



WP3: Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES)

D 3.3. Roadmap to Graduate Employability Enhancement at each CA HEI

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1. The vision, mission and values of the HEIs in promoting graduate employability

Explanation: A vision statement is a clear picture of what the institution aspires to become in the future. A mission statement is a statement that describes how the organization is going to operate in the present and towards fulfilment of the vision Graduate Employability Enhancement. Incorporating guiding principles that represent the intrinsic values and behaviors of your organization defines HOW you will act as a group.

Please describe also the university's policy and strategy to improve graduate employability. What existing institutional or national policy documents are aimed at strengthening policies to promote the employment of graduates.

Maximum: 2

pages

The vision. Maintaining and strengthening the role and position of KulSU named after A. Rudaki as the main center for preparation of teachers with high level and professionalism in the region and the Republic of Tajikistan.

Mission. Kulob State University named after Abu Abdullahi Rudaki as a leading educational and scientific institution of the Republic of Tajikistan continues the scientific heritage and rich culture of the nation, contributes to the development of the national language and culture and ensures the progress of science, education and technologies. The mission of the university is to form the national human capital - to prepare competitive specialists who meet the requirements of the domestic and international labor market, as well as to assist in achieving the strategic goals of the national economy.

KulSU conducts its activities in accordance with the requirements of the State Educational Standard of Higher Professional Education Institutions in the Republic of Tajikistan, and provides each of its scientific and academic members with the right to choose the type of education, teaching methods, to engage in scientific and research work, to freely use the necessary information in the process of education and scientific research provides the basis.

One of the priority directions of the activity of KulSU is working with graduates of pedagogical specialties. At the university are preparing specialists on 36 pedagogical specialties around what 1661 students were admitted to the university in 2022. In total, 8439 students are enrolled in pedagogical specialties at the university, which is 82.3% of the total number of students.

The lack of teaching specialists and there employment is alarming and requires more professional responsibility from the University. This situation is took into account on the highest level of State authority.

The development strategy of Kulob State University named after Abu Abdullahi Rudaki for the years 2023-2028 reflects the main trends in the development of higher education in the republic and the world, meeting the requirements of the socio-economic development of the republic and the "National Development Strategy of the Republic of Tajikistan for the period up to 2030" and meeting the standards innovative reforms in the field of education and science of the Republic, which are included in the "National Strategy for the Development of Education of the Republic of Tajikistan until 2030", "National Concept of Education in the Republic of Tajikistan", "Concept of the Development of Vocational Education in the Republic of Tajikistan" and "Innovative Development Program of the Republic of Tajikistan for 2011 -2020" is coordinated,

taking into account the results of the implementation of the "State Strategy for the Development of the Labor Market in the Republic of Tajikistan in the Period Until 2020" and the Program for the Development of Natural, Mathematical and Technical Sciences for 2010-2020, taking into account the tasks of the "Twenty-Year study and development of natural, exact and mathematical sciences in the field of science and education, 2020-2040" is considered.

2. The University's goals and objectives to promote the employability of graduates

Explanation: Please set up the goals and objectives to promote the employment of graduates at your HEI. The goals and objectives have to be derived from HEI goals and objectives but targeted only to graduate employability promotion.

Maximum: 1 page

The goal. Improvement of the training process adapted to the labor market.

The labor market expects even more competent graduates from higher vocational education. This need requires the introduction of more practical training in the educational process, and requires constant attention to the changes in the labor market, to respond to the new demands of the labor market by training suitable specialists.

In accordance to the appointed aims KulSU will implement the following tasks:

- international accreditation of some of the university's specialties;
- organization of students and staff mobilities with domestic and foreign universities and research institutes;
- Organization of new specialties meeting the labor market requirements;
- organization of seminars on improving the quality of education in training and internships of students;
- organization of classrooms with technical means of education (studio in distance education system);
- strengthening of work on monitoring the employment of graduates of the teaching program at the workplace;
- organization of Foreign languages learning among the teaching staff;
- establishment of counseling center and psychological services;

3. Identification of stakeholders

Explanation: Please describe the major stakeholders of your university that will support improving graduate employability and/or are targeted by Scheme. How universities will connect and collaborate with main stakeholders to increase graduate employability.

Maximum: 1 pages

KulSU named after A. Rudaki preserves its status as a warehouse of science and knowledge, and releases more than 2,000 qualified specialists to the labor market every year. The issue of increasing the competence of graduates in the practical direction of the educational process becomes the main issue of the educational activity of the university. The solution to this problem depends more on the organization and experience of students in enterprises and organization of specialization. Currently, KulSU named after A. Rudaki has more than 30 contracts with government agencies and institutions, enterprises and organizations of the private sector for conducting student internships. KulSU named after A. Rudaki is considered one of the largest universities of the country, where future teachers are also trained. At present,

methodical classrooms have been organized on the basis of secondary schools of Kulob city. The next step in this direction should be the establishment of educational bases on the basis of enterprises and production organizations and other sectors of the economy of the people of the republic, as well as the involvement of private companies for the establishment of scientific and educational laboratories.

4. The results (outputs, outcomes) and milestones

Explanation: Please outline the measurable indicators that will help you to monitor the achievement of the goals and objectives to enhance the graduates' employability outlined before. Please describe the outcomes that must be attained and specify the steps that must be taken to get those outcomes.

Maximum: 2 pages

The university, pays the special attention to the process of the graduates internship for their employment, because the student who shows himself well during the internship will be hired by the employer. The several types of internships are organized in KulSU depending on the specialty of students:

- ✓ Pedagogical internship (teaching)
- ✓ Pre-graduate internship
- ✓ Production internship
- ✓ Educational internship

In this regard, the university should implement a number of tasks to ensure that the graduates are employed on time, because the result of all the university's hard work is the provision of the labor market to competent specialists. Taking all this into account, the university plans the following activities:

- employment of 100% of graduates based on specialization.
- signing of contracts with state ministries and agencies, HEIs of Tajikistan, large companies, associations of entrepreneurs (industry associations) to organize training courses and retraining of personnel;
- organization of preparatory courses for admission to the university;
- admission of at least 50 students from abroad in 1 year;
- implementation of bilingual education in more than 20 specialties;
- organization of integrated teaching specialties between the faculties of the university;
- implementation of 2 educational programs in English every year;

5. List of actions (prioritize them based on importance, feasibility etc)

Explanation: Please identify the actions that need to perform to achieve key results and rank them in order of importance (for example: increase the employment of graduates up to 90% in 2024 - by involving employers in the development of curricula, developing mentoring programs and events with employers)

Maximum: 2 pages

In order to increase the employability of graduates, are necessary the strategic partnerships and networks with foreign partner universities and employers, and at the same time we need to do the following:

- Orientation of the educational process to the requirements of employers and professional standards, as well as integration with the scientific process and innovation;
- Effective system of employment of graduates;
- Ensuring the economic efficiency of the educational process without losing quality;
- Expanding the introduction of remote testing technologies;

- Significant increase in the share of income from additional education, attraction of foreign students and applicants to the budget of KulSU named after A. Rudaki, development of the required and competitive system of additional professional education.

6. The timeline and responsibilities

Explanation: Please indicate the beginning and ending dates of each activity, as well as the person(s) responsible.

Maximum: 2 pages

#	Events	Deadline	Responsible
1.	Organization of a network to expand cooperation between HEIs and companies for better training of future professionals	2023-2024	KulSU authority, Representatives of regional, national and international organizations and institutions
2.	Cooperation with regional, local and international companies for internships and mentoring;	2023-2024	KulSU authority, Representatives of regional, national and international organizations and employers
3.	Adaptation of educational plans taking into account changes in the labor market and the needs of employers	2023-2024	KulSU authority, KulSU faculties in cooperation with companies
4.	Establishing a mechanism for conducting internships, study tours and other useful educational activities with students;	2023-2024	KulSU authority, Representatives of regional, national and international organizations and employers

7. The required resources, infrastructure, and environment

Explanation: Please specify the internal and external resources, such as human and financial resources and facilities (digital tools and platforms) are required to implement careers, employability and enterprise services in the HEI's.

Maximum: 2 pages

KulSU has implemented several projects to improve employability skills of students, but every year the demands of the labor market are becoming more serious. Improving employability skills of graduates is carried out through consultations of industry experts and internships of students in successful companies. In order to perform this task, KulSU has highly qualified personnel, infrastructure, technical equipment, and necessary experience. The following scientific and innovative centers help to develop the necessary personal and professional skills of students:

- ✓ Techno-park;
- ✓ Languages learning Center;
- ✓ Culture House of the University;
- ✓ 7 Educational laboratories;
- ✓ 14 Scientific laboratories;
- ✓ 1 Internet center;
- ✓ 11 Computer classes;
- ✓ 3 Language classes;
- ✓ 2 Sports halls;
- ✓ 2 Sports grounds;
- ✓ 3 Educational and experimental bases;

The students may use such possibilities of the University:

The scientific library has more than 110,000 copies of books, magazines and newspapers, including 104,062 printed and 3,290 electronic ones. There are 30,065 books in Tajik, 76,120 books in Russian, 1,504 books in English and 293 books in other languages.

At the same time, the university has a Career building and Innovation Center, the main purpose of which is to promote and support the professional development and advanced training of students and graduates in the labor market.

For better implementation of activities and tasks, we need financial support and funding for the development of a network of graduates and employers, organization of study tours to companies, organization of accelerated guidance, development and distribution of distribution leaflets and purchase of necessary literature.

8. Evaluation and monitoring methods to measure progress

Explanation: Please outline the tools for assessing the progress to ensuring of achiev-ing the expected results

Maximum: 1 page

Several methods can be used to evaluate and monitor the obtained results, including survey, analysis and comparison methods. The following conditions must be met for the result:

- ✓ Number of cooperation contracts with enterprises
- ✓ Grouping of types of internships and the number of interns depending on the type of internship
- ✓ Conditions of the place of practice
- ✓ Activity of interns and their assessment by intern managers (both at the expense of the university and at the expense of the company)
- ✓ The number of students who has been employed in the year of graduation

9. The services for graduates employability support: for staff, students and other stakeholders

Explanation: Please specify which services offered by your University to provide support services for staff and students, and also other stakeholders (e.g. businesses) such as career development counselling, job opportunities, mentorship programs, etc. Describe the content of each service, who offers specific service, to whom is service addressed to.

Maximum: 3 pages

The university administration has created a number of services to support teachers and staff:

- Teachers and staff pass advanced training courses in cooperation with the Institute for Advanced Studies every 3-5 years. The program of these courses is compiled at the request of the participants themselves, and trainers are invited selectively. The tuition and diploma costs of these courses are funded by the university. Diplomas of advanced training of the Ministry of Education and Science of the Republic of Tajikistan are considered one of the main indicators in the process of checking the progress of the professional activities of teachers.
- Staff and teachers are provided with benefits when receiving a second higher professional education, additional education, short-term courses in foreign languages (Russian, English), information technology, etc.
- The university supports teachers with special grants in the amount of 4,000 somoni for the defense of a thesis of a candidate of science, up to 10,000 somoni for a doctor of science.
- The university regularly organizes scientific conferences, seminars and meetings, and also provides an opportunity to publish the results of research work, in particular, in the scientific journal of the university.
- The university administration provides financial and methodological assistance to staff and teachers in the preparation and publication of textbooks, teaching guidelines, monographs, inventions and rationalization proposals.
- Scientific and experimental laboratories of the university provide essential services for the implementation of scientific results of teachers and researchers.
- The department of international relations of the university attracts teachers and researchers to the implementation of international projects in the field of education, in the course of their implementation, teachers acquire international experience.
- Within the framework of international projects in the field of education, university teachers are mobilized to foreign universities, participate in advanced training courses, seminars and trainings, and improve their professional skills.
- The scientific library and educational and innovative centers of the university for teachers provide teachers with the necessary materials, digital equipment and the Internet.

In the framework of the work plan and strategy of the university, various events are held every year in the university. In this events employers participate as guests, trainers, mentors, etc. In order to attract employers and demonstrate the scientific and educational achievements of the university, national and regional conferences are held, and presentations are given to solve the problem of student employment. In such conferences, employers and interested parties present the requirements of their companies for the training of specialists in their field, and the university tries to implement those requirements in the training process of the specialists.

It should be said that in order to bring graduates closer to employers, the university organizes speed mentoring. In this training, employers talk to each student face-to-face and provide information about the requirements and opportunities of their company. Students also have the opportunity to present themselves to employers as

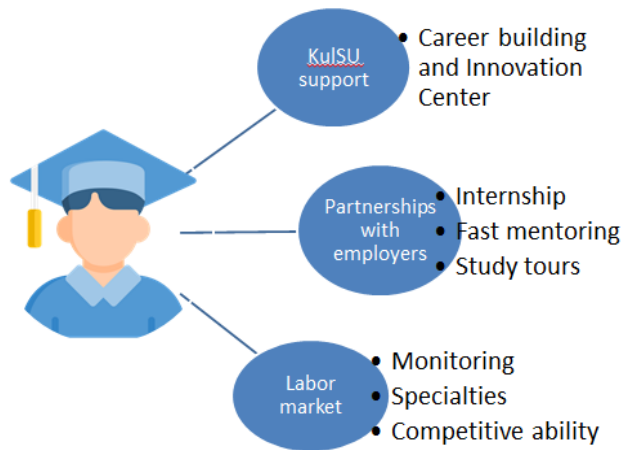
highly qualified specialists. After such events employers find the future staff of their company and hire them.

10. Communication plan

Explanation: Please describe the activities (courses, trainings, conferences, exhibitions, workshops, master classes and other events) that your university will hold to involve current stakeholders and attract new ones with the goal of enhancing graduate employability

Maximum: 2 pages

11. The visualisation of Roadmap



Explanation: Please use infographics, diagrams, drawings, maps to visualize information that will help you see the relationship between the main elements of the roadmap

Maximum: 2 pages