DEVELOPMENT OF AN INTEGRATED NATIONAL QUALIFICATIONS SYSTEM IN SERBIA

Terms of Reference

Senior Non-key expert for linking qualifications and occupations

1. Project Background

The project has as main objective to assist the Government of Serbia in implementing reforms in the education sector by improving the quality, equity and relevance of the education and training. The project is highly important for Serbia: its workforce, society and the economy. It helps building tools and mechanisms that will support bridging the gaps between demand and supply on the job market; will help creating a flexible, competent and employable workforce. It helps the world of education and training to understand the training needs and how to respond adequately; and it helps the world of work to articulate their needs.

The project aims to support the development of the system by strengthening social dialogue; capacitating the NQF Agency staff and relevant partners; developing system-related legislation, procedures and guidelines for implementation of the system, as well as assisting the development of qualification standards and sector profiles; and implementing RPL.

The project will follow three main results for achievements of which 28 activities will be required. The main results are:

Result 1: Support and know-how provided during the process of making the NQF agency fully established and functional

- R3.1 Enhancing NQF agency organisation and capacity
- R3.2 Development of NQF register
- R3.3 Social dialogue between education/training institutions and social partners

Result 2: Process of developing sectoral profiles and qualification standards improved

- R2.1 Revision and development of sector profiles
- R2.2 Development of qualification standards

Result 3: Support provided in development of a functional recognition of prior learning system

- R3.1 Recognition of prior learning

2. Reference document

Terms of Reference of the Project: EuropeAid/138043/IH/SER/RS THE DEVELOPMENT OF AN INTEGRATED NATIONAL QUALIFICATIONS SYSTEM IN SERBIA

3. Terms of Reference Relevance

The task will contribute to the achievement of the planned results of Result 2 in activity 2.1.4 by preparing the Conceptual Framework for linking the list of qualifications and the list of occupations of the Republic of Serbia. This will require a proposal for the classification of the field/areas of education (existing method of classification) and the field of ISCED 2013 F and
classification of qualifications in accordance with ISCED 2013. A list of qualifications is needed to complete the Register of qualifications and the distribution of qualifications and related occupations by sector. In this way, the implementation of the Methodology for the Development of the Sector Profile, which is the basis for the decisions of the Sectoral Councils, will be possible.

5. Main Tasks/Activities

The Senior Expert will, in cooperation with the Team Leader, the Agency for Qualifications staff, Working Group, Sectoral committees, MoESTD and stakeholders, provide:

- Classification of qualifications in accordance with ISCED 2013 F for all levels of NOKS
- Drafting links between work areas, fields / areas of education and ISCED 2013F
- Preparation of the Conceptual Framework for linking the list of qualifications and the list of occupations of the Republic of Serbia
- Drafting a table of links between qualifications of all levels of NOKS and occupations in accordance with the Conceptual Framework
- Presentation and discussion of the results at the invitation of MOESTD and the Project

6. Related Outputs

Under supervision of Team Leader and in cooperation with other SNKE, the Senior Expert shall produce the following deliverables:

- Conceptual Framework for linking the list of qualifications and the list of occupations of the Republic of Serbia
- Proposal for linking work areas and current fields / areas of education with ISCED 2013F,
- Active participation in the working group that prepares the link between qualification and occupations, concrete suggestion on the proposed link between and proposed mapping of the qualifications in sectors.
- Presentation of results to the beneficiary.
- Brief monthly reports (as per paragraph 8)

7. Timing and duration of mission/s

The assignment shall be implemented in Belgrade, Serbia, EU MS country, in the period from December 2020 to the end of the project, up to 20 working days. The assignment can be expanded if the needs of the project are such.

8. Reporting

The expert will deliver brief monthly reports in the English language on every last workday of the month s/he worked, with attached all written deliverables. The report will be attached to the expert’s draft timesheet.

9. Expert profile TOR

A Senior Non-Key Expert with the following qualifications and skills is required for this task:

Qualifications and skills
• University degree, or relevant professional experience of minimum 3 years in addition to the required years of the General professional experience
• Excellent communication, reporting and teamwork skills
• Good writing and editing skills in Serbian shall be considered as an advantage
• Fluency in written and spoken English
• Computer literacy

General professional experience:

• A minimum of 10 years of general professional experience in activity connected with education

Specific Professional Experience

• A minimum of 5 years of specific professional experience
• Experience of coordinating different kind of analysis and consulting, focus on occupations and education,
• Experience of qualifications system for LLL or EHEA system

Specific requirements for the assignment:

• Experience in developing at least one feasibility study in the field of labour marked connected with education
• Experience in developing or analysing qualifications framework
• Experience in developing national programs or politics
• Knowledgeable about classification of education (ISCED 2013F) or classification of occupations (ESCO/ISCO 08)

Experts must be independent and free from conflicts of interest in the responsibilities defined by the Terms of Reference.

The expert's performance will be assessed by the Team Leader and the Beneficiary’s representative.