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Skills4Recovery

Solutions Catalogue

Building a stronger skills system for Ukraine's recovery

Practical approaches and selected resources for vocational education, skills development and employment

Implemented by

giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Solidarity Fund PL

2024-2026

About This Catalogue

Ukraine's recovery depends on a skills system that can respond to changing economic needs and create opportunities for more people. The Multi Donor Initiative Skills4Recovery contributes to this by opening up new career paths, supporting reskilling and making training and employment more accessible to young people and adults, and people with different needs and circumstances.

At the same time, the programme strengthens the skills system by bringing together government, vocational education and training (VET) providers, employment services and businesses to identify and address labour market needs.

This catalogue brings together a curated selection of practical tools, approaches and guidance developed with the support of Skills4Recovery. It offers institutions and partners resources they can use, adapt and build upon across five areas:

A Stronger, More Autonomous VET Providers

B Skills Development Driven by Labour Market Needs

C Better Pathways from Training to Employment

D Inclusive Access to Skills and Employment

E European Integration and International Partnerships

Who can use this catalogue?

Leaders and staff of VET providers; employers and business associations; career advisers and employment services; policymakers; and development partners.

How to read each solution

Each entry explains what the approach helps users do, why it matters and which resources provide a practical starting point. Some entries bring together complementary materials; they are not presented as a single validated methodology unless that has been established. The language of each linked resource is indicated in brackets: (UA) for Ukrainian and (EN) for English.

A. Stronger, More Autonomous VET Providers

THE CHANGE WE SUPPORT

VET providers able to plan their development, manage change and respond to regional workforce needs.

OUR CONTRIBUTION

Skills4Recovery has supported guidance and tools that help VET leaders assess institutional readiness, strengthen governance and plan improvements.

WHAT THESE RESOURCES HELP OTHERS DO

Assess institutional strengths and gaps; prioritise changes; develop governance and communication practices that support institutional development.

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01 Planning Institutional Autonomy

A structured starting point for institutional self-assessment and planning across management, finances, educational provision and partnerships.

What to explore

- PATH TO VET PROVIDERS' AUTONOMY TOOLKIT (UA)
- ONLINE COURSE (UA)
- AUTONOMY RESEARCH (EN)

For whom VET leaders · Management teams · Education authorities

02 Strengthening Institutional Governance

Practical assistance for VET institutions considering how to establish supervisory boards and engage stakeholders in governance.

What to explore

- ONLINE PLATFORM FOR ESTABLISHING VET SUPERVISORY BOARDS (UA)

For whom VET leaders · Institutional governance teams

03 Communicating Institutional Value

Guidance to help VET providers explain their offer, engage prospective learners and employers, and strengthen public trust.

What to explore

- RECOMMENDATIONS FOR DEVELOPING AND IMPLEMENTING A COMMUNICATION AND PR STRATEGY FOR A VET PROVIDER (UA)

For whom VET communications staff · Management

B. Skills Development Driven by Labour Market Needs

THE CHANGE WE SUPPORT

A closer connection between what people learn and the skills employers need.

OUR CONTRIBUTION

Skills4Recovery has helped develop approaches that enable VET providers and businesses to identify shared priorities, organise cooperation and contribute to workforce development.

WHAT THESE RESOURCES HELP OTHERS DO

Start and manage partnerships; engage employers in training; identify skills priorities and opportunities for workplace learning.

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04 Building Effective VET–Business Partnerships

Approaches and examples to help VET providers and employers move beyond ad hoc cooperation towards more structured collaboration.

What to explore

↗ **VET–BUSINESS PARTNERSHIP GUIDE (UA)**

Partnerships in practice

Looking for ideas on how VET providers and businesses can work together? Explore **examples of projects** supported by Solidarity Fund PL under Skills4Recovery, showcasing different approaches to employer engagement, practical training and adapting education to labour market needs.

For whom VET leaders · Employers · Business associations

05 Engaging Businesses in Vocational Training

Practical guidance for employers to help them identify ways to engage in vocational training and collaborate with VET providers in line with their workforce needs.

What to explore

↗ **BUSINESS NAVIGATOR (UA)**

For whom Employers · HR teams · Business associations

06 Planning for Sector Skills Needs

Sector-level priorities that can inform cooperation between employers, VET providers and public authorities.

What to explore

↗ **SECTOR WORKFORCE ROADMAP FOR AGRICULTURE (UA)**

↗ **SECTOR WORKFORCE ROADMAP FOR CONSTRUCTION (UA)**

↗ **SECTOR WORKFORCE ROADMAP FOR MANUFACTURING (EN)**

For whom Sector associations · Policymakers · VET providers · Employers

C. Better Pathways from Training to Employment

THE CHANGE WE SUPPORT

More effective connections between career decisions, skills development and opportunities to work.

OUR CONTRIBUTION

Skills4Recovery has helped shape guidance for career advisers, recruitment professionals and institutions helping people navigate training and employment.

WHAT THESE RESOURCES HELP OTHERS DO

Deliver career guidance; strengthen recruitment; coordinate support that links training with job opportunities.

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07 Helping Learners Navigate Career Choices

Activities and exercises to support career exploration, decision-making and preparation for employment.

What to explore

↗ CAREER GUIDANCE SCENARIOS (UA) ↗ WORKBOOK (UA)

For whom Educators | Career advisers | Learners

08 Improving Recruitment Practices

Guidance to help practitioners connect jobseekers and employers more effectively and adapt recruitment practices to labour market needs.

What to explore

↗ MODERN RECRUITMENT GUIDE (UA)

For whom Employment service professionals | Recruiters | HR teams

09 Supporting Inclusive Hiring

Practical approaches to help employers recognise barriers in recruitment and support people with different needs and experiences.

What to explore

↗ INCLUSION IN ACTION: HR GUIDE (UA)

For whom Employers | Recruiters | HR professionals

10 Connecting Support, Training and Work

A policy and practice-oriented approach to coordinating employment activation, training and employer engagement for people facing barriers to work.

What to explore

↗ **ROADMAP FOR THE ACTIVATION AND REINTEGRATION OF VULNERABLE GROUPS IN THE LABOUR MARKET (EN)**

For whom Employment services | Policymakers | Delivery partners

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D. Inclusive Access to Skills and Employment

THE CHANGE WE SUPPORT

Vocational education and employment pathways that better respond to different learners' needs and circumstances.

OUR CONTRIBUTION

Skills4Recovery has supported the development of guidance for institutions and practitioners to identify barriers, adapt learning and strengthen support across the journey from admission to employment.

WHAT THESE RESOURCES HELP OTHERS DO

Review accessibility across the learner journey; strengthen inclusive teaching; support individual transitions into professional life.

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11 Making the Learner Journey More Inclusive

An institution-wide perspective on identifying barriers and providing support from entry into VET through to preparation for employment.

What to explore

↗ **GUIDE TO INCLUSIVE VET PRACTICES (EN)**

For whom VET management | Educators | Learner support teams

12 Strengthening Inclusive Teaching and Support

Practical guidance for educators and trainers to respond to varied learning and support needs.

What to explore

↗ **TRAINER'S GUIDE (UA)**

↗ **GUIDANCE ON INCLUSIVE SAFETY, FIRST AID AND PSYCHOSOCIAL SUPPORT (UA)**

For whom VET teachers | Trainers | Support professionals

13 Supporting Professional Integration

Approaches to help practitioners support people facing barriers during their transition into employment.

What to explore

- PRACTICAL STRATEGIES AND TOOLS FOR INCLUSIVE PROFESSIONAL INTEGRATION (UA)

For whom Psychologists · Coaches · Recruiters · VET professionals

14 Strengthening Psychosocial Support in VET

Practical materials to help educators and learner-support professionals respond to diverse needs, strengthen resilience and support motivation.

What to explore

- GUIDE TO INCLUSIVE PSYCHOSOCIAL SUPPORT IN VET (UA)
- INCLUSIVE LEARNING CARDS (UA)
- MOTIVATIONAL CARDS FOR LEARNERS (UA)

For whom VET teachers · Psychologists · Social pedagogues · Learner-support teams

15 Personalising Employment Support for Women

A structured approach to understanding women's skills, career goals and barriers to work, helping practitioners tailor career guidance and employment support.

What to explore

- WOMEN'S LABOUR MARKET NEEDS ASSESSMENT TOOL (UA)
- GUIDANCE ON DEVELOPING GENDER-BALANCED, INCLUSIVE JOB VACANCIES (UA)
- INTERVIEW SIMULATION TOOLS FOR DIFFERENT GROUPS OF WOMEN (UA)

For whom Employment service professionals · Career advisers · Organisations supporting women's employment

E. European Integration and International Partnerships

THE CHANGE WE SUPPORT

Stronger institutional partnerships and closer cooperation with European skills and qualifications systems.

OUR CONTRIBUTION

Skills4Recovery has contributed resources to help VET providers explore European cooperation opportunities and inform dialogue on qualifications recognition.

WHAT THESE RESOURCES HELP OTHERS DO

Develop international partnerships and project applications; understand possible steps towards better cross-border qualifications recognition.

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16 Developing European VET Partnerships

Guidance to help institutions identify opportunities, develop partnerships and prepare for international project cooperation.

What to explore

↗ **ERASMUS+ HANDBOOK FOR VET PROVIDERS (EN)**

For whom VET providers · International cooperation teams

17 Supporting Qualifications Recognition

Policy-oriented guidance on potential steps to improve cooperation on the recognition of vocational qualifications.

What to explore

↗ **ROADMAP FOR MUTUAL RECOGNITION OF VET QUALIFICATIONS BETWEEN UKRAINE, GERMANY, POLAND, AND CZECHIA (EN)**

For whom Qualifications authorities · Policymakers · Sector stakeholders

18 Aligning VET–Employer Cooperation with EU Practices

An evidence base for identifying legislative gaps and opportunities to strengthen cooperation between VET providers and employers in line with European approaches.

What to explore

↗ **COMPARATIVE ANALYSIS OF UKRAINIAN AND EU APPROACHES TO VET–EMPLOYER COOPERATION (UA)**

For whom Policymakers · Education authorities · VET governance stakeholders

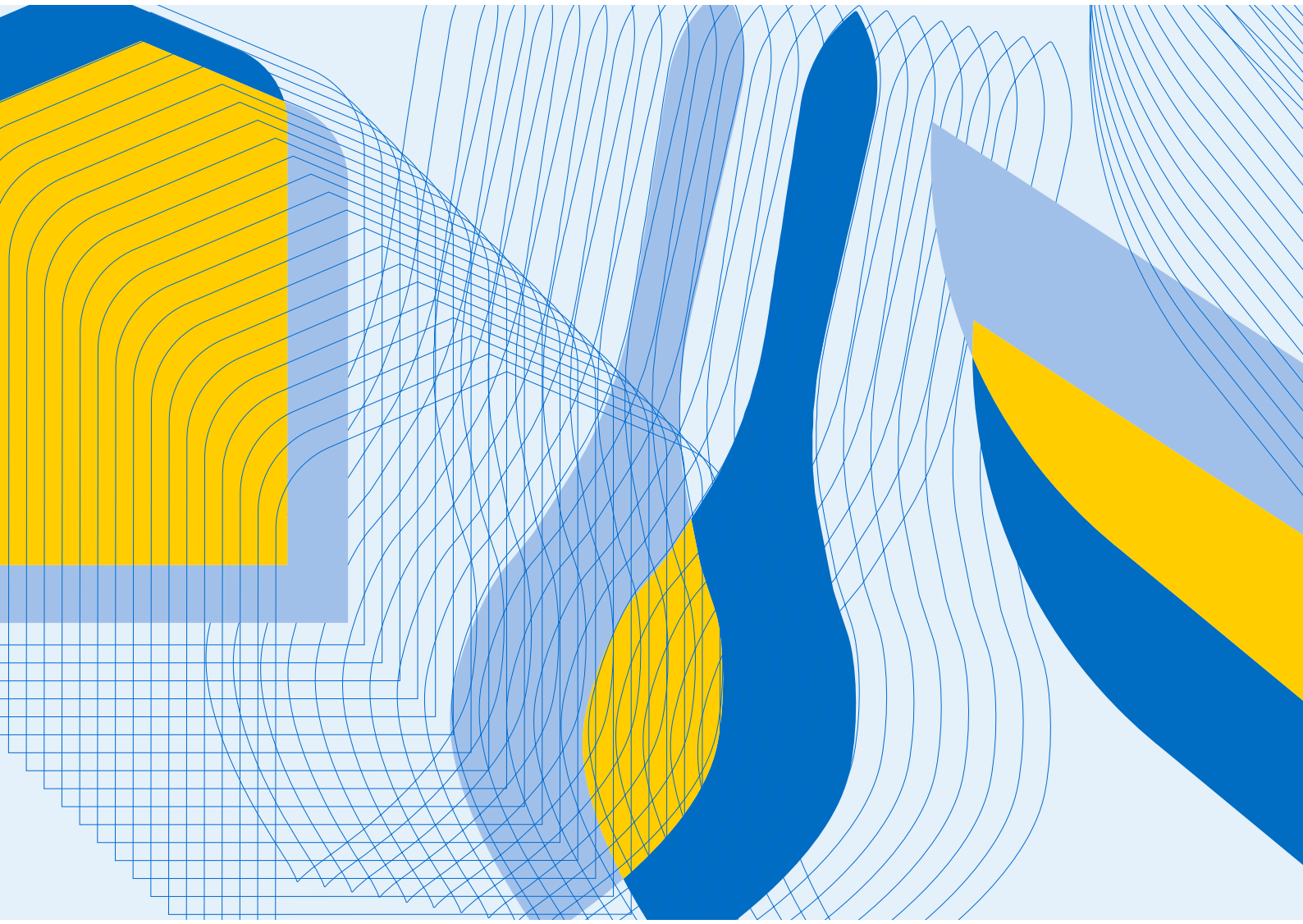
Skills4Recovery

Explore the full range of resources, tools and approaches developed through Skills4Recovery at:

skills4recovery.org

About Skills4Recovery

The Multi Donor Initiative Skills4Recovery is co-financed by the European Union, Germany, Poland, Estonia and Denmark and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and Solidarity Fund PL (SFPL), in cooperation with Ukrainian partners.



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