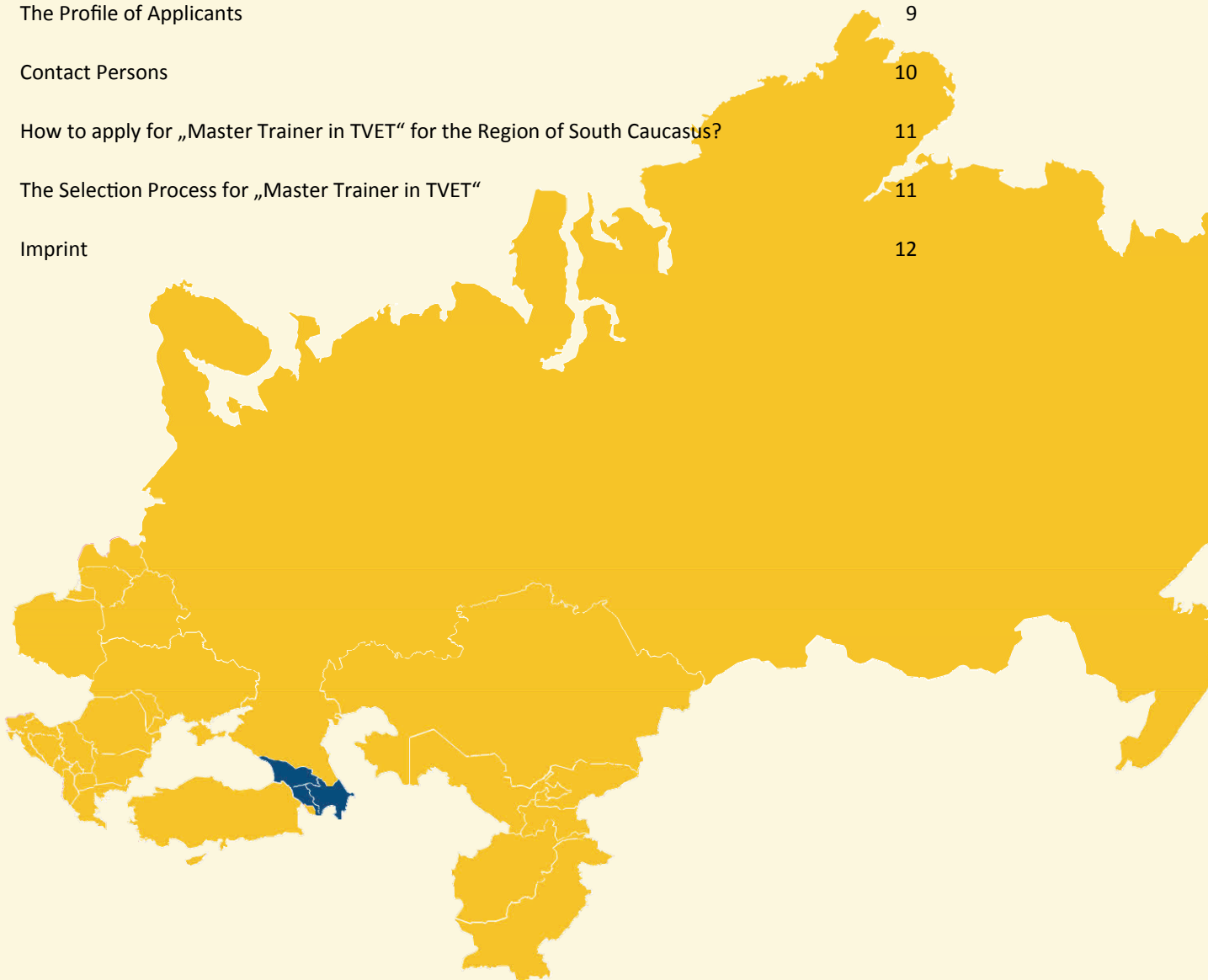




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GIZ Profile

GIZ. Solutions that work.

We provide services worldwide in the field of international cooperation for sustainable development. GIZ has over 50 years of experience in a wide variety of areas, including economic development and employment, energy and the environment, and peace and security. The diverse expertise of our federal enterprise is in demand around the globe, with the German Government, European Union institutions, the United Nations and governments of other countries all benefiting from our services. The German Federal Ministry for Economic Cooperation and Development (BMZ) is our main commissioning party, but we also work closely with the private sector, fostering successful interaction between development policy and foreign trade.

All these commissioning parties trust GIZ to generate ideas for political, social and economic change on their behalf, to develop these into concrete plans and to implement the envisaged change processes. Since we are a public-benefit federal enterprise, German and European values are central to our work. This makes us a reliable service provider that people can trust. Together with our partners, we work to deliver flexible and effective solutions that offer people better prospects and sustainably improve their living conditions.

The registered offices of GIZ are in Bonn and Eschborn. In 2014 our business volume exceeded two billion euros. Around 70 per cent of our local workforce of 16,410 people are national personnel working in over 130 countries. In our capacity as a recognised sending organisation, we currently have 785 development workers in action in partner countries. In addition, CIM, a joint operation of GIZ and the Federal Employment Agency, placed around 1,000 integrated and returning experts with local employers abroad in 2014 while providing them with financial support and advisory services.*

*Figures as at 31 December 2014

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

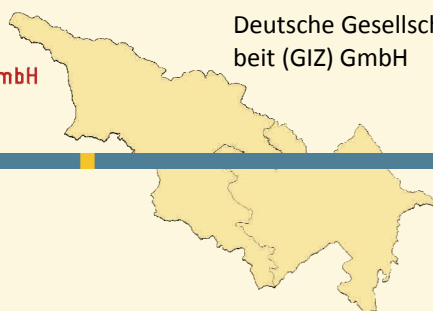
Editorial

With a total population of more than 75 million people and a strategic location between wealthy trading partners, with Russia to the east and a vast market of EU citizens to the west, the South Caucasus region, Armenia, Azerbaijan and Georgia is attractive as a destination for investment and trade.

However, in spite of recent growth – an average of almost 8% of GDP during 1998-2010 – the region's productivity levels remain 77% below the world average. This also reflects in the FDI per capita which is up to 6 times lower than Central or Eastern Europe and is mainly concentrated in the energy sector. The OECD Eastern Europe and South Caucasus Competitiveness Outlook suggests to increase FDI and competitiveness in the countries of the region a.o. not only through improving access to finance for SMEs and creating and better investment opportunities but also through a regional approach to promote investment, international and intra-regional trade. The effects of these initiatives in economic policy might possibly nullify if the reforms in the TVET are further procrastinated. Technical upgrading and achievements in efficiency in national economies of the South Caucasus have to go along with developing human capital and changing prevailing TVET processes. As the cross-country of ETF suggests, the major challenges for an effective TVET sector include effective social and institutional dialogue and public-private partnerships and raising the status and image of TVET. Even more important is an upgrading of the TVET contents and its adjustment to latest technological developments and the current and future demands of the industry. For a reform of the TVET sector, the development of a teacher education and in-service training system and a focus on the reform of TVET school management towards greater autonomy of the TVET schools, better governance, diversified funding modern management techniques and public accountability is urgently required.

The programme „Master Trainer in TVET“ for Armenia, Azerbaijan and Georgia is developed to upgrade competencies of young professionals who embark on a career in TVET and who are dedicated to contribute their competencies to address the challenges in reforming the TVET sector.

Jo Fleischle
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH



AIZ—The Academy of GIZ

Academy for International Cooperation

AIZ is GIZ's own modern academy operation, providing high-quality human resource development and training courses for internal customers and external clients.

These comprise a range of courses and customised personnel development and training measures for internal customers and external clients in Germany, in our partner countries and on virtual platforms.

Portfolio

Key Qualifications and Competencies of Professionals

Talking, acting, advising, managing and networking in the international arena are all 'international performance skills'. Behind these there is a broad spectrum of topics that make up our trainings. Further training programmes are developed in conjunction with our clients. To help achieve their strategic objectives to the fullest, we combine elements from our regular courses with individually developed components customized to the specific needs. The current programme offer can be accessed at:

- AIZ Programme Catalogue
- Didactics Concept

Human Capacity Development

We advise, design and implement complex Human Capacity Development programmes that

- empower individuals to drive their own actions
- strengthen capacities of technical experts to implement lasting solutions
- enable managers to design change
- strengthen trainers and advisors in their role as multipliers
- build and consolidating leadership responsibility
- unit people to sustain learning and change

We offer existing modules for situation profiles frequently encountered (catalogue services), but also concepts that are specially tailored to the given situation and context (programming services).

Core Services

- Leadership development
- Catalogue services and tailor-made measures for building key skills required for international cooperation: in Germany, around the world, virtually
- Advisory service on HCD
- Implementation of HCD services
- Human Resources development of National Staff of GIZ
- Improving learning and cooperation process by innovative didactic methods (culture cases, competence benchmarking, etc.)
- Learning with New & Social Media
- Design and organization of international learning platforms
- Networking with experts and alumni

„Master Trainer in TVET“

for participants from Armenia, Azerbaijan and Georgia

The International Leadership Training offers highly qualified and motivated TVET professionals from Armenia, Azerbaijan and Georgia an opportunity to upgrade their competencies, their knowledge and skills for their future teaching, management and administrative responsibilities in the TVET sector.

The main objective of the „Master Trainer Programme“ is to upgrade the participants’ competencies — the ability to apply learning outcomes adequately in a given context (e.g. in education, work, personal or professional development).

The programme “Master Trainer in TVET” is a practical training course, with a set-up mainly following work processes in TVET. The modular structure offers a broad variety of TVET issues—from school management to issues in professional pedagogics and didactics. However, the focus of the „Master Trainer in TVET“ will be on teaching and learning methods, on pedagogics and didactics in TVET.

For each successful completed module, ECTS credits will be awarded to the participants. After completion of the programme, the ECTS credits may be recognized by TVET related academic international Master Studies Programmes and by that contribute to a University Masters Degree of the participants later within a shortened period of university study time.

The programme starts in Georgia, for modules one and two. Beginning with the second month the participants will continue their studies in Germany. Germany provides an excellent learning environment in particular in the field of TVET with regard to her technological and economic and background combined with a long history in cooperation of TVET schools with the private sector and in research in all areas of TVET, including professional didactics and pedagogics.

Within the modules, the programme opens opportunities to compare, learn and adapt from experiences in all three south-caucasian countries and from Germany and offers perspectives to transfer frame conditions and requirements in Armenia, Azerbaijan and Georgia.

Objectives and Beneficiaries

Overall Objectives of the programme „Master Trainer in TVET“

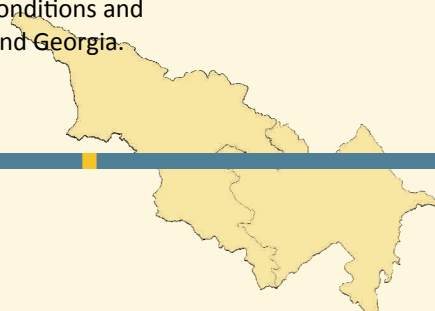
Within the programme of the „Master Trainer in TVET“ for Armenia, Azerbaijan and Georgia the competencies of participants from various institutions will be upgraded in the field of TVET. It is expected the participants contribute to work processes in their sending institutions after their return and act as multipliers to share their knowledge and skills among their colleagues. However, Human Capacity Development as a part of the overall Capacity Development approach of GIZ adopts an holistic view by linking the development of individual competencies to upgrading capacities of the participants’ institutions.

Participants in the PROGRAMME “Master Trainer in TVET” will be dedicated to pursue their career as future TVET teachers and managers in TVET institutions. They are mandated to and competent to initiate change processes in their TVET institutions, follow through those processes over a longer period of time, and actively display their competencies in a national teacher training system.

Stakeholders and beneficiaries of the programme „Master Trainer in TVET“ in Armenia, Azerbaijan and Georgia

The participants recruit from a broad range of institutions from the field in TVET, in particular including government bodies and TVET schools.

The PROGRAMME addresses therefore not only the individual trainee also but also a wide range of stakeholders and beneficiaries—in particular the sending institutions of the participants. We expect that the trainees will share their information within their institution after the training and act as multpliers to let their colleagues benefit from their competencies, their skills and their knowledge.



Training Activities and Formats

The modules of the *Master Trainer Programme* are built of various mutually linked training activities. Each training activity is related to specific learning objectives, enabling participants to subsequently develop comprehensive competencies relevant to their specific work environment in the field of TVET. Lectures and classroom style studies are combined with field visits and practical trainings.

However, GIZ positions the individual at the centre of the Programme. It is expected that participants take over the responsibility for their individual learning processes. GIZ offers the appropriate and stimulating learning environment, including modern and appropriate adult learning methods and formats, a multicultural working environment and experienced trainers, experts and facilitators.

In the end it is to the participant to take over ownership to upgrade her/his competences in the field of TVET. Competences cannot be taught, but only be acquired in complex processes of experiences. Competencies are not limited to cognitive elements only (understanding theories, concepts or applying tacit knowledge) but also encompass functional aspects (including technical skills) as well as interpersonal attributes (e.g. social or organizational skills) and ethical values. For that reason competencies can only be acquired individually and must be consolidated by combining knowledge and skills, experiences and values.

The programme “Master Trainer in TVET” is built of various teaching and learning formats, among others:

Seminars

Seminars aim to engage participants in scientific work on theoretical and practice related questions in a proactive exchange between teachers and learners. In addition, an important element of seminars is learning by teaching, i.e. deepening the knowledge acquired by disseminating it to other members of the study group.

Tutorials

Tutorials are held to deepen fundamental methods, skills and competencies. Furthermore, they provide an opportunity to respond in more detail to questions and ideas of individual participants.

Colloquia

Colloquia offer a forum for in-depth scientific dialogue between teachers and learners by focusing on selected issues. In the scope of the programme “Master Trainer in TVET”, colloquia provide opportunities to advance and thoroughly discuss transfer projects.

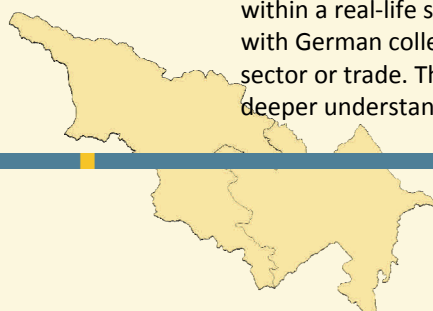
Working Language in the programme “Master Trainer in TVET”

Good English language skills are a corner stone for a successful completion of the programme “TVET Professionals” in Germany - good English language skills are therefore a pre-requisite for participation in the programme. In the course of the programme “Master Trainer in TVET” credits for Master courses at universities in the field of TVET might be gained. The ECTS credit points that will be awarded after successfully completing each module will only become effective and recognized by universities if the participant of the programme “TVET Professionals” successfully accomplished an internationally recognized English language proficiency test (e.g. TOEFL, Cambridge English Language Assessment, etc.).

Core Elements of „Master Trainer

Professional Studies

The “Professional Studies” are an integral part of the programme “Master Trainer in TVET” and offer an opportunity to observe, to learn and to share specific forms of work processes and practical experiences within a real-life setting, side by side and in cooperation with German colleagues and partners from the same sector or trade. This will allow the participants to gain a deeper understanding of daily management issues in



The Curriculum

TVET in Germany. The practical studies will be as closely as possible related to the transfer project and to the individual work environment of each participant.

The Transfer Project (Change Project)

The connecting link between workplace and the programme “Master Trainer in TVET” is the “Transfer Project”.

Before the start of the training period in Germany each participant agreed with his/her superiors on the topic of a clear and manageable change project. This transfer project will be developed during the overall training period together with input from German TVET experts. In this transfer project, participants are to apply and implement the knowledge, techniques and skills acquired during the training activities. The transfer project is expected to contribute to support, initiate or structure relevant change processes within the institution of the participant and/or to improve the efficiency of the institution.

In case of the programme “TVET Professionals” Transfer Projects of the participants should be manageable and small in scope but related to the overall field of “TVET, economy and labour market”. However, these change projects can be very different, depending on the sending institution of the participant and his/her work environment.

- Transfer Projects however could for example deal with topics like relationship between TVET schools and the economy:
- Development or adaption of action-based training concepts
- Development of training materials for clearly defined target groups
- Transfer of processes or skills to improve work efficiency at the workplace in the institution

During the transfer period after the stay in Germany, GIZ offers technical support in form of E-Coachings and workshops for the implementation of the transfer project. The ownership for the implementation and the resources of the transfer project is with the organization of the participant.

The curriculum includes the following modules (tentative):

The Curriculum is as tailor made as possible and will be streamlined after the selection of participants took place. The programme “TVET Professionals” modular structure as indicated below is only tentative.

However with each module ECTS credit points will be awarded that are valid to register for International Master Study Programmes in TVET, if the participants continues his studies in an academic TVET programme.

Module 1

Practical training and didactics/ sector specific professionalization (focus on Metals Works; Electrical Works, Automotive)

Contents:

- Work processes
- Further training in the application of certain measuring tools
- Work place safety

Module 2

Basics in TVET and didactics

Contents:

- Standards/basics of certification and standardization
- Curricula development
- Planning and implementation of training sequences
- Evaluation and measurement of performance

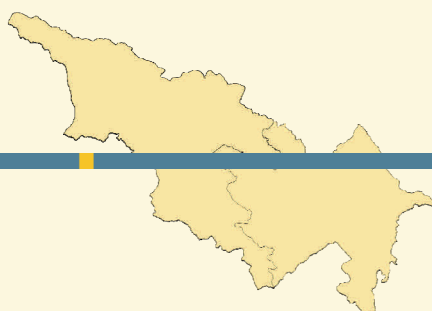
Module 3

Curricula and training media development

Contents:

- Planning and implementation of learning sequences
- Teaching and learning aids
- E-learning tools
- The role of teaching media within selected didactical models

Module 4



Implementation

Didactics of professional specialisation

Contents:

- Principles of course development and methods of evaluation
- Preparation and evaluation of learning concepts for course design
- Work processes for further training
- Preparation of lab work and technical experiments
- Case Studies
- Development of technical experiments

Module 5

International TVET

Contents:

- Comparison of TVET Systems
- Evaluation of regional TVET programmes and TVET systems

Module 6

Practical studies

Contents:

- In-company structures of further training measures
- Quality control in further training measures
- Work planning, work shop planning and work organization

Module 7

Development of a Change Project/Transfer Project

Contents:

- Development of a clear cut and goal oriented project for implementation in the region of South Caucasus

Competences cannot be taught, but only be acquired in complex processes of experiences. Competencies are not limited to cognitive elements only (understanding theories, concepts or applying tacit knowledge) but also encompass functional aspects (including technical skills) as well as interpersonal attributes (e.g. social or organizational skills) and ethical values. For that reason competencies can only be acquired by each individual and must be consolidated by combining knowledge, skills, experiences and values.

(tentative)

The programme “Master Trainer in TVET” is divided into three stages: the preparation period, the training implementation period and the transfer period. The overall implementation period of the programme is from January 2016 - April 2017.

Training Period in Georgia

April 2016—May 2016

Training Period in Germany

May 2016 – September 2016

Transfer Period (in Armenia, Azerbaijan, Georgia)

October 2016 – March 2017

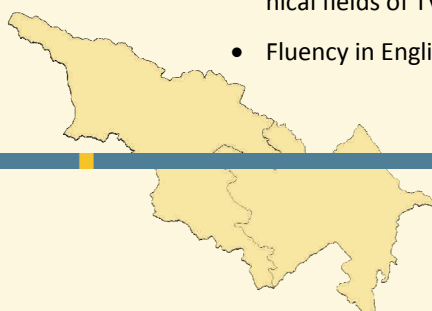
The programme “Master Trainer in TVET” in general supports open minded young adult applicants with a strong personality and dedicated to take over a role as change agents within their institutions related to their sphere of influence. The applicants are willing to be exposed to an international environment, eager to learn from different TVET systems.

In any case, applicants must be aware that they have to leave their families for 6 months and for that time perform in training situations as students again.

The Profile of Applicants

The applicants should meet the following requirements:

- Minimum of three years of professional experience in the field of TVET or project management in education (in the government sector)
- More than three years of professional background in TVET schools
- Hold a university degree related to TVET or educational management or a bachelor degree in technical fields of TVET
- Fluency in English language



Contact Persons

- Applicants should not be older than 45 years
- The applicant should have leadership experience

The applicant should be fully supported by his/her sending institution.

- The employer of the applicant should be aware of and support the training plan of the applicant
- The employer should guarantee the professional reintegration of the applicant after completion of the programme “Master Trainer in TVET” and continue the participants' employment in the institution after return.
- The employer should understand that his institution is a stakeholder in and even a beneficiary of the programme “Master Trainer in TVET” and therefore support the implementation of the change project of the participant.

Within GIZ the following persons are in charge of the International Leadership Training “Master Trainer in TVET”

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Coordination in Armenia:

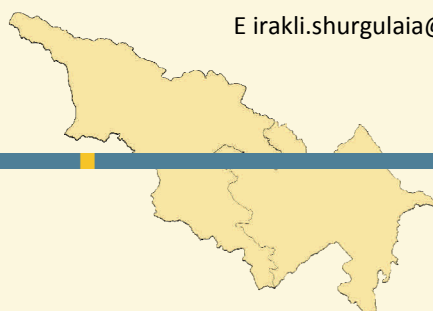
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How to apply for „Master Trainer in TVET“ for the Region of South Caucasus?

All application documents are available on demand.

You may send a short expression of interest, with reference "Master Trainer in TVET 2016" to the following mailing address:

mastertrainer-application@giz.de

All application documents should be sent as an attachment in an electronical version to

mastertrainer-application@giz.de

Applications can also be sent as hard copies to the following address in Georgia:

Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH
Mr. Irakli Shurgulaia
0108 | Rustaveli Av. 42 | Griboedov Str. 31a
Tbilisi, Georgia

Application Deadline:

18.01.2016

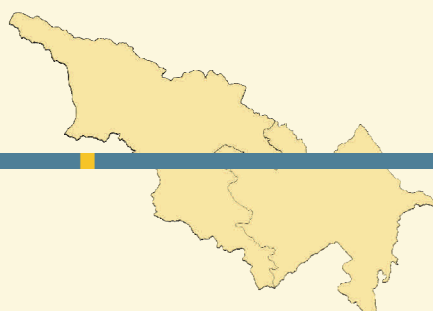
The Selection Process for „Master Trainer in TVET“

All applicants will go through an open and transparent selection process.

After an eligibility check of application documents, the candidates will be invited to a final selection in Armenia, Azerbaijan and Georgia.

The final selection is divided into an individual interview and an in-group assessment, in which issues of TVET will be discussed.

The dates for the final selection will be available latest on 25 January 2016.



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