

# Non-formal learning and validation



## SKILLS MEETUP Sweden 2023



# Non-formal learning and validation

Sector Industry Validation, Sweden

Validation in Working Life, Iceland

# BOSS – Strategic and Operative Cooperation within Sector specific VPL



The Swedish National Agency for Higher Vocational Education  
Unit for Skills and Lifelong Learning  
Project Manager Helén Björnsdotter



EUROPEAN UNION  
European Social Fund

# The Swedish National Context

- There are very few regulated professions in an international comparison
- The link between formal vocational education and occupations in labour market is quite weak
- On-the-job training is rapidly growing in importance to manage skills supply
- The Social Partners are the primary agents in control of the labour market



# Swedish Formal Governance

- The Government has allocated state funds for supporting Social Partners in developing Sector specific VPL
- The National Agency for Higher Vocational Education is commissioned to promote the development and quality assurance of Sector specific VPL
- The Swedish ESF Council in 2017 made a call for projects regarding broad cooperation in developing Sector specific VPL according to a national standard



# The BOSS project

- The BOSS project was granted with a budget of 2.3 million euros
- The project started in 2018 and will end in April 2023
- Some 30 Industry sectors have joined the project
- The project has accelerated both development and cooperation between sectors
- Today Sector specific VPL comprises approximately 120 occupations in Sweden





**Hearing**, inform and inventory

**Supporting work**, workshops and seminars to provide support

**Quality conference**, support sectors specific VPL´s quality work

All activities will continue as in BOSS to focus on collegial learning and exchange of experiences



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## SKILLS MEETUP

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**INDUSTRIVALIDERING**



# Social partners Manufacturing Industry







Strategic planning & management

Recruiting  
Learning & development

Resource efficiency

Know what skills are needed

Workinglifelong learning

Up-skills  
Wide-skills  
Re-skills

Who knows what-skills

Digital learning

Self management  
Self responsibility





# System

Qualifications

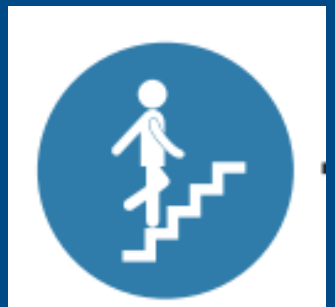


Validation



# Infrastructure

Accredited organisations





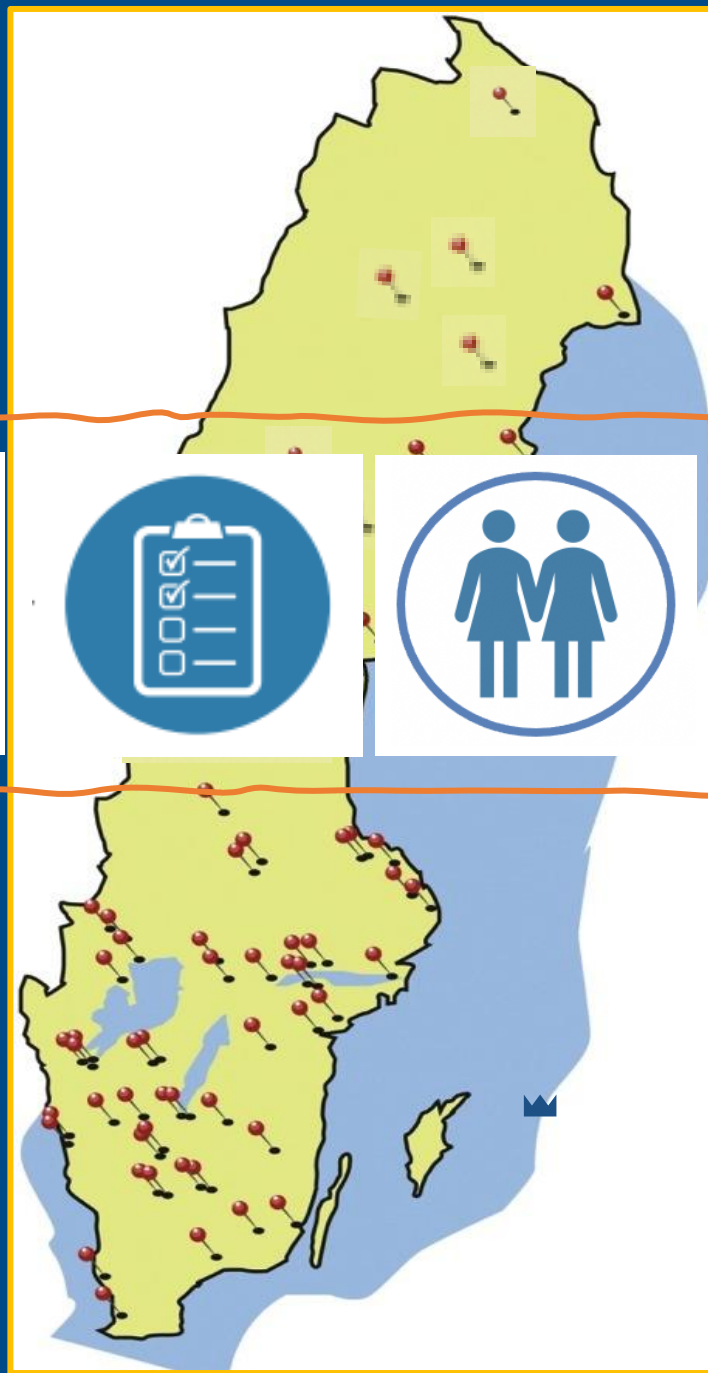
- CNC-Technician
- Welding
- Process-industry
- Textile sector
- Foundry
- Industrial woodwork

NQF 3-6



System boost!

# ACCESS





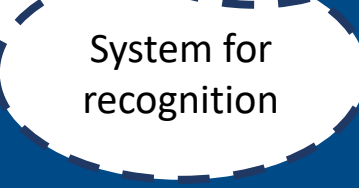
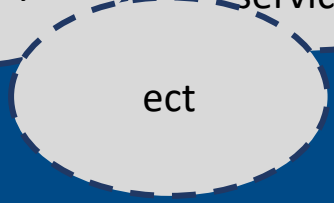
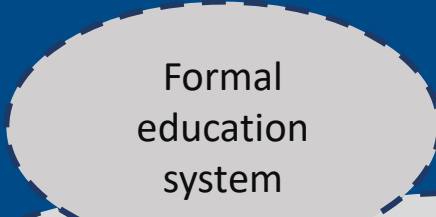
# INDUSTRIVALIDERING

Challenges ahead

Competence  
Maintenance



# INDUSTRIVALIDERING





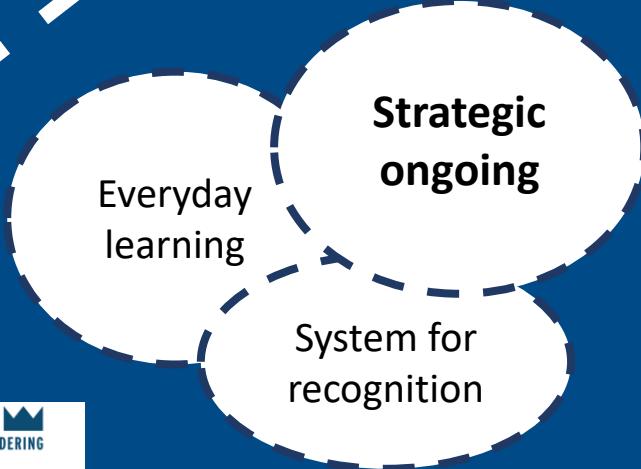
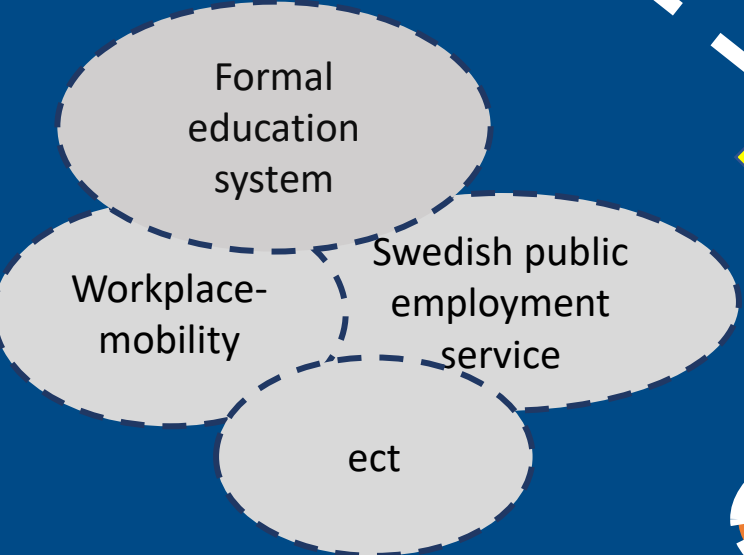


- The tools exist
- Support available!

Competence  
Maintenance



**INDUSTRIVALIDERING**



**Säkrad**



**GNOSJÖ**  
**AUTOMAT**  
**SVARVNING**

Society  
Sector  
Company  
Individuals





# INDUSTRIVALIDERING

[www.svenskindustrivalidering.se](http://www.svenskindustrivalidering.se)

[Johan@sktc.se](mailto:Johan@sktc.se)



# Non-formal learning and validation



## SKILLS MEETUP

Sweden 2023







FRÆÐSLUMIÐSTÖÐ  
ATVINNULÍFSINS

20  
ÁRA



# The Education and Training Service Center (ETSC)

Vision: To be a leading actor  
in analyzing, validating and  
increasing competence in  
working life

Fjóla María Lárusdóttir  
Haukur Harðarson

# Education and Training Service Centre (ETSC)

## Owned by the social partners

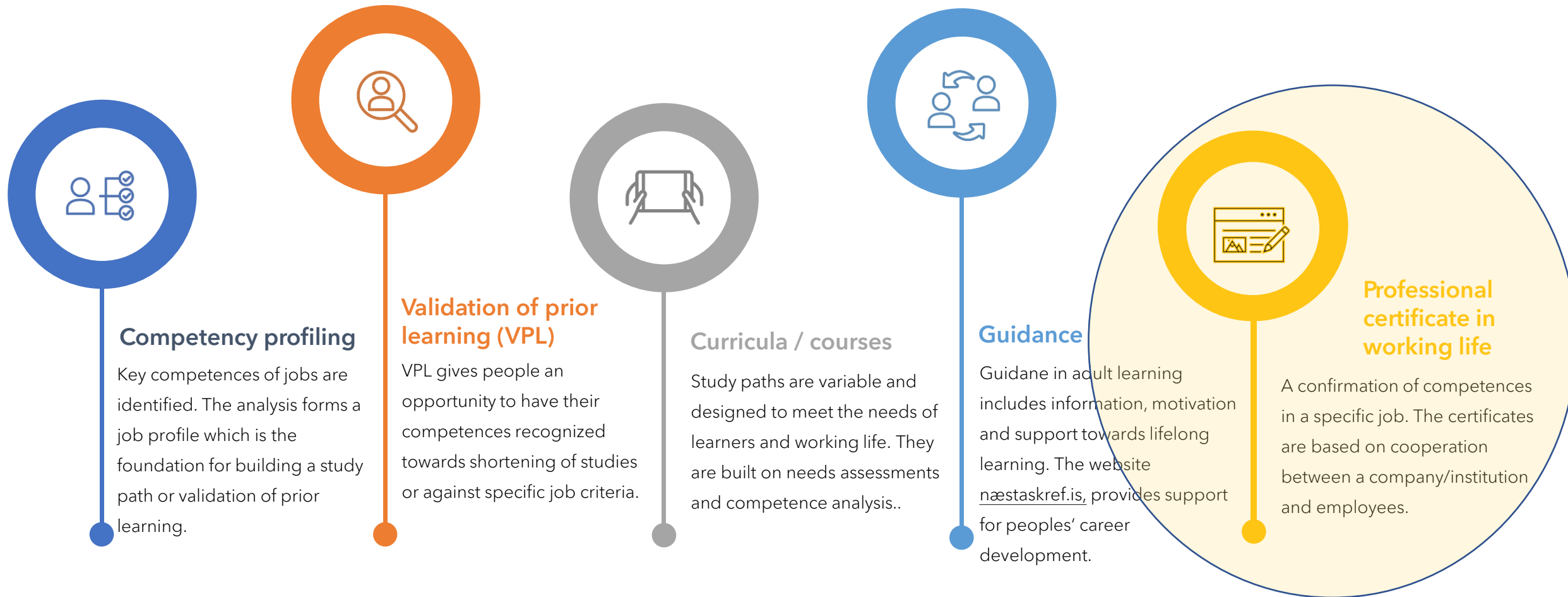
**Financing** - Ministry of Social Affairs and Labor and Ministry of Education and Children  
*(until 2022 Ministry of Ed., Science and Culture - MESK).*

### Role

To provide people with little formal education opportunities to take on training and education to better secure their position on the labour market.

We serve as a coordinating body in cooperation with **14 regional lifelong learning centers** who offer direct services to the target group.

# Main tools and outputs from the ETSC



## Competency profiling

Key competences of jobs are identified. The analysis forms a job profile which is the foundation for building a study path or validation of prior learning.



## Validation of prior learning (VPL)

VPL gives people an opportunity to have their competences recognized towards shortening of studies or against specific job criteria.



## Curricula / courses

Study paths are variable and designed to meet the needs of learners and working life. They are built on needs assessments and competence analysis..



## Guidance

Guidance in adult learning includes information, motivation and support towards lifelong learning. The website [nastaskref.is](http://nastaskref.is), provides support for peoples' career development.



## Professional certificate in working life

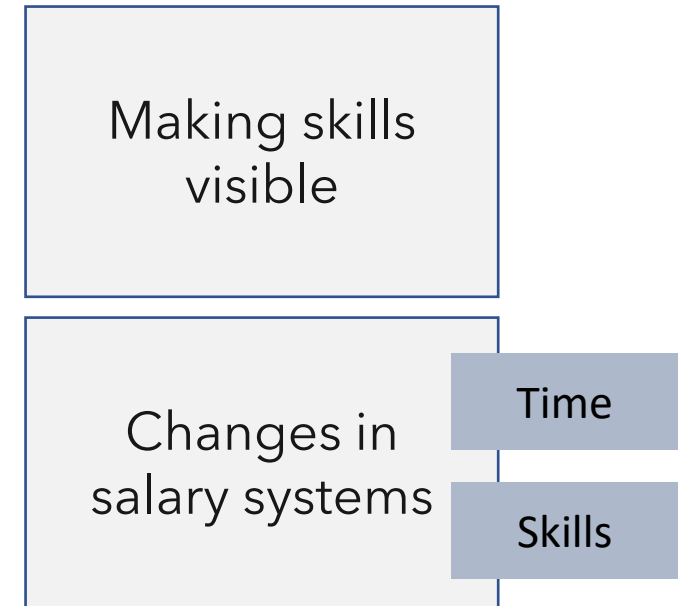
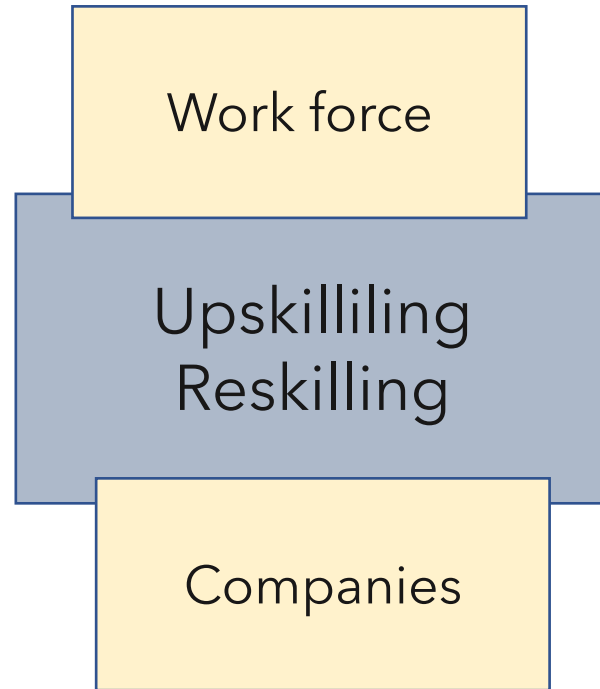
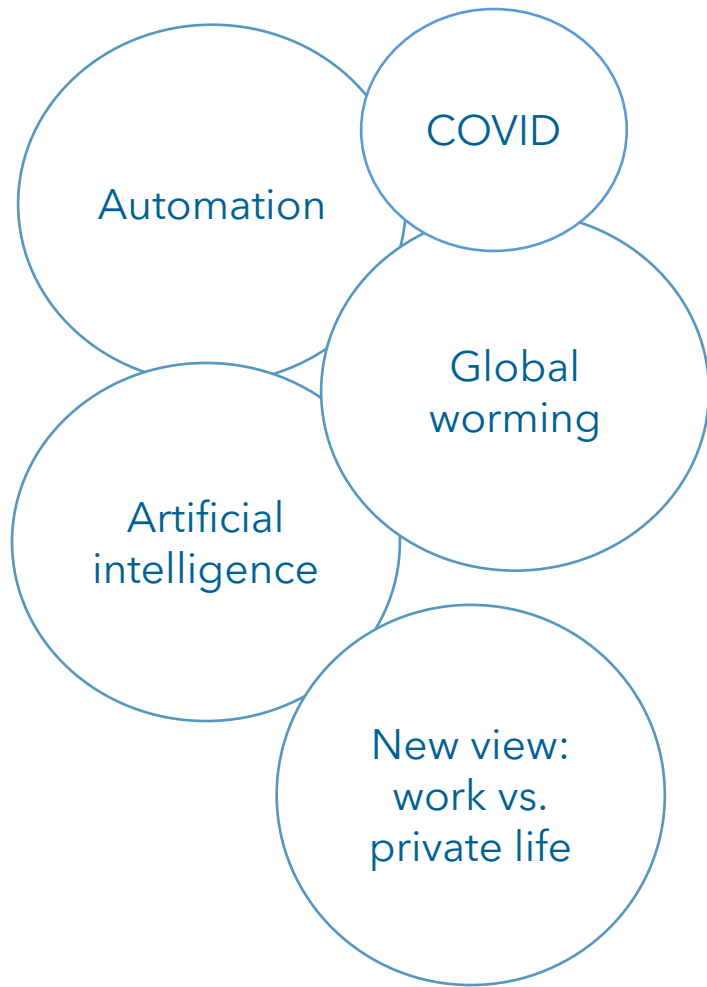
A confirmation of competences in a specific job. The certificates are based on cooperation between a company/institution and employees.

# Council of the European Union, 2012

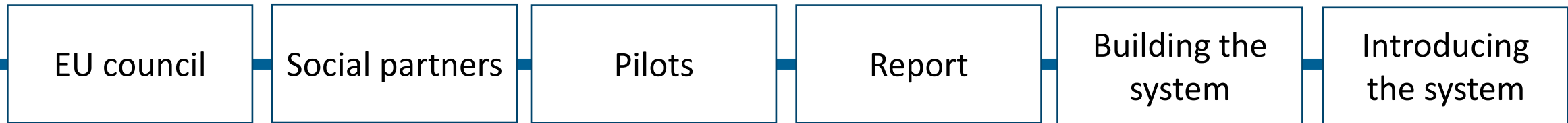
In the recommendations from the Council of the European Union (2012) countries are encouraged to put emphasis on increasing validation work towards:

- a) Increasing job related skills of individuals.
- b) Increased focus on lifelong learning.
- c) Increase the flexibility of education- and training systems.
- d) Improving the functioning of the labour market.





# Finding the way - timeline



x2

Life long learning centers



- Methodology
- Quality
- Central coordination



Financing Educational Funds

“Define in a purposeful way how the validation of jobs, roles, skills, responsibilities and performance creates a basis for wage setting and increased benefits for employees and companies.”





# Professional certificate in working life

## Competences in a specific job



**FAGBRÉF**

Matvælavinnsla

**Sjóna Kjartans**

Kt. 060690-2239

Hefur fengið staðfesta hæfni sem sérhæfður starfsmaður í matvælaíðnaði (Starfaprófil: Sérþjálfður starfsmaður í matvælaíðnaði nr. 18-19-04-006).

| HÆFNI  | ÞREP |
|--|------|
| Sérþekking í matvælavinnslu – gæði í kjötvinnslu | 2    |
| Skráning, lagerhald og afgreiðsla                | 2    |
| Öryggi í matvælavinnslu                          | 2    |
| Almenn starfhæfni, samskipti og samvinna         | 2    |

Reykjavík 5. október 2021

Sigríður Guðmundsdóttir |

\*Hæfðirþrep 2  
Hefur þekkingu á verkferlum og hugtökum sem nýstast í námi og/eða starfi.  
Getur þetta viðeigandi faglegum aðferðum, verkferlum og upplýsingum við lausn viðfangsefna.  
Getur starfað með öðrum, tekið frumkvæði í samskiptum og borið ábyrgð á skilgreindum verkþáttum.



7414-21-04

Nánar á [www.frae.is](http://www.frae.is)

Competences for a job



Validation – status check against competence criteria



Skills gap – workplace training



# Professional certification in working life is a confirmation of competences in a specific job

- Existing competences confirmed through validation, followed by on-the-job training if/as needed.
- When full competence is reached according to job criteria / standards, a certificate on an NQF level is issued by the ETSC.





## Individual

Færni sýnileg og staðfest með áreiðanlegum hætti.

Ljóst hvaða færni og þekkingu þarf að efla.

Auknir möguleikar á vinnumarkaði.

Staðfest færni hefur áhrif á starfsþróun og kjör.

Sýnilegar hæfnikröfur vegna starfsþróunar.

Virðing fyrir starfi og aukið starfsöryggi.

Benefits for both partners



## Company

Yfirsýn yfir færni starfsfólks.

Markviss uppbygging á færni í takt við þarfir.

Störfum sinnt af starfsfólki með færni við hæfi.

Sýnilegar hæfnikröfur vegna starfsþróunar og við ráðningar í störf.

Horft til staðfestrar færni við framgang í starfi og launaákvörðanir.

Virðing fyrir atvinnugrein og aukin samkeppnishæfni.

# The content of the certificate

|   |
|---|
| Name and social number  |
| The jobtitle (broad)  |
| Main competence factors confirmed                                 |
| The origin of the competence factorss – number of the job profile |
| Competence levels of the factors                                  |
| Definition of the competence level (ISQF)                         |
| Responsibility of issuance, issuance number, date                 |
| QR code linking to the origin (in the making)                     |
| Responsibility for issuance                                       |
| Traceability  |

**FAGBRÉF**  
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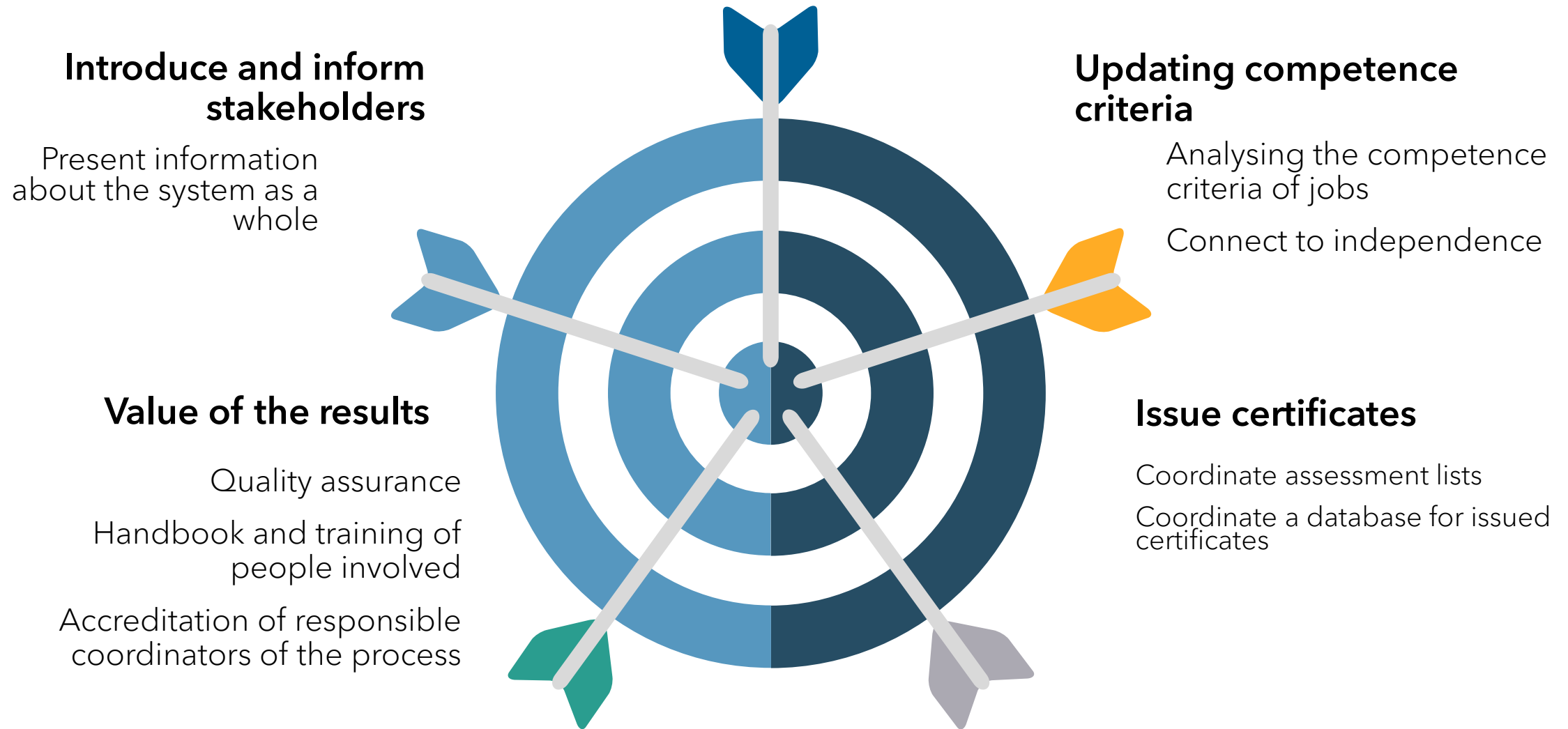
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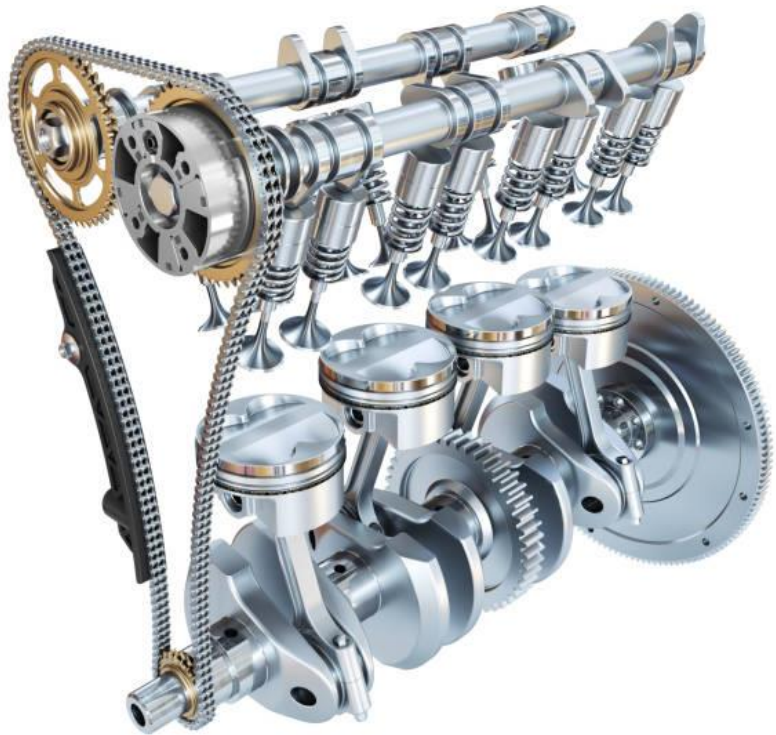
Nánar á [www.frae.is](http://www.frae.is)



# Role of the Education and Training Service Centre



# There is a need for a motor to „drive“ the system



Social  
Partners



Fuel

Tools

Finance

Job criteria

Guidelines



*Nútíminn er trunta,  
með tóman grautahaus.  
Hjartað það er hrímað,  
því heilinn gengur laus.*

*Þursaflokkurinn*

*The present is an old nag,  
with an empty head.  
The heart is cold,  
because the brain is running loose*

Fræðslumiðstöð atvinnulífsins | [www.frae.is](http://www.frae.is) | [frae@frae.is](mailto:frae@frae.is)

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Haukur Harðarson, [haukur@frae.is](mailto:haukur@frae.is)

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