



## **Summary**

TransVAE project consists in transferring the French process of the Accreditation of Prior Experiential Learning (APEL) designed for employees and job seekers in the sector of personal care. The experimentation has been carried out in 3 partner countries (Germany, Spain and Poland) whose role was to implement the APEL process by taking into account the local context and regulatory constraints.

## **Quality Control Objectives**

External QC is essential to ensure that the requirements of the APEL process set up and its implementation criteria are respected.

## **Methodology**

A table has been provided to the partners who should complete it.

This table is an inventory of criteria which both guarantees that the APEL process is respected, and ensures that knowledge are acquired :

1. A qualification certified by institutional partners has to be chosen (national or local institutions, professional sectors, etc.)
2. Set up of a repository which lists the professional activities and the competences of the targeted certification.
3. Elaboration of the APEL process : to define how to access the APEL process (duration of experience, prerequisites, etc...), how to evaluate experience (formalization, scenarios, observations, tests, etc.), code of ethics for the whole process.
4. Dissemination of the information about the APEL process
5. Additional value of the certification
6. Actors training : to identify who is trained (consultants, juries, experts, partners, etc.) and to define the content and terms of the training.

## **Results of Quality Control**

The partners have clearly understood the objective of the project and aimed to implemented the APEL process by taking into account the local context and regulatory constraints.

The QC criteria enabled the partners to adapt the French process to their local requirements. Methodology set up and updates have been discussed between partners thanks to intern communication and intermediate seminars.

## **Detailed notes about each criteria**

1. Each partner has developed a local network composed of training organizations, Institutions and professional delegates. Considering APEL process can be a solution to employers and Institutions' concerns, the project has been warmly welcomed by the local partners who actively got involved, especially in Germany.

In Poland and Germany, legal constraints prevented people from being delivered with official diplomas. However in terms of innovation and creativity, the processes set up by partners are to be considered as much important as official certifications, for they can be used as models for any further APEL implementation in foreign countries. Partners have thus found another way to valorise and recognize competences by delivering certifications of competences to trained people.

A recent law has been voted in Spain and constrains people who practice personal care activities to be graduated with an official diploma. It was thus unavoidable to resort to APEL process in order to enable employees to keep their jobs.

2. Targeted jobs concern the sector of personal care or home assistance. In collaboration with their local network, each project partner has developed an inventory of competences and professional activities. This tool was used to manage both jobs and competences, but it was also a repository for the needs of evaluations in an APEL process. The competences and knowledge that have been listed correspond to the European levels of qualification. Additionally to the evaluation of the competences acquired, these levels give the candidates an idea of which steps are possible for a further evolution.

3. A specific process has been implemented by each project partner according to its local context and objectives (certifications of competences, Spanish diplomas, etc.). Evaluation criteria vary from one partner to another, but they could all be used as a general reference :

- CJD organized interviews and candidates presented an oral description of their activities, and that is how the consultants in charge of the interviews deduced the acquired competences of the candidates.
- HeurekaNet used a file similar to the French one, added to a self evaluation of the candidate. These documents have been studied by a professional of the sector, who eventually met the candidate. The process is well documented and tools have been developed for every step of the evaluation (self evaluation table, etc.).
- CPDE proceeded with a table to identify the competences of the candidates who were interviewed by a jury composed of professional people, trainers and experts.
- BZDZ proposed a file and a self evaluation table to the candidates to present their experience before they meet with the final jury.

4. Numerous meetings have been organized in order to communicate about the project and its process.

5. Results vary from one partner to another, but they show there is generally no immediate effect in terms of recruitment. However, according to CJD feedback, the process gave the opportunity to employed people to be aware of their qualification level. By giving a true interest to their activity, they felt valorised and they realized how important their job is within their structures. In order to reinforce this valorisation, CJD organised a celebration to deliver the competences certifications. It was also a way to communicate widely on the project insofar as medias were invited to attend this celebration.

6. Actors training is a key point of the process, this is why GIP FCIP organised a two days training of local experts in order to provide them with the tools and the methodology in terms of support and evaluation. Due to the volcanic eruption in Island, HeurekaNet could not attend this training. However, thanks to its involvement in prior European Grundvitg projects which dealt with valorisation and recognition of experience, HeurekaNet acquired a strong knowledge about the APEL process and tools. Added to the information received from researchers in educational sciences, HeurekaNet has been able to balance its absence at the training mentioned hereunder.

For all partners, the trainings forms and contents should be adapted to the targeted audience (consultant, expert, jury). This adaptation will be done in the course of a further deployment of APEL.

This project required each project partners to organize many meetings and consultations with their local partners, and it is important to point out they have always proceeded from a practical point of view.

Thanks to the certifications delivered by German partners, not only graduated employees were given information about a potential further evolution, but above all they fully felt part of a lifelong learning programme they can perpetuate.

This opens new perspectives for juries, including in France, because they could work along with graduated people in order to elaborate a common report in which would be mentioned both acquired competences and potential evolutions.