

## The value of work for individual position on labour market

2012-1-RO1-LEO05-21119

<http://www.adam-europe.eu/adam/project/view.htm?prj=11148>

## Projektinformation

Titel: The value of work for individual position on labour market

Projektnummer: 2012-1-RO1-LEO05-21119

Jahr: 2012

Projekttyp: Innovationstransfer

Status: laufend

Land: RO-Rumänien

Marketing Text: Das Projekt VOW+IPLM und die hier entwickelte Online-Evaluationsplattform richtet sich an alle, die mehr über ihre Kompetenzen und ihre beruflichen Möglichkeiten erfahren möchten. Alle Interessierten sind eingeladen, sich zu registrieren, aktiv teilzunehmen, und mehr über die eigenen Kompetenzen und beruflichen Möglichkeiten zu erfahren. Auf der Online-Plattform finden Sie detaillierte Informationen zu Kompetenzfeststellungsverfahren, die speziell entwickelt wurden, um Kompetenzen festzustellen, die am Arbeitsplatz erworben wurden. Alle Interessierten sind eingeladen, sich zu registrieren, aktiv teilzunehmen, ihre Arbeitserfahrungen zu teilen sowie uns darin zu unterstützen, die Plattform weiterzuentwickeln.

Zusammenfassung: The recent economic crisis imposed dramatic measures in terms of employment and social protection in all European countries. Entire categories of public sector employees, such as those in public administration, health, education, have unexpectedly found themselves in a position to reorient on the labor market because the budgets of all EU countries were reduced at salaries costs. The most vulnerable are employees with low and medium education level or those whose specialty does not correspond to their work position. Many of them have acquired a lot of competencies in the work place but even they don't know about that. This situation reveal once again the necessity to have methods and tools for validating competencies acquired in the workplace, transferable between sectors. The main aims of the project are: exchanging of best practice in the recognition and validation competencies informal acquired and improving in this way the quality of validation of non-formal and informal learning process and the attractiveness of VET in participating countries. Objectives of project: developing an Innovative Methodology of validation and an Innovative tool E-evaluation Platform, adapting and upgrading the innovative methods and tools developed by the pilot project "The Value of Work (VOW)" as well using good practices from partner countries. The consists in 6 partners from 4 UE countries and 2 non UE countries Iceland (VOW's country) and Turkey all having the necessary skills and expertise for the successful development of the project activities. The consortium is composed by the promoter and coordinator INCSMPS (RO) a national research institute for labour market and social protection, INVESLAN (ES) a training and employment research company; MISTIA (PL) institute for social and economic development; p&w Germany (DE) an organization specialised in socioeconomic research and evaluation, POINT (TR) a company with a large expertise in ICT use for VET, Educational Training Centre for Public Employees (IS). The main VOW+IPLM results: Handbook of good practices including innovative method of VOW project as well good practice from partners countries on development of innovative validation methods; "Innovative methodology of validation" describing the methods and tools for evaluation and validation; Innovative tool "E- evaluation Platform" for individual position on the labour market. The estimated impact is increasing employability, occupational mobility and participation in VET. We also estimate a substantial improvement of accessibility to the competencies validation process for all potentially beneficiaries by using innovative tool E-Platform.

Beschreibung: The project addresses a common EU problem - the need for recognition, assessment and certification of those competencies acquired in an informal way or by job practice. In the frame of partnership, countries like Germany and Spain have registered significant progress in setting competencies standards for different economic sectors, in order to harmonize recognition, assessment and certification of those competencies acquired at the work place by informal or non-formal learning. Romania and Poland had made also progresses having a specific legislation and

## Projektinformation

public or private institutions for certification of competencies. In Turkey validation of former learning (or recognition of prior learning) has not been formulated in any field. However, the experience of this non European country may be very useful having plenty of practical solutions in the field, that can be developed as a "pilot case" for Europe wide studies and applications. The diversity of situations from each partner country imposed to include a work package (WP2) dedicated to analyze of context/developments from each country in order to find a common framework for developing and implementing of Innovative methodology of validation" and Innovative tool "E- evaluation Platform". The common fact in practice, for all partner countries, is that workers, unemployed people and companies do not have specific tools for assessing the transferable competencies acquired at the work place, like that we propose to develop by implementing this project. Due to the lack of proper information and promoting of the existing services, the access to the validation process is limited. Moreover, no specific indicators or measurement tools were developed, that is why no statistical data is available. Our final product, the on-line application, can improve the access to the evaluation process, will offer the possibility the evaluate and measure the impact of the new innovative methodology on all beneficiaries: individual users, training centers, companies, public bodies and in the same time will be an effective tool for project valorization. The main aims of the project are:

- exchange of best practice in the recognition and validation of informal learning contexts / non-formal;
- improving the quality of validation of non-formal and informal learning process by transferring the innovative model for recognizing competencies acquired in the work place, developed by the pilot project "The Value of Work (VOW)";
- raising attractiveness of VET in participating countries by giving to each person a complete overview of his skills which can have a good impact on them and their decision to continuing to learn and training.

The project has as main objectives:

- identification of best practices/ innovative methods in evaluation and validation of competencies from partners countries that together with the innovative method of VOW project will be used for development of innovative validation methodology;
  - development of "Innovative methodology of validation" describing the methods and tools for evaluation and validation
- to transfer the results of previous project - transferable competence standards, methods and tools for validating competencies acquired in the work place, transferable between sectors, as good practice to other 6 countries: Romania, Spain, Poland, Germany and Turkey;
- to develop new transferable competence standards to be used when validating individuals against job standards (we will consider the public administration sector as initial and the transfer sectors will be selected as most suitable for each participant country);
  - to adapt the existing methods and tools for the new sectors and developing new ones for other economical sectors that will be selected by each participant country (such as services, elderly care in the Romanian case);
  - to developing an innovative tool "E- evaluation Platform" for evaluation of competencies acquired at work place and give to each beneficiary the possibility to build an individual further career by lifelong learning. The E- Platform will be an on-line applications build on the principles ECVET adapted for competencies acquired to the work place allowing in this way recognition of competencies within the EU and stimulating mobility of workers between sectors in their country or in another EU Member State.

- Themen: \* Arbeitsmarkt  
 \* Lebenslanges Lernen  
 \* Anerkennung, Transparenz, Zertifizierung  
 \* Fernlehre

- Sektoren: \* Erbringung von Freiberuflichen, Wissenschaftlichen und Technischen Dienstleistungen

Produkt Typen: CD-ROM

## Projektinformation

Evaluierungsmethoden

Homepage

Produktinformation: Report on innovative validation processes gives an overview of evaluation and validation of competencies informal/non-formal acquired highlighting the innovative aspects, by comparing the national context, analyzing the identified good practices and adopting the results of pilot project VOW which we transferred. Handbook of good practices joins together all selected best practices in the field of evaluation and validation of competencies in general and those acquired at work place in particular. This product contributes to exchange of good practices between partner countries but also with other countries through on-line application: E-evaluation Platform which includes the electronic version.

Innovative methodology of validation that defines the target group, description of methods and tools, main steps needed for its implementation, suggestions and recommendation for its implementation. All the innovative aspects emphasized in the WP 2 from identified good practices were taken into consideration in elaboration of the innovative methodology for validation of competencies acquired at work place.

The E-evaluation Platform is an on-line multifunctional application built on the principles ECVET adapted for competencies acquired to the work place on which any professionals and experts working in the fields of validation of competencies, adults learning, other educational levels, intercultural training specialists, experts on the use of innovative ICT-based training methodologies have the possibility to access and share their experience, informing about other good practices, events or new projects related with the thematic of VOW+IPL. The E-evaluation Platform intends to be the core of a future European network on the evaluation, validation and recognition of competencies acquired in formal, informal or non-formal way, having in view that in this field there are many and diverse actions undertaken which could be more usefully if they will be gathered and made available in this common environment.

Projektwebseite: <http://www.vowplusiplm.eu/en/>

## Vertragnehmer

Name: National Scientific Research Institute for Labour and Social Protection  
Stadt: Bucharest  
Land/Region: Bucuresti  
Land: RO-Rumänien  
Organisationstyp: Forschungseinrichtung  
Homepage: <http://www.incsmps.ro>

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## Partner

### Partner 1

Name: Starfsmennt – Educational Training Centre for Public Employees  
Stadt: Reykjavik  
Land/Region: Ísland  
Land: IS-Island  
Organisationstyp: Öffentliche Einrichtung  
Homepage: <http://www.smennt.is>

### Partner 2

Name: FUNDACJA ROZWOJU DEMOKRACJI LOKALNEJ MAOPOLSKI INSTYTUT SAMORZDU TERYTORIALNEGO I ADMINISTRACJI  
Stadt: CRACOV  
Land/Region: Malopolskie  
Land: PL-Polen  
Organisationstyp: Weiterbildungseinrichtung  
Homepage: <http://www.mistia.org.pl>

### Partner 3

Name: POINT Proje Insaat Taahhut Muhendislik ve Ticaret Ltd.Sti. [POINT LLC]  
Stadt: Ankara  
Land/Region: Ankara  
Land: TR-Türkei  
Organisationstyp: andere  
Homepage: <http://www.pnt-grp.com>

### Partner 4

Name: XXI INVESLAN SL  
Stadt: Bilbao  
Land/Region: Pais Vasco  
Land: ES-Spanien  
Organisationstyp: andere  
Homepage: <http://www.inveslan.com>

## Partner

### Partner 5

Name: p&w praxis und wissenschaft projekt gmbh  
Stadt: Ingolstadt  
Land/Region: Bayern  
Land: DE-Deutschland  
Organisationstyp: andere  
Homepage: <http://www.pw-projekt.de>

## Projektdateien

### EN\_Methodology\_Part 1.pdf

[http://www.adam-europe.eu/prj/11148/prj/EN\\_Methodology\\_Part%201.pdf](http://www.adam-europe.eu/prj/11148/prj/EN_Methodology_Part%201.pdf)

INNOVATIVE METHODOLOGY OF VALIDATION- part 2

### EN\_Methodology\_Part 2.pdf

[http://www.adam-europe.eu/prj/11148/prj/EN\\_Methodology\\_Part%202.pdf](http://www.adam-europe.eu/prj/11148/prj/EN_Methodology_Part%202.pdf)

INNOVATIVE METHODOLOGY OF VALIDATION-part 1

### EN\_Report on Innovative validation processes.docx.pdf

[http://www.adam-europe.eu/prj/11148/prj/EN\\_Report%20on%20Innovative%20validation%20processes.docx.pdf](http://www.adam-europe.eu/prj/11148/prj/EN_Report%20on%20Innovative%20validation%20processes.docx.pdf)

REPORT ON INNOVATIVE VALIDATION PROCESSES

### Handbook \_EN.pdf

[http://www.adam-europe.eu/prj/11148/prj/Handbook%20\\_EN.pdf](http://www.adam-europe.eu/prj/11148/prj/Handbook%20_EN.pdf)

HANDBOOK OF GOOD PRACTICES

## Produkte

- 1 Report on innovative validation processes of competencies
- 2 HANDBOOK OF GOOD PRACTICES
- 3 INNOVATIVE METHODOLOGY OF VALIDATION
- 4 E-EVALUATION PLATFORM
- 5 Project web site

## Produkt 'Report on innovative validation processes of competencies'

Titel: Report on innovative validation processes of competencies

Produkttyp: andere

Marketing Text:

**Beschreibung:** Report on innovative validation processes of competencies gives an overview of evaluation and validation of competencies informal/non-formal acquired highlighting the innovative aspects, by comparing the national context, analyzing the identified good practices and adopting the results of pilot project VOW which is transferring

**Zielgruppe:** The report is addressing to all specialists in the field of evaluation and validation of competences, to trainers and HR managers also.  
The partnership is one of the main user of the content of the report for development next products of the project.

**Resultat:** This report highlights similarities and differences between VOW+IPLM partner countries regarding:

- legislative and regulatory frameworks as they pertain to formal recognition of prior learning – especially regarding how comprehensive frameworks are, i.e. to what extent do existing legislation and regulatory frameworks cover all possible RPL applications in the country?
- previous and ongoing initiatives,
- stakeholder views on, and involvement in, recognition of prior learning,
- hindrances to the implementation of systematic approaches to the recognition of prior learning,
- innovative approaches to the recognition of prior learning.

The report concludes with a set of recommendations aimed at ensuring that project objectives are realistic and likely to benefit all partners.  
The report is available: printed brochure in all partners counties languages and pdf. document uploaded on the project website

**Anwendungsbereich:** The report's content was used for development of next results/product of the project. he informations may be used also for improving/adapting the evaluation and validation processes of training providers or HR managers or for informing about the existing methods in partners countries

Homepage: <http://www.vowplusiplm.eu/en/>

Produktsprachen: Türkisch  
Spanisch  
Rumänisch  
Polnisch  
Isländisch  
Deutsch  
Englisch

## Produkt 'HANDBOOK OF GOOD PRACTICES'

Titel: HANDBOOK OF GOOD PRACTICES

Produkttyp: andere

Marketing Text:

Beschreibung: The handbook joins together all selected best practices in the field of evaluation and validation of competencies in general and those acquired at work place in particular.

Zielgruppe: Target group(s) / potential beneficiaries: evaluation/validation institutions (public of private); HR managers from companies which have them own training department and evaluation system of evaluation implemented; training providers which can improve their own system of competencies evaluation; policy makers in the field of education and training; individual professionals, experts, evaluators of knowledge and competencies; other stakeholders, trade unions, professional associations, etc

Resultat:

Anwendungsbereich: This product contributes to exchange of good practices between partner countries but also with other countries through on-line application: E-evaluation Platform which includes the electronic version.

Homepage: <http://www.vowplusiplm.eu>

Produktsprachen: Rumänisch  
Spanisch  
Türkisch  
Englisch  
Deutsch  
Isländisch  
Polnisch

## Produkt 'INNOVATIVE METHODOLOGY OF VALIDATION'

Titel: INNOVATIVE METHODOLOGY OF VALIDATION

Produkttyp: Evaluierungsmethoden

Marketing Text:

Beschreibung: The methodology defines the target group, description of methods and tools, main steps needed for its implementation, suggestions and recommendation for its implementation.

All the innovative aspects emphasized in the WP 2 from identified good practices were taken into consideration in elaboration of the innovative methodology for validation of competencies acquired at work place. The final version took into account the results, suggestions and recommendations from the validation stage (WP5).

The final version consists in 2 parts: Part I, including the general information and background on valuation and recognition of competences acquired in informal or non-formal way, it is available in English and Part II which refers to VOW+IPLM method of evaluation and which contains innovative method developed during project implementation, it is available in all partners languages.

Zielgruppe: Target group(s) / potential beneficiaries: people interested to evaluate and validate their competencies acquired at the work place and set a further professional or learning itinerary; evaluation/validation institutions (public or private); HR managers from companies which have their own training department and evaluation system of evaluation implemented; training providers which can improve their own system of competencies evaluation; policy makers in the field of education and training; individual professionals, experts, evaluators of knowledge and competencies; other stakeholders, trade unions, professional associations, etc

Resultat: Contribution to improving the quality of validation of non-formal and informal learning process and contribution to raising attractiveness of VET in participating countries by giving to each person a complete overview of his skills which can have a good impact on them and their decision to continue to learn and training.

Anwendungsbereich: Personal use; Education and Vocational Training; Public administration; but also all economic sectors

Homepage:

Produktsprachen: Türkisch  
Spanisch  
Rumänisch  
Polnisch  
Isländisch  
Deutsch  
Englisch

## Produkt 'E-EVALUATION PLATFORM'

Titel: E-EVALUATION PLATFORM

Produkttyp: Homepage

Marketing Text:

**Beschreibung:** The product is available on-line at <http://vow.pnt-grp.com>. It is an electronic tool for self - assessment of competences and receiving guidelines about users' position on the labour market.

The tool offer the possibility for self-evaluation of 14 transversal competences, the most usually acquired at work place by employees from public administration and having a high level of transferability. Each of these having a description and a questionnaire containing 7 statements elaborated as it is described in the Innovative methodology.

The result of self- evaluation consists in a feedback received by user, which may be read, listened and/or printed. Also if the user want to receive the feedback by e-mail he/she must fill his/her e-mail address on the questionnaire.

The platform has a dedicated section for Future Career Advice - which is a tool/guideline for using the results in order to have a better image of personal position on the labour market, more exactly to help the user to understand how she/he may act in his/her future career development. Also the results/feedback received may be used for completing the CV or to complete a portfolio - the platform having a section in which are provided information on this topic.

The platform is linked with the project website ensuring a very good navigation between those two. In order to ensure an easy navigation and use on the "Home" page are provided links through Methodology/Guideline.

The platform includes also a section "User Feedback" dedicated to experts, users and all stakeholders interested to contribute with their suggestions and recommendations - in order to ensure the continuous improvement and collecting new ideas for continuing the project. in this way the administrator of platform may bring together all information but also to make the connection between persons/organization interested in the project topic.

The E-Evaluation platform is a friendly environment for self assessment that offer privacy, confidentiality and trust but in the same time is completely free participation the registration/login as user is not need. It has a special function that allow people with difficulty of seeing or reading to listening all the text on the platform.

**Zielgruppe:** People interested to evaluate and validated their competencies acquired at the work place and set a further professional or learning itinerary.

- Evaluation/validation institutions (public or private).
- HR managers from companies which have them own training department and evaluation system of evaluation implemented.
- Training providers which can improve their own system of competencies evaluation.
- Policy makers in the field of education and training.
- Individual professionals, experts, evaluators of knowledge and competencies.
- Other stakeholders, trade unions, professional associations, etc.

**Resultat:** The final product respect all assumed requirements from application and it ensure the achieve of all projects objectives as it was planned.

**Anwendungsbereich:** Personal competences' evaluation; Education and Vocational Training; Public administration; but also all economic sectors

**Homepage:** <http://www.vowplusiplm.eu/en/>

**Produktsprachen:** Englisch  
Türkisch  
Spanisch  
Isländisch  
Deutsch

## Produkt 'E-EVALUATION PLATFORM'

Produktsprachen: Rumänisch  
Polnisch

## Produkt 'Project web site'

Titel: Project web site

Produkttyp: Homepage

Marketing Text:

**Beschreibung:** The product is available on-line at <http://www.vowplusiplm.eu/> in all partners language. It includes 8 sections: Home, About Project, Partners, Glossary, Results & Products, News, Multimedia, Contact.  
The project website provides to visitors all information about project aims and objectives, work plan and its implementation. All results & products are available on the website or linked with - case of E-Evaluation platform.  
The most important events organized by partnership or by others on the project topics were announced on the website and related news which were considered useful were posted on.

**Zielgruppe:** People interested to evaluate and validated their competencies acquired at the work place and set a further professional or learning itinerary.  
- Evaluation/validation institutions (public of private).  
- HR managers from companies which have them own training department and evaluation system of evaluation implemented.  
- Training providers which can improve their own system of competencies evaluation.  
- Policy makers in the field of education and training.  
- Individual professionals, experts, evaluators of knowledge and competencies.  
- Other stakeholders, trade unions, professional associations, etc.

**Resultat:** The website of project is the first window through the target group contributing to the project promotion and to achieving the planed objectives especially ricing the awareness.

**Anwendungsbereich:** Public administration, Research, Vocational Training

Homepage:

**Produktsprachen:** Englisch  
Isländisch  
Deutsch  
Rumänisch  
Polnisch  
Türkisch  
Spanisch

## Veranstaltungen

### Dissemination Conference Bucharest

Datum 30.10.2014

Beschreibung The Conference was organized to be attended in person and virtual being broadcast on-line on the project website and its registration is there available to be seen anytime. By this way of attendance was reach a big number of participants, significantly above the planed number (250). Against initially dissemination plan which included one final conference - Bilbao conference, the dissemination conference from Bucharest was added, contributing to enlarge the audience and the group of persons that receive information and benefit of VOW+IPLM project 's results

Zielgruppe Public administration, HR specialists, VET providers, individuals

Öffentlich Öffentliche Veranstaltung

Kontaktinformation

Zeitpunkt und Ort 30 of October 2014

### DISSEMINATION EVENT – FINAL CONFERENCE, Bilbao, Spain

Datum 21.10.2014

Beschreibung The event was organized for dissemination purpose and for a better promotion in more environments (economical, social, academic) of the E- evaluation Platform increasing in this way the number of potential beneficiaries and enhanced the impact of the project at all levels.

Zielgruppe Public administration, HR specialists, VET providers, Trade union, individuals

Öffentlich Öffentliche Veranstaltung

Kontaktinformation

Zeitpunkt und Ort 21st of October 2014, Bilbao, Spain