



# Supplement to EQAVET Newsletter Issue 6

December 2012

## T able of contents

|   |   |
|---|---|
| CHALLENGES AND SOLUTIONS IN THE FIELD OF EQAVET IMPLEMENTATION  | 1 |
| THE EQAVET TOOLBOX: CAPITALIZING THE GOOD PRACTICES AND TOOLS OF THE 5 EQAVET PROJECTS  | 1 |
| EUROPEAN CONFERENCE ON QUALITY IN VET: "PRACTICES AND LESSONS LEARNT FROM SUCCESSFUL EQAVET IMPLEMENTATION AT NATIONAL LEVEL" | 2 |
| WHAT TO EXPECT FROM THE 5 EQAVET WORKSHOPS DURING THE EUROPEAN CONFERENCE?  | 2 |
|   | 4 |

## C hallenges and solutions in the field of EQAVET implementation

All the 5 national EQAVET projects have their own "challenges" in reaching their goal to promote and implement the EQAVET framework in own context. These contexts can be at macro, but also at a more micro level, targeting trainers or staff dealing with quality Assurance at organizational level. Besides the national differences and differences in contexts of the five projects, there are common challenges as well. Somehow, all the projects are facing these 4 common challenges, but all from a different angle and all starting with another priority.

### ***Challenge 1: how to create a culture for quality improvement?***

With a handbook and procedures, developed and implemented at VET providers level, the conditions for quality assurance seems to be put in place. However, the main motivation is often focused on external verification, with the consequence that there is no real culture and intrinsic drive for quality improvement. If people have the right mindset for quality improvement, focusing on development and improvement rather than quality control and if the right conditions for quality improvement are set up a big step forward in the creation of a culture for quality assurance is made. Training, capacity building and awareness raising activities of persons involved in quality assurance are necessary steps in this process. The seminar in the Netherlands, in June 2012, was fully dedicated to this theme.

### NLQAVET project, The Netherlands:

"Often quality assurance focuses on the 'visible' aspects like handbooks and structures. With the pilots in the VET centres, we aim to foster change by focusing also on the 'less visible' aspects like individual values and team culture."

[eqavet-projects@menon.org](mailto:eqavet-projects@menon.org)

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

VET-CERT project, Austria:

“Well trained and certified persons holding quality management functions in VET will improve the implementation and culture of quality management in VET, leading to better results of the whole VET system, a stronger mutual trust and transparency at national and European level. “

**Challenge 2: How to foster stakeholders involvement?**

It seems that whenever innovation policy is conceived an effort should be made to keep all stakeholders involved in all phases of the quality cycle. Since QA and innovation share much in their natures and purposes and both need stakeholders input and commitment to be successful, it was proposed that in each VET provider organisation a start-up session to define together quality and innovation agenda should be proposed as a fundamental motivational strategy, but also as a way to set the focus on expected results and impact of quality rather than the criteria and processes.

The first seminar in Vienna (July 2011), the second seminar in Brussels (December 2011) and the third seminar in Bucharest (February 2012) were centered around the theme of stakeholders involvement.

QUALVET@RO project, Romania:

“As a part of our communication strategy, regional workshops are set up. Different stakeholders in different regions might have different needs and via the regional workshops, the ‘message’ and information could be tuned to the target group. “

**Challenge 3: How to comply EQAVET with existing quality assurance frameworks?**

It was recognized that EQAVET, proposing a quality cycle leading to continuous improvement and proposing a broad set of macro-indicators without imposing a given operational approach and specific procedures, is tendentially and potentially an innovation-friendly framework, broad enough to fit with existing national and organizational systems. However, in order to create more mutual trust and transparency in each VET system in Europe, it is necessary to find out whether these systems already use the EQAVET framework or (if not) how compliant these existing systems are with EQAVET.

The Bonn Seminar (September 2012) learned that the relation between workplace-based training quality systems (normally related to major QA approaches such as ISO and EFQM) and the EQAVET approach, mostly conceived for VET provider organisation and macro-VET systems, could be matched.

QA-VET project, Malta:

“It seems that the impact and usefulness of the EQAVET indicators depends on how they fit into their quality assurance cycle and are used to ensure the improvement and development of VET provision through the actions taken by the institutes.”

ENIQAB project, Germany:

“The challenge is to see how existing national experiences and tools can be used in a more European context and how they are interrelated to the EQAVET framework.”

**Challenge 4: How to make sure that actions and initiatives in the field of EQAVET implementation are sustainable?**

It becomes clear that the challenge to create sustainability and to ensure implementation of the EQAVET Framework is a sum of the three other challenges: A successful implementation of the EQAVET framework will be largely determined by the rate in which a culture for quality assurance exists, the way in which the most relevant stakeholders are involved from the beginning and the way in which the link can be created with existing quality assurance systems.

Read more about the projects on:  
<http://www.eqavetprojects.eu>

## The EQAVET Toolbox

It is interesting to see how all the 5 EQAVET projects are dealing with the challenges as explained above and why the solutions are working in their context. Only then it is possible to find out whether strategies, tools and instruments in one context can also work in another context.

The “EQAVET Promotion Toolbox” is bringing together the experiences and tools from the 5 EQAVET projects. The toolbox is developed to support all people who are interested in quality assurance or for those who are responsible for setting up quality assurance systems in their organization. It provides not only awareness raising strategies and tools, but also concrete examples of how to create a culture for quality improvement at VET providers level. <http://www.eqavetprojects.eu>

Examples of tools in the “EQAVET promotion Toolbox”:

- ◆ Competence profiles, curricular and certification frameworks for persons involved in quality assurance management;

- ◆ Methods for setting up stocktaking surveys at VET providers level;
- ◆ Good practices on how to improve a culture for quality improvement at VET providers level;
- ◆ Good practices on how to involve stakeholders via regional workshops;
- ◆ Guidelines for practitioners, bringing together the most relevant information for the users;
- ◆ Recommendations on how EQAVET and existing quality assurance system can work together;
- ◆ Testimonials from the 5 EQAVET projects;
- ◆ An online community of practice to get and keep in touch with peers;
- ◆ and many more...

## European Conference on Quality in VET

On the 17<sup>th</sup> and 18<sup>th</sup> of January 2013, in Brussels, a European conference will be organized around the theme: "Practices and lessons learnt from successful EQAVET implementation at national level".

The conference will bring together representatives of the national ministries, stakeholders (social partners, VET providers, sectoral representatives, industries VET learners and chambers) and multipliers (Lifelong learning programme National Agencies).

The main aims of the conference are to offer an overview of the results of the work of the EQAVET projects, to share methods and tools elaborated by the projects, to take stock of the common challenges and to reflect on the needs for further development of EQAVET from different perspectives.

During the first day, the outcomes, challenges and experiences of the 5 EQAVET projects will be put in the centre via workshops. The second day will focus on the EQAVET implementation from different points of view: discussion sessions with experts, policy makers and practitioners at grassroot, national and European level.

You can find the final draft agenda turning the page.

## What can you expect of the 5 workshops

### VET-CERT, Austria: "Get to know: The Curricular Framework "Quality Management in VET"

Following a brief presentation of the project, one of the main products of the VET-CERT project will be presented and discussed: the curricular framework "Quality Management in VET" based on the developed competence profiles.

### NLQAVET, The Netherlands: "Quality assurance from management to team level: how can we keep teams motivated on quality improvement?"

The results of the NLQAVET project will be shared and discussed. Starting from the reference framework used, getting more practical by experiencing some of the tools yourself and ending with the question how you can use the project results within your organisation.

### QA-VET, Malta: "Supporting VET providers in matching existing QA systems within the EQAVET framework"

The opportunity to discuss the solutions which were sought and implemented in Malta, their applicability and feasibility in other European systems as well as other innovative, user-friendly mechanisms and structures which achieve the aims of EQAVET at system and provider level.

### QUALVET@RO, Romania: "Quality in VET for different categories of stakeholders: what does it mean?"

The presentation of the key topics and methodologies will be followed by interactive discussions. The workshop will be centered around the points of view and expectations on EQAVET implementation from the point of different categories of stakeholders.

### ENIQAB, Germany: Workplace-based learning as a key to quality in VET: Qualifications and Tools

An opportunity to learn more and discuss about the innovative bottom-up approaches, created tools and concepts for training the trainers developed by the pilot projects.



## European Conference on Quality in VET

### Practices and lessons learnt from successful EQAVET implementation at national level

Brussels, 17<sup>th</sup> - 18<sup>th</sup> January 2013

Venue: The International Auditorium

International Trade Union House  
Boulevard du Roi Albert II, No. 5 / 2  
B-1210 Brussels

### Agenda

Day I Thursday, 17 January 2013

| Time                 | Programme Items  | Facilitation/Presentation   |
|----------------------|--|---|
| 9.30 – 10.00         | Registration   |   |
| 10.00-10.15          | Welcome  | Antonio Silva Mendes,<br>Director Lifelong Learning: Policies and Programme DG EAC<br>European Commission |
| 10.15-10.30          | Official Opening   | Gordon Clark,<br>Chair of the Governing Authority of Quality and Qualifications<br>Ireland (QQI)          |
| 10.30-10.45          | Summary of the projects' developments and outcomes: methods used, lessons learnt and obstacles encountered | Claudio Dondi, MENON  |
| 10.45-11.00          | Introduction to the workshops  | Pauline van den Bosch, EVTA   |
| <b>11.00 – 11.30</b> | <b>Coffee Break</b>  |   |

11.30-13.00

**Workshop sessions 1 : 5 parallel sessions****Focus on major implementation challenges and results**

|   |   |  |
|---|---|--|
| <b>VET-CERT<br/>Austria</b>                                 | <b>Get to know – Curricular Framework “Quality Management in VET”</b>   | Franz Gramlinger, Head of ARQA-VET;<br>Jouko Luomi, Project Manager;<br>Jörg Markowitsch, Senior Expert;<br>Franz Reithuber, Principal, VET provider;<br>Michaela Jonach, Quality Expert; Helene Babel, Austrian Federal Ministry for Education, the Arts and Culture (BMUKK)  |
| <b>NLQAVET<br/>The Netherlands</b>                          | <b>Quality assurance from management to team level: how can we keep teams motivated on quality improvement? (TBC)</b> | Marloes van Bussel, CINOP;<br>Ellen Hanselman, National Coordination point EQAVET  |
| <b>QA-VET Malta</b>   | <b>Supporting VET providers in matching existing QA systems within the EQAVET framework (TBC)</b>                     | Vince Maione, QA Director at the Malta College for Science, Arts and Technology (MCAST);<br>James Perry, Deputy Director at the Institute for Tourism Studies (ITS);<br>Mariella Vella, Quality Assurance Manager at the Employment and Training Corporation (ETC); David de Gaetano, Representative of Private VET Providers in Malta   |
| <b>QALVET@RO<br/>Romania</b>                                | <b>Quality in VET for different categories of stakeholders: what does it mean? (TBC)</b>                              | Serban Iosifescu, Project Manager;<br>Dana Stroe, Romanian NRP   |
| <b>ENIQAB<br/>Germany</b>                                   | <b>Workplace-based learning as a key to quality in VET: Qualifications and Tools</b>                                  | Barbara Hemkes, BIBB Head of Section 'Quality, Sustainability, Permability';<br>Julia Jörgens, Project Manager ENIQAB;<br>Carmen Hahn, Helmut Schmidt University;<br>Johanna Spies, Institute for Gerontological Research (IGF) ;<br>Anna Maurus, GAB Munich - Association for Research and Development in Vocational Training and Occupations;<br>Dorothea Schemme, BIBB Head of Pilot Project 'Quality development and Assurance in Company-based VET';<br>Nicolas Schrode, GAB Munich - Association for Research and Development in Vocational Training and Occupations |
| <b>13 - 14.00</b>   | <b>Lunch Break</b>  |  |
| 14.00-15.30   |   |  |
| <b>Workshop sessions 2: parallel sessions (repeated)</b>    |   |  |
| <b>Focus on major implementation challenges and results</b> |   |  |
| <b>15.30 - 16.00</b>  | <b>Coffee Break</b>   |  |
| 16.00-17.00   | Keynote Speech  | Simon Field, Skills Beyond School Division<br>Directorate for Education, OECD  |
| <b>17</b>   | <b>End of Day I</b>   |  |

## Agenda

Day 2 Friday, 18 January 2013

| Time                 | Programme Items   | Facilitation/Presentation  |
|----------------------|---|--|
| 9.30-9.45            | Harvesting session.<br>Reflection on the key messages of the workshops  | Jean Buffenoir, AFPA   |
| 9.45-10.45           | <b>1<sup>st</sup> Round Table: the Grass Roots Level</b><br>Role of the bottom up process in quality development and quality assurance  | Chair: (tbc)<br>Panelists:<br>Nygel Lloyd (tbc);<br>Ion Hohan, President-FiaTest Group of companies;<br>Georges Van Steene, Talent Development Solvay Corporate University;<br>Ian Vermeulen, Board member JOB Netherlands<br>Gilles Trichet, Vice-President du Syndicat des Consultants Formateurs Indépendants<br>Tina Bertzeletou, Cedefop (tbc)  |
| <b>10.45 – 11.00</b> | <b>Coffee Break</b>   |  |
| 11.00-11.45          | <b>2<sup>nd</sup> Round Table: the National Level</b><br>The necessary conditions for EQAVET implementation at national level <ul style="list-style-type: none"> <li>◆ Necessary conditions for implementation of EQAVET- VET provider level</li> <li>◆ Necessary conditions for implementation of EQAVET- policy and system level perspective</li> <li>◆ The future EQAVET in the context of expected policy developments</li> </ul> | Chair: Ute Haller-Block, Head of Unit P3 EACEA<br>Panelists:<br>Jürgen Horschinegg, Austrian Federal Ministry for Education, the Arts and Culture (BMUKK);<br>Megdonia Paunescu, Representative of the Romanian Ministry of education;<br>Sonja Baron, Bundesministerium für Bildung und Forschung<br>Jure Biloglav, Croatian Agency for Vocational Education and Training and Adult Education |
| 11.45-12.00          | Discussion among participants   | Introduction: Pauline Van Den Bosch (EVTA)   |
| 12.00 -12.15         | EU Policy development in the field of VET   | Sophie Weisswange, DG EAC European Commission  |
| 12.15-13.00          | <b>3rd Round Table: the EU Level</b><br>Which implementation lessons learnt from testing: <ul style="list-style-type: none"> <li>◆ What comes next?</li> <li>◆ What is required to take EQAVET further?</li> <li>◆ What do the Conference tells us about the necessary next steps?</li> <li>◆ Round table about EQAVET 2012-15</li> </ul>   | Chair: Claudio Dondi, MENON<br>Panelists:<br>Tommaso Grimaldi, EVTA;<br>Sean Feerick, EQAVET Secretariat;<br>Agnès Roman, ETUC;<br>Tiia Meuronen, OBESSU<br>Anna Szatkowska, Eurochambers;<br>Maria Kelo, ENQA<br>Helen Hoffmann, UEAPME   |
| 13.00-13.15          | Closing speech  | Dana-Carmen Bachmann,<br>Head of Unit Vocational Training, Leonardo da Vinci DG EAC European Commission  |
| <b>13.15</b>         | <b>Lunch, End of Day 2</b>  |  |