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## Skills for an Environmentally Sustainable Transition in Moldova Internal Midterm evaluation

### QUICK FACTS

**Countries:** Republic of Moldova

**Evaluation date:** 09 December 2025

**Evaluation type:** Project

**Evaluation timing:** Mid-term

**Administrative Office:** DWT/CO Budapest

**Technical Office:** DWT/CO Budapest

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**DC Symbol:** MDA/22/02/MUL (109384)

**Donor(s) & budget:** Austrian Development Agency (ADA) and Liechtenstein Development Service (LED);  
1,681,194 EURO

*Key Words:* green skills, TVET, renewable energy, occupational standard, qualification standard, curricula

## BACKGROUND & CONTEXT

### Summary of the project purpose, logic and structure

The project aims to strengthen technical and vocational education and training (TVET) systems in Moldova by integrating skills for the green transition. The focus is on increasing the number of skilled workers in the renewable energy (RE) sector while fostering environmentally sustainable practices in TVET institutions.

The overall objective is to have skilled labour force available to fill skills shortages in the renewable energy sector and thereby facilitate the green transition in Moldova. On the outcome level, the project aims to introduce new and revised qualifications to attend the need for qualified workers in the renewable energy sector and then provide young and adult learners with skills qualifying them for new job opportunities in the three selected occupations (Technician for RE installations, Installer of heat pump systems and shallow geothermal systems and Solar Photovoltaic Systems Installer).

Direct beneficiaries of the project at system-level are Ministry of Education and Research (MoER), Ministry Labour and Social Protection (MLSP) and the Ministry of Energy. At the Institution level, direct beneficiaries are the training providers (Centres of Excellence, TVET schools, adult education providers). At the individual level, beneficiaries are TVET teachers and trainers for the selected occupations in the renewable energy sector, TVET students in these occupations, adult learners, young people, in particular females, benefitting from career guidance, boot-camps, internships and related measures. Indirect beneficiaries of the project are the companies, whose workers will be trained or that will benefit from trained graduates and youth, teachers and the general public / civil society reached by visibility campaigns.

The project team consists of a National Project Coordinator (NPC), a Project Administrative Assistant located in Chisinau, and a Programme Assistant in the ILO DWT/CO Budapest, with technical backstopping from an ILO specialist on skills in the ILO DWT/CO Budapest. For some of the interventions, the Project relied on the expertise from the ILO HQ in Geneva, Switzerland.

### Present situation of the project

The project has produced new occupational standards, qualification standards, training plans, curricula, and started developing the teaching materials. So far, results include the introduction of two new occupations in the national classification of occupations,

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|                                                     | approval of two new occupational and qualification standards, and approval of two study plans and curricula                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Purpose, scope and clients of the evaluation</b> | This internal mid-term evaluation (MTE) will be used primarily by the project team and partners to guide the further implementation of activities to best achieve the target results. It will promote accountability and strengthen learning among the ILO and key stakeholders. The focus is on the implementation period of the project between 1 Dec. 2023 and 1 June 2025, assessing all the results and key outputs that have been produced since project start.                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Methodology of evaluation</b>                    | The MTE was carried out between 15 May and 15 June 2025 through a desk review, followed by a field mission (09 - 12 June 2025) to Moldova (Chisinau). The MTE used triangulation of data sources (e.g., document analysis, interviews, reports, and direct observation) to ensure the validity and reliability of the findings. A participatory approach was used, involving ILO key stakeholders such as beneficiaries, ILO constituents, ILO staff, and strategic partners at different stages of the MTE. Interviews were conducted with Government officials, the social partners and other stakeholders, beneficiaries, Liechtenstein Development Service (LED), as well as the ILO Project Team, with representative of the Austrian Development Agency (ADA), ILO staff from the ILO DWT/CO Budapest and ILO HQ Geneva. No major limitations were encountered. |

## MAIN FINDINGS & CONCLUSIONS

**Relevance and Strategic Fit:** The project is highly relevant and contributes to the energy transition of Republic of Moldova, by providing skilled workforce for the emerging renewable energy sector. It contributes to the sustainable development priorities embodied in the National Development Strategy “European Moldova 2030”, United Nations Sustainable Development Framework (UNSDCF) 2023 to 2027, Decent Work Country Program (DWCP), ILO’s global Programme and Budget (P&B) 2024 – 2025. It also contributes to the specific priorities of the main project stakeholders, representing all constituent groups:

**Coherence and Validity of Design:** The project is backed by solid evidence from the labour market and economy and crafted in response to identified challenges. It contains a strong analysis of the national context and provides clear arguments to justify the intervention. During the development phase, six in-demand

occupations in the RE sector were identified as needing standards and curricula; three were selected as urgent priorities, in coordination with project stakeholders and targeted, for the development of occupational standards, qualification standards curricula, teacher training, the development of training materials and piloting. The theory of change is clear about the change to be brought by this project, and gender aspects are addressed.

**Effectiveness:** The project has fully achieved 2 out of 5 outcome level targets and 8 out of 16 output level targets. Results include the introduction of two new occupations in the national classification of occupations, two new occupational standards approved, two new qualification standards approved, two study plans and curricula approved and one was under approval. Most teaching materials were under development at the time of evaluation. The project raised high interest of the TVET institutions in its work, leading to an increase from four to seven training providers.

ILO constituents and project stakeholders recognize the importance of coordinated work of the project. It succeeded in fostering strategic partnerships across a wide range of actors, and promoted cross-sector collaboration to align training initiatives with labour market needs and sustainability goals. Support on greening of VET and the “Eco Impact competition” had tremendous effect.

#### **Efficiency and management arrangements**

The project team is well managed, works strategically with all relevant stakeholders and created partnerships for results. Although some of the partners are relatively new for the ILO, the trust was built, and high-level commitment was ensured. The project team is highly praised for their responsiveness, professionalism and listening and considering the concerns of all stakeholders.

The Project is planned to end by 30 November 2026, but faces small delays due to external and internal. The project had a disbursement level of 38% on 31May 2025.

**Impact orientation and sustainability:** Local ownership of processes, knowledge and communication is an important aspect of sustainability. Internalization of the products by the TVET institutions and the new education offer for occupations in the renewable energy sector can be the most crucial aspect of sustainability of the action.

Maintaining the offer by the Centers for excellence and the TVET schools after the project ends will ensure the sustainability of the action taken. Schools are very proactive and engaged in the project, as demonstrated through the greening VET activities. The Steering committee can play the transitional role of forum for National Dialogue on Education and Skills for the Green Transition, with a clear path of transforming to self-governed national dialogue after the project ends. A key project impact is the contribution to education reform in Moldova, demonstrating the importance of an adaptable and agile educational system, quickly responding to the needs of the changing labour market.

## RECOMMENDATIONS, LESSONS LEARNED AND GOOD PRACTICES

### Recommendations

- R1: Explore the possibility of transforming the Project Steering Committee into Coordination Committee on Skills for the Green Transition.
- R2: Conduct Market System Development Analysis for the renewable energy sector.
- R3: Increase efforts to attract students, especially more girls and women to enroll in the new trainings that are offered.
- R4: Expand Eco Impact competition.
- R5: Improve external communication and sharing of project results.
- R6.: Enhancing visibility of outcome-level results framework, to better reflect the project's achievements.

### Main lessons learned and good practices

**LL:** Effective implementation was supported by early engagement with non-traditional partners across the education, energy and skills systems. This collaboration ensured policy alignment and contributed to concrete results.

**GP:** The project has generated strong engagement from institutions and teachers through participatory initiatives that promote sustainability and green practices. These activities demonstrate the project's potential to contribute to behavioural change and increased interest in green skills development for the just transition at different levels.