

# VOCATIONAL EDUCATION

at Absheron Peninsula and beyond



Deutsch-Aserbaidische  
Auslandshandelskammer  
Alman-Azərbaycan  
Xarici Ticarət Palatası



AZƏRBAYCAN RESPUBLİKASI  
TƏHSİL NAZİRLİYİ  
PEŞƏ TƏHSİLİ ÜZRƏ  
DÖVLƏT AGENTLİYİ



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## TOBIAS BAUMANN

Executive Director  
AHK Azerbaijan



Dear readers,

We are pleased to present to you our new publication “Vocational Education at Absheron Peninsula and beyond”, developed in cooperation with the State Agency on Vocational Education.

The Dual Vocational Education system is a key factor for the economic success of Germany. Companies are involved in the vocational education system, taking responsibility for enabling professional careers and personal development for young people. Training companies are highly valued in German society and signal to their customers and partners that the company takes responsibility for the qualification of their employees. This leads to high quality and reliability of products and services.

With this publication we want to provide an overview of the opportunities for businesses in Azerbaijan: Recruiting skilled graduates in various professions, engaging in vocational education processes through internships, examinations, practical training and curriculum development or further qualifying existing personnel in advanced training.

We want to take this opportunity to thank the contributors, representatives of the companies and vocational education centres. We sincerely hope that this publication will contribute to raise awareness and serve the HR specialists well while embracing opportunities provided by the vocational education system.

We are happy to be your partner on site and provide assistance to your business development activities and success in Azerbaijan!



## PARVIZ YUSIFOV

Director  
State Agency

Dear readers,

We are pleased to present to you the new publication “Vocational Education at Absheron Peninsula and beyond”, developed in cooperation with the German-Azerbaijani Chamber of Commerce (AHK).

This partnership is one example of what we strive to achieve: Cooperation between the vocational education and private sector is a vital objective of Azerbaijan’s ongoing reforms as stated in the roadmap on vocational education. It is clearly understood that both sides benefit from the involvement of businesses in vocational education to qualify graduates, required by the labour market.

We are going through challenging times for both education and the economy. Schools had been closed, and the shift towards virtual education had been an enormous undertaking in Azerbaijan. Nevertheless, online education shows its limitations, especially in vocational education.

We are looking forward to returning to normal, allowing our students to gain practical experience in laboratory classes and through internships. Internships are the first step in mutual cooperation: This publication aims to inform the reader about the education programmes from selected vocational education centres.

We want to take this opportunity to thank the contributors of this publication, our partner AHK and representatives of companies and vocational education centres for their valuable support.



# VET in transformation in Azerbaijan: achievements and possibilities ahead<sup>[1]</sup>

Azerbaijan's national development strategy aims to reduce its dependence on oil and gas revenues, and strengthen its resilience to external shocks through more robust institutions and investments in diversified human capital and physical infrastructure. In this context, human capital becomes a critical factor in the promotion of prosperous, innovative and inclusive society, and the role of VET is more critical than ever.

The country has a high proportion of young people, and this is reflected in an increased share in the working-age population. From 2017 to 2025, it is anticipated that 125 000 people will enter the labour market every year, which is almost 2.5 times higher than the number of jobs created in one year.

Qualifications and up to date skills of the citizens are becoming crucial in Azerbaijan's economic transformation agenda. The Government has put nurturing human capital as a critical priority. Developing new skills and capabilities of citizens is high on the agenda. A key focus is on structural and system change with sustained policy measures on quality and inclusiveness at all levels of education and training, both initial and continuing.



## Renewal of the strategic and regulatory framework of VET

The Strategic Roadmap for Vocational Education and Training (VET) 2016–2025, adopted in December 2016, includes a VET sector strategy and action plan for 2016–2020, long-term vision for 2025 and target vision for the period beyond 2025<sup>[2]</sup>.

A comprehensive framework to improve the system sets the objectives to ensure radical improvements in VET. To create a new positive image for VET; establish a management structure for VET providers based on an improved public-private partnership; create a rationalised and optimised network of public VET providers; increase the attractiveness of the VET system to the private sector, and create and establish 10 VET Centres that will be equipped with high-end technology for the implementation of VET programmes, are set as critical priorities in VET development agenda.

In April 2018, for the first time in the country's history, a law on vocational education was adopted. The law defines the principles of the state policy in vocational education. It provides the legal basis for the VET system and introduces three levels of VET: initial, technical, and higher technical vocational education.<sup>[3]</sup>

## Investment in the infrastructure and renewal of the VET programmes

The VET Roadmap envisages the establishment of VET Centres of excellence across the country, which will provide training in the priority occupations that are in high demand in the labour market. These Centres will have modern infrastructure, materials, technical and training bases, and a management structure based on public-private partnerships. It is envisaged that the modernised VET infrastructure will improve the VET image and make it more attractive for learners and parents.

National Qualifications Framework for lifelong learning in the Republic of Azerbaijan (AzNQF) as a tool for systematising national qualifications has been developed in conjunction with criteria of the Framework for Qualifications of the European Higher Education Area and the European Qualifications Framework for lifelong learning (EQF). It has been adopted with the Decree of Cabinet of Ministers dated July 18, 2018. AzNQF levels 2 to 5 are taught in VET institutions.

The State Agency for Vocational Education (SAVE) initiated changes in the old VET programmes. From 2018, the shift towards modern VET programmes has been implemented. They have to be developed based on occupational standards, qualification standards, and in reference to the national qualifications framework. The process starts with establishing a working group where curricula experts, teachers, field experts, and employers participate in the design process. When the final programme is ready, it is being approved by the working group and employer organisation. Finally, the VET programme is submitted to the State Agency on Vocational Education for approval.

According to the Strategic Roadmap on Vocational Education, monitoring pedagogical staff's performance has been planned.<sup>[4]</sup> The performance will be assessed periodically based on the criteria set out by the MoE Measures have been taken to improve the quality of teaching in the VET. The salaries of teachers have been doubled.

## Promoting access to VET and participation for all

To increase the participation and ensure access to vocational education, open-door events, job fairs, competitions, and work-based learning and internship opportunities have been organised. As of 2018, the VET admissions process is organised through ASAN service centres across the entire country. In the 2018/19 academic year, VET institutions received more than 16 000 applications through the electronic application system.

The MoE also introduced a digital teaching material platform that contains electronic versions of the textbooks<sup>[5]</sup> and other materials<sup>[6]</sup>. A curriculum management information system has also been created and includes online resources. VET institutions have also introduced an ICT module for all occupation curricula. Furthermore, to facilitate the digital transformation, the Government prioritised modernisation of technology teaching with businesses' involvement. Starting from November 2018, learning materials of VET have also been included in the platform that can be accessible for everyone.<sup>[7]</sup>

## Policy measures to strengthen cooperation with employers

The VET Roadmap acknowledges that partnership with employers is one of the critical prerequisites for taking Azerbaijan's vocational education system to an advanced level. It envisions full integration of employers to the VET system, from educational curriculum to financing. The recent Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) study concluded that there is great potential for promoting work-based learning (WBL) in Azerbaijan. Especially in highly employment-relevant sectors, i.e. tourism and agriculture, to support closing the gap between the labour market demands and the workforce's existing qualifications<sup>[8]</sup>.

In the last few years, important progress has been achieved in establishing better cooperation between the education system and the business sector. The MoE has signed a memorandum of cooperation with several large enterprises (e.g. Azersun and Gilan Holding). The SAVE has initiated more than 100 cooperation agreements between agencies, schools and the private sector companies. Cooperation between schools and enterprises is emerging and remains to be developed further.

## Policy measures to change financial mechanisms

The VET Roadmap sets a goal to build an outcome-based robust financing system which incorporates performance-based rewards for VET institutions and teaching staff. In February 2019, the Cabinet of Ministers approved new statutes for VET institutions to increase VET institutions' autonomy. Transformation of the institutions into public legal entities is ongoing in selected VET institutions.

A Fund for the Development of VET was established in August 2020. The mandate includes the provision of financial assistance for the development of vocational education, channelling income to strengthen the resources of vocational education institutions, support to implementation of the state policy, taking measures to improve the material and social well-being of teachers working in vocational education institutions and their reward based on relevant criteria, etc.

Margareta Nikolovska  
European Training Foundation

[1] Article is based on "Polices for Human Capital Development, An ETF Assessment", European Training Foundation, 2020. The European Training Foundation (ETF) assessment provides an external, forward-looking analysis of the country's human capital development issues and VET policy responses in a lifelong learning perspective. It identifies challenges related to education and training policy and practice that hinder the development and use of human capital. It takes stock of these challenges and puts forward recommendations on possible solutions to address them: <https://www.etf.europa.eu/en/publications-and-resources/publications/trp-assessment-reports/azerbaijan-2020>

[2] "Strategic Roadmap for VET in Azerbaijan Republic", N.N., 2016: <https://monitoring.az/assets/upload/files/6381dda5389fb17755bbb732a9c7d708.pdf>

[3] "Torino Process 2019 National Report", European Training Foundation, 2019:

[https://openspace.etf.europa.eu/sites/default/files/2020-12/TRPreport\\_2019\\_Azerbaijan\\_EN.pdf](https://openspace.etf.europa.eu/sites/default/files/2020-12/TRPreport_2019_Azerbaijan_EN.pdf)

[4] "Strategic Roadmap for VET in Azerbaijan Republic", N.N., 2016: <https://monitoring.az/assets/upload/files/6381dda5389fb17755bbb732a9c7d708.pdf>

[5] "Electronic textbook portal", Ministry of Education, 2021: <https://www.e-derslik.edu.az/site/index.php>

[6] "Television lessons of the Ministry of Education", Edumedia, 2019: <https://video.edu.az/>

[7] "Educational resource management - information system", Ministry of Education, 2021: <https://www.trims.edu.az/site/index.php>

[8] "Future-oriented Dual Vocational Qualification in Armenia, Azerbaijan and Georgia The Potential for Dual Vocational Education and Training in Azerbaijan", GIZ, 2016: [https://psd-ivet.de/wp/wp-content/uploads/AZ\\_SFF-Study\\_Dual-Vocational-Education-and-Training\\_Azerbaijan.docx.pdf](https://psd-ivet.de/wp/wp-content/uploads/AZ_SFF-Study_Dual-Vocational-Education-and-Training_Azerbaijan.docx.pdf)



# State Agency on Vocational Education



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## Interview

Currently, Mr Yusifov is the Director of the State Agency on Vocational Education under the Ministry of Education of the Republic of Azerbaijan. He was appointed to this position in 2019 and has since been a critical player in Azerbaijan's vocational education and training system.

**Vocational Education and Training (VET) is a priority for the government, which therefore initiated a comprehensive reform process in 2016. This included the establishment of the State Agency on Vocational Education. Would you describe the structure and tasks of the Agency?**

As you mentioned, the State Agency on Vocational Education under the Ministry of Education was established by the Decree of the President of the Republic of Azerbaijan on "Strategic Road Map on the Development of Vocational Education and Training in the Republic of Azerbaijan" No. 869 of 20.04.2016. The Agency provides and coordinates the implementation of the State policy for Vocational Education and Training (VET) and organises the activities of VET institutions under the Ministry of Education. By vocational education institutions, we refer to educational institutions, historically called Initial Vocational Education and Training (IVET) institutions. At present, there are 99 vocational education institutions in the country, 96 of which operate under the auspices of the Ministry of Education (including 9 prisons and 6 closed out institutions located in the Karabakh region), one private vocational education institution and two under other state institutions. In general, 22,300 students of 120 educational programmes pursue their studies at these institutions.

The activities of the Agency are carried out by 3 main departments and 1 administrative unit. The main departments are tasked with implementing the VET Policy, the organisation of work with employers, career-guidance and the institution's management. Content Development, Financing and Planning, Construction and Supply Work, and a number of administrative activities on the relevant specialties that are important for sector management are carried out by the relevant structural units of the Ministry of Education.

The Agency's priorities are outlined in the Strategic Road Map and the State Strategy for Educational Development. Furthermore, the Ministry of Education signed a 1-year Action Plan for VET development in November 2020. The key objective of the Action Plan is to achieve tangible results in several priority areas and as such:

1. Implement pilot projects on VET
2. Secure additional funding to ensure further development of the VET system
3. Expand the scope of higher Technical Vocational Education and Training (TVET)
4. Organise World Skills competitions
5. Develop advanced vocational education institutions

**Which specific offers does the Agency have for enterprises, and who are the contact persons?**

Cooperation with employers is fundamental for the success and efficiency of vocational education. This led to establishing a specific department and having Mr. Jeyhun Karamov, Deputy Director for the Agency, join our team to support this process as someone with extensive and long-lasting experience with the private sector. He joined the Agency recently and is directly in charge of strengthening the cooperation with the private companies.

We currently leverage different methods to involve employers in the Personnel Training process and apply new approaches as pilot projects to enable employers to benefit from vocational education opportunities. We conduct planning and ensure employer inclusion at all stages of the educational process. In that regard, we can speak of the development of teaching materials, the involvement of learners in internship programmes, mobilisation of technical and pedagogical staff for teaching planning, guiding the final assessment process and employment of graduates, and other issues. We believe the opportunity for employers to closely cooperate with the Agency and VET institutions in this field lays the basis for Personnel Training that meets their requirements. Both long-term and short-term educational opportunities are offered. The employer feels itself as a part of this process and cooperates with us in personnel training for the relevant sector.

Let me illustrate several new initiatives as an example. One of them is the "BE SKILLED" apprenticeship approach. During these training sessions, the theory (40%) is delivered by a vocational education institution, while the employer provides the production practice (60%). This year we launched our first such training programme with Bazarstore.

We recognise that employers have no time to wait, and therefore these intensive short-term training sessions are so much in demand by the labor market. Consequently, we set the goal of training specialists through the delivery of short-term courses this year and will launch new training sessions for Call Centre representatives (Call Centre operators), Guards, IT helpdesk, Autolift operators.

Since last year, Azerbaijan has been a member of WorldSkills International to promote vocational training and international representation of professionals in this field. Since the Agency represents Azerbaijan in this organisation, it plans to organise this year's skill competitions for various sectors in the country.

**Who is the right contact person for companies? The Agency or an independent vocational education Centre?**

The Agency acts as a bridge between vocational education institutions and employers and supports the potential partnership. In this regard, companies can express their interest in cooperation either through the Agency or directly by applying to vocational education institutions. Of course, it is partly challenging to streamline this process for a large employer, especially for business entities operating in different regions. This is why cooperation with the Agency can be considered a more favorable option in such cases. However, this does not mean that employers operating in a particular geographical area should not apply to the Agency for cooperation. At present, there are successful forms of partnership with employers in various sectors at the local level. Frankly, it's my personal opinion that at the local level, more specific ways and principles of cooperation are established, allowing to achieve results more quickly.

Since vocational education institutions are located in different regions of the country and the work technique for one region may not be necessarily useful elsewhere. Therefore, we support local initiatives and consider them more efficient and sustainable.

**The pandemic situation had a strong effect both on the economy and on the education system. Can you give an overview of the achievements to handle the situation and provide an outlook on the efforts to be taken to qualify the vocational students of today for employment?**

I would like to note that demands of the modern-day require a different approach to Education, so we must predict the trends and demands of the Labor Market of the future, identify future skills and professions, ensure the flexibility of the Education system in personnel training and be ready for reforms in the management of changes. We witnessed this during the COVID-19 pandemic, especially against the backdrop of current and emerging challenges for vocational education.

To ensure that the learners do not stay out of the learning process and access to vocational education, we started the filming of video-lessons starting from March 2020. Our international partners (the European Union (EU), the United Nations Development Programme (UNDP), and the German Society for International Cooperation (GIZ)) joined the resources of the Ministry of Education during this process. About 300 video lessons covering relevant skills in Transport, Tourism, Industry, Agriculture, and Catering fields, and basic modules taught in vocational education institutions have been filmed so far and continue to be filmed.

It should be noted that employers from private companies have also been involved in the filming of video lessons. Video lessons serve to deepen both theoretical and practical knowledge of students studying in a number of specialties. Video lessons have made a great contribution to the improvement of e-Resource base in vocational education. Thus, in the future, masters of Production Training will also be able to use these video lessons as visual aids in practical lessons.



Besides, students of vocational education institutions and individuals wishing to improve their skills and competencies in certain areas will be able to use them as a methodical tool. Furthermore, in 2020, webinars on professional orientation were organised with employers, and for the first time, a Centralised Electronic Student Admission System was created for vocational education institutions.

I think that in many cases, the restrictions imposed during the pandemic period have opened up new opportunities for both learners and educators on the vocational education level. As you may know, Face-to-face Learning in vocational education has been partially restored since February 15. Having acquired theoretical knowledge, students have already started production training and internship to gain practical skills.

Cooperation with employers, as was the case before the pandemic period, holds relevance. Since there was no stagnation in this process during the pandemic period, online meetings with employers were held and further cooperation was established. According to the Memorandum of Understanding (MoU) signed between Ismayilli Vocational Education Centre and "Ismayilli Wine-2" OJSC (Chabiant Winery), students of the "Viticulture Specialist / Winemaker" specialty now have the opportunity to undergo production training and internship based on the dual-like approach to VET on the grape field allocated by the enterprise. For the first time, measures were taken to establish the "PreSharab" brand for wine production within the joint cooperation of Ismayilli Vocational Education Centre and "Ismayilli Sharab-2" OJSC. It should be noted that this cooperation was carried out as part of the project supported by the German Society for International Cooperation (GIZ) and the European Union (EU). At present, several measures are being taken to ensure our graduates' good Work-Based Learning (WBL) and employment experience.

**One of the requirements of good vocational training is that it should be action-based and need-oriented.**

**How is it ensured that the reformed vocational education and training meet these requirements?**



Having studied the Labor Market requirements, new educational programmes (curricula) and modular teaching aids with the participation of employers are being developed, updated, and currently applied in vocational education institutions. A working group consisting of private sector representatives was established and relevant training sessions were held on the process of educational programmes (curricula) development. Employers were also involved in these training sessions, and educational programmes (curricula) and modular textbooks were developed based on vocational education standards. In the current academic year, 145 Competency-Based Education (CBE) programmes (curricula) on 120 specialties were developed and approved by the relevant Order of the Ministry of Education and currently applied in vocational education institutions. For the first time, 184 067 textbooks under 96 names on these specialties were published at the expense of the state budget in academic year 2020/2021. Furthermore, relevant funds are allocated from the state budget every year for the renovation of the VET infrastructure.

We are able to provide students and employers with new vocational education centres, which will operate at the regional level every year. It is planned to open Barda Vocational Lyceum this year, Jalilabad Vocational Lyceum next year, and then new modern centres in Baku, Mingachevir, and Lankaran. These centres will operate based on a new concept, practical exercises will prevail, theory will be merged with application of skills. We recognise that, at present, the employers have these basic needs and we would like them to be closely involved, especially in conducting Production Training and Internship on practical skills. Employers need to be a part of this process to ensure our students are familiar with new technologies in various sectors of economy.

**Thank you for this candid interview!**



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## Interview

Currently, Mr Baumann is the executive board member of the German-Azerbaijani Chamber of Commerce. He has lived and worked in Baku since 2016 and is a strong advocate for vocational education and training in Azerbaijan.

### **Would you describe the objectives and the structure of the German-Azerbaijani Chamber of Commerce?**

The German-Azerbaijani Chamber of Commerce (AHK Azerbaijan) is an association of over 140 companies and thus the strongest European bilateral chamber in Azerbaijan. We represent German economy in Azerbaijan and are closely integrated into the network of the German Chambers of Industry and Commerce and the Chambers of Commerce Abroad.

Our overall objective is to strengthen bilateral trade and to promote investments.

To this end AHK Azerbaijan supports the companies and potential actors through the professional business services. We render a range of tailor-made services to facilitate the market entry of the German companies in Azerbaijan and vice-versa, to support local companies in exploring opportunities in the German market. In this context, I would like to point out our delegation trips, events as well as trade fair support.

AHK Azerbaijan is an association of local companies positioning itself as an information-sharing platform facilitating doing business, and producing proposals to improve economic activities. It is also crucial to maintain social interaction within the business community. We sincerely hope to resume our social events offline in the foreseeable future. I can mention our traditional Oktoberfest event here.

You are familiar with our traditional business climate report launched in December 2020 and featuring the perception of international companies active in Azerbaijan about the business climate in the country, progress made in the ongoing reform processes and the still existing economic challenges faced by them. Our Chamber acts as a spokesperson for its member companies, and translates the group thinking of the members into actions.

Trained professionals and skilled workforce are key factors not only for the economic success of our member companies, but also for attracting long-term foreign direct investments to Azerbaijan from Germany.

### **Which specific offers does the German-Azerbaijani Chamber of Commerce have for enterprises in the area of vocational education?**

Vocational education is decisive in ensuring successful and efficient operations of companies. This in mind, we included the topic to our agenda and welcomed Dr. Magnus Müller, Head of Vocational Education to our team in 2018. With his extensive experience and outstanding knowledge of both educational matters and the private sector, he focuses on addressing this critical issue in human resources.

In the AHK "Human Resources and Vocational Education and Training" Working Group our member companies have a chance to regularly exchange views, discuss current topics, trends and challenges in this sphere. Difficulties exist in the allocation of internships as also was articulated in the position paper presented by the working group. This document also discusses concrete proposals for improvement to the regulatory framework<sup>[9]</sup> and we are in a very constructive dialogue with the relevant administrative authorities, including the State Agency on Vocational Education, to address the mentioned problems.

[9] "Position Paper", German-Azerbaijani Chamber of Commerce, Human Resources and Vocational Education & Training Working Group, 2020: <https://www.aserbaidchan.ahk.de/mitgliedschaft/arbeitsgruppen/arbeitsgruppe-fuer-personal-und-berufliche-bildung>





Obviously, it is not only about recruiting skilled workers, improving and retaining highly skilled local workforce are similarly important. AHK Azerbaijan supports the companies with a comprehensive range of further training programmes. We are not only successful in delivering courses on emerging topics by the international trainers in English language, but also in cooperation with training service providers from our association we are offering these services in Azerbaijani.

In the 'Human Resources and Vocational Education and Training' working group mentioned before, we identify concrete needs of individual companies for skilled workers and with this information in hand we initiate contact with the relevant vocational school and then facilitate the meeting between the company and school. We are designing these cooperations and supporting this dialogue with a vast experience that we gained from the German dual vocational training system.

We sincerely hope to make a relevant and positive contribution to strengthening the connection between schools and companies in terms of demand-and competence-oriented training through this publication.

**Covid-19 has a strong effect both on the economy and on the education system. Can you give an overview of the impact on the private sector in Azerbaijan and outline the effects on cooperation between the educational and private sectors?**

We are in an ongoing dialogue with our members to understand their needs during these difficult times and trying to gauge the situation through our surveys.

Clearly, certain sectors remain particularly concerned about the negative effects of the pandemic. While some sectors like IT, pharmaceutical are trying to turn the crisis into an opportunity, spheres like tourism and trade fairs are hardest hit by it.

What is missing are the in person meetings. This applies to the education sector and also to the business world. Establishing new partnerships and initiating a new business cannot be fully achieved online.

Robust partnerships survive crises, and this also applies to partnerships in the vocational education projects. German companies pursue long-term goals, and they stand for sustainable products and long-lasting business relations. Decisions regarding the human resource planning, staff expansion and development are also long-term. In-person visits to a vocational school, getting familiar with the facilities, laboratories, talking to teachers and directors cannot be replaced by online meetings.

We hope that the pandemic will come to an end sooner or later. Yet, we do not expect this to happen abruptly, so that we immediately switch back to "normal" again. I believe that this crisis offered a good opportunity to rethink and recreate new opportunities. In the background of rapidly advancing digital age the engagement with digital technology took an apparent huge step. We need to go beyond the topics such as Industry 4.0 now, and also to identify more efficient utilisation of the world's finite resources such as oil.

Thank you for this candid interview!

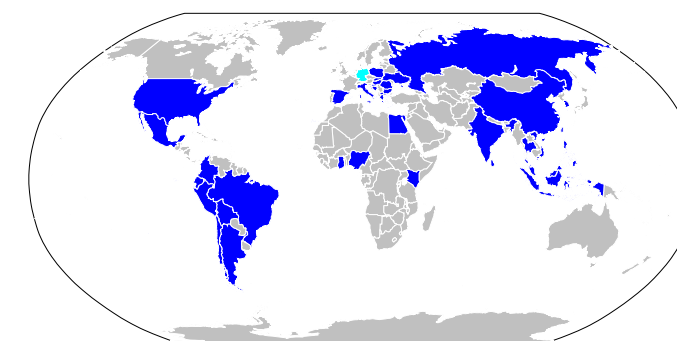
## Dual education in Germany from the company's point of view

In the strategic corporate planning, human resource needs are indicated, which are to be responded to in the long term with a commitment to dual training. The company then does not advertise a traditional position, but a training place. If the company and the trainee applicant agree on a training contract - at conditions that are regulated in collective agreements - one of the local vocational schools that offers the vocational programme is contacted. Also, the company will contact the regional Chamber of Industry and Commerce or the Chamber of Crafts, which registers and administers the apprenticeship contracts, but above all accompanies the companies during the training. In this context, the "train the trainers" courses, which qualify employees to supervise trainees, should be mentioned in particular.

At the beginning of the training, the training plan has to be drawn up by the trainer. Based on the training framework plan, which contains the factual and temporal structure of the teaching of vocational skills, knowledge and abilities - and is coordinated with the school programme - the trainee's activities are planned within the scope of the company's possibilities: When is the apprentice assigned to which department? When is he or she in the training workshop? And when are the vocational school days?

An apprenticeship lasts two to three and a half years depending on the occupational goal. The trainee spends usually less than half of the training time at the vocational school and the rest at the company. The final examination is organised by the chambers with independent examiners with practical experience. It is appreciated that trainers also act as examiners - but not for their own trainees.



The status of being a training company not only offers companies in Germany the opportunity to expand their workforce with highly qualified and at the same time broadly applicable employees, but also shows a high level of commitment to this important social issue.



German Dual Education abroad takes place around the globe in 45 countries<sup>[10]</sup>.

## Explanation of the following pages

This guide for companies shows where they can find young skilled professionals in the occupational fields they require. Selected vocational education centres and their specialisations, the dates of internships, and the expected number of graduates in 2021 are presented.

Education			2021
Program / Occupation name	Duration of program	Dates of internships in 2021	Expected number of graduates

Partnership projects between active AHK member companies and the respective vocational education centres may inspire the reader to involve with the vocational education and training community themselves.

[10]"Duale Berufsbildung im Ausland", DIHK, 2021: <https://www.dihk.de/de/themen-und-positionen/fachkraefte/bildung-international/duale-berufsbildung-im-ausland-25070>



## BAKU STATE VOCATIONAL EDUCATION CENTRE FOR INDUSTRY AND INNOVATION

Vocational Education Institution based on international educational standards providing highly qualified and competitive specialists meeting requirements of the labor market.



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[www.bii.edu.az/](http://www.bii.edu.az/)



[www.facebook.com/bakustateindustryinnovation](https://www.facebook.com/bakustateindustryinnovation)



[www.linkedin.com/company/bsiivc/](https://www.linkedin.com/company/bsiivc/)

Baku State Industry and Innovation Vocational Education Centre was opened in 2019, providing highly-qualified and competitive specialists meeting requirements of the labor market. The Centre trains specialists who will be able to work with innovative technologies in production processes in industrial fields.

One of the main goals of the centre is to create a model of sustainable vocational education in accordance with modern requirements. The centre also aims to identify talents, create conditions for their development in the relevant field, and provide lifelong learning opportunities for people of different age groups.

In order to achieve the stated objectives, the Centre purposefully cooperates with industry entities. The concept of flexible training programmes and vocational training comprising 60-70% of practice have been developed with the participation of Korean experts.

The educational complex includes the main educational building, two workshops, two dormitories, a sports ground and other necessary infrastructure. Each of the two dormitories in the centre has all the necessary facilities to accommodate 90 students.

Education			2021
Automation equipment repairer	1 year		19
Car diagnostics and repair specialist	1 year		61
Tinsmith-welder for car repair	3 years	April 1 – June 23	19
Auto electrician	3 years	April 1 – June 23	20
Auto mechanic	3 years	April 1 – June 23	11
Auto mechanic, driver	3 years	April 1 – June 23	36
Electrician for maintenance and repair of electrical equipment	1 year		19
Electronics specialist	1 year		19
Machine operator of a wide profile	3 years	April 1 – June 23	15
Construction foreman	1 year		37
Computer operator	3 years	April 1 – June 23	16
Cabinet maker	1 year		17
Glider and engine mechanic	3 years	April 1 – June 23	17
Operator of digitally controlled machines (CAD/CAM/ CAE)	3 years	April 1 – June 23	18
Industrial installation technician	1 year		20
Lathe and milling machine operator	1 year		20
Web designer and software developer	1 year		48
Web designer	1 year	April 15 – June 16	20

Foreign language courses:



## ABSSHERON AUTOMOBILE CENTRE LLC



### Kamran Huseynov

General Director

Our company is engaged in the sales and service of automobiles. In order to improve the quality of the offered services in our workshop, we started to cooperate with Vocational Education Centre for Industry and Innovation attracting young students for practical training in our dealership. After graduation selected students, who passed those trainings successfully are offered job positions in our company.

Absheron Automobile Centre LLC is the official dealership of Mercedes Benz in Azerbaijan. Our Company was established in 2016. Absheron Automobile Centre LLC is operated by Kamran Huseynov.

## ACTIVE GROUP LLC



### Elshad Huseynov

Founder



Being committed to providing quality products to our customers, we constantly exchange views on issues such as innovations, improvement of technical indicators with companies we are distributors of. Thus, the Technical Managers of our company constantly monitor the quality indicators of our products, regularly send the analyses to laboratories and hold meetings with manufacturers to discuss the results. To this end, as Active Group LLC, we are always interested in the development of professional technicians directly related to the Automotive industry.

We agreed on cooperation with the Baku State Industry and Innovation Vocational Education Centre.

Active Group, the official distributor in Azerbaijan of more than 50 leading brands in the field of automotive spare parts, engine oils, batteries, test and diagnostic equipment, as well as additives, has been providing quality solutions to its customers. The small business established in 1990 continued to grow and provide solutions based on now over 20 years of experience. The Founder and Director of the company is Elshad Huseynov.

The motto of the company, which has chosen as its mission to educate consumers, establish close relations with them, always meet the requirements and, most importantly, to provide quality products, is to work "Committed to providing quality".



**Shahin Eldarov**  
Director

As IKMA Services LLC, we have always contributed to the professional training of new graduates to ensure their preparedness for the workplace. Therefore, a memorandum was signed between Baku State Vocational Education Centre for Industry and Innovations and our Company for students and graduates of technical education to gain experience and be employed in accordance with the Company's mission for 2020. Unfortunately, we were not able to actively cooperate, since the relevant specialities were new in the Centre and there was no opportunity to practice during the pandemic period. However, we are committed to engaging students in practice activities for them to gain experience and have a permanent job.



During 2005-2020, the Company managed to become a leader in its field in the local market.

IKMA Services LLC has a good reputation in the construction market of Azerbaijan. During 2005-2010, the Company managed to become a leader in its field in the local market. Among the brightest examples of the Company's portfolio are government buildings, commercial and business centres, and residential villas.

IKMA Services LLC always stands out for its operational responsiveness, quality of the work done, further guarantee of installed equipment. It is no coincidence that the Company participated in a number of international fairs and was awarded the National Awards "Success-2007" and "Company of the Year-2008", and "AZERI BUSINESS AWARD".

## IMPROTEX MOTORS LLC



**Bayram Yagubov**  
General Manager

Our customers value the quality of services and products. Our skilled and motivated workforce guarantees this quality promise every day. At the service centre, customers receive advice directly from the manufacturer. In order to ensure that all work is in full compliance with BMW standards, trainings are held regularly to improve the skills of employees.

We agreed on cooperation with the Baku State Industry and Innovation Vocational Education Centre.



**IMPROTEX MOTORS**  
BMW, MINI və Rolls-Royce avtomobillərinin Azərbaycanı rəsmi idkəliçisi

One of the most important and fast-growing structures of the Improtex Group is Improtex Motors LLC. Improtex Motors, the first official importer in the domestic car market, was founded in 1998 and operates mainly in a premium cars market segment. It is the official and exclusive importer of famous brands such as BMW, BMW Motorrad, MINI, Rolls-Royce and Yamaha in Azerbaijan.

Shortly after the launch of a new model of BMW, it is introduced in the Azerbaijani car market by Improtex Motors with a grand banquet. Being one of the leaders in the automotive industry in Azerbaijan, Improtex Motors has been operating in the country for 18 years and has established itself as a reliable and reputable company in the market.

## Short-term training programmes

The rapid development of technology and the changing needs of the labour market require continuous improvement of the specialities and professional skills taught. As our economy develops, especially as new technologies, including ICT, emerge, there is a growing demand and interest in more flexible learning models in vocational education. One of the factors influencing the success of trainees in the labour market is that the training is short-term and covers the particular needs of the labour market.

Starting from March 2021, at the initiative of the State Agency on Vocational Education, new short-term training programmes have been launched. The training programmes are tailored to the needs of the labour market and are conducted by experienced trainers. The goal is to support participants' career opportunities or career advancement by increasing their knowledge and skills.

The training programmes are mainly conducted by the Baku State Vocational Education Centre for Industry and Innovation and the Vocational Education Centre for Tourism and Social Services.

List of training programmes:

- |                                            |                           |                                   |
|--------------------------------------------|---------------------------|-----------------------------------|
| • Call centre representative               | • System administration   | • Accounting and 1C               |
| • Loading operator                         | • Database administration | • Tax accounting                  |
| • Car diagnostics                          | • Web programming         | • Young financier                 |
| • Information technology technical support | • Java programming        | • Welder                          |
| • Network administration                   | • HTML and CSS            | • CNC lathes and milling machines |

Up to 3,000 people applied for the training programmes, and more than 300 people were selected and involved in the training as participants. The training is conducted in the form of online and face-to-face sessions, depending on the current situation. 85% of the participants are citizens of Baku and Absheron peninsula, and 15% are citizens of other regions and cities. Several new short-term training is planned for the year, taking into account the changing needs of the labour market.

## OTOKOC AZERBAIJAN LLC



**Fatali Amanov**  
Sales Supervisor

Both international and local companies value the services we have provided for many years. Our young, skilled and motivated staff works diligently to further enhance this quality.

To expand our team, we plan to work closely and reliably with vocational education centres and create job opportunities for them.



AVIS was introduced in Azerbaijan by Koç Holding under the name of Otokoc Azerbaijan LLC (April 1997). It has brought AVIS experience and excellence together with Koç Holding's corporate governance principles into the region. Today, as a market leader Avis Azerbaijan is operating in Baku and in the region with a fleet size of 1000 vehicles in long term and short term rental operations.

Avis Azerbaijan offers you brand new cars with an international insurance and a manufacturer warranty.



# BAKU STATE VOCATIONAL EDUCATION CENTRE FOR TOURISM AND SOCIAL SERVICES

The Baku State Vocational Education Centre for Tourism and Social Services is a vocational education centre providing training in tourism and service.



**Contact**  
Royal Yolchuzade (Acting director)



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www.facebook.com/Bakutourismandsocialservices



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Education			2021
Cook	1 year	February 25 – June 12	57
	3 years	March 29 – June 20	34
Barber	6 months	February 18 – March 24	30
	1 year	February 25 – June 12	34
	3 years	March 29 – June 20	38
Hairdresser – visagiste – manicurist	1 year	February – June 12	18
Tailor	1 year	February 25 – June 12	29
	3 years	March 29 – June 20	17
Electrician for maintenance and repair of electrical equipment	1 year	February 25 – June 12	20
Electric and gas welder	1 year	February 25 – June 12	16
Operational accounting	1 year	February 25 – June 12	20
Salesperson for food and non-food products, controller-cashier	1 year	February 25 – June 12	21
	3 years	March 29 – June 20	20
Fashion designer	1 year	February 25 – June 12	19
Clerk	1 year	February 25 – June 12	19
Computer operator	6 months	February 18 – March 24	10
	1 year	February 25 – June 12	18
Hotel administrator	1 year	February 25 – June 12	33
Hotel housekeeping supervisor	6 months	February 18 – March 24	15
Hotel concierge	6 months	February 18 – March 24	14

Education			2021
Confectioner, pastry-cook	1 year	February 25 – June 12	31
	3 years	March 29 – June 20	20
Insurance agent	1 year	February 28 – June 12	19
Catering specialist in tourism	1 year	February 28 – June 12	20
Tour organiser	1 year	February 28 – June 12	20

Foreign language courses:



Social and environmental activities:



Inclusion



Environmental issues



Gender equality

## JW MARRIOTT ABSHERON BAKU



**Stefan Soennichsen**  
General Manager

JW Marriott Absheron Baku supports vocational education and provides internship opportunities to the students/graduates of the leading vocational schools in the country. Starting from 2015 we welcomed and trained in total 81 students from various vocational schools in kitchen, house-keeping, laundry and front office departments. Some of them received a job offer at the end of their successful training period and are part of our JW family now.

Together with the State Agency on Vocational Education under the Ministry of Education of the Republic of Azerbaijan, we organised “Open Door” event for high school students and their parents to raise the awareness of vocational education in the country. The event was very successful and we are looking forward to hosting similar events in the near future.

JW Marriott Absheron Baku serves as the ideal venue for those seeking to experience authentic Azerbaijani hospitality while enjoying JW Marriott signature standards of luxury. The hotel is located in walking distance from the Old City and 30 minutes away from the airport. From the refined elegance to the gracious comfort, JW Marriott Absheron Baku offers 237 ultimately exquisite guest rooms and suites that embrace quiet views of the Caspian Sea. Immerse yourself in unparalleled rooftop settings of the Absheron Spa & Fitness, with breathtaking views. Of particular note, Sharg Zali ballroom, which at 12,997 square feet is one of the largest in Baku. The luxury getaway of a lifetime awaits you at the JW Marriott Absheron Baku Hotel. Visit [jwmarriottbaku.com](http://jwmarriottbaku.com), and on Instagram and Facebook.



## HYATT REGENCY BAKU



**Walter Gag**  
General Manager

Hyatt Regency Baku is a premium 5-star hotel strategically located close to the city's shopping and business areas.

159 premium modern rooms and suites and wide range of activities are offered for your wellbeing: spa facilities and treatments, outdoor and indoor pools, selected food and beverage services, events and meeting space for business meetings gatherings and social occasions.

All provided services are performed in line with the local and international safety and hygiene standards and protocols.

Hyatt Regency Baku has a long-term cooperation with local universities and lyceums to support youth education and internship, providing trainees with high-level training programmes within hotel.

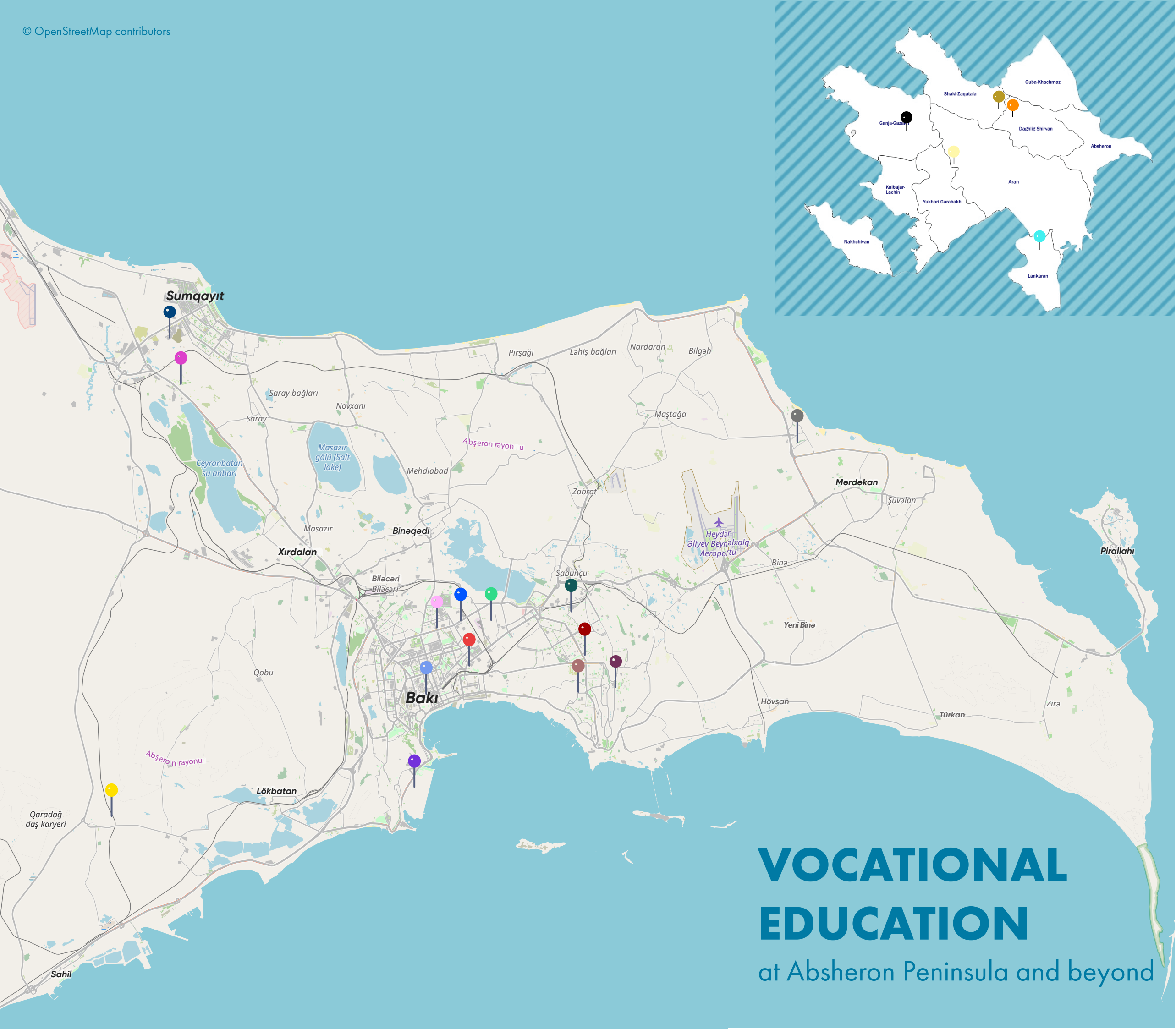
Candidates are being selected after interview process and after selection invited to the orientation programme, further assigned to departments for internship.

Due to prevention of COVID-19 spread in the country all schools, lyceums and universities are closed, therefore we prepared a series of online training sessions related to Housekeeping, Food & Beverage and Kitchen which will be posted on the website of the Ministry of Education and students can learn remotely.

Our colleagues are keying to support this initiative as we understand the importance of development of education in the country during the time of uncertainty.







# VOCATIONAL EDUCATION

at Absheron Peninsula and beyond

## BAKU STATE VOCATIONAL EDUCATION CENTRE FOR PUBLIC CATERING AND SERVICES

An educational institution that prepares competitive candidates as required by employers; responds to the requirements of the labor market and introduces assigned curricula in the teaching process, reflecting professional duties and activities and that is open to integration and innovation.



### Contact

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www.facebook.com/Bakupubliccateringandservices

Education			2021
Cook	1 year	April 7 - June 12	33
	3 years	March 12 – June 20	41
Barber	1 year	April 7 - June 12	19
Hairdresser – visagiste – manicurist	3 years	March 12 – June 20	17
Tailor	3 years	March 12 – June 20	18
Operational accounting	1 year	April 7 - June 12	16
Salesperson for food and non-food products, controler- cashier	6 months	February 3 – March 15	12
	1 year	April 7 - June 12	18
	3 years	March 12 – June 20	17
Computer operator	1 year	April 7 - June 12	13
Confectioner, pastry-cook	1 year	April 7 - June 12	18
	3 years	March 12 – June 20	14
Advertiser	3 years	March 12 – June 20	20
Insurance agent	1 year	April 7 - June 12	17
Events organiser	1 year	April 7 - June 12	14

### Foreign language courses:



### Social and environmental activities:



Inclusion



Stop human trafficking



Environmental issues



Stop drug abuse



Gender equality

## ABSSHERON HOTEL GROUP LLC



**Daniel Sasse**

Chief Commercial Officer



“Absheron Hotel Group” LLC, is a leading hotel management company in Azerbaijan committed to serve the community by creating a learning eco-system for its employees to develop talent for the local hospitality industry to contribute in meeting the strategic goals of the industry in Azerbaijan.

In this light, AHG is also one of the key initiators of partnership between the public and the private sectors. An example of our contribution to the development of vocational education in this frame, is the establishment of Tourism Training and Certification Centre of Azerbaijan Tourism Board in partnership with the State Tourism Agency of the Republic of Azerbaijan.

AHG employees are part of a team working in the centre with experienced, highly-skilled professionals to develop the next generation of hospitality talents.

“Absheron Hotel Group” LLC, a wholly owned subsidiary of PASHA Holding LLC, is a young hotel management company. With the establishment of the Company in 2013, the Group aims to take a leading position in the national and regional markets through establishing a world-class portfolio of hotels and resorts. This portfolio stretches from mid-scale to luxury hotels both in and outside of Azerbaijan.

The Group owns two luxury hotels in the capital of Azerbaijan, namely the Four Seasons Baku and the JW Marriott Absheron, which are managed by respective hotel management companies.

AHG currently operates and manages directly eight hotels, with 5 being part of a franchise agreement with Marriott. AHG has one more property in Baku and one in Tbilisi, which are scheduled to open within the next 18 months.

## PARK INN BY RADISSON BAKU HOTEL



**Nadine Fernbacher**

General Manager



At Radisson Hotel Group we believe that people are our number one asset and therefore we are pleased to take part in the local vocational education programme to grow future leaders of our industry.

We are always looking for great people to join our team and help us on our mission to make every moment matter for our guests, business partners and ourselves.

No matter what your role, experience or aspiration is, at the Radisson Hotel Group we will support you in developing your skills and allowing everyone to grow during their time with us.

“We grow talent, talent grows us” is one of our company culture beliefs and we deliver on this promise in a range of different ways like our own business school, online training platform, talent exchange around the world, Mentor Mentee programme for executive position as well as our international career’s website.

Park Inn by Radisson is part of Radisson Hotel Group, one of the world’s largest and most dynamic hotel groups with seven distinctive hotel brands and more than 1,100 hotels in destinations around the world.

Park Inn by Radisson is an upper midscale hotel brand that delivers modern experiences, good food and upbeat environments. We positively lift our guests’ mood for a happy stay – with a touch of color, contemporary design, and friendly, personalised service with surprising feel-good extras. Park Inn by Radisson hotels can be found in capital cities, around economic hubs, near airports and railway stations. Guests and professional business partners can enhance their experience with all our hotels by participating in Radisson Rewards, a global loyalty programme offering exceptional benefits and rewards.



# BAKU STATE VOCATIONAL EDUCATION CENTRE FOR CULTURE AND CRAFTS

There is no untalented student at the Baku State Vocational Education Centre for Culture and Crafts.



**Contact**  
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www.facebook.com/bakucultureandcrafts

Education			2021
Woodcarver	1 year	April 7 - June 12	14
Cook	1 year	April 7 - June 12	41
	2 years	March 24 - June 20	19
	3 years	March 12 - June 20	18
Barber	1 year	March 12 - June 20	36
Tailor	1 year	April 7 - June 12	20
Operational accountant	1 year	April 7 - June 12	31
Food and non-food products seller, controller-cashier	1 year	April 7 - June 12	35
Florist	1 year	April 7 - June 12	12
Fashion designer	1 year	April 7 - June 12	17
	2 years	April 7 - June 12	35
Interior and exterior designer	2 years	March 24 - June 20	16
Lightning operator	1 year	April 7 - June 12	16
Film editor	3 years	March 12 - June 20	19
Computer operator	1 year	March 12 - June 20	71
Costumier and tailor	2 years	March 24 - June 20	53
	3 years	March 12 - June 20	19
Confectioner, pastry-cook	1 year	April 7 - June 12	19
Make-up artist – wigmaker	2 years	March 24 - June 20	20

Education			2021
Sound operator	2 years	March 24 - June 20	20
Events organiser	1 year	April 7 - June 12	20
Sewing machine operator, seamstress	1 year	April 7 - June 12	20
Video camera operator	1 year	April 7 - June 12	18
	2 years	March 24 - June 20	20
Goldsmith	2 years	March 24 - June 20	19

Foreign language courses:



Social and environmental activities:



Inclusion



Environmental issues



Gender equality

# BAKU STATE VOCATIONAL EDUCATION CENTRE FOR COMMUNICATION AND INFORMATION TECHNOLOGIES



**Contact**  
Taleh Babayev (Acting director)



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www.facebook.com/Bakucommunicationinformationtechnologies

Education			2021
Clerk	6 months	February 18 - March 17	19
	1 year	April 7 - June 12	15
Computer operator	6 months	February 18 - March 17	16
Computer repair technician	2 years	April 1 - June 20	37
	3 years	April 1 - June 20	30
Computer operator and designer	1 year	April 7 - June 12	71
	3 years	April 1 - June 20	53
Print designer	1 year	April 7 - June 12	19
	3 years	April 1 - June 20	13
Communication-antenna installer	3 years	April 1 - June 20	17
Operator of computer equipment in telecommunication	1 year	April 7 - June 12	20
	3 years	April 1 - June 20	58
Web designer	3 years	April 1 - June 20	36

Foreign language courses:



Social and environmental activities:



Inclusion



# BAKU STATE VOCATIONAL EDUCATION CENTRE FOR TECHNICS AND TECHNOLOGY

Training of qualified personnel in the processing industry.



**Contact**  
Mahir Namazov (Director)



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[www.facebook.com/Bakutechnicsandtechnology](https://www.facebook.com/Bakutechnicsandtechnology)



[texnika@vet.edu.az](mailto:texnika@vet.edu.az)

Education			2021
Cook	1 year	April 10 - June 4	20
Automated technology and production operator	3 years	March 26 - June 10	18
Manual electrical welder	1 year	April 10 - June 4	19
Electrician for repair of manual electric welding equipment (transformers)	3 years	March 26 - June 10	14
Computer repair technician	1 year	April 10 - June 4	17
	3 years	March 26 - June 10	17
Computer operator and designer	1 year	April 10 - June 4	17
Lift electromechanician	1 year	April 10 - June 4	19
	3 years	March 26 - June 10	19
Cell phone repair technician	1 year	April 10 - June 4	13
Electrician of security and fire alarms	3 years	March 26 - June 10	17
Locksmith of control-measuring and automation devices	3 years	March 26 - June 10	16
Repairman - metal worker	3 years	March 26 - June 10	16
Electromechanical repair and maintenance of medical equipment	3 years	March 26 - June 10	19
Sewing machine operator, seamstress	3 years	March 26 - June 10	18

Foreign language courses:



Social and environmental activities:



Gender equality



Environmental issues



Inclusion



Stop drug abuse



Stop human trafficking

## KNAUF MARKETING BAKU LLC



**Eynal Hasanov**  
General Director



Our customers highly appreciate the quality of our services and products. Our skilled and motivated staff has always been and remains committed to delivering quality. KNAUF Training Centre has been operating under Azerbaijan University of Architecture and Construction since 2008. Both students and masters participate in the training sessions held at the Centre to improve their skills and knowledge.

Furthermore, we closely cooperate with vocational education institutions in Ganja and Baku. Plasterer/Drywall Installer specialty on Knauf Technologies is taught at Baku Vocational Lyceum No. 4. Having graduated successfully, the students occupy a worthy place in the labour market of the country.

KNAUF produces construction materials worldwide. The GILAN & KNAUF plant in Azerbaijan has been operating since 2008. It produces gypsum plasterboard (drywall), metal profiles and dry mixtures.

As "KNAUF MARKETING BAKU" LLC, we provide services such as import, promotion, and sale of KNAUF products in local construction market, providing information about these products in vocational educational institutions, universities, etc., as well as conducting training courses.

## GROHE AG REPRESENTATIVE OFFICE IN AZERBAIJAN

**Nigar Gahramanova**  
Head of Representative Office



Pure Freude  
an Wasser

Our customers highly appreciate our services and products quality. Our skilled and motivated staff has always been and remains committed to delivering quality. To expand our team in a long-term perspective, we started intensive and sustained work with our local vocational training centre in 2018. New student cohorts for plumbing classes are formed every year. Students gain practical experience, we get to know them better. Students learn more about GROHE products here. They study the technical characteristics of our new innovative varieties, learn more about the GROHE products, and their advantages.

An innovative company, GROHE has been selling a large number of bathroom and kitchen sanitary fittings for decades and has won many awards. GROHE specialists have gained worldwide fame for their quality products. GROHE is a company that is fascinated by the combination of genuine craftsmanship and focused intellectual work, unique features that create an everlasting design, durable quality, and pure taste. Design, Quality, Technology, and Sustainability. These are the four basic principles of the GROHE products. GROHE sets the highest standards to ensure unique pleasure every time you turn on the water mixer or shower. GROHE products are top-rated worldwide.

# BAKU STATE VOCATIONAL EDUCATION CENTRE FOR PROCESSING INDUSTRY

Training of qualified personnel in the processing industry.



**Əlaqə**  
Matlab Huseynov (Director)



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Education			2021
Plywood carver of wooden art products	3 years	March 11 – June 20	16
Cook	1 year	February 11 – May 1	57
	3 years	March 11 – June 20	55
Barber	6 months	February 11 – February 28	19
	1 year	February 11 – May 1	33
Hairdresser – visagiste – manicurist	1 year	February 11 – May 1	19
	2 years	March 11 – June 20	18
Tailor	2 years	March 11 – June 20	13
Electric and gas welder	3 years	March 11 – June 20	16
Operational accountant	1 year	February 11 – May 1	18
Chemical analysis lab assistant	1 year	February 11 – May 1	12
	3 years	March 11 – June 20	20
Computer operator	1 year	February 11 – May 1	40
Microbiology laboratory technician	1 year	February 11 – May 1	18
Oil and gas extraction operator	1 year	February 11 – May 1	55
	3 years	March 11 – June 20	41
Petrochemical industry machine operative and operator	1 year	February 11 – May 1	36
	3 years	March 11 – June 20	20
Confectioner, pastry-cook	1 year	February 11 – May 1	40
	3 years	March 11 – June 20	17
Telecommunications equipment installer	1 year	February 11 – May 1	18
Operator of digitally controlled machines (CAD/CAM/ CAE)	3 years	March 11 – June 20	20

Education			2021
Technological equipment operator	3 years	March 11 – June 20	20
Worker-master of oil industry	3 years	March 11 – June 20	18
Callibrator of food production equipment	3 years	March 11 – June 20	17

Foreign language courses:



Social and environmental activities:



Gender equality



Inclusion



Environmental issues

# BAKU STATE VOCATIONAL EDUCATION CENTRE FOR CONSTRUCTION AND INSTALLATION WORKS

To achieve the training of qualified personnel for construction



**Contact**  
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www.facebook.com/Bakuconstructionandinstallationwork

Education			2021	Education			2021
Cook	1 year	April 15 – June 16	15	Plumber	1 year	April 15 – June 16	20
	3 years	April 1 – June 16	20	Electric and gas welder	2 years	April 1 – June 16	20
Electric and gas welder	1 year	April 15 – June 16	15	Electrical installation of lighting network	3 years	April 1 – June 16	17
	2 years	April 1 – June 16	18				
Household services specialist	2 years	April 1 – June 16	20	Computer operator and designer	3 years	April 1 – June 16	20
Manual electrical welder	3 years	April 1 – June 16	20	Plastic door and window fitter	3 years	April 1 – June 16	10

Foreign language courses:



Social and environmental activities:



Inclusion



Environmental issues

## NORM OJSC



**Dr Henning Sasse**  
CEO

Norm OJSC constantly contributes to the education and development of the younger generation. For this purpose, the professional staff of the plant works as part of various programmes. To support the development of Vocational Education and Training (VET), cooperation was launched in 2017 with the State Agency on Vocational Education. In 2018, the plant started to employ interns specialised as Mechanics, Welders, Carpenters, and Crane Operators. Students gained practical and theoretical knowledge from internship. In general, the number of students involved in production internship in 2018-2019 was 54.

In 2020, online training sessions on Occupational Safety and Health (OHS) were held for students of vocational schools we cooperate with. We believe these internship and training opportunities will be useful for the students' future.



Norm Cement Plant, the largest cement producer in the South Caucasus, has a production capacity of 5,300 tons of clinker per day and 2.1 million tons of cement per year. The plant is equipped with the latest equipment from the leading European manufacturers. This equipment guarantees the production of high quality products, operational safety and compliances with the most stringent environmental standards in Europe.

To control the quality of cement, the plant established cement and concrete laboratories which meet the latest standards. The products of the Company are certified by the German Research Institute VDZ.

Norm Cement has been awarded with the ISO 9001, ISO 14001 and OHSAS 18001 certificates on quality control, environmental protection and labor safety.



PROFI-RESURS PRIVATE VOCATIONAL EDUCATION CENTRE

Profi-Resurs Private Vocational Education Centre is the first private primary vocational education institutions operating in Azerbaijan.

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Vocational Education Centre Profi-Resurs received the license No. 074496 by the decision of the Ministry of Education of the Republic of Azerbaijan dated August 27, 2014. The centre was established due to the need for qualified personnel in local and foreign companies operating in Azerbaijan. For this reason, the Centre has studied the labour market in the country and signed cooperation agreements with many companies. Our centre is located in 10 Neapol Street, Khatai district. The classrooms for theoretical training of the centre, consisting of 7 buildings. There are 7 practical training workshops, a dining room and a dormitory for 50 people. Classrooms and workshops are equipped with visual aids and equipment. Classrooms are designed for 25-30 students. The centre has a computer room, tailor, hairdresser and jewellery workshop.

Education			2021
Accountant	1, 3, 6 months / 1 and 2 years	March - June	15
Electric	1, 3, 6 months / 1 and 2 years	March - June	10
Electric-gas welder	1, 3.5 months / 1 and 2 years	March - June	20
Crane operator	1, 3, months / 1 and 2 years	March - June	5
Auto mechanic	3.5 months / 1 and 2 years	March - June	30
Cabinet maker	6 months / 1 year	March - June	5
Hairdresser	6 months / 1 year	March - June	5
Goldsmith	6 months / 1 year	March - June	-
Tailor	6 months / 1 and years	March - June	10

Foreign language courses:      Social and environmental activities:



Inclusion



Environmental issues



PROFI-RESURS  
PEŞƏ TƏDRİS MƏRKƏZİ



www.pr.edu.az



www.facebook.com/profiresursptm

BAKU STATE VOCATIONAL EDUCATION CENTRE  
FOR AVIATION AND ROAD TRANSPORT

**Contact**  
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Sabail district, area 20, 36 Elchin Azizov Str.  
(Baku Vocational School No.6)

Absheron Bina Vocational High School

Education			2021
Cook	1 year	April 7 – June 12	17
Auto painter	3 years	March 26 – 20 June	20
Auto electrician	1 year	April 7 – June 12	16
	3 years	March 26 – June 20	19
Computer repair technician	1 year	April 7 – June 12	20
Electric and gas welder	1 year	April 7 – June 12	20
Auto mechanic	1 year	April 7 – June 12	18
Wide range tractor operator-machinist, repairer-fitter	3 years	March 26 – June 20	19
Village electrification and communication electrician, car driver	3 years	March 26 – June 20	20
Land reclamation tractor driver, repairman-locksmith	3 years	March 26 – June 20	17

Foreign language courses:



Social and environmental activities:



Inclusion



Environmental issues



Gender equality



www.facebook.com/Bakuaviationandroadtransport



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Baku Vocational School No 6

Education			2021
Auto diagnostics	1 year	April 22 – June 10	14
Auto crane driver	3 years	April 1 – June 16	17
Car painter	1 year	April 22 – June 10	19
	3 years	April 1 – June 16	13
Auto electrician	1 year	April 22 – June 10	33
Glider and engine mechanic	1 year	April 22 – June 10	17
Auto body mechanic	2 years	April 1 – June 16	12
Logistics specialist on storage and warehousing of agricultural products	2 years	April 1 – June 16	19
Electromechanics on aircraft equipment	3 years	April 1 – June 16	20



## VOCATIONAL EDUCATION CENTRE UNDER THE SUMGAI CHEMICAL INDUSTRIAL PARK

Following the corporate values, and through the application of advanced technology and educational programmes (curricula), the vocational education institution aims to train modern-minded, competitive, and qualified personnel with theoretical and practical knowledge and skills to meet the local and international labor market requirements.



### Contact

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Foreign language courses:



Social and environmental activities:



Inclusion



Environmental issues



Gender equality

Education			2021
Operator of lathes and milling machines	1 year	January 7 - June 30	16
CNC machine operator	1 year	February 11 - June 30	18
Electrician for maintenance and repair of electrical equipment	1 year	January 7 - June 30	18
Master of installation work in industry	1 year	January 7 - June 30	16
Web designer and software developer	1 year	January 7 - June 30	16

## ABSSHERON-JEYRANBATAN VOCATIONAL LYCEUM

Our high school prepares engineers for agriculture and land reclamation, repair locksmiths and car repair locksmiths.



### Contact

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Abssheron district, Jeyranbatan settlement



www.facebook.com/abssheronjeyranbatanpeseliseyi

Foreign language courses:



Social and environmental activities:



Inclusion



Environmental issues



Gender equality

Education			2021
Tool maker	1 year	April 14 - June 28	18
Wide range tractor operator-machinist, repairer-fitter, driver (Category BC)	3 years	March 8 - June 28	35
Computer operator	1 year	April 14 - June 28	20
Land reclamation tractor driver, metal worker	3 years	March 8 - June 28	38
Land reclamation tractor driver, repairman-locksmith, car driver	3 years	March 8 - June 28	19
Driver of irrigation machines and pumps	3 years	March 8 - June 28	19

## SUMGAI TECHNOLOGIES PARK



Ruslan Aghabayli  
General Director

Since its establishment, Sumgait Technologies Park has been in the spotlight of both higher education institutions and vocational schools. Our state-of-the-art equipment, highly skilled employees, and production & management method in line with international standards have pushed the educational institutions to cooperate with us. Every year, dozens of young people are involved in the internship process in STP. In 2018-2020, students of Vocational School No.10, Jeyranbatan Vocational School, and "Profi-Resurs" Vocational Education Centre conducted regular internships in STP. During the internship, students get acquainted with new equipment, study the production process, have the opportunity to learn by working with skilled professionals with profound knowledge. **The interns also get the opportunity to work at STP. At present, up to 5% of STP employees are former interns.**

In addition, the recommendations of the experienced staff of the STP were widely used in the implementation of the Korean education system in vocational schools with the support of the Ministry of Education, as well as in the redevelopment of curricula and standards for actual vocational specialties.

In 2019, STP also took a direct part in the development of textbooks on vocational education. Our company took part in the development of textbooks on 2 specialties as part of the project "Updating the teaching aids on vocational education and adaptation to modern requirements" implemented by the State Agency on Vocational Education under the Ministry of Education of the Republic of Azerbaijan. Thus, Rasim Aghajanov, Section Manager of the Polymer Products Plant, and Mehman Guliyev, Plant Manager of the Mechanical Processing Plant, directly participated in the development of the textbook on the "Plastic Pipe Welder" specialty.



To increase interest in Production, Sumgait Technologies Park together with vocational education institutions regularly organises field trips for its students. In this regard, STP cooperates with Abssheron Jeyranbatan Vocational Lyceum, Baku State Vocational Education Centre for Technics and Technology, Baku State Vocational Education Centre for Tourism and Social Services, "Profi-Resurs" Vocational Education Centre, Baku Vocational Lyceum No.12, Sumgait Vocational Lyceum No.10, Western Caspian University College, Vocational Educational Centre at Sumgait Chemical Industrial Park (SCIP), and organises various trips for students.

Sumgait Technologies Park (STP) is one of the leading non-oil companies in Azerbaijan. The company operates in the Special Economic Zone of Chemical Industrial Park located in Sumgait - the industrial city of Azerbaijan. In 2021, STP made structural and managerial changes, and established its production areas, 5 business units, and joint ventures. These are STP Global Cable, SOCAR-STP, STP ASSAN, STP Metal Structures, STP AH, and STP Aluminum.

The products of STP's business units are sold in the local market as well as exported under "Made in Azerbaijan" brand. Thus, despite the challenges imposed by the pandemic, in 2020, Sumgait Technologies Park managed to export products to three countries for the first time. These imports consisted of aluminum profiles to Kazakhstan, aluminum pasta sales to Egypt, and 110 KV cable products to the Russian market. In previous years, the company has also taken many first steps in the field of export, thus, exporting aluminum profile products to Poland and Denmark in 2019 and 2018 respectively.

Among the successful export projects of our company, we can cite the largest in the history of Azerbaijan cable products worth 7 million USD for the Aktogay mine (Kazakhstan), and supply of cable products worth more than 300 thousand USD ordered by the world's largest newly discovered oil field Tengizchevronoil.



## GABALA STATE VOCATIONAL EDUCATION CENTRE



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www.facebook.com/qebele.dovlet.pese.tehsil.merkezi/

Education			2021
Agrarian service specialist	2 years	Internship and dual-like training	17
	3 years		0
Crop production specialist	3 years	In planning	0
Wide profile tractor machinist, locksmith	1 year	In planning for March	17
	3 years	In planning for March	15
Electrician for maintenance and repair of electrical equipment	1 year	In planning for March	19
	3 years	In planning for March	20
Viticulturist and wine professional	2 years	January-February and dual-like training	12
Chemical and bacteriological analysis lab technician	3 years	In planning	0
Plumber	1 year	In planning for March	19
	3 years		
Gardener-decorator	1 year	March	14
Manual electrical welder	2 years	In planning	0
Livestock specialist	1 year	March	20
Sewing machine operator, seamstress	1 year	March	16
Carpet-weaver	1 year	March	20

Education			2021
Nanny	1 year	March	20
Operational accounting	1 year	March	20
Computer operator	1 year	March	18

Foreign language courses:



Social and environmental activities:



Inclusion



Gender equality



Environmental issues



Stop drug abuse



**Contact**  
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Education			2021
Agrarian service specialist	2 years	April	14
Viticulture specialist / winemaker	2 years	March	11
Wide profile tractor machinist	3 years	In planing	
Tourism manager	2 years	March	11
Bee-keeper	1 year	February	20
Cook	2 years	In planing	
	3 years	In planing	
Catering manager	1 year	In planning for March	12
	2 years	In planning	

Foreign language courses:



Social and environmental activities:



Inclusion



Stop human trafficking



Environmental issues



Stop drug abuse



Gender equality

## DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENAREIT

### Private Sector Development and TVET in the South Caucasus (PSD TVET)

To promote the economic growth in sectors relevant for the labor market in Azerbaijan, the provision of a skilled labor force, trained to meet labor market needs, is essential. In order to achieve this goal, a stronger involvement of the private sector and practice-oriented vocational education, in particular, is pivotal.

The rich climate and natural resources of Azerbaijan provide excellent preconditions for developing high-quality services and products in the sectors of agriculture and tourism. Following the life-long learning approach, the PSD TVET Programme, jointly with our Azerbaijani partners, the Ministry of Education, the State Agency for Vocational Education, the Ministry of Economy, the Ministry of Labor and Social Protection of Population, other sectoral public stakeholders and local companies, develops and implements dual-oriented long and short-term education and training programmes. Our education and training programmes focus on the sectors of agriculture, tourism and related logistics services. For instance, in 2019, we introduced a new two-year professional education programme on "Logistic Specialist on Warehousing and Storage of Agriculture Products", which is currently offered in six vocational centres throughout the country, that are preparing around 120 students for their professional career in this sector with a vast growth potential.

The programme is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ).

**Partners:** The Ministry of Economy; The Ministry of Education of Azerbaijan Republic





# JALILABAD VOCATIONAL EDUCATION CENTRE

Jalilabad State Vocational Education Centre is a vocational education institution that trains qualified personnel in accordance with the regional labor market demands.



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Etibar Sadigov (Director)



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Jalilabad Vocational Lyceum  
(Goytepe city, 2 U.Eynullayev Str.)  
Jalilabad Vocational School  
(Jalilabad district, Heydar Aliyev Str. 527)

Education			2021
Wide profile tractor machinist, locksmith	3 years	March-June	16
Wide profile tractor machinist, locksmith, car driver	3 years		
Power line installer for village Electrification, car driver	3 years	March-June	18
Electrification	3 years	March-June	19
Agricultural farmer	3 years	March-June	35
Cladding designer	3 years		
Crop production specialist	2 years	March-June	19
Cabinet maker	1 year	February-April	20
Carpenter	1 year	February-April	20
Viticulture specialist / oenologist	1 year	February-April	20
Livestock specialist	2 years	March-June	18
Sewing machine operator, seamstress	1 year	February-April	20
Electric and gas welder	1 year	February-April	39
Agrarian service specialist	2 years		



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Foreign language courses:



Social and environmental activities:



Inclusion



Environmental issues



Gender equality

# GANJA STATE VOCATIONAL EDUCATION CENTRE FOR INDUSTRY AND TECHNOLOGY



**Contact**  
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Ganja city, A.Mammadov Str.14 (Vocational Lyceum No. 3)



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www.facebook.com/Ganjaindustryandtechnology

Education			2021
Electrician machinist assistant	3 years	March 12 - June 20	38
Carrier technician	3 years	March 12 - June 20	20
Auto mechanic	3 years	March 12 - June 20	19
Telecommunications equipment installer	3 years	March 12 - June 20	20
Aircraft electro-mechanical technician	3 years	March 12 - June 20	18
Carpet weaver	2 years	March 12 - June 20	60
Computer operator, designer	3 years	March 12 - June 20	20
Barber	1 year	April 7 - June 12	19
Electric and gas welder	1 year	April 7 - June 12	20
Program of industrial internship for wide-profile operator specialty	3 years	March 12 - June 20	15
Program of industrial internship for electronic equipment locksmith specialty	3 years	March 12 - June 20	18
Program of industrial internship for hardware operator specialty	3 years	March 12 - June 20	19
Program of industrial internship for locksmith specialty	3 years	March 12 - June 20	17

Foreign language courses:



Education			2021
Electric and gas welder industrial internship for electric and gas welder specialty	3 years	March 12 - June 20	19
Program of industrial internship for turnman specialty	1 year	April 7 - June 12	20
Program of industrial internship for HVAC service	1 year	April 7 - June 12	18
Program of industrial internship for mining expert	1 year	April 7 - June 12	19
Program of industrial internship for auto electrician	1 year	April 7 - June 12	20
Program of industrial internship for fashion designer	1 year	April 7 - June 12	19
Program of industrial internship for locksmith-plumber	1 year	April 7 - June 12	18
Program of industrial internship for tailor specialty	1 year	April 7 - June 12	14
Fashion designer	1 year	April 7 - June 12	20
Sewing machine operator, seamstress	1 year	April 7 - June 12	17
Power line installer	2 years	March 12 - June 20	14
Computer operator, designer	1 year	April 7 - June 12	36
Operational accounting	1 year	April 7 - June 12	17

Social and environmental activities:



Inclusion



Gender equality



Environmental issues



# Advanced training programmes

The German-Azerbaijani Chamber of Commerce (AHK Azerbaijan) supports companies and their experts and managers with advanced training programmes. Based on German training concepts and conducted by international experts in English or by local experts in the local language, the seminars are offered on demand.

The course **“Green Finance & Investment Consultant on Renewables and Energy Efficiency”** qualifies graduates to calculate projects in the energy sector and prepare corresponding investments.

In the course **“Strategic Environmental Management”**, participants are trained to become integrated environmental managers according to DIN-ISO 14001, focusing on energy, water, waste, emissions, and hazardous substances.

The course **“CR Manager”** imparts knowledge practically and compactly based on international standards for successfully integrating corporate responsibility into company management and the realisation of associated competitive advantages.

In response to the challenges of the pandemic, the **„Online Trainer”** course was developed and started in several countries. The course qualifies trainers, lecturers and teachers from companies and educational institutions to offer their training courses online in high quality in the future.

Those who want to prove their advanced (business) German skills can take the **„Business German Examination (PWD)”** at the AHK Azerbaijan. Successful graduates demonstrate language skills at a level above “C1” in the European Framework of Reference for Languages. They receive the diploma “Business German International”.

Further information about our programmes: [www.azerbaidzhan.ahk.de/en/education](http://www.azerbaidzhan.ahk.de/en/education)

## BARDA VOCATIONAL HIGH SCHOOL

Barda Vocational High School trains competitive professionals in the field of agriculture.



**Contact**  
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[www.facebook.com/bpl.vet.edu.az/](https://www.facebook.com/bpl.vet.edu.az/)



Foreign language courses:



Inclusion



Environmental issues



Gender equality

Education			2021
Application of modern techniques and technologies used in agriculture	3 years	March	20
Development of agriculture by modern methods	3 years	April	40
Development of animal husbandry by advanced methods	3 years	April	15

# MEMBERSHIP BENEFITS

BECOME  
A MEMBER

**1.** Opportunity to become a part of a valuable network in Azerbaijan and Germany

**2.** Exclusive participation in the activities of AHK Working Groups

**3.** Free participation or high discounts for AHK networking, training and social events

**4.** VIP invitation to annual business forums and delegation visits and other important events

**5.** Schengen business visa service in collaboration with the Embassy of the Federal Republic of Germany

**6.** Subscription to the digital AHK Newsletter with compiled information on the latest financial, market and economy news from Azerbaijan and Germany

**7.** Access to the AHK Azerbaijan online membership directory

**8.** Up to 30% discounts to the products and services offered by AHK member companies

**9.** Exposure to a greater publicity and visibility within the international business community

**10.** Effective protection of your business interest through our well-established dialogue with the relevant institutions and policy makers.



**AHK**

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Auslandshandelskammer  
Alman-Azərbaycan  
Xarici Ticarət Palatası

**#PartnerInAzerbaijan**





# VOCATIONAL EDUCATION

at Absheron Peninsula and beyond