

La valeur du travail pour la position individuelle sur le marché du travail

2012-1-RO1-LEO05-21119

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

Information sur le projet

Titre: La valeur du travail pour la position individuelle sur le marché du travail

Code Projet: 2012-1-RO1-LEO05-21119

Année: 2012

Type de Projet: Projets de transfert d'innovation

Statut: En cours

Pays: RO-Roumanie

Accroche marketing: Pour ceux qui veulent savoir quelles sont leurs compétences réelles et complètes et quelles sont leurs chances sur le marché du travail, le projet VOW+IPLM et son produit final, la plateforme E-évaluation, peut être une solution. Si vous allez devenir un membre actif, vous pouvez évaluer vos compétences et mieux savoir quelle est votre possible position sur le marché du travail!

Pour ceux qui veulent avoir plus d'informations sur le processus d'évaluation et de validation des compétences acquises sur le lieu de travail, notre plateforme E-évaluation fournit un environnement virtuel convivial. Si vous allez devenir un membre actif, vous pourriez partager avec nous votre expérience de travail et nous aider à développer la plateforme!

Résumé: 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.

Description: 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

Information sur le projet

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.

- Thèmes: * Marché du travail
* Formation tout au long de la vie
* Validation, transparence, certification
* Formation ouverte et à distance

Sectors: * Activités Spécialisées, Scientifiques Et Techniques

Types de Produit: CD-ROM
Méthodes d'évaluation

Information sur le projet

Site Internet

Information sur le produit: 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 de innovative aspects emphasized in the WP 2 from identified good practices were took 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 applications build 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 sharing their experience, informing about other good practices, events or new projects related with the thematic of VOW+IPL. The E-evaluation Platform intend 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.

Page Web du projet: <http://www.vowplusiplm.eu/en/>

Contractant du projet

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Coordinateur

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Partenaire

Partner 1

Nom: Starfsmennt – Educational Training Centre for Public Employees
Ville: Reykjavik
Pays/Région: Ísland
Pays: IC-Islande
Type d'organisation: Institution publique
Site Internet: <http://www.smennt.is>

Partner 2

Nom: FUNDACJA ROZWOJU DEMOKRACJI LOKALNEJ MAOPOLSKI INSTYTUT SAMORZDU TERYTORIALNEGO I ADMINISTRACJI
Ville: CRACOV
Pays/Région: Malopolskie
Pays: PL-Pologne
Type d'organisation: Institution de formation continue
Site Internet: <http://www.mistia.org.pl>

Partner 3

Nom: POINT Proje Insaat Taahhut Muhendislik ve Ticaret Ltd.Sti. [POINT LLC]
Ville: Ankara
Pays/Région: Ankara
Pays: TR-Turquie
Type d'organisation: Autres
Site Internet: <http://www.pnt-grp.com>

Partner 4

Nom: XXI INVESLAN SL
Ville: Bilbao
Pays/Région: Pais Vasco
Pays: ES-Espagne
Type d'organisation: Autres
Site Internet: <http://www.inveslan.com>

Partenaire

Partner 5

Nom: p&w praxis und wissenschaft projekt gmbh
Ville: Ingolstadt
Pays/Région: Bayern
Pays: DE-Allemagne
Type d'organisation: Autres
Site Internet: <http://www.pw-projekt.de>

Données du projet

EN_Methodology_Part 1.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

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

REPORT ON INNOVATIVE VALIDATION PROCESSES

Handbook _EN.pdf

http://www.adam-europe.eu/prj/11148/prj/Handbook%20_EN.pdf

HANDBOOK OF GOOD PRACTICES

Produits

- 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

Produit 'Report on innovative validation processes of competencies'

Titre: Report on innovative validation processes of competencies

Type de Produit: Autres

Texte marketing:

Description: 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

Cible: 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.

Résultat: 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

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

Adresse du site Internet: <http://www.vowplusiplm.eu/en/>

Langues de produit: turque
espagnol
roumain
polonais
islandais
allemand
anglais

Produit 'HANDBOOK OF GOOD PRACTICES'

Titre: HANDBOOK OF GOOD PRACTICES

Type de Produit: Autres

Texte marketing:

Description: 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.

Cible: 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

Résultat:

Domaine d'application: 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.

Adresse du site Internet: <http://www.vowplusiplm.eu>

Langues de produit: roumain
espagnol
turque
anglais
allemand
islandais
polonais

Produit 'INNOVATIVE METHODOLOGY OF VALIDATION'

Titre: INNOVATIVE METHODOLOGY OF VALIDATION

Type de Produit: Méthodes d'évaluation

Texte marketing:

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

All de innovative aspects emphasized in the WP 2 from identified good practices were took 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 recognizance 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.

Cible: Target group(s) / potential beneficiaries: 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

Résultat: 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 continuing to learn and training.

Domaine d'application: Personal use; Education and Vocational Training; Public administration; but also all economic sectors

Adresse du site Internet:

Langues de produit: turque
espagnol
roumain
polonais
islandais
allemand
anglais

Produit 'E-EVALUATION PLATFORM'

Titre: E-EVALUATION PLATFORM

Type de Produit: Site Internet

Texte marketing:

Description: 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.

Cible: 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.

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

Domaine d'application: Personal competences' evaluation; Education and Vocational Training; Public administration; but also all economic sectors

Adresse du site Internet: <http://www.vowplusiplm.eu/en/>

Langues de produit: anglais
turque
espagnol
islandais
allemand

Produit 'E-EVALUATION PLATFORM'

Langues de produit: roumain
polonais

Produit 'Project web site'

Titre: Project web site

Type de Produit: Site Internet

Texte marketing:

Description: 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.

Cible: 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.

Résultat: 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.

Domaine d'application: Public administration, Research, Vocational Training

Adresse du site Internet:

Langues de produit: anglais
islandais
allemand
roumain
polonais
turque
espagnol

Événements

Dissemination Conference Bucharest

Date 30.10.2014

Description 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

Cible Public administration, HR specialists, VET providers, individuals

Public Événement public

Informations de contact

Date et lieu 30 of October 2014

DISSEMINATION EVENT – FINAL CONFERENCE, Bilbao, Spain

Date 21.10.2014

Description 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.

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

Public Événement public

Informations de contact

Date et lieu 21st of October 2014, Bilbao, Spain