



Quadultrainers

Towards a European Qualification Prototype for Adults Trainers

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Final Report

Public Part

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Executive Summary

As the title of the project "Towards a European Qualification Prototype for Adults Trainers" suggests, the idea of the project has been to advance to a recognized standard of competences for vocational adult trainer. In the eyes of all project partners we have come a long way since November 2008. At the end of the project in October 2010 partners presented the Prototype with two specific competence profiles appearing in the Financial Service Sector (FSS). Furthermore we introduced Methodological Guidelines through which the project reached the project outcomes and which provide easy transferability and access to other sectors of Adult training outside the FSS.

During the first year of the project a lot of work was done to describe the competences and other qualifications necessary for adult trainers in the FSS as well as the Adult Education Industry in Europe as a whole. In an extensive report the existing qualifications in the Adult training systems across Europe were described with special attention for the usage of competence frameworks. From this report it became apparent that instead of only one profile, a European Qualification Standard needed two, the Expert Adult Trainer (EAT) and the Adult Learning Professional (ALP). This idea was strengthened during several sessions of Steering Committee, Advisory Board and Partner Meetings. Especially the first meeting with the Advisory Board and the following Concertation Seminar in Rome on the 23rd and 24th of March 2009 contributed to the knowledge and acceptance of the Action Plan, Research Framework and Competence Framework ideas.

A setback to the project may be seen in the worldwide crisis which occurred in the FSS in the autumn of 2008. Due to the major impact on several of the participating partners some of the workpackages have encountered some delay in the presentation of products and reports. These delays have in no way interfered with the whole of the project or the quality of the results, on the contrary.

During the second year of the project all partners have implemented, validated and piloted the European Qualification Prototype and Methodological Guidelines among their respective national members and partners in order to get feedback on the prototype. These Focus Group meetings contributed greatly with their comments, advice and support to the partners, who, in turn, were able to make adjustments to the profiles. This procedure safeguards sustainability and transferability of the project outcomes in the near future.

The Partnership consisted of training institutions from the FSS as well as partners from outside the FSS. This has enabled the project to reach a broad spectre of the Adult training system. IFB, Febelfin and NIBE-SVV can secure save landing of the profiles within the European FSS. AIF will be able to ensure transferability and sustainability within the European Training and Development Federation (ETDF). EBTN in turn organized the project professionally taking charge of administrative and technical matters, Scierter contributed in research and methodological matters.

Finally, after the Focus Group meetings in all partner countries the two profiles, EAT and ALP, were presented at the Final Dissemination Conference in Amsterdam on the 20th of October 2010. With this, the project hopes to have handed Europe tools and guidelines to improve the recognition, the social prestige and the attractiveness of the adults trainers profession.

All partners intend to put the two profiles to use as soon as possible. Actions to do this are undertaken by EBTN, AIF and Scierter.

www.quadultrainers.eu

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1. Quadultrainers project objectives

General benefits

Supporting the professional and personal development of adults is more and more becoming a key “profession” in the knowledge society. The professional identity of the adults trainers is therefore a valuable asset in implementing policies of lifelong learning in Europe, as stated in the policies document and several research reports (ETUC, UNICE, CEEP “Framework of actions for the lifelong learning development of competence and qualification”, 2002, Euridyce “ National action to implement Lifelong Learning in Europe, 2001, Structure of education, vocational training and adult education system in Europe, 2007, Niace Final report for Study on Adult Education Providers, 2006 Adult education trends and issues in Europe, 2006, The Helsinki Communiqué, 2006). The Quadultrainers project aimed at increasing the recognition, the social prestige and the attractiveness of the adult trainer profession by proposing a European Qualification Prototype for Adult Trainers.

Some member states have already recognised the specificity of Adults Trainers and established - mostly by initiative of professional training associations - qualification frameworks and professional certificates at a national level. However, mobility of trainers and recognition of trainer qualifications throughout Europe has been constrained by the lack of a common - and consensus based - qualifications and competence frameworks.

So the now presented European Qualification Prototype intends to serve as a “translator” among national qualifications in a way that adults trainers, who have a key role in utilizing, explaining and evaluating such a device, and who so far had no common reference scheme to define their qualification and competency profile, can use the tool to increase mobility and recognition at trans-national level within Europe.

Finally it must not be forgotten that most EU countries have no real qualification framework for adult trainers at all. The decision to start the development of a competence framework in the Financial Services Sector(FSS) comes from the large experience it has in terms of vocational training and certification processes. The FSS is a €55 trillion capitalised industry, with more than €17 trillion in the EU. The sector is critical to the well being of Europe’s economy, generating considerable foreign income and ensuring efficient use of resources. The separate national FSS reflect their very different histories in their own institutional set-ups, legislation and regulatory frameworks, cultures and educational / VET systems and backgrounds. In that sense, the FSS has detected the need to invest in human capital by means of teaching, training, coaching, and mentoring their employees.

Of course we intend the competence system prototype developed in Quadultrainers to be immediately transferable in other learning sectors and “territories” throughout Europe.

Short-term targets

Hereafter we take a closer look at the results related to the original objectives from the project. From the deliverables it can be easily seen that short-term targets have been well covered and achieved. The project has been able to fulfil the proposed objectives according to the project plan:

Original objectives:

- A. To mobilise professional associations in this domain to collect their views on existing needs/opportunities and on the implementation framework that would be needed to implement a European Qualification in this domain.

This clearly follows from the participation of the members of the Advisory Board representing several of the professional associations in the VET industry, the number of participants of the Concertation Seminars in Rome and Lisbon representing the VET industry in general, the number of participants of Focus Group meetings throughout Europe and number of the participants of the Final Dissemination Conference in Amsterdam.

B. To achieve a complete and articulated picture of what is already in existence in every Member Country and at European level in the different institutional and organisational contexts in which the trainers of adults operate.

The results from workpackage 2 have shown the rather diverse landscape of the Adult trainer in the Financial Service Sector throughout Europe. This resulted in a project amendment in which the output of the project no longer consisted of one qualification profile, but of two well recognized profiles in this part of the VET industry.

C. To build - through an open dialogue among all involved categories of stakeholders - a European definition of the professional area and a representation of the related competencies and levels of performance/expertise, using EQF as a reference point.

The two presented qualification profiles describe the Adult trainer profession within the Financial Service Sector in a generic way which provides other sectors with a Competence Framework that can easily be adjusted to the needs of the sector. The methods used to describe the profile are an implementation of the Certified competence model as produced by another EBTN project in which the levels of the European Qualification Framework were described and implemented.

D. To propose a cooperation framework among national and international associations and institutional actors, that would allow the delivery of general and specialised professional qualifications.

In the long run the Competence Framework and the European Qualification Prototype can be a major factor in the establishment of generic profiles for Adult trainers throughout the whole of the European VET industry describing a set of tools for certification or accreditation of training professionals in the VET industry.

E. To consider - among the associated networks and the institutional interlocutors - the feasibility of an associative technical coordination mechanism to guarantee standardized European Qualifications for Adult Trainers, focusing its initial activity on the trainers of adult learners in the different working contexts (industry, finance, public administration, non-profit organisations, school, health, service, armed forces, adult learning centres, etc.).

Partner 1 NIBE-SVV, as a result of the Final Conference, has been contacted by several of the Dutch training institutions in the FSS in order to set up the system in the Netherlands.

Partner 2 EBTN has installed a Technical Expert Group with representatives from its members in order to further develop the assessment procedure as described in the deliverable "Competence certification framework new qualification and assessment toolkit after validation".

Partner 3 Scienter is raising awareness in the world of continuing training in other economic sectors to address the issue of transferability potential of the outcomes.

Partner 4 AIF intends to present the products from the project to the European Training and Development Federation, ETDF, who have already been informed at an earlier stage of the project.

Partner 5 Febelfin hopes to join NIBE-SVV in the development of the certification and intends to copy and transfer the methods and implementation as soon as possible.

Partner 6, Berlin School of Economics and Law will undertake a feasibility study into the preconditions to apply the EAT-profile in further training of public sector employees intending to become part-time trainers in universities and colleges for public administration.

Partner 7 IFB believes that these two certificates can bring some added value concerning the increase of the level of performance and prestige, among the trainers/professionals of adults in Europe. In Portugal already a certificate exists for the trainers of adults (CAP), issued at governmental level, by the Employment and Professional Training Institute (IEFP).

Dissemination and sustainability in the long run

The long-term target group consists of all actors involved in the Adult learning processes from all the learning territories, such as professionals from research communities, policy makers, practitioners and learners in the different fields and dimensions of VET and Lifelong Learning in general.

This broader long term target group comes from the fact that:

- a) the Competences Framework and the European Qualification Prototype identify a map of the most relevant generic competences of Adult trainers and proposes a method to assess them independently from the context in which they will be or will have been acquired (in formal and non-formal settings).
- b) the European Qualification Prototype has been designed together with the Methodological Guidelines which provide procedures for immediate application to all the learning “territories” and sectors.

The target groups specified above have been reached through different strategies such as the participation of key actors in Concertation seminars and conferences and the publication of relevant articles, papers and official communications. The role of the Advisory Board has been crucial in this point, as it was constituted from important, relevant and well recognized members of the VET industry around Europe. Their extensive validation and contribution to the project products guarantees a large area of action in the dissemination and exploitation of the project results, facilitating its sustainability in time. In that sense, the construction of the MetaCommunity (specified in workpackage1: Awareness Raising and Network Building) through the project website also contributes to the achievement of this aim.

In the long run, impact at *institutional level* is foreseen also. The Quadultrainers project answers to the recommendations set in the EU Bank Social Partners Joint Declaration (28/02/2002) regarding the recognition and validation of competences and skills. Furthermore, the project is in line with the European Commission ‘Europass’ Initiative. In this respect, the Quadultrainers project enhances the Europass goals by strongly promoting a competence-based approach which takes into account also the outcomes of informal learning paths.

2. Project approach

The project activities were developed through 9 workpackages which were strictly inter-dependent in order to assure coherence and maximise the effectiveness of the whole Quadultrainers project actions.

Project management (WP8), Valorisation and Dissemination actions (WP6), Exploitation (WP7) and Evaluation, Monitoring and Quality Assurance (WP9) were considered transversal activities along the project lifecycle. Those workpackages accompanied the project development and assured that the project was monitored, managed in a cost-effective way and met the quality criteria identified. In the same way the project intermediate and final results were valorised and disseminated in a continuous and stable manner.

The Quadultrainers project partnership believes that management, evaluation and dissemination has been embedded in all project activities and not only performed in specific and strict scheduled time.

Workpackage 1, “*Awareness Raising and Network Building*” and workpackage 2, “*Open Review and comparative Analysis of the state of the art of the existing qualification and competence framework*”, were carried out almost in parallel. Within these workpackages all the project stakeholders were involved in order to set up a consensus building mechanism on the results as well as to promote a participative co-design of the main project outputs. During workpackage 1 a Concertation Seminar was organized in order to design product outputs which were relevant, coherent and immediately transferable and applicable. The Quadultrainers network is the source of the project.

The Concertation Seminar served different purposes:

- a) supporting the design and the development of Quadultrainers outputs through the identification of need, priority areas for certification and the collection of existing qualification and competences frameworks across Europe with special reference to the trainers of adults.
- b) promoting the dialogue amongst different actors about identification, recognition and certification of competences for Adult trainers.
- c) assuring sustainability and dissemination of the project output.

As far as the workpackage 2 is concerned, project partners carried out a desk research both on the FSS as well as on other relevant learning territories in which the competences of Adult Trainers /Facilitators play a key role. In particular research focused on identifying and mapping specific regulations and existing certification / accreditation solutions in Europe.

Workpackage 3 designed a model of competences for adult trainers into a *Competences Framework*, which allows the establishment of a qualification at a European level

The main output of the workpackage 4, “*European Qualification Prototype*”, is made up by:

- A clear description of two qualification profiles specific to the FSS.
- An explanation of the process to certify competences of those profiles, “*Methodological Guidelines*”. The methodological guidelines support the adoption, the contextualization and the correct usage of the system.

The European Qualification Prototype was tested through a piloting activity in workpackage 5 in order to guarantee a validation control of the European Qualification Prototype and its methodological application. The piloting activities began with the submission of the Guidelines for Piloting. A report was filled in by the responsible of the initiative at the end of the validation activity and also an extensive report was published showing the comparative results. The main approach proposed to carry out the piloting activities was Focus Group involving relevant target groups in each partners country.

After the piloting phase a valorisation and dissemination plan was designed in order to assure that the European Qualification Prototype, is immediately transferable and usable, together with the Final Conference this made up workpackage 6.

Workpackage 6 made up the dissemination plan which contained the detailed valorisation and dissemination strategy. The dissemination plan was structured in different parts:

a) "Awareness of project identity and outputs", identified the main project values and the most relevant outputs whose dissemination was likely to bring about a real advancement in the project objectives and results. In this respect, the target users and the stakeholders of the project were identified, thus creating the conditions to elaborate ad hoc dissemination actions.

b) "Analysis of the surrounding environment", it was interesting to summarise the main trends which characterised the European Scenarios and which determined the main strengths and weaknesses of the activities put in place with the project.

c) "Feasibility of Dissemination and Sustainability Actions", verified the viable opportunities that the partnership and its extended network could use in order to maximise the dissemination results and the connected sustainability outputs.

As concerns "Actions", it was relevant to have an overview of the opportunities to embed the dissemination of QUADULTRAINERS in existing initiatives and events. The aim was to give the project's outcomes the greatest visibility also linking them with the mainstreaming discussion issues already dealt with in European settings.

In workpackage 7 a Transferability and Exploitation plan was developed to support the partners in the period following the project when exploiting and transferring the project product among stakeholders within the FSS through EBTN and affiliate members as well as outside the FSS by AIF.

At a National Level the diffusion, application and experimentation of the "European Qualification Prototype" and "Methodological Guidelines", as well as other information and tools available (also throughout the Web Site of the project) was projected and took place as foreseen. The Exploitation process will take place across qualified target groups members of diverse economic sectors. The aim is to promote transferability and adaptation of the competences model proposed for the different organisational and productive contexts, for the professional roles of the adult trainers taking into account the differentiation through "general competences" and "sectoral" or "specialised" competences (depending on the role).

At an International Level EBTN and AIF's role and membership of European Networks like ETDF (European Federation of Training and Development) facilitates the dissemination, application and experimentation of the "European Qualification Prototype", and its related tools for its application, for instance through all the European training and development associations members of ETDF (which includes 12 association representative from 10 European countries and around 15.000 professionals) and also through institutions, associative nets of existing sectors at European Level and/or International.

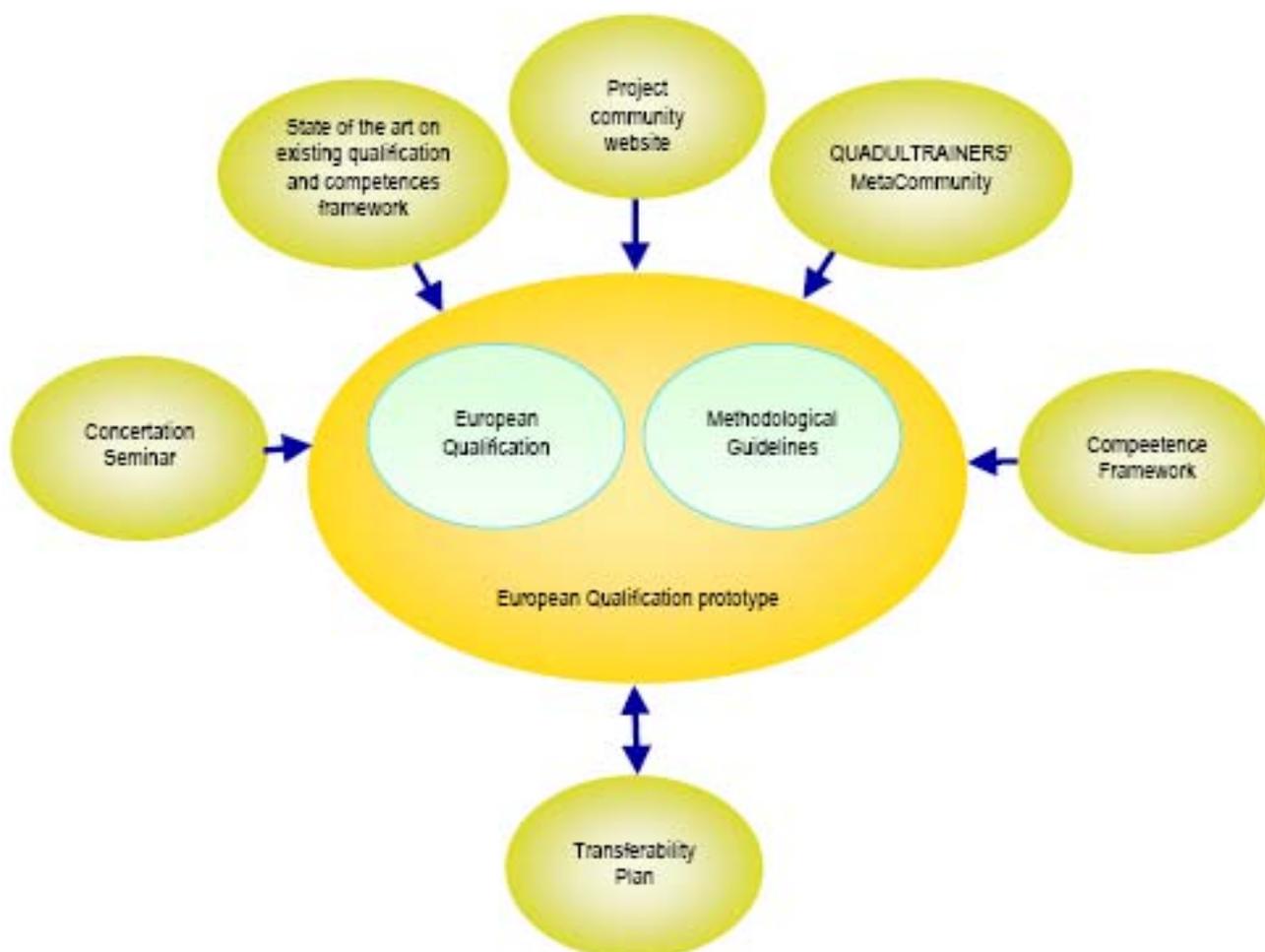
Workpackages 8 and 9 have resulted in Final Reports like these, which describe the project processes, procedures and products.

For this partners contributed with quarterly reports about their activities and actions in their respective workpackages. Financial information was delivered at the end of year 1 and year 2 and processed into the Financial Report.

The Evaluation has been the domain of the Berlin School of Economics and Law. They developed and processed an ingenious system of pre and post evaluation methods presented in the Evaluation Report.

3. Project outcomes & results

The following graph presents the major outputs of the project:



The **European Qualification Prototype** is made up by the European Qualification plus the Methodological Guidelines. In order to create the prototype the following outcomes of the project acted as input for the prototype constitution process:

- Concertation Seminar 23rd and 24th of March 2009 in Rome (seminar)
- Quadultrainers' MetaCommunity on the project website (network)
- State of the art report on existing qualification and competences framework (report)
- Competences Framework (report)
- Project community Website (website)

In order to efficiently manage the project, assure the development, progress, dissemination, sustainability and exploitation of project results a set of outputs was envisaged:

- Action plan for the activation of the European Learning Networks

Through the installation of the Advisory Board easy access to the major target groups could be established.

- Concertation Seminars

The outcomes of the project were severely commented upon by the participants of the two Concertation Seminars in Rome and Lisbon, this enhances the adaptation by stakeholders.

- **Quadultrainers' MetaCommunity**

As a part of the projects website it functioned in the communication with stakeholders and was used as a evaluation tool during the validation and piloting. The open structure offers opportunities for all stakeholders and other third parties. The population of the Quadultrainers' MetaCommunity is formed by relevant project stakeholders at European level.

- **Research Framework**

This report illustrates the methodological framework for addressing the research and it is structured in aims and objectives of the research, guidelines principles and logical framework, methods and tools. Scierter described the European landscape of adult training and its existing qualifications. The report makes the other deliverables more transparent and easier comprehensible.

- **State of the art report on existing qualification and competences framework**

This report presents the key findings emerged from the surveying task carried out in the first six-month project activities by both Febelfin and Scierter. The deliverable shows an overview of the current regulations affecting the FSS as well as the other learning territories with regards to professional qualifications and the competences for adult training trainers. It also includes an analysis of the existing accreditation and certification solutions used in Europe in terms of VET. It targets the broader VET industry throughout Europe.

- **Competences Framework.**

This report illustrates the Competence Framework for the adult training professionals. The Competence Framework provides the individual with a map or indication of the behaviours that have to be identified, valued, recognised in the adult training professional. Competencies (knowledge, skills, attitudes) have to be understood to represent the language of performance, articulating both the expected outcomes of an individual's efforts and the manner in which these activities are carried out. In designing a framework particular care has been given that only measurable components are included. The framework contains definitions and/or examples of each competency.

- **European Qualification Prototype**

This report shows the two qualification profiles (EAT and ALP) and the Methodological Guidelines from which the certification of adult training professionals can derived.

- **Validation and Piloting report**

Through this report partners and stakeholders have had the possibility to adjust and amend the two profiles, the usability of competences framework and the assessment in detail.

- **Dissemination Plan**

The plan contains

1. the detailed valorisation and dissemination strategy, and the list of activities and events attended by project partners. In this respect, the target users and the stakeholders of the project were identified in order to create conditions to elaborate ad hoc dissemination actions.
2. a summary of the main trends which characterise the European Scenarios and which determine the main strengths and weaknesses of the activities
3. the viable opportunities that the partnership and its extended network can use in order to maximise the dissemination results and the connected sustainability of outputs.

With regard to “Actions”, it gives an overview of the opportunities to embed the dissemination of Quadultrainers outcomes in existing initiatives and events. This to give the project’s outcomes the greatest visibility in European settings.

- Project community Website

The project website intends to provide information about the project and its partners. In addition the website serves as a communication and collaborative working / learning environment for the project partners and for the members of the Quadultrainers’ MetaCommunity. Far from being just as storage tool to archive documents, the website is acting as a project shop window and as a virtual learning environment for the project stakeholders.

- Articles and Publications

Numerous articles have been published by partners during the two year period.

- Final Conference

On the 20th of October the Final Conference took place in the presence of about 60 people, representatives of the addressed target sectors as well as experts and practitioners of the vocational training sector and lifelong learning from the FSS, certification and accreditation authorities, social partners, the Advisory Board.

- Transferability Plan

The document provides a vast description of the contextual and methodological information required to transfer the European Qualification Prototype to all learning sectors. It also includes pedagogical considerations and recommendations for an efficient transferability process.

- Exploitation Plan

This plan provides all project partners with a clear outline of the exploitation within the FSS as well as tools and procedures to apply.

- Project Management and Communication plan

This report presents a detailed description of procedures adopted in order to assure a cost-effective management and monitoring of all project activities. It also describes the strategy which will be adopted in order to assure an efficient, relevant and appropriate communication flow amongst the different workpackages, partners, and bodies like the Advisory board, MetaCommunity, European Commission, etc.

- Project Interim and Final report

Both reports present the project and its outcomes through templates prescribed by the EACEA. They provide evidence of the project development and allow the European Commission to verify the quality and intermediate outputs, they present the achievement of project results and the correct management of administrative and financial resources at the end of the project.

- Minutes

Of all relevant proceedings minutes have been made available through the website and are included in the confidential report.

- Evaluation Report

The report is structured in different sections:

- ❖ the evaluation aims;
- ❖ a stakeholders analysis;
- ❖ the objects and the evaluation actors in the evaluation;
- ❖ the matching the project lifecycle with the agenda;
- ❖ the selection of appropriate methods and tools;
- ❖ the main evaluation activities and
- ❖ the main results achieved.

- Final Evaluation Report

The project final report presents the main results achieved throughout the project lifecycle. Particularly attention is placed in presenting the feedback collected by different validation bodies such as: Meta Community, Advisory Board and valutors involved in the piloting phase.

All these deliverables can be found in the Quadultrainers' MetaCommunity and in the Adam Portal.

For a full description of all project products:

<http://www.quadultrainers.eu/index.asp>

Or

<http://www.adam-europe.eu/adam/project/view.htm?prj=4979>

4. Partnership

The Project Partnership consisted of three training institutions from the Financial Service Sector (FSS) as well as partners from outside the FSS. This enabled the project to reach a broad spectre of the Adult training system.

IFB, Febelfin and NIBE-SVV secure save landing of the profiles within the European FSS through their relation with EBTN.

AIF will be able to ensure transferability and sustainability within the European Training and Development Federation (ETDF) and its twelve members.

EBTN in turn organized the project professionally taking charge of administrative and technical matters concerning the project. Through their position EBTN is able to transfer the project to its European and affiliate members.

SCIENTER is a non-profit organisation, specialising in educational research & innovation. It has extensive experience in running multi-national consultancy, networking activities, research and piloting activities. Scienter contributed in research and methodological matters.

The Berlin School of Economics and Law represents formal education and secures the relation with known systems and institutions of formal education.

The partnership has a European balance between the north and south, the Mediterranean as well as the Anglo-Saxon culture are represented. Coming from five countries, partners bring different sets of values and standards which have to be in line with each other before being able to present a common result.

English has been the working language on project management and most projects. For better understanding during Focus Group meetings some products have been translated into Dutch, Italian, Portuguese and German

The basic project communication is organized in the web based platform of Quadultrainers as well as in emails between the partners. All partners were experienced participants from earlier or ongoing European projects.

Partners used their capacity to participate in the specific tasks in the project and the tasks were distributed along all partners ability to contribute to the workpackage activities carried out.

The coherence of the project is supported by the project website, www.quadultrainers.eu which is a mirror of the project activities. All partners and community participants were involved in producing content or feedback to the project website

Previous experiences in several other European projects (i.e. Qualobster, Equalifise, Certified) helped partners in the organization of their activities and the productions of the projects outcomes. They are known with the European project culture and its specificities.

Through the Advisory Board and Concertation Seminars easy access was established with outside parties. For instance the contact with the University of Bremen resulted in the participation of Mrs. Eileen Lübcke in the first Advisory Board in Rome March 2009 and contact with the ALPINE project through Research voor Beleid, mr. Simon Broek, greatly supported the ideas about the European Qualification Prototype and added value to the competences suggested for the two profiles. Mr. Broek participated in the Advisory Board of January 2010 in Lisbon.

For a full description of all project partners: <http://www.quadultrainers.eu/partnership.html>

5. Plans for the Future

The project partners have been working intensively since the beginning of the project to ensure its transferability and sustainability.

At the level of the partnership

During the project period, a huge number of representatives visited project events or the project website; a substantial number of these participants was involved in the validation and evaluation activities during Focus Group meetings; through this the project and its results were widely disseminated, so many know at least a minimum about the Quadultrainers project and its outcome.

This pool of potential users of the European Qualification Prototype, the Methodological Guidelines and the Quadultrainers Certificate have to be informed about the future development of the European Qualification Prototype.

The engagement of the participants will also be maintained as the project partners rely on extended and multiple contacts to other Lifelong Learning programs as well as on cooperation with other networks in the field of Adult Education and beyond, thus supporting sustainability, through both mainstreaming activities, addressing decision makers at national and European level, and multiplication activities, addressing end-users, with the aim to achieve the maximum impact of Adult trainer certification and to make connection between Quadultrainers and its results beyond the project's lifecycle.

At the level of the individual partners

NIBE-SVV will develop an EBTN Quadultrainers Certification register in the Netherlands. In January 2011 a first meeting with the most important stakeholders is planned. Depending on progress through EBTN the partner hopes to present the first Quadultrainers Certificates in spring 2011.

EBTN will maintain the project website and the results updated with interesting news about further activities related education and learning in the Quadultrainers environment; Partners are requested to send updates on the further development of the results.

EBTN will install a Technical Expert Group to further develop the assessment procedure described in the Competence Framework in order to prepare the accreditation of the Quadultrainers Certificate. After this EBTN members will be able to set up national registers of EBTN certified Quadultrainers.

Scienter is raising awareness in sectors other than FSS to address the issue of transferability potential of the outcomes in the world of continuing training .

AIF is setting up a Technical Expert Group that –in cooperation with the AIF Certification Committee – will evaluate the process and the specific steps for the promotion, transferability and exploitation of the Quadultrainers Certificates (for the 2 Professional Profiles) outside the FSS, within the frame of the IPR Document and assuring consistency with the provisions and the development plans of the national Certification System of specific Professional Profiles.

At this end, AIF will organize, early in 2011, a meeting with the most important national stakeholders on this subject.

Febelfin intends to follow the way NIBE-SVV will be implementing the certificate. Both institutes use VET trainers coming from within the FSS and the need for a certificate is felt in the same way.

Once the EBTN certificate is available, HWR Berlin / BSEL will support the introduction and implementation of the Certificate in Germany, especially by linking with the banking institute of the university and by cooperating with its partners.

Furthermore, BSEL will elaborate on the possibility to apply the EAT profile when hiring lecturers with practical experience for its university courses. Contacts with other universities around Berlin have been made already and will sustain in order to facilitate further transfer and usage of the competence profiles.

IFB believes that these two certificates can bring some added value concerning the increase of the level of performance and prestige, among the trainers/professionals of adults in Europe. In Portugal already exists a certificate for the trainers of adults (CAP), issued at governmental level, by the Employment and Professional Training Institute (IEFP). However, this qualification is going through a process of reformulation to update the qualification, aiming at being in tune with the introduction of the new techniques in training (ICT, new media, networks, etc.), as it was conceived about 15 years ago. On the other hand, the Quadultrainers qualifications were recently designed and reflect the day to day reality. IFB has consulted IEFP on the different stages of the project, and it is now its intention to schedule a meeting with them, to achieve, together, the best solution to benefit from the Quadultrainers certificates.

In general, it is within EBTN's genuine interest and commitment as a trainers network, to exploit the project results and disseminate interesting findings and innovative materials to all partners in the network. EBTN has an excellent opportunity for pursuing the aims of the project well beyond the ending of the funding period through its membership, websites, newsletters and on-going networking activities within Europe.

Last but not least, not only EBTN but also some of the partners have already signaled explicit interest to work further on the produced materials within their range of networks and collaborations writing articles and feeding the discussion at institutional and national level.

Intellectual property rights have been settled through the project's IPR document.

All the Members agree that EBTN has the exclusive rights for the use of the Quadultrainers products and for the exploitation of the results in the European Financial Services Sector, with or without economic relevance.

Each Member of EBTN can act on behalf of EBTN for the use of the Quadultrainers materials and for the exploitation of the results in its own National Financial Services Sector, only after receiving a formal authorisation written down by the Legal Representative of EBTN.

The other Members of the Consortium have the right for the use of the Quadultrainers products and for the exploitation of the results outside the Financial Services Sector, with or without economic relevance, on the following conditions:

- a. Each utilization of the products and of a part or of the whole set of materials without any economic relevance, as study, survey and research, has to be communicate to the Quadultrainers Partnership through a letter or email containing the aims and the objectives of the utilization.
- b. Each utilization of the products and of a part or of the whole set of materials also for economic purposes (direct or indirect) should be discussed beforehand among all partners in order to reach consensus on the proposal submitted by one or more partners. The proposal also has to contain suggestions for criteria for the distribution of the royalties (if any).

6. Contribution to EU policies

Leonardo da Vinci projects enable VET organisations to work with European partners, exchange best practices, increasing the expertise of their staff and respond to the teaching and learning needs of people. It therefore supports efforts to make vocational education more attractive to young people. One of the main objectives is helping people to gain new skills, knowledge and qualifications which boosts the overall competitiveness of the labour market.

The European Union identifies four long term strategic objectives:

1. Making lifelong learning and mobility a reality;
2. Improving the quality and efficiency of education and training;
3. Promoting equity, social cohesion and active citizenship;
4. Enhancing creativity and innovation, including entrepreneurship, at all levels of education and training.

The Quadultrainers project contributes to several of these key objectives.

Hereafter we take a closer look at the generic European Lifelong Learning Objectives and the relation they have with the Quadultrainers Project:

To promote cooperation in quality assurance in all sector of education and training in Europe

The Quadultrainers project addressed the political priorities of Lifelong Learning (LLL) activities through promoting approaches and methodologies which are coherent with the European strategy of LLL, in particular by basing the project on the key priority of assuring quality of education and training through a common European Competence prototype. The European Competence prototype is a meta model which allows the identification, evaluation and recognition of competences of adult trainers at European level.

To support improvements in quality and innovation in vocational educational training systems, institutions and practices.

As already seen, supporting the professional and personal development of adults is a key “profession”. The professional identity of adult trainers is a very valuable asset in implementing a European policy of Lifelong Learning. In this respect Quadultrainers aimed at designing, piloting and validating a European Qualification prototype for adult trainers. The usage of the prototype fosters the improvement of quality of vocational education systems by providing a method and tool for the identification, recognition, evaluation and certification of competences of adult trainers throughout Europe.

To improve the transparency and recognition of qualification and competences, including those acquired through non-formal and informal learning

The Feira European Council in June 2000 asked member states, the Council and the Commission, within their areas of competence, to “identify coherent strategies and practical measures with a view to fostering lifelong learning for all”. It emerged clearly that, as the majority of adults’ learning experiences take place in non-formal and informal settings rather than in formal education paths, it is vital to guarantee the quality of learning that occurs

outside formal settings as well as improve the mechanism which support the valorisation of the learning achievement.

The Quadultrainers project believes that valorising non-formal and informal learning is a starting point in developing pervasive and non-prescriptive ways of individual and organisational learning. The Quadultrainers project produced a competence prototype which allows the recognition and the valorisation of competences acquired by adult trainers in formal, informal setting.

Transparency and recognition of competences and qualifications

The Quadultrainers project:

- provides a high-visible, consistent and validated qualification prototype;
- promotes general recognition of qualifications and competences throughout Europe;
- encourages trainers to progress through the levels of education and training by improving access to specific adult trainers qualifications, clearly defining avenues for achievement, and generally contributing to lifelong learning

Through adopting EQF levels for both Competence profiles the project is in line with document “Key Competence for a Changing World” from the European Commission.

Lisbon Education & Training Progress Indicators:

Inward and outward mobility of teachers and trainers within the LLL Programmes

The Competence Framework and as well as the European Qualification prototype, visualizing the competences owned by trainers, empower Adults Trainers to use their qualifications and competences as a kind of common currency, which can be earned in one setting, and spent in another.

Lisbon Key Competences:

Interpersonal, intercultural and social competences and civic competences

The Competence Framework maps all the competences related to the two profiles and therefore supports the improvement, visibility and recognition of skills which are fundamental, not only to perform effectively as trainers, but also to life and work properly in the current predominantly knowledge driven society.

LLP Horizontal policies:

Equal opportunity between men and women

The Quadultrainers project subscribes principles of equal opportunity in the assessment to the proposed Qualification Competences.

Complementary with other policies

Recognition of qualifications

The Quadultrainers project is based on the identification, valorisation and recognition of the qualification of adult trainers in Europe. The system used is easily transferable to other sectors, organizations or institutes.

