

## INTRODUCTION

*Dear readers,*

*The new edition of Informative Newsletter of the Centre for Vocational Education and Training (hereinafter: VET Centre) will inform you about the activities conducted within the period April-September 2012. In this period, VET Centre organized a range of manifestations aimed at the affirmation and promotion of vocational and adult education, some of which are: II National Competition in the field of Mechanical Engineering, National Competition in the field of Automotive Mechatronics, XI Days of Adult Education and Learning, etc.*

*Essential steps were taken in the previous period, directed towards the development of new methodological documents related to modularization and credit rating of VET curricula. With the support of the Project MNE/011, technical working groups, composed of the representatives of the VET Centre, Ministry of Education and Sports (hereinafter: MoES) and VET schools teachers, were formed with the aim to develop VET qualifications standards and modularized and credit rated curricula in the field of agriculture and tourism.*

*“Young Entrepreneurs” programme started this year, within the subject: Entrepreneurship, which will be piloted in VET schools on the North Montenegro. This programme has been developed as a part of activities of the VET Centre, MoES and Project MNE/011. For the needs of this programme, there were trainings of teachers, school principals and local entrepreneurs.*

*Project MNE/011 supported the development and printing of entrepreneurship manuals for students and teachers, while ECO NET project supported the production of the Manual for students who attend Training Firms programme.*

*The VET Centre Steering Committee has adopted the Code of Business Ethics which defines ethical standards and rules of behaviour of all employees, for the sake of the improvement of professional and public activity and the establishment of dialogue and continuous cooperation with educational institutions and social partners.*

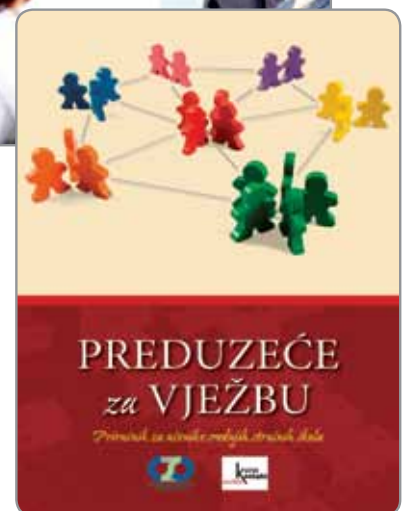
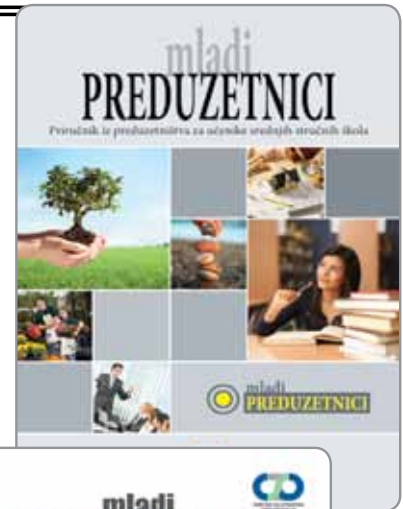
*In this edition, you will get to know two VET schools: Secondary VET School of Electrical Engineering and Economics from Bijelo Polje and Secondary VET School from Pljevlja .*

*We hope that you will continue to contribute to better dissemination on the development and improvement of vocational and adult education in Montenegro and that you will supply us with your comments and suggestions.*

*We wish successful beginning of new academic year to all our teachers, school principals and students!*

*Thank you for reading our Newsletter!*

**Editorial board**



### In this edition:

- FAIRS AND COMPETITIONS
- SEMINARS, WORKSHOPS, PRESENTATIONS
- CONFERENCES AND ROUND TABLES
- CURRENT ACTIVITIES
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## Fairs and competitions

### International Training Firms Fair in Plovdiv



- ◆ Bulgarian Ministry of Education and Science organized International Training Firms Fair in Plovdiv on 19-20 April 2012. There were 120 participating training firms from several European countries. Montenegro was represented by six TFs from Podgorica, Kotor and Budva. Besides students and teachers, Service Centre coordinator, S.Obradović, attended the Fair.

### Second National Competition in the field of Mechanical Engineering and Metal Processing



- ◆ MoES, VET Centre and VET Maritime School from Kotor organized the Second National Competition in the field of Mechanical Engineering and Metal Processing on 5 May 2012, at the premises of the school. Participants were greeted by V.Botica, the school principal, and the competition was opened by Dusko Rajkovic, VET Center director. This year's competition was aimed at the affirmation of knowledge and skills

of Montenegrin VET schools students, promotion of team work, competitive spirit, enhancing cooperation among schools, meeting new people. There were 21 teams at the competition from 9 VET schools: VET School Pljevlja, VET School of Construction and Geodesy Podgorica, VET School "S. Raspopović" Podgorica, VET School "V.Vukadinović" Berane, VET Agriculture School Bar, VET Maritime School Kotor, VET School Bijelo Polje, VET School "I. Uskoković" Podgorica and First Vocational School Nikšić. At the competition in technical drawing, a team from VET School Bijelo Polje won the third prize, whereas the second and first prize were won by teams from VET School of Construction and Geodesy Podgorica. As far as mechanical elements subject is concerned, a team from VET School "Vukadin Vukadinović" from Berane won the third place, and second and first were won by teams from VET School from Pljevlja. V.Koprivica and Ž.Raičević took part in the preparation and organization of the competition on behalf of the VET Centre.

### National Competition in the field of Automotive Mechatronics



- ◆ VET Centre, the Montenegro Chamber of Skilled Crafts and Entrepreneurship and Association of Montenegrin Motor Vehicles Craftsmen, on 11 May 2012, organized the sixth National Competition in the field of Automotive Mechatronics. Participants were greeted by V. Koprivica, adviser in the VET Centre and V. Delić, Director at Montenegro Chamber of Skilled Crafts and Entrepreneurship, and the competition was opened by M. Ražnatović, President of the Association of Montenegrin Motor Vehicles Craftsmen. The participants were six schools from five cities. The competition was carried out through knowledge tests and examination of practical skills on concrete examples. The first three places were taken by students of VET School "I. Uskoković" from Podgorica. V. Koprivica participated in the organization of the competition on behalf of the VET Centre.



### XI Days of Adult Education and Learning

- ♦ VET Centre organized a manifestation “XI Days of Adult Education and Learning“ from 28 May until 2 June 2012 under the logo “Live and learn for a sustainable future”. The aim of this manifestation was to emphasize the importance of lifelong learning for the improvement of the life quality of each individual and the whole society. One of the missions was to stress the importance of developing social partnerships at local and national levels for the development of adult education, as well as to point out the necessity of andragogical training for the staff working in adult education. The organization of this manifestation was supported by: MoES, Ministry of Labour and Social Welfare, dvv international and KulturKontakt Austria. In the implementation of this manifestation these partners participated: Employment Agency of Montenegro, Montenegrin Chamber of

Economy, Gender Equality Unit, Municipality of Herceg Novi and Municipality of Bijelo Polje. Within the manifestation “XI Days of Adult Education and Learning“ various activities took place: round tables, presentations, seminars and workshops. Lj.Garić i M.Vuković participated in the organization of this manifestation on behalf of the VET Centre.



## Seminars, workshops, presentations

### Continuation of the implementation of PDTS models in VET schools and relevant institutions

- ♦ The half of the first part of the implementation of Professional development of teachers at the school level (PDTS) in VET schools and relevant institutions was completed at the end of the academic year 2011/12. In the previous period, the PDTS coordinators delivered two PDTS plans for the academic year 2011/12 and 2012/13 to the VET Centre and also there are continuous activities on building the portfolio of professional development in which teachers make a personal professional development plan (PPDP).
- ♦ In the period from February to April, 83% of schools received written correction measures proposal on the submitted plan, while other schools completed a plan in accordance with the recommendations provided at the beginning of this process.
- ♦ In order to stimulate this model to be performed continuously, upon the VET Centre request the PDTS coordinators provided information on the implementation of PDTS plan for the academic 2011/12 year, the percentage of teachers who possess a portfolio of professional development and common objectives and activities in PPDP's.
- ♦ So far, 52% of schools included in this process have submitted the requested data. The gathering of other data is in process and after its completion the plan is

systematization and processing, detailed content analysis of PDTS school plans and teacher's PPDP, as well as the summary of the results at the national level within VET schools and relevant Institutions.

### Teacher Training on “Euro-Atlantic Integration of Montenegro”

- ♦ In April 2012, the HR Administration and the MoES carried out two trainings for all high schools, from the central and southern region of Montenegro, entitled: “International Security and Montenegro” and “National security system of Montenegro”, which marked the end of the first round of trainings on “Euro-Atlantic integration of Montenegro”. N.Šekarić from the VET Centre coordinated the organization and implementation of trainings for VET schools.

### III Andragogical Seminar for teachers from the northeast and northwest of Montenegro

- ♦ In the period 10-11 and 26 -27 April 2012, III Andragogical Seminar on “Moderation of educational process and group dynamics” for teachers from the northeast and northwest region was held in Milocer. The seminar was organized by the VET Centre with the support of dvv international from Germany. The following topics were elaborated in the seminar: “The characteristics

## Seminars, workshops, presentations

of a good teacher”, “Moderation in teaching and group dynamics”, “Teamwork” and “Rules of presentation and visualization.” The seminar was led by Lj.Garić and V.Radošević-Mitrovic from the VET Centre.



### Training of primary school teachers on career guidance

- ♦ Within the GIZ project “Designing youth transition into the labour world in the southwest Balkans”, on 24-26 April, the 5<sup>th</sup> module of teacher training for delivery of “career guidance” programme was organised in the premises of the VET school “Ivan Uskoković” in Podgorica. There were 17 teachers from five elementary schools from Podgorica who attended the trainings: ES “Pavle Rovinski”, ES “Vuk Karadzic”, ES “Štampar Markarije”, ES “Dragisa Ivanovic” and ES “Savo Pejanovic.” The objective of the training was to transfer knowledge and skills in order to support young people in making decisions about the choice of their future career and further education. The representative of the VET Centre, J.Knežević participated in the implementation of the teacher training.



### Workshop on “Preparation of budgets for projects that are funded by the EU”

- ♦ Project MNE/011 supported the involvement of representatives of the VET Centre and MoES in a two-day workshop related to the preparation of budget for projects funded by the EU, which was organized by APRI-ORI from Bosnia and Herzegovina. The workshop, held on 24 -25 April in Podgorica, was based on examples of good practice, developing skills and knowledge for obtaining funds from the EU. The workshop was led by J.Christos from Slovenia, and R.Kosović and I.Mihailović represented the VET Centre.

### Teacher/evaluator training for the assessment of quality indicators in the framework of the internal quality assurance

- ♦ Ensuring and improving the quality of VET in Montenegro is achieved through the process of internal and external evaluation. The internal evaluation is the school’s legal obligation which indicates the achieved level of development and identifies areas which are necessary to improve in order to elevate student’s achievements, their knowledge and skills. In order to strengthen human resources in the field of internal quality assurance, the management of Plužine school organised a training on 24 April 2012 in which 16 assessors / evaluators were prepared for the implementation of activities in the assessment of specific quality indicators. The training was carried out by Ž. Raičević from the Department of Evaluation in the VET Centre. In addition, during June, there was a training organised for the Committee for internal quality assurance in planning and implementing activities related to providing and improving quality, internal evaluation process planning, defining recommendations, standards of school quality indicators, reporting, etc.

### Support to schools in quality assurance

- ♦ Internal quality assurance in vocational schools has been focused on the processes and activities that are used for identifying, securing and maintaining the quality of education and training in accordance with educational standards. With internal evaluation, schools manage the assessment of activities and process, and

suggest measures which are progress assumption in the fields of cooperation, efficiency and resource management. In the period of April-July 2012, the VET Centre throughout activities of the Department for Evaluation provided support to the management, quality Committee and quality managers of MS „Mladost“ Tivat, VET Maritime School Kotor, MS „Bratstvo-jedinstvo“ Ulcinj, VET school „Ivan Uskoković“ Podgorica etc.

### Teacher Training in the field of Agriculture



- ♦ VET Centre, with the support of the Project MNE/011, has developed a new training programme for teachers of Agriculture in VET Schools. This new training programme, which follows on from a similar programme successfully delivered last year for VET School Tourism teachers, will support teachers teaching VET subjects as part of agriculture curricula in the introduction of active learning methodologies in their subject areas. The new programme will focus on teachers from: Mixed School Andrijevisa, VET School “Vukadin Vukadinovic”, Berane, VET School, Bijelo Polje, Mixed School “Vuksan Djukic”, Mojkovac, Mixed School “Beco Basic”, Plav and VET School Rožaje. The new training programme will consist of five modules, four of which will be classroom based and one of which will be a visit to the School Centre in Ptuj, Slovenia to observe the use of active learning methodologies in practice. So far, 13 teachers have taken part in the first module, covering “Teaching Methods”, which was held from 25 - 28 April 2012. The second module, on “Teaching Oriented Activities”, is scheduled to take place on 13 - 15 September and the remaining modules will be delivered between October 2012 and February 2013. This training was organized by D.Pejović, on behalf of the VET Centre.

### Follow-up of the Seminar “Stručno je ključno”



- ♦ The second phase of the Seminar “Stručno je ključno” was held in Kolašin on 10 May 2012, intended for VET teachers from Andrijevisa, Berane, Bijelo Polje, Mojkovac, Plav and Rožaje, as well as for representatives of the VET Centre and MoES, which were the co-organisers of this event.
- ♦ As in the previous year, the seminar was related to public speaking skills for the sake of successful implementation of marketing campaign aimed at strengthening the image of VET on the north-east Montenegro in the fields of tourism and agriculture, under the patronage of the Project MNE/. Participants at the seminar improved their knowledge in the field of developing campaign implementation plan and communication plan, relations with media, writing news... The lecturers were: J.Radović PR and web communication expert, M.Strugar, PR and communications expert and D.Knežević, from “Incognito” PR Agency. VET Centre was represented by M.Jovanović and I.Mihailović.

### Support to inclusion in VET

- ♦ In the period 10-12 May 2012 in Petrovac, the third seminar was held for teachers from seven Montenegrin VET and mixed schools that were trained to work with children with special educational needs. The training is a part of the project “Support to inclusion in VET”, implemented by KulturKontakt in cooperation with the VET Centre. The trainers were experts from Montenegrin institutions and practice: S.Dujović and J.Radulović and Austrian expert, Martina Kastenhuber-Jakopeh. This is the last envisaged seminar aimed at practical training in planning and usage of different teaching methods in classes where there are students with special educational needs. As a part of activities of the seminar, the participants made an individual cur-



## Seminars, workshops, presentations

riculum, discussed the problems of career guidance of children with disabilities, explored the possibilities of encouraging better cooperation between institutions working in the system of inclusion (MoES, BES, VET Centre, EC, Employment agency, Municipal Secretariat for social activity, Centres for social work, etc.). The participants gave suggestions for further improvement of current activities which have been implemented in VET.

### Seminar “Public relations - campaign planning”

- ♦ In the period 14-15 May in Becici, the seminar on “Public relations - campaign planning” was organised for the employees of the VET Centre. The trainer was N.Andrić, journalist and trainer in the field of public relations, supported by the Hans Zajdel Foundation. The seminar covered the following topics: “The main stages of the campaign”, “Features and design of the message”, “Message Transfer”, “Event Planning”, “Development of Campaign Plan”, “Rules of press release”, “Press Conference” and “Mini interview”.

### National Workshop “VET in Montenegro and the Instruments of the Bruges Communiqué and Torino Process”



- ♦ ETF organized the national workshop on VET in Montenegro and the Instruments of the Bruges Communiqué and Torino Process, in Bečići, on 13 June, for all stakeholders that have significant role in VET development in Montenegro – representatives of the VET Centre, MoES, secondary VET schools, industry, line ministries, social partners and international organizations. The goal of this workshop was the initiation of

activities within Torino Process in Montenegro, as well as the validation of preliminary results of the reporting in line with Bruges Communiqué. This event was opened by the Minister of Education and Sports, Mr. Slavoljub Stijepović, on behalf of Montenegro and by Ms. Margareta Nikolovska, on behalf of ETF.

### Training within the “E-learning” project



- ♦ The VET Centre started the “E-learning” project, funded by dvv international from Germany. The main partner of the project is the VET school “Vaso Aligrudic” from Podgorica which has provided Internet platform and other technical requirements for the Project. In the first phase of the training, implemented on the 25 - 29 June, there were also included representatives of VET schools from Podgorica and Niksic, and adult education providers. The objective of this training was to familiarize students with the basics of e-learning and usage of Internet platform. The second phase of the training “procedures, principles and practices of e-learning” under the “E-learning” project was carried out on 27 - 31 August in the VET school “Vaso Aligrudic” in Podgorica. The objective of this part of the training was to familiarize students with the principles, procedures and best practices in the field of e-learning. The participants from VET schools and adult education providers prepared six materials for e-learning with the assistance of experts.

## Writing projects training



- ♦ The first of the two planned seminars for teachers and school management was organised in Bijelo Polje on 7-9 September 2012, within the MNE/011 Project and the part referred to VET schools' management capacity building for preparing projects proposals. At this seminar participants developed skills in preparing projects proposals – how to turn an idea into a project, they received concrete information on the EU and other funds at disposal to our schools and institutions, as well as how to obtain information and follow calls for proposals. The concept of the project envisages that each school participatory in the project develops a project in the forthcoming period. Besides the teachers, representatives of MoES, Montenegrin Chamber of Commerce, Union of Employers and the VET Centre, represented by J.Radunović and V.Mitrović-Radošević, took part in this training.

## Entrepreneurial training for teachers



- ♦ VET Centre and Project MNE/011 organized the first module for training teachers in entrepreneurship with-

in “Young entrepreneurs” project on 7 - 9 September in Andrijevića. The training was attended by teachers from VET schools from the north of Montenegro, and the trainers were M.Ferk, V.Tafra and Z.Tkalec, from the Inistitute “Zrinski”, Zagreb. Teachers were given the Handbooks on entrepreneurship for students and teachers, and afterwards they were acquainted with the implementation methods of the first part of the syllabus in entrepreneurship and exchanged experience with colleagues from Croatia. The training was organized by Lj.Pejović from the Project MNE/011 and S.Obradović i S.Brkanović on behalf of the VET Centre.

## Entrepreneurial training for school principals and local entrepreneurs “mentors”



- ♦ VET Centre in cooperation with Project MNE/011 organized a module for training directors of VET schools principals and local entrepreneurs - mentors in entrepreneurship within “Young entrepreneurs” programme on 13 - 15 September in Andrijevića. The training was also attended by VET schools principals and local entrepreneurs, future mentors from the north of Montenegro. The trainers were M.Ferk, V.Tafra and Z.Tkalec, from the Inistitute “Zrinski”, Zagreb. School principals were acquainted with the programme “Young entrepreneurs”, with subjects Entrepreneurship, business planning, project management and mentors' role in teaching process. Local entrepreneurs – future mentors were acquainted with the programme “Young entrepreneurs” and their role in teaching process. The seminar was organized by Project MNE/011 representative Lj. Pejović and S.Obradović i S.Brkanović on behalf of the VET Centre.



### Third Andragogical Regional Academy of South Eastern Europe

- ♦ Third Andragogical Regional Academy (ARA) of South Eastern Europe was organized in Priština on 9-13 May on "Quality Assurance of Adult Education Institutions". The following topics were discussed within this event: "Evaluation and quality development", "Indicators, standards and criteria of quality", "TQM approach", "EU quality frameworks of adult education institutions and SEE institutions" and "European quality standards of adult education institutions". The participants visited Training Centre for Professional Development in Priština. Montenegrin delegation was composed of Ć.Fetahović from MoES, L.Beriša from Examination Centre and Lj.Garić from the VET Centre.

### SEEVET-Net 5<sup>th</sup> Meeting held in Montenegro



- ♦ VET Centre, supported by the Centre for Educational Policy, organized 5th SEEVET-Net Meeting on 4-5 June in Miločer. The topic of this meeting was the exchange of experience in the field of cooperation with social partners. The meeting was attended by the representatives of VET institutions from Albania, Bosnia and Herzegovina, Croatia, Macedonia, Moldova, Montenegro, Romania, Slovenia and Serbia, as well as representatives of ETF, RCC and Project MNE/011. SEEVET-Net activities have been supported by ERISSE, while numerous international organizations and donors expressed their interest and willingness to cooperate with this network. The new Chairman was elected this year – director of the VET Centre Macedonia, Mr. Zequir Zequiri for a one-year mandate. Montenegrin VET Centre was represented by director - D.Rajković, secretary for legal affairs - N.Šekarić and adviser for international cooperation - I.Mihailović. The next meeting is planned to be organized in Belgrade in 2013.

### Programme presentation of the Solemn Assembly in honour of Montenegro's Chamber of Skilled Crafts and Entrepreneurship five-year anniversary

- ♦ The solemn Assembly in honour of Montenegro's Chamber of Skilled Crafts and Entrepreneurship five-year anniversary was organised on 8 June 2012 in Podgorica. The event was attended by representatives of the Government, the Ministry of Transport and Maritime Affairs, VET Centre, Chamber of Skilled Crafts and Entrepreneurship, foreign delegates/representatives from Germany and Bulgaria, Macedonia, Serbia, and others.
- ♦ At the conference, the achievements and the evolution of the Chamber from an NGO to a Chamber of Skilled Crafts and Entrepreneurship of Montenegro were highlighted, as a partner of the government with the following main duties: craftsmen training under the Law on Vocational Education and keeping the register of craftsmen under the Law on Crafts (130 craft occupations within 15 professional associations with over 3500 companies employing 15,000 workers).
- ♦ Following the completion of the five-year anniversary Solemn Assembly the guests were awarded with Certificates of Appreciation. The representative of the VET Centre J. Nišavić attended the Solemn Assembly as well as the awarding of Certificates of Appreciation.

### Copenhagen Conference on Entrepreneurship



- ♦ Within the Danish presidency, Danish Ministry of Education organized Conference on Entrepreneurship in Education on 17-20 June in Copenhagen, with the aim to contribute to better cooperation among states, at all education levels. Representatives of ministries of education and VET Centres had an opportunity to exchange experience and discuss entrepreneurship in education-related issues. The Conference was focused on the implementation of a method available for teachers in order to ensure quality learning outcomes and develop entrepreneurial competences. Financially supported by the Project MNE/011, S.Obradović and S.Brkanović attended this event.



### Third Cluster of Knowledge Meeting – Modernizing VET System through Improvement of Performance, Quality and Attractiveness of VET



- ◆ National Centre for Development of Vocational Education and Training from Romania, in Bucharest on 21-22 June 2012, organized the third Cluster of Knowledge meeting – Modernizing VET System through Improvement of Performance, Quality and Attractiveness of VET for representatives of VET institutions from Bosnia and Herzegovina, Croatia, Macedonia, Moldova, Montenegro, Romania and Serbia, as well as for representatives of the Centre for Educational Policy and ETF. Good practice examples in the field of VET were discussed in detail at the meeting, and those examples will be published in a form of a Compendium as the final outcome of the cluster cooperation, steered by Romania. At this meeting, representatives of National Centre for Development of Vocational Education and Training from Romania thoroughly presented current trends in Romanian VET system. Montenegrin VET Centre was represented by I.Mihailović.

### Final Conference of TOUR.REG Project



- ◆ KulturKontakt Austria, in cooperation with MoES and VET Centre, organized final conference of the seven-year project TOUR.REG on 29 June. TOUR.REG started in 2005 and it had three different phases until June 2012. The focus of the project was VET sector, and its basic goals were the support to practice-oriented tourism education, development of practical training in

secondary VET schools throughout South-Eastern Europe, in order to establish and maintain international standards of tourism service quality. During this event, teachers from VET tourism schools addressed the audience, as well as the VET Centre and KulturKontakt representatives who presented some of the project results. Besides Project team, the conference was attended by H.E. Austrian Ambassador in Montenegro-Martin Pammer, MoES Secretary General-Srdan Raičević, KulturKontakt Director-Gerhard Kowar and VET Centre director-Duško Rajković.

### Round Table on Entrepreneurship



- ◆ National partnership for entrepreneurial learning, Directorate for SMEs and Montenegrin Chamber of Economy organized round table: “Entrepreneurship as Key Competence in Elementary and Vocational Education” on 4 July 2012. This round table was aimed at disseminating experience and results of implementing the idea of entrepreneurship development in elementary and secondary VET system. That was, at the same, the opportunity for the exchange of experience on how different partners participate in the implementation and development of entrepreneurial competences in education. S.Obradović and S.Brkanović, represented the VET Centre at this round table.

### Adult Education in Non-EU Member States

- ◆ European Association for the Education of Adults (EAEA), under the patronage of dvv international Germany, in Kiev on 12-13 September 2012, organized the meeting of adult education institutions from non-EU member states, which are or will become EAEA members. The meeting encompassed discussions on EAEA activities, current problems in adult education within non-EU member states, interests and benefits of EAEA membership, as well as all significant issues which should be on the agenda of future plans for adult education on the EU level. VET Centre was represented by V.Mitrović-Radošević.

### External assessment of the quality of educational activity in schools

- ♦ Within the process of external assessment of the quality of educational activity, VET Centre implemented, together with BES, a second, regular evaluation in the VET school in Niksic, (23-27/04/2012) and in VET school “17. septembar“ Žabljak (28/05-02/06/2012).
- ♦ In the VET school in Niksic, a team consisting of 16 advisors from VET Centre evaluated the quality of key areas and quality of vocational – theoretical subjects and practical training, by inspecting 75 classes at 48 teachers, in the field of: traffic, mechanical engineering, medicine, agriculture, electrical engineering, construction industry, economics, law, and chemistry – technology group of subjects, ethics, electronic business, business communication, psychology and communication and art. Report on the quality of school contains 17 reports related to the quality of vocational-theoretical subjects and practical classes.
- ♦ In the VET school “17. septembar“ Žabljak, a quality of the following key fields has been evaluated: “Human resources, material-technical and safety work conditions of the institution”. A team consisting of 7 advisors evaluated 17 classes, within defining the quality of vocational-theoretical subjects and practical classes: tourism, economics, medicine, and chemistry – technology group of subjects, communication and psychology, as well as practical classes with technology of culinary vocation. The school has 7 reports related to the quality of teaching vocational-theoretical subjects and practical classes.

### Developing a New Examination Centre Database of Accredited Examiners

- ♦ Through the Project MNE/011, the VET Centre is assisting the Examinations Centre in establishing a database of accredited examiners. This new database will help to improve the effectiveness and efficiency of the Examinations Centre’s assessment systems and in so doing will help support the development of the National Qualifications Framework of Montenegro. To assist in this work, the project has recently entered into an Operational Partnership Agreement with the Examination Centre to provide the financial support required to accelerate the development of the software applications for the new database and to provide training to the administrators and users of the system. The new database is expected to be operational by 31 December 2012.

### A New Opportunity for VET Teachers

- ♦ As part of the Project MNE/011, the VET Centre, supported by project Technical Advisers, has been discussing with the University of Montenegro the possibility of developing a ‘Pre-Service’ VET Specialization course which could be offered to students at the University as well as existing teachers of VET. Following these discussions, the project is delighted to have now signed a Cooperation Agreement with the University to develop and implement a one year ‘Pre-Service’ VET Specialisation programme which will be offered, alongside all the other specialisations, to Pedagogy and Psychology students at the University of Montenegro. The new specialization in VET teacher training will be open to students already enrolled in the University, who will be able to take this as a new ‘specialisation’, and also to VET teachers, who will be eligible to enroll to take the programme on a part-time (fee paying) basis. Under the terms of the Cooperation Agreement, staff of the University’s Department of Pedagogical Studies will develop this specialisation programme and manage the accreditation process to ensure that the programme, once developed, is fully accredited by the National Council for Higher Education. It is anticipated that the new programme will be ready for pilot implementation from September 2013 and in order to support the introduction of the new programme the project will, for the first year of its operation, make scholarships available for up to 15 existing VET teachers to participate in the programme.

### Internal evaluation of the secondary VET schools

- ♦ The quality assurance and improvement of education is one of the objectives of the reform of educational system in Montenegro. This process is based on the Law on General Education, Art. 17 »Quality assurance and improvement of educational work is carried out by institutions (self-evaluation) annually in their respective field of work and on biannual basis in its whole. Quality assurance and improvement of educational work of institutions is carried out at least every fourth year by the BES and the VET Centre «.
- ♦ With support of the British Council, the VET has developed a framework for realisation of internal evaluation in VET schools. Based on the recommendations, secondary VET schools prepared reports on internally defined quality for the period 2010-2012, which is available on the web page of the VET Centre: [http://www.cso.gov.me/biblioteka/izvjestaji\\_interna](http://www.cso.gov.me/biblioteka/izvjestaji_interna)



## Development of the Action Plan for Implementation of the National Lifelong Career Guidance Strategy (2012-2013)

- ♦ National Lifelong Career Guidance Strategy (2011-2015) envisaged a series of priority objectives, measures and activities to be implemented in order to provide young people and adults with quality career guidance service. Upon the completion of the activities planned by the Action Plan for Implementation of the National Lifelong Career Guidance Strategy (2011), representatives of the MoES, VET Centre, BES, Employment Agency and Federation of Employers have started developing Action Plan for Implementation of the National Lifelong Career Guidance Strategy (2012-2013). Representative of the VET Centre, J.Knezevic, participated in the drafting process.

## Accreditation of the programme for professional development of teachers “Career Guidance in Secondary Schools”

- ♦ Having piloted Career Guidance Programme in eight secondary schools and training of teachers to implement career guidance in 29 primary schools in Montenegro, with the introduction of examples of good practice, an accredited programme for professional development of teacher has been prepared “Career Guidance in Secondary Schools”. Authors of the programme are international experts from England, L.Stivenson, expert for carrier guidance from Slovenia, S. Niklanović, so as representatives from the MoES, VET Centre and BES: B.Kankaraš, J.Knežević and V.Kaščelan.

## Study tour to Macedonia within the „E-learning” Project

- ♦ At the very beginning of implementation of the „E-learning” Project, the study tour to Macedonia was organised in the period from 6 to 9 May 2012. V.Pićurić, Director of the VET School of Electrical Engineering “Vaso Aligrudić”, D.Stanić and Lj.Garić from the VET Centre visited the Centre for Adult Education in Skoplje, University „Goce Delčev” in Štip and Labour University in Strumica and got acquainted with activities undertaken in the field of e-learning in Macedonia.

## “Young Entrepreneurs” Programme Introduced in VET Schools

- ♦ This Autumn sees the introduction of the “Young Entrepreneurs” Programme” (YEP) into the VET curriculum. The new programme, which will be piloted in the VET Schools in North-East Montenegro, has been developed based on an analysis of European best practice and one of its key new features is the active involvement of local entrepreneurs in the teaching process. The YEP has been developed as a joint effort between the VET Centre, MOeS and the international cooperation project to strengthen VET in North-East Montenegro. The aim is to develop an “entrepreneurial way of thinking” by VET School students and to provide them with practical knowledge and skills that can help them create their own businesses. The Programme provides a ‘step-by-step’ practical guide through the entrepreneurship process, addressing the wide range of issues which potential entrepreneurs may face in setting up their own business venture. To support the implementation of the YEP, a Manual for Students has been developed, covering all topics envisaged for this subject. In addition, a Manual for Teachers has been developed to help guide teachers through the various learning options. Further support will be provided to VET School teachers Directors and mentors involved in delivering the new programme. At the beginning of the school year, training will be organized for teachers, where they will be introduced with pedagogical tools and methods to be used in teaching and learning entrepreneurship.



## Drafting of the publication “My career guidance portfolio” for elementary school students

- ♦ Within GIZ project “Designing youth transition into the labour world” at South-west Balkan, a publication My professional orientation portfolio has been drafted. The publication is a result of four-year experience of

## Current activities

the authors in the field of career guidance, handbook drafting and teachers' training for implementation of the project into elementary schools. The authors of the portfolio are the representatives of the MoES, VET Centre, elementary schools and Employment Agency of Montenegro: B. Kankaraš, J.Knežević, R. Mujović, K. Vučinić and J. Đukić. The portfolio is comprised of a set of questionnaires and other material, that will help students collect, in one place, the information significant for comparison of one owns Personality Profile with vocational requirements, aimed at more reasonable decision making in choosing a future professional and further education.



## Developing New Qualifications



♦ The last 6 months have seen some major steps forward in the development of new qualifications. The VET Centre has established 6 Qualifications Development Groups to drive this work forward, each of them with a membership that includes VET Centre specialists, representatives of employers, and VET School teachers, with support from Technical Advisors from the international cooperation project, funded by the Government of Luxembourg, to “Strengthen Vocational Training in North East Montenegro”. Following the elaboration of methodological documents for learning outcome based curriculum development, these Development Groups have developed 6 Occupational standards in Agriculture and Tourism together with corresponding VET Qualification Standards that will be aligned with the Montenegrin Qualifications Frame-

work. A series of consensus and capacity building events have been held as an important part of the work of the Development Groups.

- ♦ An important recent development in the implementation of the new programmes has been the decision to adopt a more measured approach to the arrangements for piloting the delivery of those programmes. Although it was originally planned to pilot the revised curricula for “Tourism Technician” and “Agriculture Technician” from the start of the academic year 2012-2013, consultations with VET School teachers suggested that it would be more effective to first deliver a range of preparatory capacity development measures for VET School Directors and Teachers. This capacity development programme will be available to participants from both pilot and non-pilot VET Schools and as part of the programme, a “simulation” of programme delivery is planned for a period of one month in early 2013. This simulation exercise will be carried out in pilot schools and the results will then be evaluated from the perspective of teachers, students and school management. Changes will then be made in the light of the practical experience gained during the simulation exercise before full scale piloting begins in 2013-2014.

## International Cooperation



- ♦ As part of the international cooperation arrangements between the Government of Montenegro and the Government of the Grand Duchy of Luxembourg, the VET Centre is the national counterpart in a project, funded by the Grand Duchy, which aims to strengthen Vocational Education and Training in North-East Montenegro. We were therefore particularly pleased to welcome a number of recent visitors from Luxembourg. These included a delegation from the Grand Duchy of Luxembourg, headed by Ms. Marie-Josée Jacobs, Luxembourg Minister for Development Cooperation and Humanitarian Affairs, a subsequent visit by Mr Gaston Schwartz, Managing Director and President of the



Lux-Development Board of Directors, and a third visit by Ms Dzeneta Ramic, Lux Development Geographical Adviser for the Balkans and Mr Alexis Hoyaux, Lux Development Vocational Training Expert.

- ♦ Progress in implementing the project was discussed with all our visitors and all concerned were very pleased to hear that an independent mid-term audit of the project last year had concluded that:
- ♦ “ The project has a series of strengths, several of which may be considered to be “Best Practices”. The project presents a strong case of “best practice” in ownership and in capacity development. The project’s way of working is generative of capacity and is recognised by project partners to place capacity development “at the heart of the project””.
- ♦ Our visitors were also pleased to learn that the Project is well on track to achieving its objectives by the scheduled end of the project in July 2013. The Minister for Education and Sports, Mr. Slavoljub Stijepovic, and the VET Centre Director, Mr. Dusko Rajkovic, both told our visitors that they were delighted with the progress made during the project, not only because of what has been achieved but by the way it has been achieved, with its emphasis on capacity development and local ownership of project activities.

### Steering Committee Meetings

- ♦ During June, two meetings of the Steering Committee were held, which addressed the issues of the Financial Report of VET Centre for 2011, at which it was adopted, as well as the internal act Ethical Codex of VET Centre.

### Codes of Business Ethics of the VET Centre

- ♦ By comparing business ethics standards and by adhering to the law – obedience policy, the policy of high ethical principles and social responsibility, and within Project MNE/011, the VET Centre drafted a document called Codes of Business Ethics of the VET Centre, adopted at a third meeting of Steering Committee, held on 27 June, 2012. Codes of Business Ethics of the

VET Centre is an internal act defining ethical standards and behavioural rules for all employees, aimed at improvement of professional and public activities and establishing dialogue and continuous cooperation with educational institutions and social partners. The document has been drafted by a working group having the representatives from: the MoES, Chamber of Economy of Montenegro and the VET Centre.

### VET Centre joins the „European Forum for VET“ (EfVET)

- ♦ In July 2012, the VET Centre became a full member of the European Forum for Technical Vocational Education and Training, EfVET, a European platform with over 1500 members in 26 European countries. The main role of EfVET is to promote quality and innovation in Technical and Vocational Education and Training throughout Europe, to develop collaboration, mutual co-operation and sharing of good practice, as well as to provide a transnational framework to support all co-operative actions aimed at enhancing and improving technical and vocational education and training. EfVET has a key role in representing its members and contributing to EC policy debate on behalf of the VET sector – both working with the European Commission and other stakeholders and presenting their common perspectives on EU policy issues as they relate to VET and Lifelong Learning. This European network also has direct links to other European organisations including EUCIS, EVTA, EUA, Solidar, CSR, Workers Education Association (Europe) and the Youth Forum. EfVET aims to support and disseminate their member’s engagement in activities, partnerships, policy and curricula development and research activities. Enhanced cooperation with VET providers and associations from the immediate neighbourhood of the European Union and especially with accession candidate countries, is of special relevance with regard to exchange of good practice and peer learning. This particularly will bring added value to the operations of the VET Centre of Montenegro in the light of the EU accession process. EfVET membership of the VET Centre is supported by the LuxDev project MNE/011.

### In the next edition:

- ♦ Service Centre Coordinators Regional Conference;
- ♦ II Phase of entrepreneurship teacher training;
- ♦ Teacher training on training firms;
- ♦ Organization of IV-final andragogical seminar for teaching staff from North-East and North-West region;
- ♦ Beginning of the project: Lobbying in Adult Education, financed by dvv international;
- ♦ Fourth Andragogical Regional Academy of South-Eastern Europe;
- ♦ Study visits to Germany and Belgium.



## Current activities

### Entrepreneurship Manuals for Students and Teachers



Within “Young Entrepreneurs” programme implemented by the VET Centre, with the support of the Project MNE/011, two manuals (for VET students and teachers) were produced in the field of entrepreneurship. Manuals were produced by the working group composed of the representatives of the VET Centre, MoES, Project MNE/011, Employment Agency, Directorate for SMEs, teachers from VET schools and local entrepreneurs. Manual for students is a practical guide through entrepreneurship process, with a range of examples which make students attain entrepreneurial competences and initiate their own business. Manual for teachers entails recommendations for teaching entrepreneurship, along with activity sheets which will be valuable for achieving

the goals of this programme. The manuals were printed with financial support of the Project MNE/011 and distributed to VET school students on the North-East Montenegro, who study Entrepreneurship as a subject at school.

### “Training Firm” Manual for Students



- ♦ “Training Firm” Manual for students was developed by representatives of VET Centre, KulturKontakt and VET economic school teachers, within the framework of ECO NET Project. This Manual is intended for students who attend programme: Training Firm as a part of practical training at the third year of curricula: Economic Technician and Marketing and Trade Technician. Manual for Teachers was developed within the previous phase of the Project.

## In memoriam

### Jim Reid

- ♦ MNE/011 Project Chief Technical Adviser, Mr James Morgan Reid has unexpectedly passed away in Podgorica, Jim was 64 years old.
- ♦ With this sad occurrence, Lux Development has lost a very good colleague, who was leading this project the way he was living, with plenty of patience, dedication and love. In a very short period of time he managed to progress the very successful implementation of the MNE/011 Project, which is aimed at improving vocational training in Montenegro.
- ♦ With more than a decade and a half of senior experience in developing TVET policies, programmes and new institutions based on partnerships between Industry and Government, Jim mastered his subject as no other, based on outstanding strategic and analytical capabilities, combined with excellent inter personal communication skills.
- ♦ His reputation as a dedicated and patient professional took him on a long interesting journey of various assignments, starting in the UK to Kosovo, Serbia, Egypt, Namibia and finally here to Montenegro.
- ♦ People from different culture have different habits. Jim integrated many of these into his life and shared with us the best ones. It was a real pleasure to work with such a great professional, whose main characteristics were benevolence, humour and a smile.
- ♦ With great fondness we will remember a good man and colleague.





## Secondary VET School of Electrical Engineering and Economics, Bijelo Polje



- ◆ The school began its work on 2 January 1992, by the name of "Mixed secondary school" Bijelo Polje, whereas the new name was given on 16 December 2004. Its activities comprise: high-school education for work and further education lasting three or four years, occupational fields being electrical engineering and economics, law, administration; 5<sup>th</sup> level VET. Besides the license for regular teaching, the MoES has provided a license to the school for adult education for the following training programmes: obtaining knowledge and skills for PC technician, obtaining knowledge and skills for PC, obtaining knowledge and skills for administrator, obtaining knowledge and skills in English language.
- ◆ During this academic year, there are 840 students, divided into 27 classes, 2 occupational fields and 14 curricula (11 being at 4<sup>th</sup> degree and 3 being at 3<sup>rd</sup> degree of vocation). Teaching has been delivered by 58 teachers of theoretical and practical teaching, and total personnel is 62 people.
- ◆ Establishing the school as "Mixed high school" in 1992, the school got the old High School building „Miloje Dobrašinović“, built in 1948, and the pavilion in 1964. Last year, the school was reconstructed, and significant funds were invested, which comprised the energy efficiency programme within the scope of World Bank loan. The appearances, as well as conditions for work and staying there have been fully improved. Cabinets for air conditioning and energy and practical classes were rearranged. GIZ and the Agency for Environment Protection have provided the school with equipment for practicing in the area of electronics, energy and air conditioning, whereas KulturKontakt has ensured it with the equipment for practical training in economics, law and administration. All teachers have undergone the training for usage of new equipment. The school invested significant funds in buying the inventory, devices and equipment for arranging the cabinets and since last year teaching process has been cab-

inet-based. All this resulted in high interest on the side of the students for enrolling this school, and students achieve significant results year in year out, as well as remarkable results at competitions, both on national and international level.

## Secondary VET School – Pljevlja



- ◆ The work of this school began more than a century ago, in 1903, when there was already a three-year degree VET school established, by the name of "Djevojačko – radenička škola". The school had different names, sometimes it had periods of being closed, but it was always a vocational school in three/four year duration. Since 1999, it has been working Secondary VET School Pljevlja.
- ◆ The school is verified for 6 occupational fields, i.e. 47 educational profiles: Economics, law, administration, electrical engineering, mechanical engineering and metal processing, transportation, forestry and wood processing, trade, tourism and hospitality. This complex VET school has more than two thirds of total number of students finishing elementary school at the territory of municipality of Pljevlja.
- ◆ It is located in three buildings connected via common passages, whereas the useful space is 4600m<sup>2</sup>. Teaching process is conducted in 13 cabinets, 6 workshops, and 20 classrooms. Its work has been shift-based. There is no gym, nor suitable sport terrains. School library accounts for more than 13 000 titles. There is a good cooperation between the school and legal and other entities. There is also a Student association working within the school.
- ◆ In 2012/13, 827 students enrolled the school, divided into 33 classes. The school was awarded highest municipality acknowledgment called „20 Novembar“2005. The school takes part in many national and international competitions, at which it achieves noticeable results. Therefore, in 2011/12 it had good results in mechanical engineering, training firms, cooking, etc. The school also takes part in many projects financed by international institutions, such as GIZ, KulturKontakt.

## International organizations



ETF  
(European Training Foundation)



GIZ



KulturKontakt



DVV International



European Union Delegation



LuxDevelopment



British Council



BiBB  
(Federal Institute for Vocational Education and Training)

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