Projects and Products Portal for Leonardo da Vinci

Valeur du travail (VOW)

IS/05/B/F/-164006

http://www.adam-europe.eu/adam/project/view.htm?prj=6616

Information sur le projet

Titre:	Valeur du travail (VOW)
Code Projet:	IS/05/B/F/-164006
Année:	2005
Type de Projet:	Projets Pilotes (2000-2006)
Statut:	Clôturé
Pays:	IC-Islande
Accroche marketing:	Le projet « Valeur du travail » (VOW, The Value of Work, en anglais) a donné lieu à un modèle de reconnaissance des compétences acquises en milieu professionnel. Des méthodes et outils cessibles ont été développés et testés dans le secteur bancaire et dans deux secteurs permettant le transfert de l'innovation. Le modèle de reconnaissance et le transfert de l'innovation à d'autres secteurs ont donné de bons résultats.

Résumé: The project developed transferrable competence standards to be used when validating individuals against job standards. Sub- standards were developed in banking, administration and home care sector. Methods and tools for validation were developed and tested with a group of participants in 3 partner countries. The process was considered motivating towards further learning and for becoming better at the current job. Participating countries: Iceland (promoter), Sweden, Cyprus, Denmark, England and Slovenia (see contact information on project website).

Description: The project focused on the validation of non-formal and informal learning of people with little formal education. Through the process of validation the competencies of participants are documented, evaluated and validated in order to open gateways to new opportunities in lifelong learning. The workplace is seen as an important learning arena. Through the validation process the individual will gain an overview of his/her skills to build on further lifelong learning. This can be a very motivational factor for continuing learning. Through participating in validation, the company can develop its human resources operation, strengthening the company and giving it a better position in the competitive market. The main target groups of the project are people with little formal education, companies, guidance counsellors and relevant stakeholders. Validation is seen as a tool for raising participation in lifelong learning and through that, the competence level of a company; of a community; of a nation.

The project developed methods and tools for validating competencies acquired in the workplace, transferable between sectors. Professional task groups were established in each partner country which role was to participate in the development of methods and tools and dissemination of project findings. The pilot executed focused on validating employees within the banking sector (3 countries) and then the methods and tools were successfully tested in transfer sectors (2 countries). The main product is the model developed in the pilot which has proven to be transferable between sectors. Next steps will be to test it in new sectors in partner countries in order to validate the competencies of the main target group and open new opportunities for them towards learning and a better position on the labour market.

The partner countries will be using the material in new pilots in banking and transfer sectors, as well as in the training of assessors and advisers in the validation process. Most countries are working on establishing a pathway for the methodology in their countries at a national level through cooperation with relevant stakeholders. The ETSC in Iceland will validate a new group in banking early year 2008 through cooperation with banks, educational provider and relevant stakeholders. Slovenia plans a project which in cooperation with Centres for lifelong learning in Slovenia, the title: Recognition of non-formal and informal learning in the centres of lifelong learning. In Uk it is planned to look at extending this model into other sectors and work is beginning with the print sector. It is also planned to look at banking systems in the four government systems. In Cyprus, as validation is a new process, the focus is on making this model available for employees in the banking sector but also for people who work in other sectors, such as the home care and nursing homes, and unemployed. In Denmark a member of the Professional Task Group representing the

Information sur le projet

Financial Services Union has implemented the results and the products from the Value of Work project in their department's training strategy and thus potentially to all members of the union. Service representatives are having their competence recognized and many of them have continued their studies on an upper secondary school level and at university level.

Thèmes:
*** Marché du travail
*** Formation tout au long de la vie
*** Validation, transparence, certification
*** Orientation professionnelle

Sectors:
** Activités de Services Administratifs et de Soutien
** Activités Financières et d`Assurance
** Enseignement
* Santé Humaine et Action Sociale

Types de Produit:
Site Internet
Transparence et certification
Description de nouveaux métiers
Matériel d'apprentissage
Méthodes d'évaluation

Information sur le produit:

Handbook of standards: Description of how the standards used in the validation process were developed. Available in English on the project website.

Handbook of methods and tools: Description of the methodology used in the validation process in the project. Available in all partner languages on the project website.

Guideline brochure: Description of the pilot experience, process and results. Available in all partner languages, printed and on the project website.

Project website: Including a description of the project and partnership, pilot summaries, all the above mentioned project products and external evaluation material (including feedback from participants and stakeholders).

Final conference: Focused on a dissemination of the project material on an international level. The project was introduced and products and processes were reviewed in interactive workshops. Two international experts on workplace learning and EU issues spoke at the events.

Page Web du projet: www.valueofwork.org

Contractant du projet

Nom:	Fraedslumidstod atvinnulifsins - The Education and Training Service Centre
Ville:	Reykjavik
Pays/Région:	Ísland
Pays:	IC-Islande
Type d'organisation:	Association/organisation non gouvermentale
Site Internet:	http://www.frae.is

Personne de contact

Nom:	Ingibjorg Gudmundsdottir
Adresse:	Skeifunni 8
Ville:	Reykjavik
Pays:	IC-Islande
Téléphone:	00354-5991400
Fax:	00354-5991401
E-mail:	ingibjorg@frae.is
Site internet:	http://www.frae.is

Coordinateur

Nom:	Fraedslumidstod atvinnulifsins - The Education and Training Service Centre
Ville:	Reykjavik
Pays/Région:	Ísland
Pays:	IC-Islande
Type d'organisation:	Association/organisation non gouvermentale
Site Internet:	http://www.frae.is

Personne de contact

Nom:	Fjóla María Lárusdóttir
Adresse:	Skeifunni 8
Ville:	Reykjavik
Pays:	IC-Islande
Téléphone:	00354-5991400
Fax:	00354-5991401
E-mail:	fjola@frae.is
Site internet:	http://www.frae.is

Partenaire

Partner 1

Nom:	Syntesis Centre for Research and Education Ltd.
Ville:	Nicosia
Pays/Région:	Kypros / Kibris
Pays:	CY-Chypre
Type d'organisation:	Institution de recherche
Site Internet:	http://www.synthesisre.org

Partner 2

Nom:	Slovenian Institute for Adult Education
Ville:	Ljubljana
Pays/Région:	Slovenija
Pays:	SL-Slovénie
Type d'organisation:	Institution publique
Site Internet:	http://www.acs.si

Partner 3

Nom:	The Danish Institute for Educational Training for Vocational Teachers
Ville:	Copenhagen
Pays/Région:	Kobenhavns Amt
Pays:	DK-Danemark
Type d'organisation:	Institution publique
Site Internet:	http://www.delud.dk

Partner 4

Nom:	The National Institute for Adult Continuing Education
Ville:	Leicester
Pays/Région:	East Midlands
Pays:	UK-Royaume-Uni
Type d'organisation:	National Agency
Site Internet:	http://www.niace.org.uk

Partenaire

Partner 5

Nom:	The Centre of Validation in the City of Malmö
Ville:	Malmö
Pays/Région:	Sydsverige
Pays:	SE-Suède
Type d'organisation:	Institution publique
Site Internet:	http://www.malmo.se/validering

Données du projet

Guidelines.pdf

http://www.adam-europe.eu/prj/6616/prj/Guidelines.pdf

Guidelines for stakeholders describing the process of validation of competences in the workplace, developed in the VOW project. See other languages on the project website.

Handbook of competence standards.pdf

http://www.adam-europe.eu/prj/6616/prj/Handbook%20of%20competence%20standards.pdf

Handbook about the development of general standards and substandards in the VOW project. See other languages on the project website.

Handbook of methods and tools.pdf

http://www.adam-europe.eu/prj/6616/prj/Handbook%20of%20methods%20and%20tools.pdf

Handbook describing the methodology developed and used in the validation process in the project of VOW. See other languages on the website.

Produits

1 Guidelines for stakeholders

2 Handbook of competence standards

3 Handbook of methods and tools

4 Project website

5 Final conference

6 Information leaflet

Produit 'Guidelines for stakeholders'

Titre:	Guidelines for stakeholders
Type de Produit:	Autres
Texte marketing:	Guideline handbook with a description of methods and tools for validation of competences aquired at work.
Description:	Guideline brochure for stakeholders including information about the project goals and target group. The validation process is described and the development of standards is briefly presented. The gain of engaging in a validation process for companies and workers is described and the role of assessors, advisers and trade unions is reviewed. Tables presenting the feedback from the pilot experience from participants and 3rd parties are shown and direct comments from particapants gathered through external surveys and a group focus interview by the external evaluator are included.
Cible:	Validation practicioners and relevant stakeholders in validation projects.
Résultat:	Distributed for dissimenation in all partner countries in national languages, describing the process and value of validation of competences in the workplace.
Domaine d'application:	For dissemination among stakeholders in each country. Informing about the validation process and its value to participants.
Adresse du site Internet:	www.valueofwork.org
Langues de produit:	anglais

Produit 'Handbook of competence standards'

Titre:	Handbook of competence standards
Type de Produit:	Autres
Texte marketing:	Handbook of comepence standards developed to be used in the process of validation of competences in the workplace.
Description:	A document describing the development of the general standards used in the pilot both for the banking sector and transfer sector(transferable standards), and the sub-standards developed and used in the pilot. Content includes background information about the VOW project, partner activity in standards development, evaluation of the effectiveness of the standards in validating occuppational competence and recommendations for future activities.
Cible:	Companies, human resource managers, social partners, validation staff.
Résultat:	Handbook for competence standard development for dissemination in each partner country.
Domaine d'application:	The handbook can be used as a guide in the development of competence standards. Presented and distributed in each partner country for dissemination.
Adresse du site Internet:	www.valueofwork.org
Langues de produit:	anglais

Produit 'Handbook of methods and tools'

Titre:	Handbook of methods and tools
Type de Produit:	Autres
Texte marketing:	Handbook of methods and tools developed for the validation process in the project.
Description:	The handbook is a guide for those involved in the process of validation especially assessors, advisers and stakeholders. It includes an overview of a step by step process of validation, starting with the planning phase focusing on aims and objectives, the organization of the process, selection of participants, description of competence standards and methods and tools.
Cible:	Guidance counsellors, assessors/evaluators and project managers.
Résultat:	Handbook of methods and tools with information for validation practitioners and those involved in organizing the validation process. Disseminated in each partner country in national languages.
Domaine d'application:	For the planning of validation projects and training of validation staff.
Adresse du site Internet:	www.valueofwork.org
Langues de produit:	anglais

Produit 'Project website'

Titre:	Project website
Type de Produit:	Site Internet
Texte marketing:	Website with information about the project and products produced.
Description:	Website with information about the project and products produced. Including material from the external evaluation process focusing on the feedback of users/participants in the pilot conducted.
Cible:	Social partners; companies, educational providers, career counsellors, teachers, trade unions, associations, validation staff.
Résultat:	Website with information about the poject and product.
Domaine d'application:	Useful information for those involved in competence development and validation of competences in the workplace, as well as those interested in different validation methods.
Adresse du site Internet:	
Langues de produit:	anglais

Produit 'Final conference'

Titre:	Final conference
Type de Produit:	Autres
Texte marketing:	Dissemination conference
Description:	A final conference for dissemination purposes was held in Reykjavík, Iceland on September 28th 2007. The whole partnership took part in disseminating the results and products of the project in workshops. Two experts in lifelong learning and workplace learning gave keynote speaches and the external evaluator presented his results.
Cible:	Social partners; companies, trade unions, educational providers, policy makers, career counsellors, teachers, validation staff.
Résultat:	A total of 63 person attended the conference. Ideology and material was disseminated.
Domaine d'application:	As a part of the dissemination strategy - advertising the project, it's products and results.
Adresse du site Internet:	www.valueofwork.org
Langues de produit:	anglais

Produit 'Information leaflet'

Titre:	Information leaflet
Type de Produit:	Autres
Texte marketing:	Project leaflet for information purposes.
Description:	Project leaflet for dissemination in the early stages of the project. A summary of the projets goals and objectives with information about the partnership, the main products and the target group.
Cible:	Social partners, companies, trade unions, educational providers, validation staff, career counsellors, teachers.
Résultat:	Distribution material for information purposes.
Domaine d'application:	To inform stakeholders and those interested in validation processes about the project's goals and product. To awaken interest.
Adresse du site Internet:	www.valueofwork.org
Langues de produit:	anglais