



Transparency of qualifications,
validation of non-formal and informal learning,
credit transfer.

Leonardo da Vinci Thematic Conference

“Competences, Learning outcomes, Qualifications: Transparency contributing to Employability”

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Workshop 6 Mobility as an asset for professional development

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Workshop focus	<ul style="list-style-type: none"> ✓ Briefly highlight on the European political support for mobility – European Charter for Mobility, Quality Assurance for mobility under the LLP in order to continuously improve the mobility impact on organizations and individuals, ✓ Reflect on the different meaning of mobility and types of “mobilities”, geographical, but also inter-organisational, and internal to an organisation, the latter being linked to: <ul style="list-style-type: none"> ○ human resources development policies (from the perspective of an organisation) – what is motivation to run mobility projects, staff mobility as included in institutional strategies and employment policies ○ professional development and career progression (from the perspective of an individual) – what is the motivation to participate as beneficiary to mobility projects, how to harmonize personnel expectations and goals to the institutional strategies, new perspectives and horizon for individuals towards self-accomplishment and better employability ✓ Focus on mobility as a change of organizational context of reference and reflect on the spin-offs of mobility experiences at organizations’ and individuals’ level (=acquired transversal competences) <ul style="list-style-type: none"> ✧ the learning organization and individuals’ role as catalytic agents, ✧ professional and personal competencies improvement as a result of mobility, soft skills acquired following the mobility (flexibility, open-mindedness, self-confidence, intercultural competences etc.)

	<ul style="list-style-type: none">✓ Reflect on how these spin-offs can be acknowledged and made visible (e.g. mapping of individual skills within the enterprise, not necessarily for the purpose of validation)<ul style="list-style-type: none">✦ how the skills are seen - transparency and comparability, good practice and tools✦ partnership mutual trust, as a basis for agreed learning outcomes resulting from mobility experiences (transnational companies model)✦ soft skills mapping within the enterprise✓ Bring in experiences related to such mobility by considering different perspectives (enterprises and training organizations, individuals – VET professionals, people on the labour market or undergoing initial vocational training)<ul style="list-style-type: none">○ networking relevant organizations (enterprise, training organizations, professional associations) for better mobility valorization and for better employment○ mobility as a part of training organizations' strategies
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