Commerce and Industry
  - Estonian Confederation of Employers and Industry
  - Estonian Employees' Unions' Confederation
  - Confederation of Estonian Trade Unions
  - Ministry of Social Affairs
- Subordinated to **the Ministry of Education and Research**



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# Estonian Qualifications Authority

## Functions

- Developing occupational qualifications system
- Organising work of Professional Councils and working groups (developing occupational qualification standards)
- Providing counselling and assistance for Awarding Bodies (awarding of occupational qualifications)
- Co-operation with education and training institutions
- Maintaining state register of occupational qualifications
- Organising the work of National Europass Centre
- Estonian NCP for the EQF implementation



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# Estonian qualifications system

- 2007 – the Ministry of Education and Research set the aim to develop sustainable, flexible, internationally compatible competence (learning outcomes) based qualifications system meeting the needs of lifelong learning persons, knowledge based society and economy
- 2008 – Parliament adopted new Occupational Qualifications Act; 8-levels national qualifications framework compatible with European Qualifications Framework for Lifelong Learning (EQF); competence (learning outcomes) based approach



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26.08.2016



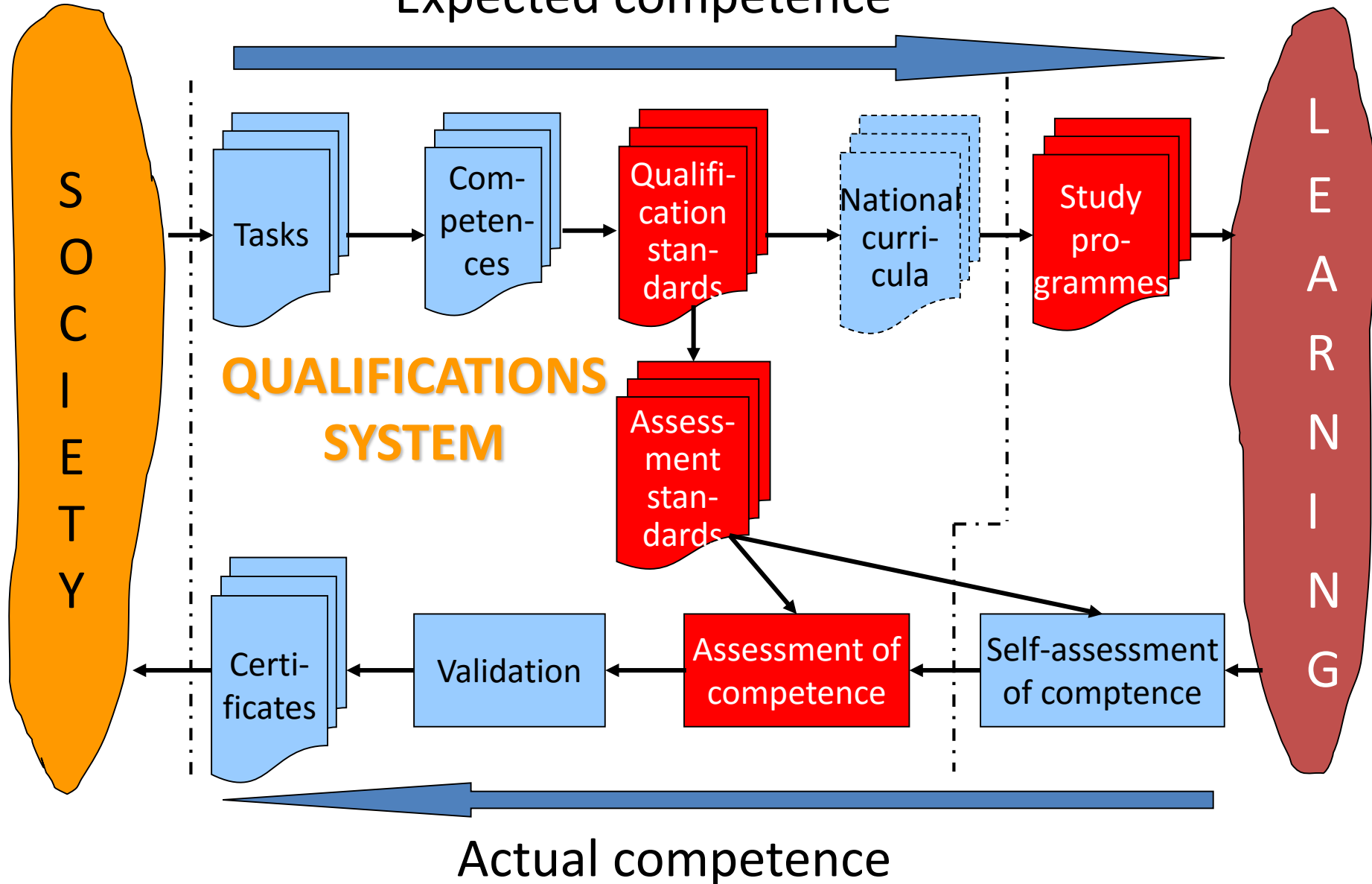
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# Competence circle

Expected competence



# Occupational qualifications system

Main processes are:

- Development of occupational standards
- Awarding of occupational qualifications



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# Professional Councils

In Estonian occupational qualifications system the labour market is divided into 14 sectors (on the bases of statistical classification of economic fields in Estonia) and each sector is managed by a professional council.

- The titles and occupational areas of professional councils are determined by the Government
- Institutions represented in professional councils are nominated by the Ministry of Education (10-20 institutions)
- Persons representing these institutions are nominated by the EQA.
- Typically institutions represented in professional councils are: employers organizations of the sector; trade unions of the sector; professional associations of the sector; education and training institutions; responsible ministries.



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# Professional Councils

1. Business Services and other Business Activities
2. Architecture, Geomatics, Construction and Real Estate
3. Services
4. Forestry
5. Health Care
6. Social Work
7. Engineering, Manufacturing and Processing
8. Transport and Logistics
9. Energy, Mining and Chemical Industry
10. Food Industry and Agriculture
11. Information Technology and Telecommunication
12. Security Services
13. Culture
14. Education

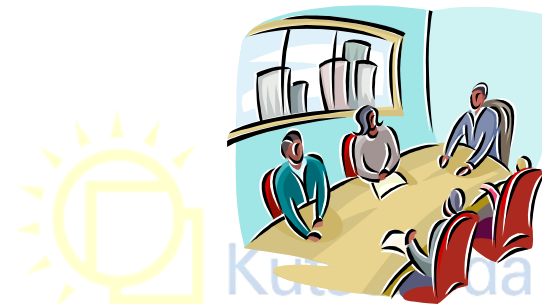
**The board of chairmen of sector skills councils coordinates cooperation**



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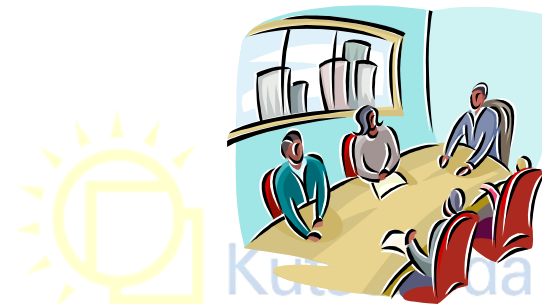
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# Professional Council

## Occupational qualification standard

- Decision to work out or renew occupational qualification standard
- Forms working groups, expert groups
- Approves occupational qualification standards

## Award of occupational qualifications

- Issues licence for the awarding body
- Confirms methods of awarding occupational qualification
- Confirms the price of awarding occupational qualification
- Carries out supervision



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# Occupational standard - 570 standards

- An occupational qualification standard is a document which **describes occupational activities and provides the competency requirements for occupational qualifications on specific level.**
- The proposal for the preparation of occupational qualification standards can be made by any enterprise, institution or other organisation and individual.
- Occupational qualification standard is prepared by a working group consisting of the experts in the given field.
- Occupational qualification standard is made up by partial qualifications (units)
- An opinion poll shall be conducted in enterprises & institutions of the corresponding area of activity in order to introduce the draft of an occupational qualification standard
- Occupational qualification standards shall be approved by professional councils.
- The approved occupational qualification standards are placed to the State register of occupational qualifications



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# Range of use the occupational standards



# Awarding of occupational qualifications

... is the assessment of conformity of the competence of a person applying for an occupational qualification with the requirements specified in the occupational standard.

## Principles

- **competence based approach:** bases for assessment of occupational qualification are real skills and knowledge
- is voluntary, unless otherwise prescribed by law
- assessment is separated and independent from teaching
- takes place on the basis of person's application
- assessment is for a fee



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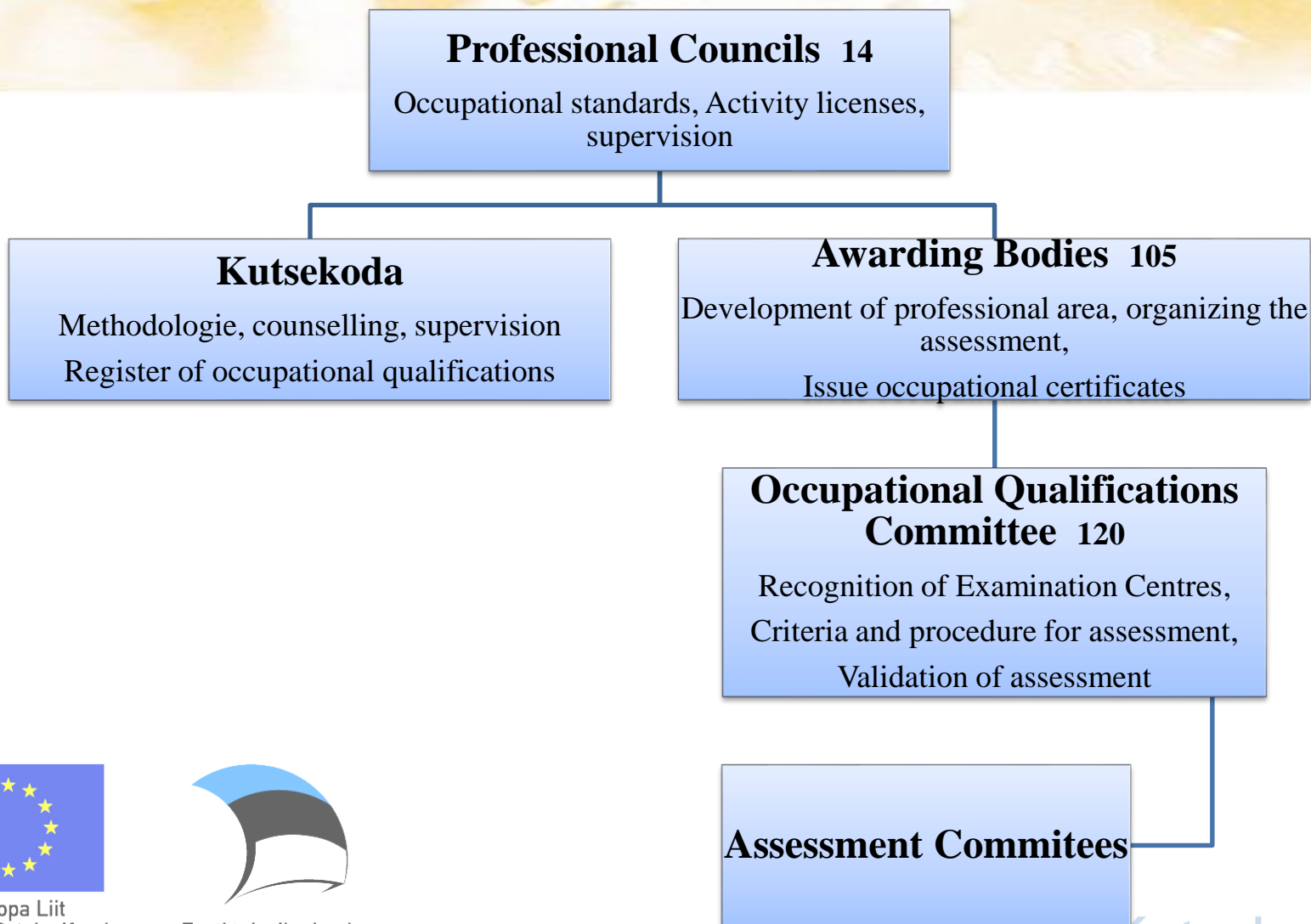


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# Awarding of professional qualifications



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# Awarding Body

- **A professional council decides on giving the rights of a awarding body**
- **Functions:**
  - to develop and approve the procedure for the assessment and award of occupational qualifications
  - to establish and approve the calculation of costs related to the issue of occupational qualification certificates
  - to organize assessment
  - to issue occupational qualification certificates



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# Occupational Qualifications Committee

- Formed by the awarding body
- To ensure impartiality, committees consist of the parties interested in awarding occupational qualifications in the given field: specialists, employees, employers, educators, representatives of occupational associations
- The aim of occupational qualifications committee is to
  - prepare the procedure for awarding
  - decide on the form and manner for assessment
  - approve the instructions for the assessment and the examination materials
  - decide on awarding or refusing to award occupational qualification to the person
  - resolve the complaints
  - appoint, if necessary, assessment committee(s)



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# Occupational qualification certificate

**107 000**  
**occupational qualification certificates**  
**are issued**  
**by the Awarding Bodies**



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# The register of occupational qualifications

- Professional Councils
- Occupational Qualification Standards
- Awarding Bodies
- Occupational Qualification Certificates

[www.kutsekoda.ee](http://www.kutsekoda.ee)



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# Estonian qualifications framework

- EstQF is an overarching framework, established by the Occupational Qualifications Act in 2008
- EstQF consists of four sub-frameworks: for general education, VET, HE and professional qualifications with sub-framework specific descriptors and relevant quality assurance systems
- EstQF includes all state recognised qualifications, which meet two criteria:
  - Are defined in learning outcomes-based qualifications standards (curriculum or occupational qualification standard)
  - Awarded by nationally recognised institutions



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# OSKA =

Coordination system for the monitoring and anticipating of the labour market needs and the development of skills



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# What's the use of OSKA?

- OSKA helps employers to get employees with necessary skills
- The competitiveness of Estonians and Estonian economy will grow if during the planning of training and education we consider how many people with what kind of skills are needed in the labour market
- OSKA makes it simple to take informed career decisions and develop skills needed in the labour market



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# OSKA is seeking answers to following questions

- how many people and which skills are needed in our labour market today and tomorrow?
- where and how to acquire those skills?
- what should be changed in today's educational system and in Lifelong Learning system to meet the future needs?



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# What are we doing?



- collecting existing information about the current situation in the labour market and in the educational system
- forecasting the need for labour and skills



- formulating training needs and proposing the number of commissioned study places
- submitting proposals to schools and education financiers
- submitting proposals to the Government of Estonia for political decision making



- sharing the information about the labour market needs to career counsellors
- keeping general public regularly informed
- monitoring the implementation of proposals



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# Who are involved?

- data gatherers, analysts and forecasters
- opinion leaders and experts from companies, employer organisations and educational institutions
- work is coordinated by Estonian Qualifications Authority (*Kutsekoda*)

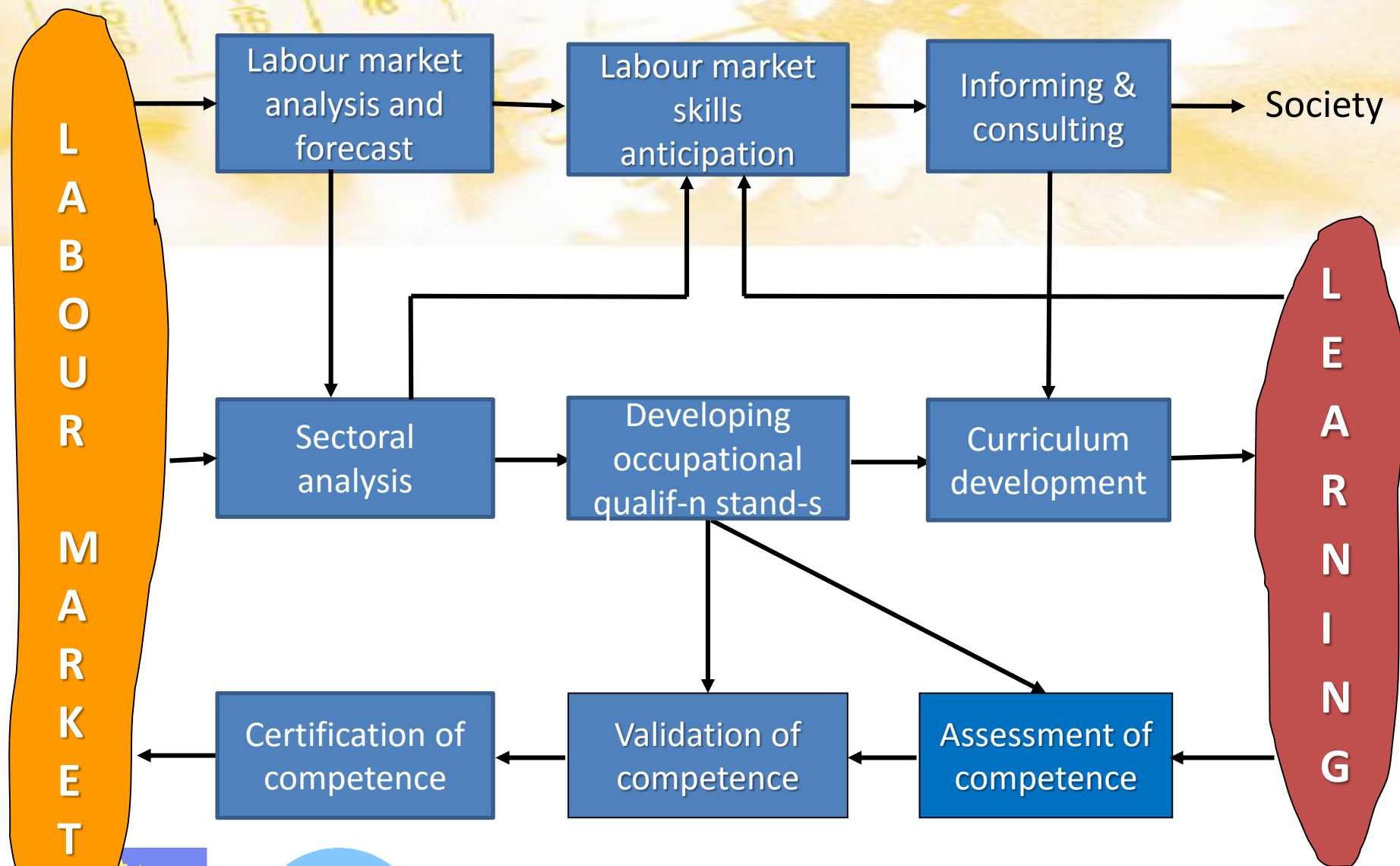


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# Thank you!

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