

***Promoting Recognition of Learning Outcomes through ECVET System***

Multilateral Project

(504476-LLP-1-2009-1-PT-LEONARDO-LNW)

Summary of the  
BIF Network  
National  
Awareness Seminars

**BIF WEB SITE:**

[www.bifebtn.eu](http://www.bifebtn.eu)

**ECVET Financial Services Agorà**

[www.bifebtn.eu/forum1/index.php](http://www.bifebtn.eu/forum1/index.php)

The ECVET Financial Services Agorà is an ad hoc community of practice where share experiences and best practice on the complex theme of ECVET.

# Contents

<b>Title</b>	<b>Page</b>
Summary of B.I.F Network	3
Aims	3
Objectives	4
The innovative character	4
Scottish Awareness Seminar	5
Belgian Awareness Seminar	6
Polish Awareness Seminar	7
Portuguese Awareness Seminar	10
Italian Awareness Seminar	13
Netherlands Awareness Seminar	15
Maltese Awareness Seminar	16
Slovenian Awareness Seminar	17
Conclusions	22
Recommendations	23

## **Summary of the Report on B.I.F.**

### **Awareness Raising Seminars and Networking**

The project B.I.F. Network intends to promote and build a path for the progressive implementation of the European Credit System for Vocational Education and Training (ECVET) within the banking, insurance and financial (BIF) services sector. ECVET facilitates the international transfer, accumulation and recognition of individual's learning outcomes achieved in lifelong learning. In return, the implementation of ECVET creates transparency of qualifications, builds mutual trust and cooperation among stakeholders involved in Vocational Education Training (VET) in Europe. Consequently this initiative aims at facilitating the mobility of labour.

In addition, the BIF project aims to formulate a methodology for assigning ECVET points to existing qualifications and to facilitate its adoption in the BIF sector. Two user-friendly tools are created:

- The Users' Guide for potential users in the ECVET system; and
- An ECVET points attribution Vademecum for training professionals and experts in designing study programmes according to ECVET requirements. This information is available on the B.I.F. Project web site.

With the adoption of the ECVET system, the BIF sector will be able to rely on a higher degree of transparency and quality assurance of training provision and qualifications, making it possible to identify employees with certain knowledge, skills and competences required to carry out a job within the financial services industry.

### **Aims**

1. To promote the application of ECVET to the qualification provision of the Financial Services Sector
2. To increase the mutual trust and cooperation among stakeholders involved in VET in Europe and further more to offer an overview of the ECVET System throughout Europe providing:
  - Methodology for assigning ECVET Points to existing qualifications in BIF sector
  - Users' Guide for potential users in the ECVET System; and
  - An ECVET Vademecum on the BIF Sector, for the attribution of ECVET points for training professional and experts.

## **Objectives**

1. To promote co-operation in Quality Assurance in all sectors of Education and Training in Europe;
2. To support improvements in Quality and Innovation in VET system and institutions;
3. To increase mobility of labour within the pan-European financial services industry;
4. To build stronger links among European institutions and organisations;
5. To improve the transparency and recognition of Qualifications and competences, including those acquired through non-formal and informal learning; and
6. To create an ECVET Network.

## **The innovative character**

The innovative character of the BIF Network stands in the adoption of ECVET credits as a basis for building a new generation of VET Qualifications, the methodology of which needs to be implemented by 2012. Such methodology will focus on learning outcomes in terms of competence rather than the current system of content description. Furthermore, this project will develop a prototype guide for training organisations and users (employers and single users) to orient and facilitate the adoption of ECVET.

It is fundamental for the success of the BIF Network Project that the partnership includes key stakeholders from Europe which through their direct contact with the industry will contribute to the implementation of ECVET within the financial services industry. In this regard, this project will guarantee a good groundwork for the future development and application of ECVET further beyond the life cycle of the BIF project.

In this regard, between November 2009 and April 2019 partners carried out awareness seminars in their respective countries inviting all the stake holders to raise awareness on ECVET. In the following pages, there is a brief description of each seminar. Eight seminars were carried out in all, in the following countries: Scotland, Belgium, Poland, Portugal, Italy, the Netherlands, Malta and in Slovenia.

## Scottish Awareness Seminar

Scottish Banking, Insurance and Finance Project awareness seminar on the European Credit System for Vocational Education and Training (ECVET) seminar was organised on Friday 18th February 2010 at the Chartered Institute of Bankers in Edinburgh. The seminar was opened by Professor Mario Spatafora, President of the European Bank Training Network (EBTN).

Following the welcome introduction by Professor Mario Spatafora, Mr Colin Morrison Deputy Chief Executive of the Chartered Institute of Bankers in Scotland gave a presentation about the objectives and the rationale of the BIF Project vis-à-vis the promotion of the European Credit System for Vocational Education and Training (ECVET).

Following the presentation of Mr Colin Morrison, Ms Aileen Ponton Chief Executive of Scottish Credit and Qualifications Framework (SCQF) gave a detailed presentation on the aims of SCQF, its main key characteristics, which bodies conduct the credit rating, and which educational institutions such as schools, colleges and universities are credit rated. Ms Ponton went on to explain the actual implementation of SCQF, key developments that have recently taken place and EQF referencing.

Ms Ponton concluded her presentation by running parallels between SCQF and ECVET and the scope for further study. Ms Ponton finished off her presentation with four preconditions on ECVET required transparency, namely:

- Qualifications and learning outcomes which are expected at the end of a VET programme or any type of learning pathway;
- Procedure (e.g. quality assurance, assessment or recognition procedures);
- Learning processes (e.g. formal, non-formal and informal learning processes and pathways);
- Structures (e.g. organisation of the VET systems institutional responsibility of the stakeholders/practitioners).

Following the delivery of all the presentations the forum was open to an interactive discussion which focused mainly on the Scottish experience and the way forward.

## **Belgian Awareness Seminar**

The Belgium BIF Project ECVET Awareness Seminar was held in Brussels at the premises of the Febenfil Academy, on the 31st March 2010. The aim of the seminar was to promote the application of ECVET - the European Credit System for Vocational Education and Training to training providers within the Banking, Insurance and Financial Services Sector.

This awareness seminar was opened by Mr Werner Abelshausen President of Febelfin. This was followed by a detailed presentation about the advantages and role of ECVET given by Mr Johan Van der Branden, Managing Director at Febelfin Academy. Professor Mario Spatafora, President of EBTN gave a presentation about the BIF Project and its main scope of actively promoting the application of ECVET within the financial services sector.

The seminar was attended by key banking training offices from NIBE, Dexia Bank, BNP Paribas Fortis, KBC Global Services, Record Bank, ING Banca Monte Paschi Belgio and Axa amongst others.

## **Polish Awareness Seminar**

The Polish Awareness Seminar was organised by the Warsaw Institute of Banking (WIB) on the 25th February 2010 at the Bankers' Club, Warsaw, Poland. The title of the Seminar was "HR News from the Local and Foreign Markets at Breakfast with WIB. Essential business information for today and tomorrow". ECVET was one of the main topics of the seminar, besides EQF.

### **Promotion**

WIB promoted this seminar through the following channels:

- Brochure with a personalised invitation signed by the WIB's Management Board;
- Mailing to a selected group of WIB's clients - HR Managers from banks, other financial institutions, the Central Bank of Poland, financial services supervision and the Polish Banks Association; and
- Direct phone contacts.

### **Participants**

There were 22 participants in total, namely:

- Managers of HR Departments in Polish banks and financial institutions (representatives of 8 commercial banks, Polish Co-operative Banks and financial advisory institution);
- HR Managers from the National Bank of Poland (NBP Central bank) and the Polish Financial Supervision Authority (KNF);
- HR Advisors from the Polish Banks Association; and
- WIB's Training Projects Managers.

### **Speakers**

The two main speakers for this seminar were Mr Andrzej Lech, President of WIB and Mrs. Mariola Szymanska-Koszczyk, Vice-President of WIB.

### **Agenda**

The agenda of the seminar covered the following topics:

1. European Qualification Framework (EQF): transparency, comparability, focuses on competencies as a way to re-building clients' trust towards the financial services sector institutions and their employees;

2. European Credit System for Vocational Education and Training (ECVET): modularity of a qualification as a way to flexibility and improvement of the efficiency of the employees' professional development;
3. Scenarios for skills required for the European FSS (New Skills New Jobs 2009): conclusions from the EU Report on scenario after the financial crisis;
4. New local regulations regarding the development of professional qualifications by the employees: training fund; amendment to the Labour Law, taxes -reasons and directions of changes, status, of the legislation process, predictable results for the employers and employees; and
5. Discussion "what are we going to do together, because it will not work individually: the future of the FSS personnel in Poland in the context of global competition".



### **Brief of the seminar**

The meeting was dedicated to the current challenges and opportunities for HR area in FSS from the local and European perspectives for today and tomorrow. Two main European topics presented and discussed were ECVET and EQF in the context of two current EBTN projects: BIF and FIRST.

The main topics of the presentation concerning EQF issues covered: European Market Needs - people, organizations; Map of Available Solutions (EQF, ECVET, EQARF-VET, Europass, New Skills for New Jobs); International Co-operation; EQF – main characteristics. Focus was on the issues of applications and benefits of

EQF for FSS in Poland. Transparency of the employees' qualifications and building up the trust towards financial institutions are critical, especially in the context of the crisis.

The main topics of the presentation concerning BIF project and ECVET issues covered: ECVET – what it is, aims, key definitions (unit of learning outcome, qualification, credit point); ECVET methodology, how to allocate credit points; pathways to a qualification; expected benefits (lifelong learning, employees mobility, common language in HR processes of recruitment, development, training and appraisal for employers, employees and training institutions, modularity that means flexibility and efficiency); how to implement ECVET in FSS; partnership of BIF, consultation process, invitation to co-operation.

### **Impact**

During the seminar a special attention was dedicated to the development of network of practitioners – HR professionals in FSS that are interested in lifelong learning area and instruments like ECVET, EQF. The level of awareness and knowledge about EQF and ECVET, especially ECVET, is still low, so one of the tasks of WIB as a participant of European projects is to disseminate the outcomes of particular stages of the projects in the Polish FSS.

The content of the meeting triggered an interest. Most of the participants expressed their willingness to continue exploring this area. They were informed that in the nearest future they would be invited to join the network of practitioners at BIF Agora and get involved in the consultation process for BIF deliverables.

In March 2010, after the seminar there was a comprehensive report on the Awareness Seminar published in News Area on WIB's website. There were also links to the PP presentations used during the meeting. WIB's page rank is 5, which means that a big amount of Internet users were able to read the article and the presentations to learn about ECVET.

Another publication issued after the Awareness Seminar was an article about ECVET and EQF, based on the report from the seminar. It was published on "Modern Firm" web portal (nf.pl), which has around 1150 viewers.

Next step is to maintain contact with stakeholders, including the seminar participants, to keep them abreast of developments and achievements of the project and consult the deliverables.

## Portuguese Awareness Seminar

The Portuguese Awareness Seminar was held on the 18th March 2010 in Lisbon at the Instituto de Formação Bancária (IFB). IFB conducted a brief seminar on the theme – ECVET and Vocational Training – Awarding ECVET credits in vocational training. The presentation was designed to guarantee awareness rising about the practical implication of adopting the ECVET System.

The Seminar was promoted together with the first 2010 meeting of IFB's Training Advisory Council, in order to have representatives of the banks and trade unions. All the Associates of APB – Associação Portuguesa de Bancos (The Portuguese Bank Association) were invited to attend the meeting and the Seminar.

Many of IFB's managers have attended the meeting:

- Deputy Director General
- Head of Academic Education Department
- Adviser to the General Management
- Head of the Professional Training Department
- Head of the Alternance Training Department
- Head of the Pedagogical Department
- Head of Clients and Customer Relations
- Head of Oporto Branch Office

Four Trade Unions were also represented:

- SNQTB – Sindicato Nacional dos Quadros e Técnicos Bancários
- SBN – Sindicato dos Bancários do Norte
- SBC – Sindicato dos Bancários do Centro
- SBSI – Sindicato dos Bancários do Sul e Ilhas

The other participants were representatives from the following Portuguese banks:

- Banco BIC Português
- Banco Bilbao Vizcaya Argentaria (Portugal)
- Banco BPI
- Banco Comercial Português (Millennium bcp)
- Banco Espírito Santo
- Banco Popular Portugal
- Banco Santander Totta
- BANIF – Banco Internacional do Funchal
- Barclays Bank Portugal
- BNP Paribas
- Caixa Central de Crédito Agrícola Mútuo
- Caixa Económica – Montepio Geral
- Caixa Geral de Depósitos

This Seminar aimed at promoting awareness of ECVET in the Portuguese Banking, Insurance and Financial Sectors. The participants are relevant stakeholders of the professional training system. Many of them are responsible for the Human Resources or Training Departments of the banks that were represented.



Mr Luis Vilhena da Cunha, IFB's Director General, presented the framework of the ECVET System highlighting its importance for the educational sector and its benefits to various stakeholders: employees, companies and financial organisations and training departments.

Mrs. Paula Diogo, from the Pedagogical Department, presented the BIF Project – Banking & Insurance & Financial Network – Promoting Recognition of Learning Outcomes through the ECVET System.

The information presented included the objectives, the key steps and the products to be developed under the BIF Project. A discussion on the aspects of BIF followed the presentation. Some of the participants also requested some additional information on the subject and on the presentation.

The seminar provided a full overview on the credit system and its future implementation. It is expected to be a first step in increasing the number of potential beneficiaries of the System. The participants expressed their interest in maintaining updated information about the BIF Project and the implementation of ECVET by the European VET providers.

IFB published the following press release on its website:

"IFB conducted a brief seminar on the theme" ECVET and Vocational Training - Awarding ECVET credits in vocational training." Mr. Luis Vilhena da Cunha presented the framework of the ECVET System, highlighting its importance for the education sector and its benefits to various stakeholders: employees, companies and financial organizations and training departments. Mrs. Paula Diogo presented the Project BIF – BANKING & INSURANCE & FINANCIAL NETWORK – Promoting Recognition of Learning Outcomes through ECVET System". This project, in which the IFB is "contractor", is co-financed by the EU Programme Leonardo da Vinci and joins a partnership of institutions from eight different countries. The information included the presentation of the objectives, the key steps and the products to be developed under the project BIF. Afterwards, there was a period of discussion of the topics presented, in which some participants have requested additional information on the subject."

The presentation was sent to the participants, as they requested. After the Seminar, IFB also conducted a meeting on the same topic, requested by Banco Espírito Santo. The meeting took place on the 30th March 2010, at BES's premises in Lisbon. The aim was to have an in-depth overview on the credit system and the steps towards its implementation.

A shorter Seminar was held on the 22nd March 2010. The participants were the members of the Scientific Council of ISGB – The Portuguese School of Bank Management. The purpose of this presentation was, once again, to raise awareness about the ECVET System, involving relevant stakeholders.

## Italian Awareness Seminar

Scienter and EBTN have organised the BIF seminar about ECVET as part of a one-day event regarding European Projects dealing with the financial services sector. The main topic of the seminar was the value of transparency and mobility in Europe: the key to understanding the shift to learning outcomes is the drive for transparency in education and training systems.

So besides ECVET other topics were discussed such as EQF and NQF implementation.

Almost all European countries involved in the 'Education and Training 2010' work programme have seen it as beneficial to develop national qualifications frameworks that reflect the objectives and the scope of the EQF. This reflects a broad agreement on the potential benefits of such frameworks for facilitating European mobility and for promoting lifelong learning. However, the rapid pace of developments – along with the fact that only 4 countries<sup>1</sup> actually had established an NQF at the time of the adoption of the EQF Recommendation - suggest advantages for national experts to engage in a systematic dialogue and exchange of experiences on the design and development of NQFs.

The seminar took place on April 20th 2010 (14.30 pm – 17.00 pm) in Rome at the premises of ABI Formazione, (that is the Corporate School of the Italian Banking Association ABI). The participants came mainly from banking institutions, university and training institutions. The participating institutions were local delegation of national based institutions, so with a wide Italian scope.

The seminar started with a presentation by Mario Spatafora, EBTN President, about the previous, ongoing and planned European Projects of EBTN and its partners in the field of concretely using the European Instruments. Then Marta Santanicchia, from ISFOL (National Institute for Development of Vocational Training), presented EQF and ECVET. ISFOL is the national Coordination Point for EQF, regarding ECVET there is still no coordination point defined. She focused her presentation on two main topics:

- The importance of considering the European Instruments (EQF, ECVET, EQARF, ECTS, Europass) as a whole. In particular ECVET and EQF share the same approach to learning outcomes and EQF levels also provide a reference for ECVET. Finally she underlined that they are two practical tools but also they are two policy tools, expression a specific strategy which encompass a re-analysis at political level;
- The present Italian situation regarding NQF: the draft referencing report is expected to be prepared in June 2010 and then a consultation phase with the Regions and the stakeholders will start. The law that reformed Title V of the Constitution (2001) establishing the autonomy of regions in regulating

---

<sup>1</sup> Ireland, France, Malta and the UK.

training is making this process even more complicated as the regions are working to establish their own regional qualifications systems. This reform, combined with the autonomy of several stakeholders (autonomy of the regional authorities in regulating training and also autonomy of universities and schools; autonomy of the enterprises in offering 'qualifications' in the workplace, etc.) created a difficult situation to manage. The stakeholders involved are aware of the fundamental importance of a national system that should constitute the 'real infrastructure' for different educational and labour market policies.

Finally, Monica Turrini (Scierter) and Mario Spatafora (EBTN) presented respectively BIF Network project and First Project. Aims, objectives, adopted methodology and the state of the art of project development were outlined. After the presentation the participants to the Seminar had the chance to share their opinions, comments and need for clarification/doubts. It emerged from their observation that the seminar fulfilled their expectations of having fresh information of the recent developments taking place at European and Italian level in the FSS but looking out at other sectors as well.

The participants underlined the need to be kept up dated with the new steps of the projects' developments and also they stressed the importance of a consistent dissemination / communication strategy which should aim at raising stake holder's awareness of the emerging issues during the project life cycle. Globally speaking the seminar had a positive impact thanks to the fact that they had the necessary material before the meeting and so they familiarized themselves with the content and methodologies of the project being presented, they could review it and give relevant feedbacks.

Finally, they stressed the relevance of have synergies with other projects (joint events organization, exchange of data, collaboration on community building work); this awareness seminar itself already sets itself in the framework of this approach towards synergy building.

## **The Netherlands Awareness Seminar**

The Netherlands Awareness Seminar on the European Credit System for Vocational Education and Training organized on the 15th January 2010 by NIBE-SVV together with Schoevers, and Gooiconsult.

NIBE-SVV has organised the BIF seminar about ECVET as part of broader seminar about the credibility of non formal education in the financial services sector. Besides ECVET other topics were discussed such as EQF, CPD, recognition of each others certificates and diplomas and validation of former acquired competences. The seminar took place on January 15th 2010 (15.00 pm – 18.00 pm) in Houten at the premises of one of our strategic partners in education (Schoevers).

NIBE-SVV together with Schoevers, ABN AMRO (the biggest bank in the Netherlands) and Gooiconsult (educational institute in social and communication skills) has taken the initiative to organise this seminar. The participants came from the educational departments of almost all the major banks and insurance companies in our country. Also regulators and some agencies were present.

More than 30 participants attended the seminar. Important for the success of the seminar was the active participation of ABN AMRO in the preparation phase of the process. The seminar started with two presentations:

- One about the acceptance and credibility of non-formal education in the financial services sector; and
- The second one, as a logical follow up, was about EQF and ECVET as instruments to achieve the validation of all learning.

After the presentations all participants took active part in the discussion. They were interested in the EQF (FIRST) and ECVET (BIF), but some serious doubts arose concerning the benefits for the bank and the insurance companies. What is in it for me? was a frequently asked question. Especially in these difficult times in the financial services industry, international employability is not high on the agenda of the human resources departments of these companies.

Nevertheless they asked us to keep them informed about the developments in these EBTN projects. After all, it is quite nice to have 'an EQF Level 6 and 120 ECVET' Senior Banking Course' concluded the head of the ABN AMRO Academy.

## Maltese Awareness Seminar

The European Banking Financial Services Training Association (EBTN) and the Institute of Financial Services – Malta (IFS-Malta) organised the first Banking Insurance Finance (BIF) national awareness seminar at the Hilton Malta on the 26th November 2009. Both EBTN and IFS-Malta organised this seminar in close collaboration with the Maltese Qualifications Council (MQC). The seminar gave particular attention to the benefits of ECVET for individuals, employers and training and qualification providers.

The seminar was address by three main speakers, namely:

- Mr James Calleja, Chief Executive Officer of the Maltese Qualifications Council;
- Professor Mario Spatafora. President of the EBTN; and
- Mr. Peter James Sant, IFS-Malta Committee and BIF Project Member.

Mr. James Calleja gave a detailed review of the MQC, vocational training in Malta and how ECVET will be applied in Malta.

Professor Spatafora and Mr. Sant focused their presentation on:

- What ECVET is all about, the glossary, learning outcomes and the unit of learning outcomes. The application of ECVET within the financial services industry was the main theme;
- What the BIF project is all about, who are the parties involved and what the expected outcomes of this project are:
  - Increasing the mutual trust and cooperation among stakeholders involved in Vocational Educational Training (VET) in Europe;
  - Offering a complete overview of the ECVET system throughout Europe; and
  - The application of ECVET for the transfer of learning outcomes organised by two VET providers for individuals involved in a mobility programme.

Since the Malta BIF awareness seminar was to serve as an initial pilot project of the other events, it was open to participation to:

- All BIF project main and gateway partners;
- Local financial services providers and training institutions,
- The two local regulators; and
- Officials from local educational regulatory structures

The involvement of IFS-Malta with the EBTN in the BIF project was specifically mentioned by the Maltese Minister of Finance during the Annual Dinner of IFS-Malta that was held a day after this BIF Awareness Seminar.

## Slovenian Awareness Seminar

Training Centre of The Bank Association of Slovenia organized its annual HRM conference on January 14 and 15, 2010 in Ljubljana, BW Premier Hotel Slon. The conference was attended by Human Resources representatives and those responsible for training in banks. In line with the B.I.F project guidelines, we decided to include a topic on European Credit System for VET (ECVET) in this annual conference. For your reference, the agenda of the conference is enclosed.

The ECVET Awareness seminar was delivered by Mr. Claudio Dondi from Scierter, scientific coordinator of the B.I.F project, on January 15, 2010. His presentation, entitled "Recent developments in European education, training and qualifications: ECVET, EQF" covered:

- the main points of EQF and ECVET (aims, tools, methodology,..),
- ECVET in connection with other EU instruments and B.I.F project,
- Presentation of B.I.F project (aims, objectives and activities foreseen).

Due to a very specific situation in Slovenia, where the core elements of ECVET (national vocational qualification for banking, national occupational standards, examination processes,..) are still an open issue, a description of the main points of EQF was also included in the presentation in order to present the ECVET and B.I.F project in broader context (presentation enclosed). For the same reason there was also a presentation of the Classification of level of education according to the legislation and Collective agreement in Slovenia.

Mrs. Viljenka Markič Simoneti also pointed out, that in order to follow the recommendations of European Parliament and The Council on European Credit System for Vocational Education and Training (ECVET) in Slovenia as well, it will be necessary to agree on different matters in banking and financial sector; national vocational qualifications, national occupational standards, catalogs of skills,... This should become also a subject of dialogue between social partners.

As recommended, the invitation for the conference has been sent to a wide range of institutions (FSS Employers, Employers Associations, National Authorities, different associations..). The Slovenian Institute for Vocational Education and Training, who is the central institution in Slovenia working on preparation of vocational qualifications, responded to our invitation. We are glad that Mrs. Urška Marentič from the mentioned institute, who is also a contact person for the European project FIRST, personally attended the conference (please find enclosed the list of participants).

The article concerning the HRM Conference, within which also the ECVET Awareness seminar is covered, was published in the March issue of the Journal of Money and Banking; the main professional journal specialized in publishing articles on banking and finance subjects in Slovenia. Subscribers are all Slovenian banks and saving banks, Central Bank, insurance companies, Ministry of Finance

and other financial institutions. The article, which we are enclosing, has been published by Mr. Mag. Emil Lah, Editor-in-Chief.

**Impressions from the conference:**

Mrs. Cvetka Selšek, President of the Management Board of the SKB banka d.d. (Societe Generale Group), has emphasized the importance of obtaining well skilled employees for the bank in her welcome speech. She expressed her believes, that there is a big need for qualified professionals who are willing to operate in the international environment.

There is a strong need to facilitate the recognition of competences of the banking employees thought European countries. The validation and recognition of the achieved competences from the competent institution would help a lot, not only on national, but on international level.

Our general impression was that most of the participants dealt with this issue for the first time and was not sure of their role in implementing ECVET credit points in qualifications in Banking and Financial Services sector.

We believe that in order to reach the goals of the B.I.F project, there is a need for further discussion and dialogue among banks and other institutions on national level. In this context, we are planning to report regularly on developments of the project, inviting representatives of the banks and other relevant institutions.



From left: Mrs. Cvetka Selšek, President of the Management Board of SKB banka d.d., Mrs. mag. Mojca Vaupotič, President of BAS Training Committee and Chair of the conference, Mrs. Viljenka Markič Simoneti, Head of BAS Training Centre

Mr. Claudio Dondi from Scier, scientific coordinator of the B.I.F project explains the main points of EQF and ECVET.



Mr. Claudio Dondi, Scierter



Mr. Dušan Hočevar, Managing Director of The Bank Association of Slovenia – organizer of the HRM Conference



Participants of the conference

## Conclusions

The following are the **main conclusions** that emerged after the organisation of the eight national awareness seminars, namely:

- *The level of awareness and knowledge about EQF and ECVET, especially ECVET, is still low.* In fact, most of the participants dealt with this issue for the first time and was not sure of their role in implementing ECVET credit points in qualifications in Banking and Financial Services sector;
- *The content of the national awareness seminars triggered an interest.* Most of the participants expressed their willingness to continue exploring this area. *The participants expressed their interest in maintaining updated information about the BIF Project and the implementation of ECVET by the European VET providers.*
- The participants underlined the need to be kept up dated with the new steps of the projects' developments and also *they stressed the importance of a consistent dissemination / communication strategy which should aim at raising stakeholders' awareness of the emerging issues during the project life cycle.*
- *Participants stressed the relevance of having synergies with other projects* (organisation of joint events, exchange of data, collaboration on community building work); the awareness seminars themselves already set a framework of this approach towards synergy building.
- *There is a strong need to facilitate the recognition of competences of the banking employees through out European countries.* The validation and recognition of the achieved competences from the competent institution would contribute significantly, not only on national, but also on an international level.

## Recommendations

The two main recommendations that emerged were, namely:

- ***Further discussion and dialogue:*** Participants believes that in order to reach the goals of the B.I.F project, there is a need for further discussion and dialogue among banks and other institutions on national level. In this context, it was recommended that partners should report regularly on developments of the BIF project, inviting representatives of the banks and other relevant institutions/ stake holders; and
- **Consultation on the eventual deliverables:** Stakeholders (including the national seminar participants) need to be kept abreast with the developments and achievements of the project and the project partners need to consult with them on the eventual deliverables.
- ***Some participants showed but serious doubts arose concerning the benefits for the bank and the insurance companies.*** “What is in it for me?” was the frequently-asked question. Especially in these difficult times in the financial services industry, international employability is not high on the agenda of the human resources departments of these companies.