



# Newsletter

Worldwide Voice of Vocational Education & Training

<http://www.iveta.org>

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IVETA President

## FROM THE PRESIDENT'S DESK

As the Executive Committee neared the end of its first year of activity since being elected I was pleased to report that everyone has been actively involved in promoting IVETA and improving our products and services. I expressed my appreciation for the support from all members of the Executive Committee, the IVETA Secretariat, several IVETA

members who have taken on significant coordination roles for IVETA products and services including Chris Parkin, Awards Coordinator; Jack Mathews, Web Site Coordinator; Ernest Brewer, Journal Coordinator; and Davison Mupinga, Newsletter Coordinator; and the response and support from the general membership. IVETA is a volunteer organization, and without the support of these and other members, the IVETA Executive Committee could not fulfill its role.

Year 2007 ended the completion of the majority of activities agreed in the 2007 Annual Plan agreed at the last annual meeting in December 2006 in Atlanta. During the year we implemented key professional activities, while in parallel evaluated and refined existing products, services, and clarified administrative procedures. Specific activities included, but were not limited to:

- (a) Initiating the first formal evaluation of IVETA products and services by members (the General Secretary will report the results),
- (b) Refining and formally adopting the first formal and comprehensive set of IVETA Operating Rules and Regulations (these can be found on the IVETA Members Web site),
- (c) Implementing an Africa Regional Conference in Mauritius (a full report is on the Public Web Site),
- (d) Printing and distributing a high quality IVETA brochure and initiating a membership drive (the Membership Secretary will report on the results, along with the Regional Vice Presidents),
- (e) Awarding two new Professional Micro Grants to individuals Africa),

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## IVETA 2008 CONFERENCE, SRI LANKA



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IVETA Regional conference June 24—28, 2008 Colombo, Sri Lanka.

**Theme:** Sustainable Development of Technical and Vocational Education and Training (TVET) – promoting economic development and social equity.

*More information on page 20*

## Special points of Interest:

- Conferences
- IVETA Awards
- Regional Reports
- Member Services



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*(cont'd from page 1)*

(f) Continuing publication of the Newsletter and Journal (the related coordinators will report on details), (g) Reconstituting and developing official linkages with a number of key international agencies involved in TVET including, but not limited, to the International Labor Organization, World Bank, and EU European Training Foundation; and (h) Organizing the Las Vegas Mini Conference on Sustainable Financing of TVET.

During 2008 we would like to deepen our contribution to international professional development of TVET by identifying and demonstrating how TVET can support economic development, alleviate poverty, and contribute to social cohesion. These topics are the focus of the next international conference which will be hosted by Sri Lanka at the end of June 2008. Dr. Obeyesekara, Vice President of IVETA for South Asia and Director General of the Department for Technical Education and Training in Sri Lanka will be providing more information on this event.

In parallel, we want to continue with the refinement of existing products and services including, but not limited to: updating and expanding our public and member web sites using the latest communication techniques and technology, continuing to expand core membership and build formal linkages with other affiliate organizations, and ensuring that all our products and services "add value" reflect and respond to current issues and trends in TVET and to the needs of members.

With regard to the latter, there are a number of emerging professional issues that I hope we can also begin to selectively address in the coming year including, how TVET can become a full partner in lifelong learning, the changing and merging roles of secondary general and vocational education, how TVET can use new information communication technologies to become more cost effective and expand its impact, how to link TVET more directly with labor market needs – particularly in public institutions, and how to finance and expand TVET in countries where there are limited institutional and individual resources.

In summary, the only way the above activities can be accomplished is with the support of IVETA members. IVETA is a volunteer organization, supported financially by member contributions and dues. I encourage each member to review the proposed 2008 Annual Plan, make suggestions, and if possible offer their time and/or resources to help ensure that IVETA can fulfill its agreed mission. The Executive Committee looks forward to working with IVETA members in 2008 as we join together to strengthen IVETA's worldwide impact.

David H. Fretwell  
IVETA President  
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## IVETA AWARDS 2007 ANNUAL REPORT

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*Christopher Parkin (Dr), Chair, IVETA Awards Committee*

At the start of the year, the purpose of each award and the procedures for the selection of and presentation to awardees were added to the update of IVETA's Operating Rules and Regulations (Section 4) now on the IVETA website.

The list of the recipients of the Robert D Cain Award since 2000, and earlier where available, has been added to those for other awards listed on the IVETA website.

Nominations for the 2007 awards were called for in the June and October Newsletters, and also by email to Executive Committee members. The award winners were announced and awards made at the Awards Luncheon in Las Vegas

Members seem to be reluctant to respond to the call in Newsletters to make nominations for the various awards, no doubt due in part to their many commitments. While nominations can be sought through personal contact, members are again encouraged not to hesitate to nominate those whom they feel deserve recognition for their especial contributions to vocational education and support to IVETA who otherwise may not be considered. Proposed nominations can be discussed as appropriate with Regional Vice Presidents or directly with Award Committee members and guidance sort appropriate before submission in writing. Final dates for submission may appear early, but are necessary so that time is available to seek further information and to prepare plaques and certificates for those selected.

The list of the recipients of the Robert D Cain Award since 2000, and earlier where available, has been added to those for other awards listed on the IVETA website.

Nominations for the Silvius`Wolansky Award 2008 will need to be made by early May, so that the Award can be presented at the 16<sup>th</sup> IVETA International conference in Sri Lanka.

In conclusion, I would like to thank Jim Daines and Abel Modungwa, for their contributions, and those who made nominations and helpful responses.

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## REQUEST FOR PMPG PROPOSALS

IVETA members from developing countries are invited to submit proposals to IVETA'S Professional Micro-Grant Program (PMGP) for small projects that will assist in the development, adaptation, and dissemination of new approaches for vocational education and training. Program information and application materials are available at the following website:

<http://www.iveta.org/microgrant.pdf>

Submit applications or e-mail inquiries to Jeanette Daines at: [atdainesjr@msn.com](mailto:atdainesjr@msn.com).

The PMGP is designed to strengthen IVETA's ability to promote vocational education and training world-wide by assisting in the development and refinement of new approaches, encouraging professional linkages, and disseminating information. The program is funded by IVETA through contributions and membership dues



## PRESENTATIONS AT THE IVETA AWARDS LUNCHEON

Dr Jim Daines introduced the Awards ceremony and Abel Modungwa announced the winners and citations. President David Fretwell and Regional Vice-President Bob Norton presented the plaques and certificate as follows:

The Silvius-Wolansky Award to an Outstanding Leader in Technical Vocational Education was presented to **Professor Dr. Sabahattin Balci**, Principal of Cankiri Technical and Business College, Ankara, Turkey a constituent of Ankara University. The award was received on behalf of Dr. Balci by Ilhan Gunbayi of Akdeniz University, Antalya. The award is sponsored by Iowa State University.

Dr. Balci has led the development of vocational and technical education at Cankiri College, since 1983 participating in major Industrial Education projects in Turkey by the Higher Education Council and the World Bank. He was a consultant for projects focused on training, and a project leader for curriculum integration and development. In 1998, Dr. Balci coordinated the 9th International IVETA conference, in Ankara, on *'Quality Matters in International Vocational Education and Training'* with over 400 participants from 27 countries. As IVETA's Regional Vice President for Eastern Europe and Central Asia (2001- 2004), he organized in 2003 the IVETA Regional Conference on *'Regional and International Cooperation in TVET'*. Sabahattin Balci has encouraged international linkages among institutions, notably with colleges in Europe and through Community Colleges in International Developments (CCID). Agreements of cooperation have led to the exchange of staff and students and more recently web-based developments and links between students and employers. Dr. Balci has contributed to national and international courses and seminars on, VET, planning, management, human resource development, cooperation with industry, and entrepreneurship education.

**The Joel Magisos Exceptional Service Award**, in recognition of long-term individual achievement in support of IVETA, was presented to **Dr Ernest W. Brewer**, Professor of the Department of Theory and Practice in Teacher Education and Director of Federal Programs at the University of Tennessee.

Ernest Brewer has been Editor of IVETA's *International Journal of Vocational Education and Training* for the last seven years and was co-editor in the preceding two years. The Journal, a major publication of research from countries around the globe is essential to maintaining IVETA's objectives of promoting professional communication among VET practitioners, providing a forum for the discussion of problems and solutions, and facilitating exchange of VET knowledge and experience. Ernest Brewer's contribution has made it possible to continue publishing a high quality, refereed, journal even though IVETA is a small organization with limited resources, and many contributors do not speak English as their primary language. His expertise in all facets of publishing, his high standards for writing and research, and his devotion of hours of personal time cannot be praised too highly.

**The Valued Supporter of IVETA award** for exceptional support during the past year by a member was presented to **Jack Mathews** in recognition of his contribution as Coordinator of IVETA's website.

Since relinquishing his task two years ago as Newsletter Editor, Jack, a member of IVETA for 15 years, has continued his work as Coordinator of IVETA's website, integrating activities with the service providers (CORD, Texas and Edupoli, Finland), and updating the site. This year has seen an enhancement of the appearance, accessibility, and content of the website. The website now provides members' principal access to the Newsletter and Journal, and more information on IVETA's activities, procedures and services. As further enhancement of the website continues, IVETA gladly recognizes Jack Mathews' work and commitment.

*(cont'd on page 5)*

## PRESENTATIONS AT THE IVETA AWARDS LUNCHEON

(cont'd from page 4)

**The Robert D Cain Business/Organization Award**, in recognition of continuing support to IVETA, was presented to **The Industrial Vocational and Training Board, IVTB, of Mauritius.**

Abel Modungwa, IVETA Vice President – Africa, received the plaque on behalf of the Director **Roland Dubois**. The IVTB hosted the successful 6th IVETA African Regional Conference in May 2007, in association with IFTDO\* and ASTD\*. The theme of conference was the *'Integration of Education and Training to achieve occupational competence for the Sustainable Development of Africa'*; 170 delegates from 5 countries came away charged to pursue learner-centred approaches and to engage the hearts and minds of learners motivating them to learn more effectively and faster. Previously in 2000, the IVTB responded magnificently at short notice in organizing the second African Regional IVETA conference when a change of venue was needed; then followed IVETA's 13th International conference in 2002, on 'Employability: New Challenges for VET'. The IVTB, under the leadership of Roland Dubois, is known for its business acumen, bringing drive, energy, enthusiasm and effectiveness to the events it organizes. It continues to support the achievement of IVETA's objectives: of promoting professional linkages, and sharing VET problems and solutions in the development of VET internationally.

\*ITFDO International Federation of Training and Development Organisations; ASTD American Society for Training and Development.

**Robert D Cain Certificates** for support to IVETA were also presented to: **The Union of Vocational Principals Association of Finland**, and received by the President of the Association **Kristi Kosonen**, Principal of Jyvaskyla Vocational College, for support through encouraging membership of IVETA and conference participation.

**Convergent Systems Inc.** received by the **President Jean and Vice-President Bill Knaack**, for support to the Las Vegas conference and business meeting and hosting the networking reception.

## ACTE 2008 -CALL FOR PAPERS



American Career and Technology Association (ACTE): Request for proposals for the ACTE 2008 Annual Convention and Career Tech Expo on December 4-6 in Charlotte, NC is now open.

If you have expertise in a Career and Technical Education area this is the perfect opportunity for you. ACTE's Divisions will choose sessions and workshops to showcase. Submit your proposal by March 7.

More information is available on the ACTE web site [www.acteonline.org](http://www.acteonline.org). IVETA will again hold its Annual Mini-Conference and meeting in Charlotte on December 2, immediately before ACTE

## IVETA Journal Report



**Ernest W. Brewer,**  
Editor

The journal has been published and distributed on schedule for the last eight years under my tenure as Editor. The journal maintains a high level of professionalism in the quality of refereed articles that are accepted for publication.

### Statistics Related to the Journal

1. Acceptance/rejection rate of the journal is 39% and 61%, respectively.
2. Average length of the journal is 113 pages.
3. Range of cost to the association for the journal is \$5.35 to \$9.28 per copy [depending of number of pages and copies printed].
4. Average number of articles per issue is 7.
5. Average number of emails associated with the journal per month is 71.
6. Mailing cost for 2006 was \$1,879.48.

### Savings Related to the Journal

1. The editor does the final editing.
2. The editor and one of his staff members at no cost to the association do the typesetting.
3. The journal has generated over \$8,000 income (royalties) from the Copyright Clearance Center (CCC).
4. The journal has encouraged at least 21 individuals to become members of the association in order to publish in the journal.
5. The shipping preparation and mail out is done by the editor and a member of his staff at no cost to the association.

### Problems Related to the Journal

1. Authors not following basic APA and IVETA journal guidelines when submitting articles.
2. Some editorial board members not responding to reviews and some others providing little or no feedback in a timely manner.
3. Special issues of the journal need a “Guest Associate Editor” for that specific issue—for example, Issue 15, Number 1, Program Evaluation. Several authors did not get their manuscripts in on time; majority of the manuscripts did not follow publication guidelines; articles submitted on topic did not fill that special issue topic (only 69 pages for a 113 average size journal); and articles were not subjected to refereed journal process.
4. International mailing is costly.
5. Running out of copies of the journal to honor future requests.

### Actions That Need to be Taken

1. Identify a Guest Associate Editor for special [topic] issues.
2. Print more than minimum number of copies per issue [costs for small reprint orders more closely]
3. Identify a new Associate Editor for next issue to become Editor in two or three years.

### Journal Selected To be Evaluated

The Australian Research Quality Framework has undertaken an international journal ranking and selected the IVETA Journal in this ranking process. They are now moving on to the next phase, which is a quality assessment that includes eight senior academics areas. They will then send the rankings to a small number of overseas academics for validation. They should provide us with their findings in the near future.



# IVETA 2007 ANNUAL REPORTS

Volume 24, Number 1

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## North American Region



**Robert E. Norton**  
V. P. North America

Membership recruitment was a major and ongoing effort throughout the year. Membership information (brochures) and application forms were either mailed, e-mailed, or given to many persons. E-mail reminders were sent to all North American past members who had not renewed by March. Membership information and application forms were distributed to several Center on Education and Training for Employment colleagues as well as to all participants in our 2007 DACUM Institutes and SCID Workshops.

Our Center on Education and Training for Employment at The Ohio State University was encouraged to and obtained a group membership. After contacting several Canadians, Chris Chinien of Montreal (the former Canadian UNEVOC Center Director) was appointed as the Canadian Country Liaison. We have exchanged several membership promotional messages and many of the new IVETA brochures were sent to him.

The major activity of the North American Vice-President was to select a theme and secure qualified speakers for the Las Vegas Annual Conference on December 12, 2007. After requesting input from the Executive Committee and with urging and support of our President, the theme of “Sustainable Financing for Vocational and Technical Education (TVET, VET, CTE)” was selected. An RFP was prepared and disseminated March 30, 2007 to the IVETA membership and many others. Our President, David Fretwell and Chris Parkin, Awards Chairman, were especially helpful in providing contacts and encouraging some persons to submit a proposal.

Then is when the real work began – encouraging busy and well-qualified people to present on a very challenging topic – “How to secure money for financing TVET, VET, or CTE programs.” Initially discouraged by almost no response, e-mails were sent to the IVETA Executive Committee and many others seeking help. Many persons contacted could not help, but referred me to others who they thought would be able to.

After numerous and multiple e-mails to over 36 TVET leadership persons plus the Executive Committee, nine RFP’s were submitted – all but two by specific request and eight of them were accepted.

Two international organizations, the World Bank (WB) and the International Labor Organization (ILO) agreed to provide outstanding keynote presenters. In addition, there are five country-based presenters representing Australia, Botswana, Scotland, Turkey, and the United States. The eighth speaker from an Oklahoma, USA Technology Center will address obtaining financing from the private business-industry sector. Details of the Las Vegas Conference Program are presented in the attached agenda.

The North American VP wants to thank the many persons who nominated, contacted, referred, or otherwise helped to assemble the presenters for the Las Vegas Conference. It could not have been done without their help.

*(cont'd on page 6)*

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## North American Region (cont'd)

*(cont'd from page 5)*

### Recommendations:

1. The presenters, whether members or not, have to do a lot of work to prepare their papers and PowerPoint presentations. They also must spend considerable time, as well as money to pay for their airline and other travel costs.
  - Hence, I strongly recommend as a token way of acknowledging their contributions, that IVETA:
  - Provide a free year's membership – this may be one way of recruiting some “high profile” members who hopefully will continue their membership.
  - Pay for their lunch – it felt real bad to tell some of the invited speakers that they would have to pay \$35 for their own lunch.
2. There needs to be more active involvement on the part of the Regional Vice-Presidents when picking a conference theme and in recruiting quality presenters. The theme should reflect the interests and concerns of members from all regions. The speakers should come from many regions as well.

## CONSULTING OPPORTUNITIES



Carol Dye  
Managing Director

**CDye Consulting Ltd** was established in 2002.

The Company specializes in all aspects of Document and Data Management, advising and working with UK based and Global organizations to provide analysis, create strategies and implement/deploy an effective and efficient method of retrieval, ensuring a sustainable model is in place.

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## Africa Region



Abel Modungwa,  
V.P. Africa

The regional conference for Africa was held in 14-16 May 2007. The conference was hailed as a success with several participants joining IVETA. The conference was reported in the IVETA newsletter.

The next IVETA Regional Conference for Africa has been planned to be hosted by Zambia. The Conference will be held in Livingstone (Zambezi Sun) the home of Victoria Falls. The Conference will be held on the 10 – 13 August 2008.

**THEME:** Achieving Poverty Reduction through Relevant Quality Vocational Education and Training in Partnership with Industry

### **SUB-THEMES:**

- Policy Framework: What are the major policy issues in TVET in Africa?
- The Role of TVET in Post-Conflict African Countries: How can TEVET contribute to poverty reduction in post-conflict situations?
- TVET and the Informal Sector: How can TVET work towards improving the performance of the Informal sector and how can TVET promote the linkages between the Informal and Formal sectors?
- TVET and Qualifications Frameworks: How do Qualifications Frameworks contribute towards making TVET relevant for both the formal and informal sectors?
- Partnerships with Industry: What are the experiences with partnerships with industry for TVET? How can these partnerships be strengthened?
- Improving Access to TVET: Access to TVET in many African countries is relatively low, due to supply constraints such as training facilities and poor infrastructure. What options are available to improve access to growing numbers of youth and for those already in employment?
- Financing of TVET: Training Funds have become a common feature of many TVET systems in Africa. What have been the experiences with Training Funds?

### **CONTRIBUTION TO THE JOURNAL**

Two studies submitted by Botswana Training Authority to the IVETA journal were published.

### **TVET WEEK 2007**

BOTA organized a national commemoration of the TVET week, which include;

- Launching of the Hole in the Wall project
- Recognition of Vocational skills acquired through non-formal approach.
- Breakfast seminar for farmers to involve them in the development training standards.

### **CHALLENGES**

An applicant for the IVETA Micro grant scheme withdrew his application after it was approved on account of lack of time on his part to carryout a study he submitted for funding. Efforts to market the grant to Vocational Training Institutions has not been successful so far.

## East Europe & Central Asia Region



**Olga Oleynikova,**  
Vice President

### **Context in which activities were carried out**

The activities in the reporting period have been shaped by the VET policy issues in Russia and the countries of former Soviet Union, namely by the growing awareness of a need to promote life-long learning and experiences of other countries, including IVETA members. The policy discourse on life-long learning has been placed on the agenda of CIS states and Russia, and mutual policy learning is growing in importance. The development of life-long learning is closely linked to the issue of national qualifications frameworks and systems, as well as to issues of equal access to education and training, life-long guidance and orientation, access to information about market and training opportunities.

Strange as it may seem, but the equity of opportunities to learn is becoming a serious issue for post-Soviet countries, as democratization and liberalization of economic and political life has brought to the fore an unprecedented in these countries, issues of social inequality in terms of economic differentiation of society, and even of poverty.

As for VET, the economic stratification of societies means increase in paid tuition, expansion, beyond all reasonable bounds, of paid education and training services for individuals, including the youth. The only segment of the education system so far immune to these dramatic developments is initial vocational education that is protected by the law. Yet, the fact that it is free of charge does not make it effective in many cases, as VET schools remain under-equipped and under-staffed, with whatever teaching staff there is, in many cases, not quite up to the current expectations both of the labour market, and the end-users of the VET system.

The skill gaps and shortages have become so acute and discomforting for employers that, unlike in the past decade, they have started to come up with concrete initiatives and act as change agents. This is true practically of all post-soviet countries. However the processes vary by country, depending on the economic situation and the strength of the civil society. The common vectors are knowledge-based economy and life-long learning, which requires new competitive models presupposing a different approach to the acquisition of knowledge and skills with the emphasis shifting from training to learning.

### **Specific activities during the reporting period**

Given the above situation and the emerging change processes, in the year 2007 activities have focused on disseminating best practices and results of VET reform achieved across the world and on providing information to support the ongoing VET modernization in Russia and CIS countries. The international experience and practices were drawn from major VET players, with IVETA as a leading player.

The rapidly changing contexts in Russia and CIS countries have translated some of the experiences the IVETA members presented at the Moscow conference in 2006 into the day-to-day reality the education and training systems have to address. With a view to these change processes and in the context of increasing interaction between Russia and the CIS countries, as well as to the needs of the domestic education and training system activities in the reporting period focused on the following main issues:

- Promotion of IVETA in RF and CIS countries,
- Building awareness among VET stakeholders in the Russian Federation and CIS countries of key issues relating to international tendencies of VET reform conditioned by the transition to the knowledge-based economy and learning society and life-long learning, with a special emphasis on equal access to education and training, new basic skills for all, and others.

The format of activities embraced:

- Presentations about IVETA, its goals and roles,
- Presentations on key issues of VET reform in different areas,
- Consultations to individuals and organizations on key issues of life-long learning and market-driven VET,
- Publications in the professional press on the above issues.

*(cont'd on page 9)*

## East Europe & Central Asia Region (Cont'd)

*(cont'd from page 8)*

Also, attempts were made to draw new members to IVETA, though, these cannot be considered very successful (institutional -7, individual - 15) This result may be explained partly by the underdeveloped culture of membership in associations and non-governmental bodies, including international ones, on the whole, and by lack of knowledge the English language. Specific target audiences the activities were aimed at comprised: VET policy-makers, Labor market players,

VET school teachers and administrators, and Researchers.

The above direction of activities was conditioned by the following factors:

- The interest in IVETA after the Moscow conference in 2006, with information about the conference reaching out well beyond Russia due to post-conference publications (7 articles in the professional media);
- An urgent need to spur up the discussion of priority issues, mentioned above, taking advantage of the Moscow conference inputs, the wealth of knowledge found in the IVETA Journal publications and provided at the May Conference in Mauritius.

The learning acquired in Mauritius deserves a special mention, as both Russia and the CIS countries who are currently working on their national qualifications frameworks and systems, are on the lookout for all sources of information beyond Europe. And the outcomes of African conference were very useful.

All CIS countries, like Russia, are designing national qualifications frameworks that are to be comprehensive in nature and would help to address such issues, as equity of learning opportunities for all categories of the population, including the disadvantaged groups (and especially migrants), transfer and progression opportunities, etc. In summary, we need workable and effective institutional models based on partnerships, employer involvement and supported by the government. Given the growing labor mobility and migration processes, comparability and compatibility of qualifications is on top of the reform agenda.

The central issue, or problem that has to be resolved, faced by all CIS countries, is rooted in their common past, namely in that we all used to have and still have a system of quasi qualifications linked to diplomas that, in their turn, are linked to the levels of the system of education (general, initial vocational, secondary vocational and higher education), but not to learning outcomes. Hence all countries are now struggling with a transition to outcome-based VET, which is far from easy, the conservatism of the old traditions weighing heavily on the VET systems. Another thing hampering the movement forward is a lack of culture of dialogue between the VET system and the labor market. All of these issues were discussed by CIS partners in Dushanbe (Tajikistan) in October this year, and during bilateral meetings with colleagues from Ukraine (with whom the Centre of VET Studies has been cooperating for the past ten years) both in Moscow and in Kiev (capital of Ukraine). European Training Foundation plays an active role in the process and we have strong links with this institution for years.

The internal aspect of activities in the reporting period has covered targeted development of a methodology for occupational standards, cooperation with the Russian Union of Industrialists and Entrepreneurs to raise their awareness of the benefits of the NQS, and successful completion of the project in cooperation with an association of employers under which occupational standards were developed for the catering sector. It is clear that no matter how good reforms may be, they will fail without a properly trained pool of teachers. New models of VET teacher training for their new roles as organizers and facilitators of learning, and new requirements to competences of VET are gaining understanding and support.

It should be stressed that the IVETA Journal is an important source of both research findings applicable to different contexts, and of practical experience in such areas as alternatives for financing high quality VET, importance of growth of the informal sector, adult continuing education as an integral part of lifelong learning, strategic partnerships and networking, curriculum development, real life experiences, link with industry, etc.

## Latin America and the Caribbean Region



**Kenneth Morrison,**  
Vice President

The economies of Latin America and the Caribbean continue to view Technical Vocational Education and Training (TVET) as a catalyst for development in a competitive world economy characterized by globalization and the resulting challenges of this new world order. Despite the numerous challenges resulting from factors such as a diversity of culture, size, insularity and a propensity to maintain the status quo in certain sectors, significant progress has been in TVET in the region. The Caribbean Association of National Training Agencies (CANTA) developed a model for assessment and certification of the Caribbean Vocational Qualification (CVQ) through a participatory process involving CANTA members as well as other member states of CARICOM.

Recently, the Ministry of Education in partnership with HEART Trust/NTA and the National Council on Technical Vocational Education and Training (NCTVET), launched the CVQ in Jamaica. The country now offers the Level I (CVQ) to students in secondary schools.

The CVQ is endorsed by CARICOM as work-based qualifications and will prepare students to immediately enter the world of work on completion of the requirements for certification. These qualifications are based on a common approach to training, assessment and certification as agreed by the National Training Agencies of the Region under the auspices of the Caribbean Association of National Training Agency (CANTA). Through this standardized process, there is mutual recognition of the CVQ which forms the basis for the free movement of skilled workers throughout the CARICOM Region. The region of Latin America and the Caribbean in general has been experiencing economic growth since 2003, with its aggregate gross domestic product increasing by 5.3% in 2006. The International Labor Organization has also produced information indicating that urban unemployment and youth unemployment rates have fallen slightly.

An analysis of the composition of the labor market in the region shows significant gaps regarding gender, age, ethnicity and geographical area. This trend strengthens the fact that sustainable employment cannot be created without economic growth and also that economic growth should be accompanied by policies and programmes firmly supported by TVET initiatives designed to facilitate the creation of a competitive economy.

### Membership

Efforts to expand membership in this diverse region continue. One significant achievement has been the creation of a Spanish version of the IVETA information brochure. Individuals have also expressed their interest to act as IVETA liaison representatives in Trinidad and Brazil.



## IVETA 2008 CONFERENCE, ZAMBIA

IVETA Regional Conference for Africa, August 10 – 13, 2008 Livingstone, Zambia.

**THEME:** Achieving Poverty Reduction through Relevant Quality Vocational Education and Training in Partnership with Industry.

For more information on the conference please visit <http://www.ivetazambia.org.zm/> or contact

The secretary, IVETA Zambia 2008 Conference,  
C/O TEVETA,

PLOT 4751 Birdcage Walk, Longacres  
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TEL: +260-211-253211/ 253328/ 253331/2

Fax: +260-211-253382



## European Region



Raimo Sivonen

### General situation in European Union VET

The importance of vocational education has risen in Europe. Governments and companies are investing money to develop skills and through that, Vocational Education & Training. Main reasons are to keep the competition abilities in economy and the lack of work-force. General European level targets are to keep competition skills by educating the work-force. Even some part of the basic industry is moving to Asia, the role of initial vocational training is lasting in Europe. In the service sector there is a lot of local stuck work and also in industrial production there still exists high-end products where the price of labour is not so significant. And there are customer tailored products where there is no time for long deliveries distance and time. Also the total price of work (labour costs, logistic costs, energy etc.) in China and India is losing competitiveness compared to Europe.

The biggest challenge in Europe is to get more skilled workers. Age structure is corrupting in most of the European Union member countries and also in the EEA countries. How to handle migration without any economic and cultural conflicts is a challenge. Asian-African discussion is the main point to keep the migration in balance. We must also think of the situation in the source-country, not only to recruit the most educated people to Europe (or to industrialized countries) which will cause problems in the sending countries. Illegal migration is also a human problem.

### Common Quality Assurance Framework, peer review as an instrument in quality of VET in Europe

In an EU –funded Leonardo da Vinci -project “Peer Review as an Instrument for Quality Assurance and Importance in Initial VET”, coordinated by Austrian Institute for Research on Vocational Training and participated by 16 other institutions from 5 European countries developed a tool to evaluate the quality of vocational education providers. Project was finished in June 2007. Basic idea for the tool is to support vocational institutes in their efforts of quality development. The idea is not to rank institutions, but only to give them supporting material for their own development work. The tool is following the Common Quality Assurance Framework (CQAF) which is widely used in European educational institutions. See the project details, results and tools <http://www.peer-review-education.net> .



Peer review is a form of external evaluation with the aim of supporting the reviewing educational institution to quality assurance and quality development efforts. Methodology is following the general evaluation procedures, but it has been tested in VET organisations by the project and by that, given some specialities for educational institutions. The basic idea is that a peer (a group of specialists in VET and quality management, peer can also be called a “critical friend”) will do a voluntary and formative evaluation procedure in the organisation. There can be done a total or from some part-process evaluation (recommended). The review model can also be internal or external. Also raised is main importance of gender mainstreaming.

Fig 1. Continuous quality improvement by peer review

## European Region (Cont'd)

Stake holders in peer review are **all the people working and learning** within a provider of VET, **cooperation partners of the VET provider**; parents; graduates; schools whose graduates are admitted to initial VET as well as institutions of further education; **potential employers and the labour market**; **educational authorities and social partners**, and society at large. In a general way, for example, through IVETA or its member organisations there could be planned a similar way to analyze VET providers internationally to help VET organisations to improve their performance. Internationally way you always must remember the cultural, financial etc. differences which are effecting your operations, but anyway there are a lot of similarities in the processes all around the world.

### IVETA actions in Europe

- Cooperation with EFVET (European Forum for Vocational Education and Training) Conference in Tours, France October 2007. Participation of several IVETA –members in conference. Raimo Sivonen member (representative of Finland) of EFVET steering committee (highest decision making body in EFVET)
  - Participation at IVETA All African conference in Mauritius, May 2007
- The goals made in the Strategic Plan 2007-2008, have not been realized in European level. Liaison persons have not been recruited, but EFVET should revisit its strategic partner, because European Union is activating its interest outside Europe.

## East Asia & The Pacific Region



Carmel Thompson  
Vice President

### VOCATIONAL TRAINING IN OUR REGION

#### Australia:

Australian political leaders have become very interested in vocational training over the last couple of years. We are in the midst of an economic boom brought about by the resource and energy needs of our near neighbors in East Asia (mainly China and India). However, the threat to our continual growth has been identified as the current failure of our education and training system to turn out enough qualified workers to sustain this growth over the next 10 years.

We have very recently had an election in Australia where the skilling of our nation has been at the forefront of election promises from both the Labour and the Liberal Parties. It has been stated that in the world of tomorrow Australians with trade and technical skills will be center state. In the future over 60% of jobs will require technical or vocational qualifications yet only 30% of the population currently have these skills.

The new Labour Government is promising a large investment in VET. Monash University's Centre for the Economics of Education and Training has estimated that more than 4 million additional people will need to acquire qualifications between 2006 to 2016. This includes more than 2 million new entrants and 1.78 million existing workers. The project titled "*Skills Australia*"

will be discussed in my presentation tomorrow at the IVETA Mini Conference.

#### China:

I recently was sponsored by UNESCO to attend a Forum in Taijin (third largest city in China) as the IVETA representative. The Central Theme was "Policy Framework, Joint Innovations and International Networking in the Context of Globalization and Market-Driven Economies". All areas were considered important in assisting China to develop policy to support an industry led, demand driven and competency based vocational technical education system.

## East Asia & The Pacific Region (Cont'd)

There is no doubt that vocational technical education is of prime importance in this region and many partnership opportunities exist for in-country training between vocational training organizations and universities if the parties involved have the patience and perseverance to work together on an acceptable Memorandum of Understanding.

### **Philippines:**

I have just returned from conducting a training program in the Philippines with Benguet University and have signed a MOU to work with them over the next four years to partner in vocational training programs.

Again there are great opportunities for partnership arrangements in the Philippines between universities and vocational and technical education providers. Universities are realizing that skill shortages exist throughout our region and if they are truly educators they have to look more widely than higher education programs.

### **MEMBERSHIP:**

When I took on the position of Vice President for this region just 12 months ago I did not envisage how difficult it would be to recruit new membership. It appears that active membership has not been undertaken in my region for some time so I have had to explain to prospective members about IVETA and the advantages of membership. It has been a slow process but I have also distributed our brochure at all the conferences, workshops and events I have attended.

I believe the cost of membership is very reasonable and the advantages of belonging to an international professional VET organization are very clear. However, I have not achieved the results I would have expected and therefore in 2008 I intend to be more active and have formed a new "sub committee membership group" for my region to assist in recruiting and following up of new membership.

On the website as at 20<sup>th</sup> November 2007 we have 28 members, 0 organizational members and 0 affiliate members. Of the 28 members in my region I have this year recruited 5 from my own contacts and I have three new institutional memberships that should come through in the new year (Benguet State University in the Philippines, VET Export – TAFE who have told me they have already signed up and Aspire Training & Publishing from Australia).

I have emailed twice to the Asian Development Bank but had no response. I would ask IVETA Executive Officers to assist me if they can with a name I can communicate with as I think then it will be easier to follow up. I find that we all get so much email these days that unless it is directed to the right person it gets deleted.

In conclusion – a slow start but some small growth in membership. Hopefully 2008 will bring better results through our sub-committee membership group.

## IVETA Executive Secretariat/Membership Report



**Barbara Herrmann**  
Exec Secretariat

IVETA finished 2007 with 228 members an increase of 42 members more than 2006. This includes 64 people covered within 30 institutional memberships (14 more institutional memberships than 2006). Currently there are 18 (increase of two over 2006) journal orders mainly through EBSCO, Swets Blackwell and DA Information Services PTY, LTD. In addition seven members purchased journal subscriptions. All Institutional members also received printed copies of the journal.

Dues for 2008 have begun to come in. As of November 30<sup>th</sup> 32 renewals were processed and 16 new 2008 memberships have been received. Every person who renews receives an email that serves as a receipt of payment along with a copy of his or her information for the membership directory along with information on how to access the IVETA Intranet and a Certificate of Membership which was developed by Ingrid Trenner our Membership Secretary.

Ingrid Trenner is also responsible for the design of the new brochures in English. She has since developed brochures in Spanish and Russian. Brochures in Arabic will be ready in January. The logo has been redeveloped so that it is cleaner and more easily read and we have a new IVETA banner.

Because of the increase in membership this has been a good year for the bottom line. Currently there is \$31,656.87 in Checking. We have approximately \$7,000 that will be expended in December (the cost of this conference, plus the journal expenses. We should finish the year with about \$24,000 left in the checking account. The Savings Account which is used for the Micro-Grant Program has \$4,605.22 in it with \$1,000 more to be transferred in December (this is the amount IVETA contributes from your dues). Of the \$4,605.22, \$2,000 is being held for the two current micro grants that were issued this year. (See *IVETA Profit and Loss Budget on page 18, 19*)

The amount we received for copyright from the EU was up significantly over the previous year. We received \$2,079.84.

For the second year, renewals were sent out through QuickBooks. Much to our surprise, we only had 10 non-working email addresses. Four of these have been fixed. The other six will receive renewals via snail mail.

The directory and the newsletter are online rather than being mailed. No one has requested a printed copy.

Challenges that face the Executive Secretariat and IVETA include the following:

- Invoices are being emailed out to individuals. However there is no way to include the application form which each person is to fill out each year. One way of overcoming this is the responses we get back to the directory listing. Even though the application is available online and they are given the URL to access it directly many do not bother.
- Intranet: The password and login were changed this year which has helped. Even though members receive reminders, they still contact me when the old one does not work. People just do not remember passwords.
- The inability to send a formatted document through the Listserve. Lack of notification when an address comes back. It appears that that person gets dropped from the list unbeknownst to us.

### Recommendations:

- Continue to print some copies of the journal for the writers and those who pay for copies.
- Upgrade to QuickBooks 2008 to enable more than one form to be attached to an email. The new version will work with Outlook. If this works well it should cut down on the amount of time it takes to send out invoices and to mail out receipts.

## Las Vegas Conference ..... *In Pictures*





# IVETA 2008 BUDGET

Volume 24, Number 1

February 2008

## IVETA Profit & Loss Budget Overview January through December 2008

	<u>Jan - Dec 08</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
Journal Subscriptions	1,480.00
Membership Dues	19,750.00
Miscellaneous Income	1,850.00
Royalties	2,000.00
<b>Total Income</b>	<u>25,080.00</u>
<b>Expense</b>	
Annual Conference/Meeting	3,522.90
Awards	506.87
Bank Service Charges	603.00
Internal Revenue Service	30.00
Internet	2,054.00
Journal	4,020.00
Membership Expenses	120.00
Miscellaneous	1,650.30
Office Supplies	572.93
Professional Micro-Grant Prog.	5,000.00
Regional Development	2,000.00
Secretariat Stipend	3,000.00
Secretariat Travel	2,000.00
<b>Total Expense</b>	<u>25,080.00</u>
<b>Net Ordinary Income</b>	0.00
<b>Other Income/Expense</b>	
<b>Other Income</b>	
Interest Income	5.40
<b>Total Other Income</b>	<u>5.40</u>
<b>Net Other Income</b>	<u>5.40</u>
<b>Net Income</b>	<u><u>5.40</u></u>



# IVETA 2008 BUDGET

Volume 24, Number 1

February 2008

## IVETA Profit & Loss Budget Performance January through December 2007

	Jan - Dec 07	Budget	Jan - Dec 07	YTD Budget	Annual Budget
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
ACTE Annual Awards Luncheon	1,108.00		1,108.00		
ACTE Annual Meeting/Conference	0.00	1,225.00	0.00	1,225.00	1,225.00
Jounal Subscriptions	1,885.00	1,500.00	1,885.00	1,500.00	1,500.00
Journal Income	366.00	1,050.00	366.00	1,050.00	1,050.00
Membership Dues	24,650.00	14,100.00	24,650.00	14,100.00	14,100.00
Miscellaneous Income	0.00	1,265.00	0.00	1,265.00	1,265.00
Professional Micro-Grant Progra	0.00	0.00	0.00	0.00	0.00
Royalties	2,079.84	750.00	2,079.84	750.00	750.00
<b>Total Income</b>	<b>30,088.84</b>	<b>19,890.00</b>	<b>30,088.84</b>	<b>19,890.00</b>	<b>19,890.00</b>
<b>Expense</b>					
Annual Conference/Meeting	409.89	3,475.00	409.89	3,475.00	3,475.00
Awards	0.00	375.00	0.00	375.00	375.00
Bank Service Charges	682.73	660.00	682.73	660.00	660.00
Email Box	0.00	140.00	0.00	140.00	140.00
Internal Revenue Service	24.99		24.99		
Internet	132.78	355.40	132.78	355.40	355.40
Journal	3,852.17	4,045.00	3,852.17	4,045.00	4,045.00
Membership Expenses	159.62	106.00	159.62	106.00	106.00
Miscellaneous	1,480.02	1,828.44	1,480.02	1,828.44	1,828.44
Office Supplies	59.75	192.00	59.75	192.00	192.00
Professional Micro-Grant Prog.	2,000.00	6,000.00	2,000.00	6,000.00	6,000.00
Reconciliation Discrepancies	-10.00		-10.00		
Regional Development	2,955.64	2,000.00	2,955.64	2,000.00	2,000.00
Secretariat Stipend	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
Secretariat Travel	671.43	2,500.00	671.43	2,500.00	2,500.00
Supplies	0.00	120.00	0.00	120.00	120.00
Telephone	0.00	60.00	0.00	60.00	60.00
<b>Total Expense</b>	<b>14,419.02</b>	<b>23,856.84</b>	<b>14,419.02</b>	<b>23,856.84</b>	<b>23,856.84</b>
<b>Net Ordinary Income</b>	<b>15,669.82</b>	<b>-3,966.84</b>	<b>15,669.82</b>	<b>-3,966.84</b>	<b>-3,966.84</b>
<b>Other Income/Expense</b>					
<b>Other Income</b>					
Interest Income	10.96	6.00	10.96	6.00	6.00
<b>Total Other Income</b>	<b>10.96</b>	<b>6.00</b>	<b>10.96</b>	<b>6.00</b>	<b>6.00</b>
<b>Other Expense</b>					
Other Expenses	0.00	1,828.44	0.00	1,828.44	1,828.44
<b>Total Other Expense</b>	<b>0.00</b>	<b>1,828.44</b>	<b>0.00</b>	<b>1,828.44</b>	<b>1,828.44</b>
<b>Net Other Income</b>	<b>10.96</b>	<b>-1,822.44</b>	<b>10.96</b>	<b>-1,822.44</b>	<b>-1,822.44</b>
<b>Net Income</b>	<b>15,680.78</b>	<b>-5,789.28</b>	<b>15,680.78</b>	<b>-5,789.28</b>	<b>-5,789.28</b>

## IVETA CONFERENCE

### International IVETA Conference 24th-28th June 2008 Colombo, Sri Lanka



**THEME: SUSTAINABLE DEVELOPMENT AND TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) – PROMOTING ECONOMIC DEVELOPMENT AND SOCIAL EQUITY.**

#### **SUB-THEMES:**

##### **1. Innovative TVET Initiatives to Support Sustainable Economic Development and Poverty Reduction.**

How can TVET supporting small and micro enterprises, provide customized quick start training to support new enterprise investment, and help support the informal sector? What are examples of TVET linkages with economic development planning? Are there new methods of financing TVET, beyond Government Support, and linked with economic development?

What are the linkages between skill development and income? What are the results of research and follow-up studies on the impact of TVET on poverty levels? What is the role of TVET in adult continuing education for second chance leavers?

##### **2. TVET Role in improving Social Equity:**

What is TVET role in supporting for career guidance and information services for youth and adults? What is the role of TVET in addressing cultural and sex equity issues during training programs? How is the changing importance of secondary education, as basic education, impacting the design of secondary vocational education? What is the role of TVET in adult continuing education in addressing equity issues?

**More information on Conference registration procedures, and submission of presentations on the theme and sub-themes will be available on the IVETA Web Site [www.iveta.org](http://www.iveta.org), and on a special Conference web-site, in January 2008.**



# IVETA Journal, Newsletter and Membership

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USA



## The International Journal of Vocational Education & Training

The International Journal of Vocational Education and Training is the official publication of IVETA and is published biannually. The journal reflects regional contributions and is international in scope. It provides a forum for the discussion of vocational education and training issues and practices; assists in the dissemination of information, research and practice; and strengthens the lines of communication among individual researchers and practitioners, institutions and organizations. In addition, it provides a platform for individual views on relevant issues. Articles published in the journal are selected by an editorial board. Membership in IVETA is required to publish in the journal.

To submit articles for consideration, please contact the editor Ernest W. Brewer by email at: [ewbrewer@utk.edu](mailto:ewbrewer@utk.edu). For more information on ordering back issues and submission of articles, please visit: <http://www.iveta.org/journals.htm>

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WE'RE ON THE WEB  
<http://www.iveta.org/>



### IVETA Newsletter

Do you have any news on vocational education and training that you want to share? Then, consider the IVETA Newsletter. The newsletter is published three times a year: February, May, and October. To submit items for the newsletter, please send these to the Newsletter Editor by the following dates:

- Jan 15, for February (vol. 1)
- May 15, for June issue (vol. 2)
- Sept 15, for Oct. issue (vol. 3)

Submit items by email to:  
[dmupinga@isugw.indstate.edu](mailto:dmupinga@isugw.indstate.edu)

## INTERESTED in JOINING IVETA ?

IVETA is an organization and network of vocational educators, vocational skills training organizations, business and industrial firms, and other individuals and groups interested or involved in vocational education and training worldwide. IVETA is dedicated to the advancement and improvement of high-quality vocational education and training wherever it exists and wherever it is needed

Therefore, consider becoming involved with an expanding, innovative organization that can help you reach out across international borders to assist in and be assisted by vocational education and training developments in many countries.



#### For further information

Telephone: 1-(651) 770-6719;

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E-mail: [iveta@visi.com](mailto:iveta@visi.com) or

Membership Secretary: [Ingrid.trenner@kist-consult.com](mailto:Ingrid.trenner@kist-consult.com)

Web Address: <http://www.iveta.org>

### Online Member Directory

An electronic version of the IVETA membership directory is available for download from the IVETA website through a link under the 'Members Only' section of the website.

### Consulting in Human Resources Development:

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- Fundraising
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