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Workshop 1- Towards National Qualifications Frameworks: challenges and perspectives

Chair: Karine Jacques (Leonardo UK National Agency)

Expert: Gabriella Di Francesco (ISFOL, IT)

Experiences:

Linda Betraoui (FR): The French experience (CNCP)

Eduard Staudecker (AT): The Austrian experience (BKKU)

Rapporteur: Marianne Feldt – SE (Leonardo National Agency)

Workshop 1- Towards National Qualifications Frameworks: challenges and perspectives



“People in Europe too often face obstacles when they try to move from one country to another to learn or work. The EQF will help to solve that problem...”

Jan Figel, Commissioner for Education, Training, Culture and Multilingualism



Issues raised / Key point in discussion

- Diversities in assessing the non-formal and informal learning outcomes i.e. testing the individuals knowledge or letting the individual prove their experience and knowledge.
- Approaches are different in Higher Education and VET providers.
- How to include all stakeholders, especially employers?



Challenges ahead

- Common language & descriptors i.e. how do we define “learning outcomes” in order to use it as the basis of the NQsF?
- How to ensure the credibility & quality of learning outcomes within training situations and outside formal learning system?
- How to build a system to validate the non-formal and informal knowledge?



Challenges ahead

- How to quality assure the assessment of competences?
- How to facilitate the concept of “mutual trust”
– within countries, between systems and between countries?
- Linking NQsF to EQF, ECVET and CQAF
(Common Quality Assurance Framework)
- What happens to Level 1 ?



Recommendations

- Including all national stakeholders in the decision to build a NQF and in the consultation process, so that it will be a bottom-up approach, trusted by all.
- The NQsF must have a flexibility built in for future developments in the labour market and in the training system.
- To see NQsF as a driver for improving training and for reforming system , national and European level.



Recommendations

- To use the NQsF to stimulate discussions and reach agreements on the whole span of education and training in a LLL perspective.
- Necessity of a legal framework to support the establishment of the NQsF



Workshop 2- Learning outcomes as a basis for credit transfer

Chair: Klaus Fahle (DE)

Experts:

Gabriela Ciobanu (RO)

Jean-Luc Lamboley (FR)

Experiences:

Philippe Perfetti (FR) - ECVET project "S-M-E
Master"

Hans Thormählen and Norbert Reimer (DE) -
Leonardo project "Developing common
modules.."

Rapporteur: Rolf Kristiansen (NO)



Issues raised / Key point in discussion

- Two perspectives: Mobility & Certification
 - Mobility – Revival of the Wandergesell
 - Certification - Validation and recognition of LO's
- Transparency – Harmonisation - Reciprocity
 - Through deconstruction to reconstruction
- Examination: A control of LO's for
 - Certification (Crafts and the Airline Industry)
 - Risk assessment
 - Potential or Performance?



Challenges ahead / Recommendations

- Internal contradiction in ECTS:
 - Curricula/workload vs Learning outcomes
- Mutual trust
 - Learning agreements and procedures for validation and recognition
- Generalisation across
 - Institutions and training providers
 - Competent bodies and enterprises
 - National and sectoral borders
- Currency acceptance



And the future...

- .. A “vocabulary” for comparison and compatibility between systems
- .. Further experimentation with LO efforts
- .. Generalisation of examples into other fields of competence/training/certification
- .. Tuning of methodologies to increase/easen acceptance among providers and enterprises
- .. Stimulating individuals to engage into and profit from the new currencies



Workshop 3: Methods and tools for the assessment of competences

Chair: Sonia Dubourg-Lavroff (FR)

Expert: Tijs Pijls (NL)

Experiences:

Håkan Linde and Ingemar Andreasson (SE) -
Leonardo project "VOMTE – IT based
Validation and Certification System for practical
working Maintenance Technicians"

Barbara De Micheli (IT) - Leonardo project "VAI
– Valorising non-formal and informal learning
within SMEs"

Rapporteur: Daniela Staneva (BG)



Issues raised / Key point in discussion

- Brief presentation of French and Dutch system of assessing competencies
- Presentation of ICT-based instruments and tools for validation of competencies
 - European Test Centres for validation of practical working maintenance technicians
 - Methodology and a set of integrated tools for EU SMEs for valorisation of learning



Challenges ahead / Recommendations

- Guidance – helping people being aware of their knowledge
- Develop European Standard for assessors, advisors/Guide for assessors
- Common Dictionary with explanation of the different roles (very clear roles of the people involved in the process)
- Use LdV projects for further development of tools and instruments/harmonization of the national standards



Workshop 4: The role of guidance to foster employability

Chair: María Kristín Gylfadóttir (IS)

Expert: Elisabeth Gros (FR)

Experiences:

Anna Maria Ajello and Cristina Belardi (IT) - Leonardo project "EGEIS - European guidance and the evaluation of informal skills"

Teresa Hemar (FR) - Leonardo project "EuroguideVal"

Rapporteur: Gerhard Volz (AT)



Issues raised / Key point in discussion

Guidance **strategies** & **tools** to foster employability

- Holistic strategy

Lifelong (= school/university/workplace guidance), "mobile services" ...
General difficulty: limited "attractiveness" of the profession

- Guidance Charter (common agreement on quality criteria, tools etc.) including a development strategy

- Promotion of Accreditation of Prior Learning
Competence check => visibility of skills => accompanying the process of accreditation

Limits: how to assess/check the skills; how to work with intercultural difficulties, migrants, minorities etc.



Issues raised / Key point in discussion

Guidance **strategies** & **tools** to foster employability

- Regional guidance networks strictly customer-oriented approach, using synergies to maximum extend
- Virtual Counselling/Mentoring
Limits: no appropriate access to IT; restricted to young, rather well-educated people – sceptical view in general (no interaction, little immediate reaction)
- Legal Frame to secure access to guidance
Limits: hardly any legal basis anywhere, particularly considering disadvantaged groups like drop-outs, elderly, migrants etc.



Issues raised / Key point in discussion

Ways to **motivate** & involve different stakeholders

- Common general understanding of the issues involved among stakeholders
- Showing the advantages to companies of having people developed & trained
- Mainstreaming guidance provision instead of a “fire brigade” approach
- Make use of peer learning



Issues raised / Key point in discussion

Competences and skills needed by counsellors

- Sound interaction competences
- Well developed intercultural skills
- Define and provide information in a clear and structured manner
- Being aware of the benefits of prior (informal, non-formal) learning
- Continuous training, European awareness
- Proper & efficient networking



Challenges ahead / Recommendations

Actions and/or initiatives that would support development in the field of guidance services at **EU level**

- Development of a Guidance Charter (bottom-up involving professionals and users)
- More efficient promotion of existing initiatives, e.g. Guidance Fora, Guidance Handbook
- Better communication/facilitation among all stakeholders involved



Workshop 5: Sectoral approaches to qualifications

Chair: Siegfried Willems (NL)

Expert: André Richier (EU)

Experiences:

Gerald Thiel (DE) - Leonardo project
"Embedding standards"

Clementina Marinoni (IT) - Leonardo project
"EURO ICT LANE"

Rapporteur: Siv Andersen (NO)



Issues raised / Key point in discussion

- What are the driving forces of the sectoral approaches to qualifications?
- What to define?
- Who is going to define?



Challenges ahead / Recommendations

- Common understanding within the framework
- Flexibility within the framework
- Remove the gap between the competence needed at labour market and the training offered



Workshop 6: Mobility as an asset for professional development

Chair: Irina Severin(RO)

Expert: Saul Meghnagi (IT)

Experiences:

Janka Fedorova (SK) - Leonardo project
“Teachers exchange of the FLORNET network”

Kaspar Fischer, MAN Diesel SE (DE) Leonardo
project “Industrial-technical trainees are trained
in Danish companies”

Ulisses Garrido (PT) - Leonardo project
“European Passport of trade union skills” (FR)

Rapporteur: Cristian Popescu (RO)

Issues raised / Key point in discussion



- Brief highlight of mobility contexts and learning achievements (formal/non-formal/informal)
- Reflect on different types of mobilities (geographical, inter-organisational and internal to an organisation)
- Skills/competences: reasons for mobility, relevant competences for employment to use in different contexts (labour market, work environment, social workers and non-professional language)



Issues raised / Key point in discussion

- Who evaluate and to do what?
 - Talking about mobility one should assume that it's not possible to assessed everything/moreover trusted as an positive experience itself.
- Leonardo mobility was an incentive to develop internal programmes for mobility in organisations – how long should the mobility be? (different from sector/topics)
- Employers are looking for soft skills but they don't express clearly this need



Challenges ahead / Recommendations

- Not enough research outside formal systems concerning learning achievements validation (non-formal/informal systems – frequently mobility case)
- Specific competences required for atypical groups and their added values for employers in other contexts (i.e.: trade unions, professional sportsman, etc.)



Challenges ahead / Recommendations

- Reliable partnership – the key success for mobility
- Not only professionals/enterprises, but national training systems should address and integrate mobility and to complement with their own funds the EU programmes



Grazie per la Vostra attenzione!