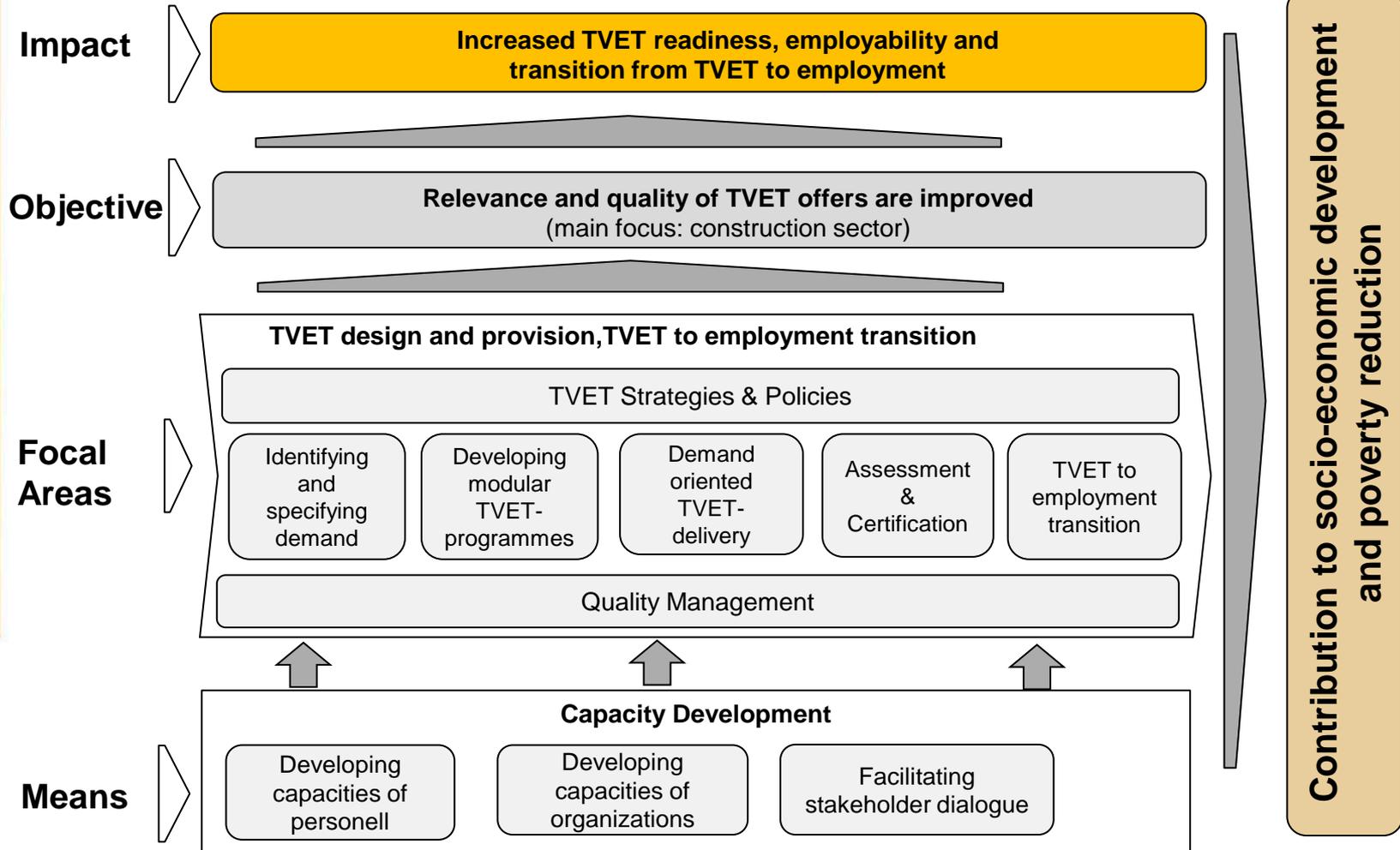
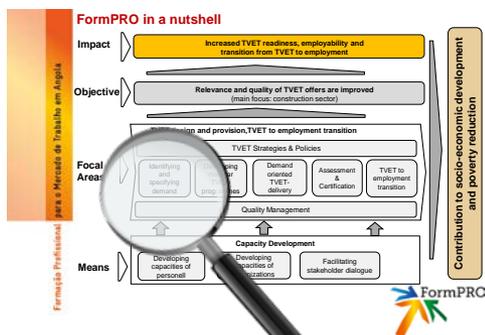


FormPRO`s approaches and key-concepts

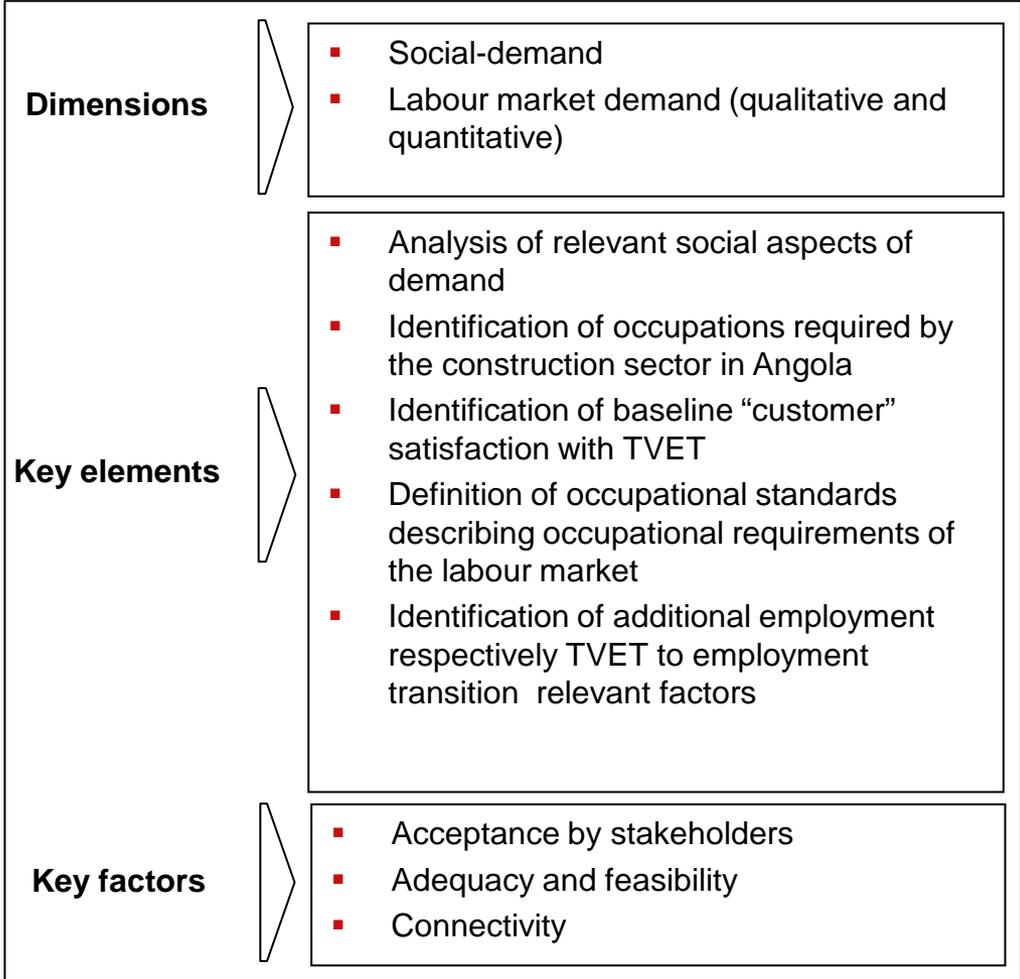
FormPRO in a nutshell



Specifying demand – dimensions, key elements and key factors



Identifying and specifying demand



Identification and specification of demand related to TVET needs to cover labour market demand and social-demand

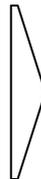


Specifying demand - towards a suitable approach



Key factors...

- **Acceptance of stakeholders**
- **Adequacy and feasibility**
- **Connectivity**



...and related recommendations

- Stakeholders to be involved throughout the whole process
- Private sector to be accepted as equal partner
- Understanding of standards as joint agreements

- Occupational standards to reflect workplace and work process related occupational characteristics only
- Pragmatism as guiding principle (do not seek perfection)
- Initially, focus on selected priority occupations and developing a functioning model

- Select internationally proven approach (e.g. DACUM)
- Use regional and international standards as references
- International perspective through external short-term experts

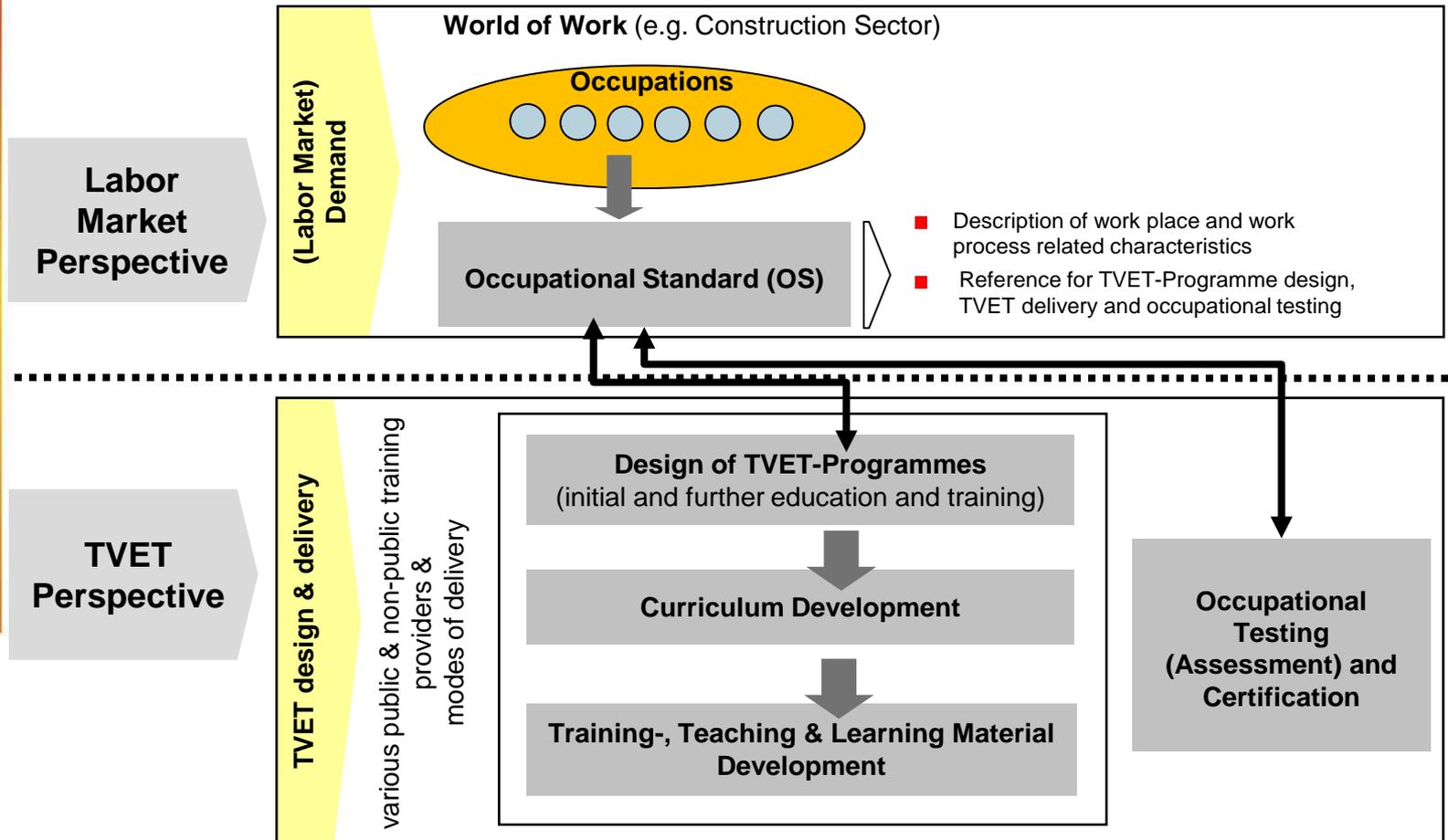


Suitable approach which is accepted by stakeholders

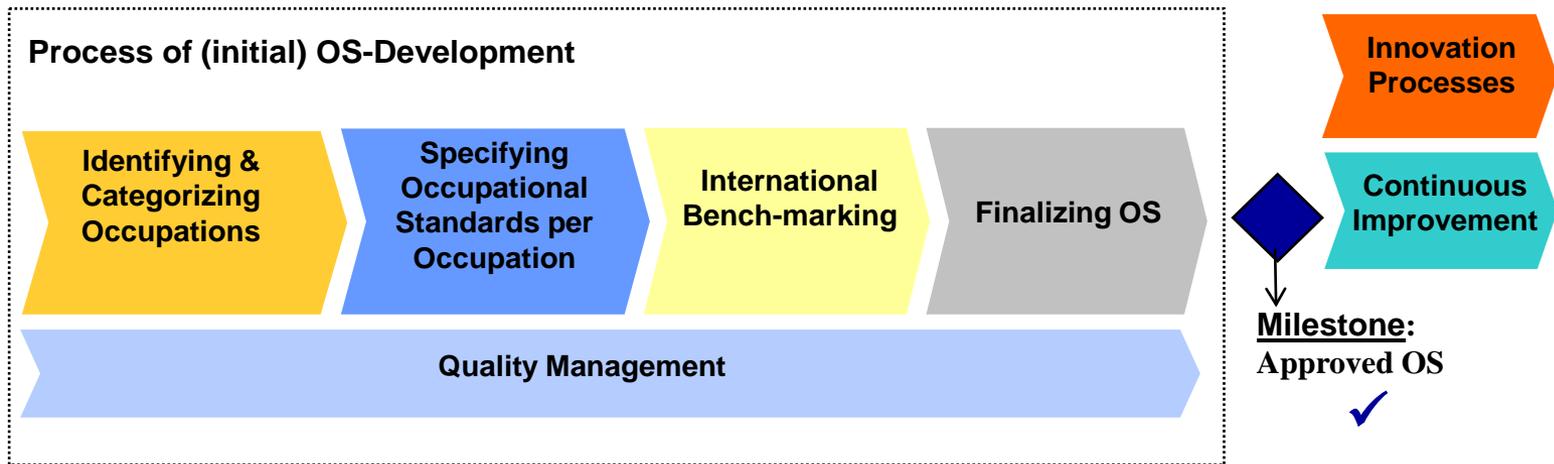


A suitable approach needs to be accepted by the stakeholders. It should be pragmatic and focus on creating a functioning model – to be tested and optimized before replicating it.

Specifying demand - Occupational Standards / linking labor market and TVET perspectives

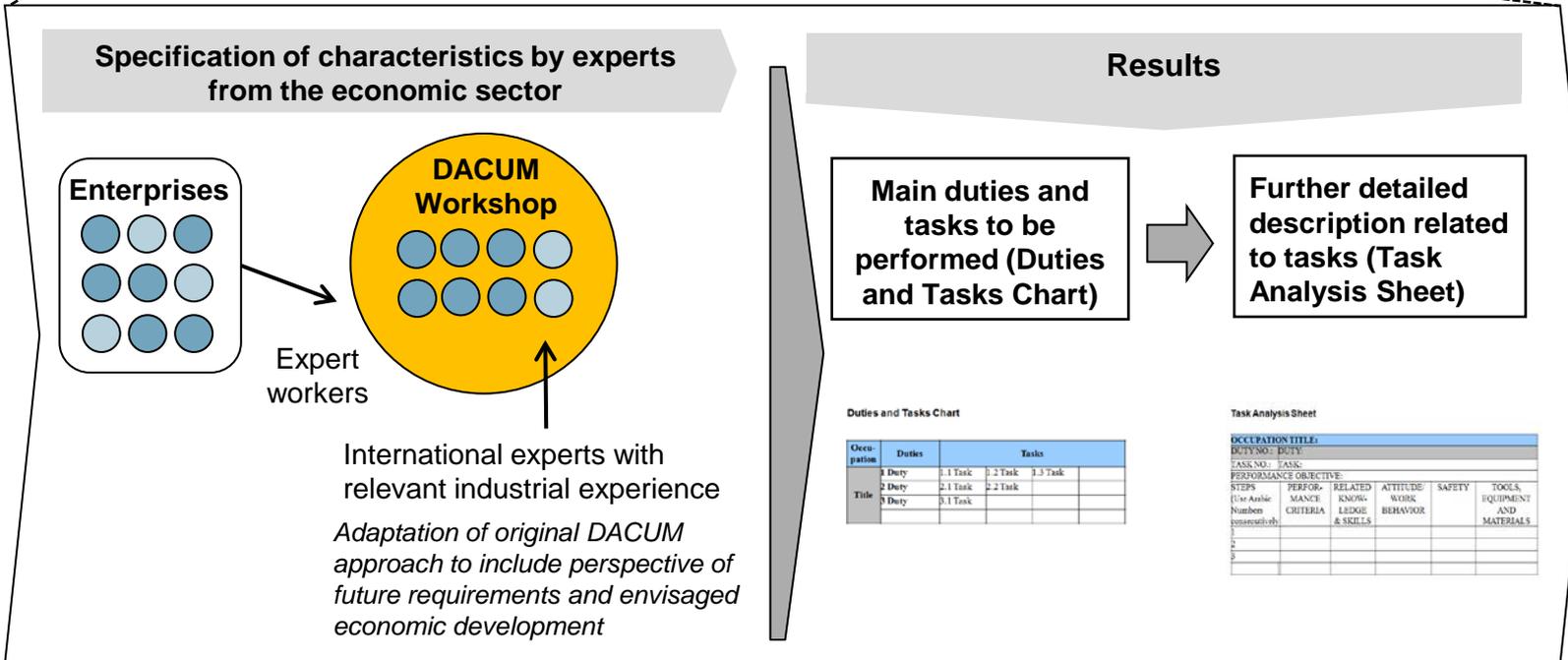
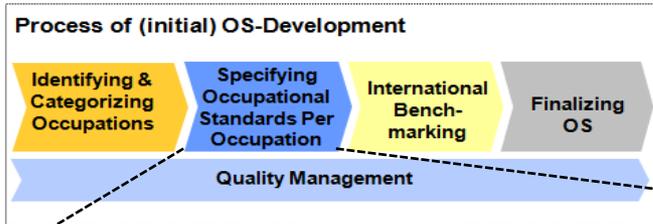


Specifying demand – Occupational Standard development



Occupational Standards need to be reviewed and updated regularly to reflect changes in the labor market (continuous improvement process). An innovation process is required to address newly arising demands which cannot be covered through existing occupations.

Specifying demand – Developing Occupational Standards with DACUM



Duties and Tasks Chart

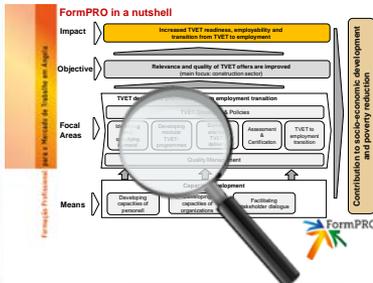
Occupation	Duties	Tasks		
1 Duty	1.1 Task	1.2 Task	1.3 Task	
2 Duty	2.1 Task	2.2 Task		
3 Duty	3.1 Task			

Task Analysis Sheet

OCCUPATION TITLE:						
DUTY NO.: DUTY:						
TASK NO.: TASK:						
PERFORMANCE OBJECTIVE:						
STEPS	PERFOR-	RELATED	ATTITUDE/	SAFETY	TOOLS	
(Use Arabic	MANCE	KNOW-	WORK		EQUIPMENT	
Number	CRITERIA	LEDGE	BEHAVIOR		AND	MATERIALS
consecutively)		& SKILLS				
1						
2						
3						



Developing modular TVET-programmes – Overview



Developing modular TVET-programmes

Dimensions

- Initial TVET programmes
- Further TVET programmes

Key elements

- Analyzing requirements (e.g. as outlined in DACUM Charts) from pedagogical and learning perspective
- Deducing landscape of required learning outcomes (learning objectives)
- Defining core contents related to learning outcomes (theory and practice)
- Estimating required time
- Clustering into learning modules and TVET-programmes in line with (envisaged) “Sistema Nacional do Formação Profissional”
- Further specification of TVET-programmes

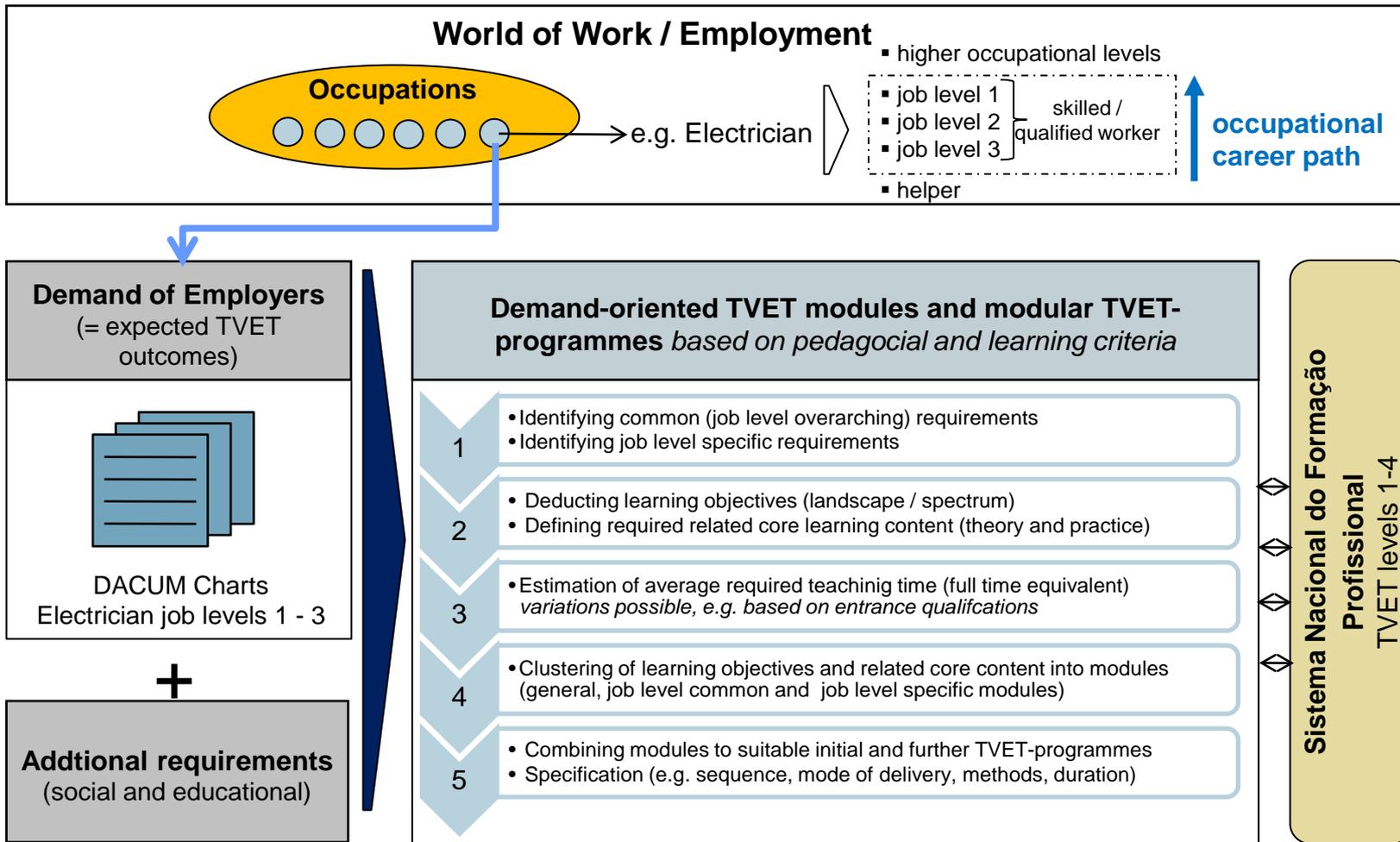
Key factors

- Meeting labour market and society demand
- Providing progression pathways (facilitating life long learning and occupational careers)

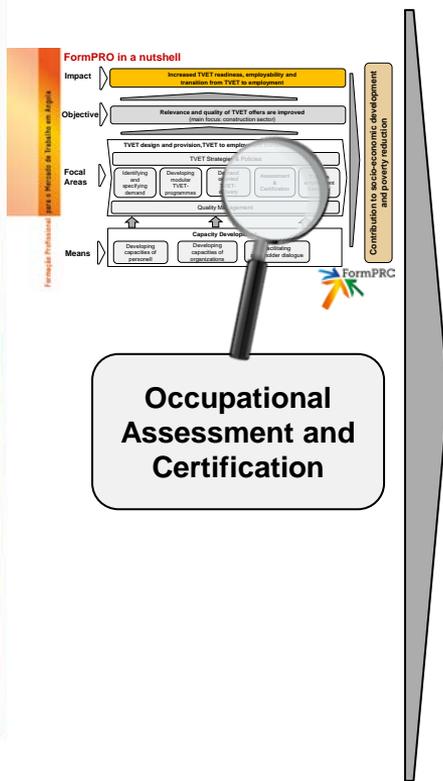
▶ Demand-oriented modular TVET-programmes are deductions from occupational requirements in DACUM charts based on pedagogical and learning criteria



Developing modular demand-oriented TVET-programmes



Assessment & Certification – dimensions, key elements and key factors



Dimensions

- Assessment of occupational competence (skills, knowledge and work attitude)
- Awarding occupational certificates

Key elements

- Legal, organisational & conceptual framework:
 - Assessment & certification system
 - Accredited assessment body and assessors
 - Assessment concept and test items
- Capacity development

Key factors

- Assessing and documenting ability to perform an occupation in the world of work as per OS
- Facilitation of mobility and life long learning
- Open access to occupational assessment
- Recognition of prior occupational learning
- Assessment against occupational standard
- Acceptance of certificates by stakeholders
- Independent assessors
- Key role of economic sectors / employers



Occupational Assessment & Certification should be independent from TVET-delivery



Occupational Assessment & Certification

