Public Private Partnerships in TVET in Sri Lanka

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Issues of public and private TVET delivery

- Historically skills development had been with enterprises
- Occupation or sector focused training within shorter periods had become necessary
- Enterprises when it comes to manpower development generally have short term goals but training recipients have long term goals
- Training schools are strong in development of cognitive skills to match today’s technological developments, they have many drawbacks when it comes to development of practical skills
Challenges faced by the Public TVET Institutions and Enterprises

- Improve the relevance of curricula with the technological advancement in the industry.
- Provide training infrastructure to facilitate effective learning and training.
- Maintain academic staff being technically updated with the technological standards of the industry.
- Inculcate soft skills and work ethics among trainees to enable them to sustain in the industry.
Public - private training partnership is to mobilize a collective effort to enhance the relevance, effectiveness, efficiency, equity and sustainability of training and to forge an optimal response to address the skill requirements of individuals, enterprises, the community and the objectives of national development.

- Ayse G Mitchel
Education business partnership is a joint venture between educators and employers to raise the aspiration and achievement of individual learners, to allow them to maximize their potential and to become a skilled and adaptable workforce.

- IBM United Kingdom Ltd
Multiple partners and their motives

<table>
<thead>
<tr>
<th>Stakeholders</th>
<th>Motives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governments</td>
<td>Economic development, national competitiveness and growth, and social equity</td>
</tr>
<tr>
<td>Employer Organisations</td>
<td>Enterprise competitiveness, productivity and profits</td>
</tr>
<tr>
<td>Worker Organisations</td>
<td>Improved pay and benefits for workers, job mobility and security</td>
</tr>
<tr>
<td>Voluntary Agencies</td>
<td>Social Equity</td>
</tr>
<tr>
<td>Private Training Providers</td>
<td>Profits through the provision of services</td>
</tr>
<tr>
<td>Community Leaders</td>
<td>Community economic and social development</td>
</tr>
<tr>
<td>Individuals</td>
<td>Employability, mobility, job security, career prospects, improved income and conditions</td>
</tr>
</tbody>
</table>
Areas of Public Private Partnerships and formal participation of stakeholders

- Policy making and planning
- Human resource demand forecasting
- Competency standard development
- Assessments and certification
- Career Guidance and promotion of TVET
- Training delivery
Policy making and planning

Strong private sector stakeholder participation is needed in policy making and planning since private sector is mostly the employer for TVET graduates.

- Private sector led Governing Board in policy making and regulatory body, Tertiary and Vocational Education Commission
- Establishing Sector Policy Training Advisory Committees (SPTACs)
Human Resource Demand forecasting

TVET sector is expected to respond to the labour market demand at present and to the foreseeable future. The mismatch between the supply and demand is to be minimized.

- Contracting Industry Bodies and Research Firms to survey and analyze human resource demand for industry subsectors.
Competency Standard Development

The TVET is primarily aimed at imparting industry identified Competencies to the trainees and hence the development and upkeep of Competency Standards of occupations or industry subsectors is a vital function.

- In the absence of ‘Sector Skills Councils’, this is done by a government led participatory process with industry stakeholders.
- National Industry Technical Advisory Committees (NITACs).
Assessment and Certification

Partnerships with private enterprises to assess and certify skilled employees through Recognition of Prior Learning (RPL).

PPPs between

- TVEC and a Beverages Company for skill upgrading, assessment and certification of employees in the maintenance department.
- Institute of Construction Training and Development (ICTAD) and Construction Companies to assess and certify construction craftsmen.
Career Guidance and promotion of TVET

Private sector training institutions enroll a significant proportion of trainees for courses in areas of higher social demand. Career guidance is needed in this case too for students to select courses according to their aptitudes and career ambitions.

- PPP between TVEC and Accredited Training Providers (Private Sector) Association (ATPA) for ATPA to do career guidance and promotional work, specially highlighting the NVQ framework, partly funded by TVEC.

- The programme assisted to bring in the private sector inputs in promotional and career guidance activities and to raise the status of TVET.
Training Delivery

- Establishment of Training Centres in Private Companies with public partnership
- Promotion of Skill upgrading and certification with private partnership
- Public Sector Training Institute or a course with Private partnership
- Technical and Financial Assistance from Private Sector to operate public sector training Courses
- Apprenticeship Training
Training Delivery - Establishment of Training Centres in Private Companies with public partnership

Motor Cycle importer and distributor in a partnership with National Apprentice and Industrial Training Authority (NAITA) established a training centre in the repair workshop of the company.

- NAITA provides Curricula for the training, take part in selection of trainees to the courses, monitors performance of trainees, arrange on the job training for trainees and pay apprenticeship allowance during the on the job training period.

- Company is to establish a class room and other facilities to provide six month institutional training, assign staff and charge a course fee in agreement with NAITA and pay 10% of the fee to NAITA.
Training Delivery - Promotion of Skill upgrading and certification with private partnership

Skill upgrading and Certification of Plumbers and Electricians by Pipes and Electrical Appliances Manufacturing Company and NAITA.

- Company is to organize training workshops for plumbers and electricians in the regions, obtain and submit applications for trade tests, organize certificates awarding ceremony and bear the cost of above activities.
- NAITA is to organize and conduct the trade test and issue certificates.
- 1,200 Plumbers and 900 Electricians have been certified.
**Training Delivery - Public Sector Training Institute or a course with Private partnership**

Joint Training Centre in partnership between a leading Hair Dressing Salon and Vocational Training Authority (VTA) in VTA premises.

- VTA provides equipment and physical facilities for the training centre at NVTI, Narahenpita and manage the training and service centre.
- Salon provides experienced trainers.
- The centre is to run on profit sharing basis with 60% to VTA and 40% to Salon from total profit.
Training Delivery - Technical and Financial Assistance from Private Sector to operate public training Courses

The operating cost of courses that has high training materials cost is a concern for training institutions.

- Vocational Training Authority conducts Beauty and Hair stylist courses at 27 VTA Training centres and this partnership facilitates them with technical and training material assistance from a Chemicals Manufacturing Company.
**Training Delivery – Apprenticeship Training**

NAITA has the legal mandate to implement apprenticeship based training

- NAITA provides curriculum and organize theoretical training, periodically monitor of apprentice’s performance, provide an allowance to apprentice and conduct assessments and issue the certificates.

- The Employer provides facilities for the apprentice to work with the skilled craftsmen enabling apprentice to acquire the skills, monitor the day to day training activities and look after the welfare of the apprentice during work.
Employability through apprenticeships training

- Employability of apprentices was about 71.8% with 62.2% in waged employments and 9.6% in self employment. Of them, about 83.1% have been employed in trained trade or its related trades. According to the survey, 30% of these apprentices have found employment immediately after the training while 54% have found employment within 6 months after the training.
Conclusion

- There are inherent strengths in the public sector education and training institutions and in private institutions and enterprises. Partnerships that bring together those strengths for a common goal of imparting competencies through TVET bring benefits to the state, private enterprises and mostly to the individual who undergoes training.

- It is timely to bring policies and legislation to recognize and promote PPP for the advancement of TVET.
Thank you