

To: The Minister of Education, Science, Culture and Sports of Georgia  
**Mr. Mikheil Chkhenkeli**

To: The Minister of Internally Displaced Persons from the Occupied  
Territories, Labour, Health and Social Affairs of Georgia  
**Mrs. Ekaterine Tikaradze**

## **European Business Association Position Paper**

### **Vocational Education After Covid-19**

June 11, 2020

Taking into consideration the crisis situation businesses are facing in Georgia due to COVID-19, Tamar Kitiashvili, the Deputy Minister of Education, Science, Culture and Sports of Georgia held an online meeting with the representatives of the private sector in the format of an open dialogue “Vocational Education for Business after Covid-19” on May 29, 2020. The meeting was organized by the European Business Association.

The Public-Private dialogue was attended by more than 50 people including EBA member companies from different sectors and representatives of invited business/sectoral associations.

The meeting was moderated by Mariam Kuchuloria, the Deputy CEO of the EBA and opening remarks were made by the CEO of the EBA, David Lee, and Tamar Kitiashvili, the Deputy Minister of Education, Science, Culture and Sports.

Marika Zakareishvili, deputy head of the Vocational Education Development Department presented to the participants of the meeting the State’s policies related to vocation education.

The meeting was organized to discuss the needs of businesses in terms of human resources and the steps planned by the Ministry. Along with the panelists, the meeting participants had the opportunity to ask questions and to receive answer from relevant representatives of the Ministry.

#### **Business Representatives on the Panel:**

- *Manana Ugulava* - Tourism and Gastronomy Academy, also Representative of the “Les Roches” in Georgia;
- *Roland Burdiashvili* - “Schuchmann Wines Georgia”;
- *Iva Chkonია* - Georgian Distributors Business Association;
- *Aleksi Chibarashvili* - “Tegeta Academy”;
- *Tornike Tokhadze* - Information Technology Association of Georgia, also Founder of “SKYHI”;

- Archil Martalishvili - “Adjara Textile”;
- George Doborjginidze - Georgian Logistics Association;
- Natalie Kvachantiradze - Georgian Tourism Association;
- Nino Pruidze - Ecommerce Association Georgia;
- Davit Tkhelidze - “SafCo”;

The deputy minister discussed the various vocational education policies that need to be tailored to the needs of business to deal with the challenges faced, including training/retraining of human capital to adjust to the present and ongoing needs of business.

Additionally, Tamar Kitiashvili noted the role and purpose of the public-private dialogue, in particular, a requirement to better enable the State to prioritize and plan interventions and tools tailored to the needs of both business and the State, whilst noting that the most important thing is input from the private sector concerning the actual main challenges faced today as well as identifying the areas of human capital that need more investment, effort and attention in future.

### **Noted Achievements**

- A New Law on Vocational Education;
- The integration of general education learning outcomes in vocational education institutions;
- A short-term training tool that considers training/retraining human capital in a short period of time and provides an opportunity for the State to tailor offers to the needs of the business in a short period of time. This tool is especially important for businesses today due to the current dire situation caused by COVID-19;
- Business sector active position and desier independently (activating training centers within companies) or together with the state to be involved to adjust with the challenges related with human capital.
- “El Space-Worknet” a portal initiated by the Ministry of Labour, Health and Social Affairs. The portal is tailored to different consumers and provides a great opportunity to have access to the latest news in different sectors. The service is free of charge for everyone.

The main focus of the meeting was the challenges and needs the business sector is facing due to Covid-19. Business representatives discussed the current needs in detail.

Based on the Public-Private dialogue:

### ***The European Business Association position concerning business sector challenges related with Vocational Education.***

Though the Government has made many successful steps and created useful tools, business is still facing problems today and does not have full access to vocational education opportunities. The following specific challenges were defined.

- Difficulties faced by businesses entering into formal education frameworks and the lack of support in this regard;

- A lack of learning resources for professional training/retraining in the Georgian language and difficulties entering into online platforms;
- The low quality of communication and cooperation between Vocational Education service providers and business in order to ensure that the programs are more focused on market requirements;
- A Lack of access to exchange programs for the students/professional teachers of the private colleges;
- The newly created/enhanced demands after COVID-19, including e-commerce, data management, and social media management;
- A Lack of collaboration between the public and private sectors.

### **Recommendations**

At present it is not still clear for business how Vocational Education works and what are the benefits business can receive. Accordingly, the most important issue is the State's positioning of Vocational Education as a new opportunity to deal with the crisis thereby stimulating the business sectors' deeper involvement in the process. The State needs to insure a structured ecosystem, because business needs to know about current strategies and to be informed about Vocational Education plans.

Taking into consideration that cooperation between the private and public sectors in terms of vocational education is crucial for the country's progress and a number of challenges facing business today are mainly due to the lack of effective involvement of the private sector. The main recommendation is a closer relationship and constant dialogue between the business sector and State representatives in the process of State policy formation so that businesses can more easily enter into the framework of formal education. In this respect, the Deputy Minister made the following statement of critical importance: ***“In order to ensure the logical continuation of this open dialogue format, the Ministry will launch an intensive campaign over the next two months to identify challenges with the business sector and industry associations and identify training needs.*”**

Taking into account its role as a business association whose members are already deeply involved in vocational education, the European Business Association expressed its readiness to take an active part in the development of processes to overcome the existing challenges faced by the private and public sectors through joint dialogue and cooperation.

John Hugo Freddy Braeckveldt

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A handwritten signature in blue ink, appearing to be "John Hugo Freddy Braeckveldt", written over a light blue circular stamp or watermark.

საქართველოს განათლების, მეცნიერების, კულტურისა და სპორტის მინისტრს

**ბატონ მიხეილ ჩხენკელს**

საქართველოს ოკუპირებული ტერიტორიებიდან დევნილთა, შრომის, ჯანმრთელობისა და  
სოციალური დაცვის მინისტრს

**ქალბატონ ეკატერინე ტიკარაძეს**

## ევროპული ბიზნეს ასოციაციის პოზიცია

პროფესიული განათლება Covid-19-ის შემდეგ

*11 ივნისი, 2020*

COVID 19-ის ფონზე საქართველოში ბიზნესისთვის შექმნილი კრიზისული მდგომარეობიდან გამომდინარე, ევროპული ბიზნეს ასოციაციის ორგანიზებით 2020 წლის 29 მაისს საქართველოს განათლების, მეცნიერების, კულტურისა და სპორტის მინისტრის მოადგილემ, თამარ ქიტიაშვილმა კერძო სექტორის წარმომადგენლებთან ღია დიალოგის ფორმატში ონლაინ შეხვედრა „პროფესიული განათლება ბიზნესისთვის COVID-19-ის შემდეგ“ გამართა.

საჯარო-კერძო დიალოგში 50-ზე მეტმა პირმა მიიღო მონაწილეობა, მათ შორის იყვნენ ევროპული ბიზნეს ასოციაციის წევრი კომპანიები სხვადასხვა სექტორიდან, მოწვეული ბიზნესისა და სექტორული ასოციაციების წარმომადგენლები.

შეხვედრის მოდერატორი იყო მარიამ ქუჩულორია, ევროპული ბიზნეს ასოციაციის დირექტორის მოადგილე. დამსწრე პირებს მიესალმნენ დევიდ ლი, ევროპული ბიზნეს ასოციაციის გენერალური დირექტორი, თამარ ქიტიაშვილი - საქართველოს განათლების, მეცნიერების, კულტურისა და სპორტის მინისტრის მოადგილე.

შეხვედრის მონაწილეებს პროფესიულ განათლებასთან დაკავშირებულ სახელმწიფოს ინსტრუმენტებსა და შეთავაზებებზე პრეზენტაცია წარუდგინა მარიკა ზაქარეიშვილმა, პროფესიული განათლების განვითარების დეპარტამენტის უფროსის მოადგილემ.





