







The European Year of Skills









The European Year of Skills







A video message from Stefan Olsson, Deputy Director-General for Jobs, Skills and Social Policies, European Commission

Find out more: European Year of Skills (europa.eu)



The European Year of Skills







2023 is the European Year of Skills (four priorities)

- 1. Ensure that skills are relevant for labour market needs.
- 2. Matching people's aspirations and skill sets with opportunities.
- 3. Promote and increase more effective and inclusive investment in training and upskilling.
- 4. Attract third-country nationals with skills needed in the EU, learning opportunities and qualification recognition.











Non-formal learning is part of the solution









NOVAnordic

Qualifications and validation arrangements in the Nordic countries

Non-formal learning is part of the solution

Anna Kahlson Anni Karttunen Fjóla María

Fjóla María Lárusdóttir

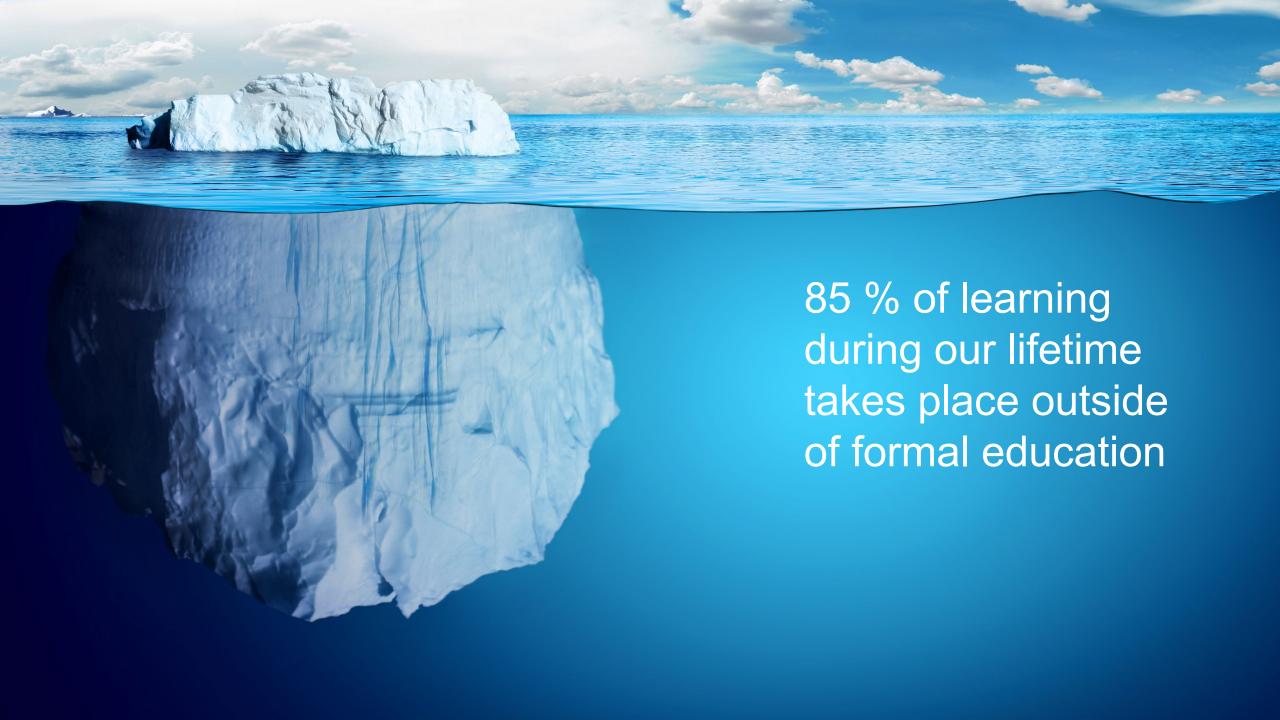
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Comparing country aproaches



NOVA Nordic studies...

How can learning outside of formal education be made visible and put to use to benefit both citizens and working life?

What systems and tools are important to work towards that aim?

Two such tools are <u>National Qualifications Frameworks (NQFs)</u> and <u>validation of prior learning (VPL).</u>

How can these two tools better support continuous learning and how do we strengthen the <u>links between non-formal qualifications</u>, <u>NQFs and VPL</u>?

→ NOVA Nordic aims to find out some answers to these questions

The comparative study

The first part of the study was carried out through a web-survey to the National Coordination Points (NCPs) for the EQF in the target countries (Nordic countries + Austria and the Netherlands).

The survey included questions about practical processes taking place in the target countries, including:

- quality assurance
- qualification development
- validation
- legal and institutional arrangements
- transparency
- linking non-formal learning/qualifications to NQFs



Links between national qualification frameworks and validation arrangements



Including non-formal learning and non-formal qualifications in NQFs



Transparency



Legal and institutional arrangements and stakeholder involvement

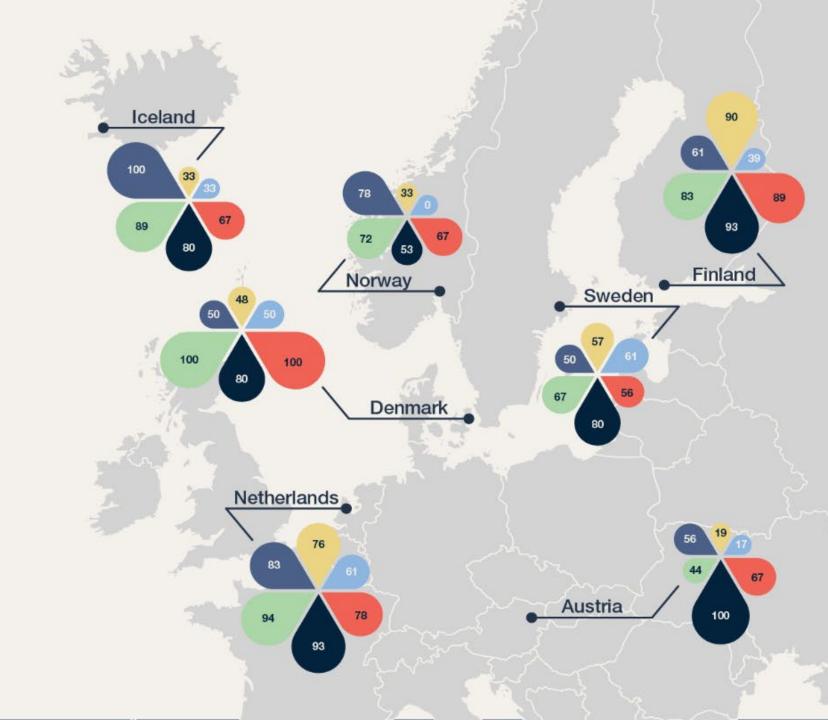


Quality assurance



Qualification design and development

Each number represents the percentage of points the country got in the related area compared to the number of points they could have gotten in said area



Benefits and purpose of NQFs are seen differently in different countries:

- Working life perspective Some NCPs see including nonformal qualifications as beneficial to the labour market in general:
 - Recruitment
 - Transparency/comparability of competence
- World of education NQFs can aid in guidance and validation provision
- Individual benefits better understanding of competence requirements

Unlevel playing field

 In many countries, the levelling process for non-formal qualifications can be bureaucratic and expensive

Role of validation

• In most countries validation within the non-formal sphere is not regulated, neither is it carried out systematically or even encouraged – regardless of the NQF status

Credit systems – size matters?

 some countries do not apply credits in non-formal qualifications → can be problematic in terms of stackability, portability, transparency and comparability

Levelling approaches differ

- Inclusive vs. non-inclusive NQFs
 - → Micro-credentials and other non-formal qualifications

Quality

- countries have different kinds of QA mechanisms in use linked to the NQF levelling procedures
- some non-formal qualifications providers see levelling as a quality measure and
- some providers find levelling to give them a competetive edge in the training market

Future measures?

- Go <u>back to basics</u> and have in-depth discussion and analysis on the EQF recommendation – how do we create added value?
- Revive the NQF development processes together and get inspired by each other's good practices and methods.
- Take practical measures in terms of <u>making the NQF more known to</u> <u>practitioners</u>.
- Discuss about the user's voice
- Get together and <u>exchange experiences</u>, <u>viewpoints</u>, <u>and benefits of different approaches</u> on a very practical level concentrate on the <u>nitty gritty</u>
- Be each other's critical friend

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Good practice



Examples and tools to build on – development and design of non-formal qualifications and learning outcomes

Focus is on capacity building through:

- Identified good practices for inspiration:
 - Procedures for developing non-formal qualifications
 - How non-formal qualifications are included/levelled in NQF's
 - o Links between non-formal qualifications, NQF's and validation arrangements
- Identifying common elements what is the "red thread"
- Support/tools for those developing non-formal qualifications and learning outcomes – e.g. handbook, quality indicators, self assessment tool



Examples and tools to build on – development and design of non-formal qualifications and learning outcomes

- Focus of the exercise:
 - o Is there a process in place?
 - O What are the benefits?
 - o Is it sustainable?
 - O What are the main challenges?
- Some are describing a possible framework, others practical and in use
- A flora with different strengths, but all with interesting information and a potential for further development



Thank you!









Validation and NQFs in focus Ernesto Villalba, Cedefop











Validation and NQFs in focus

Ernesto Villalba



Välkommen till

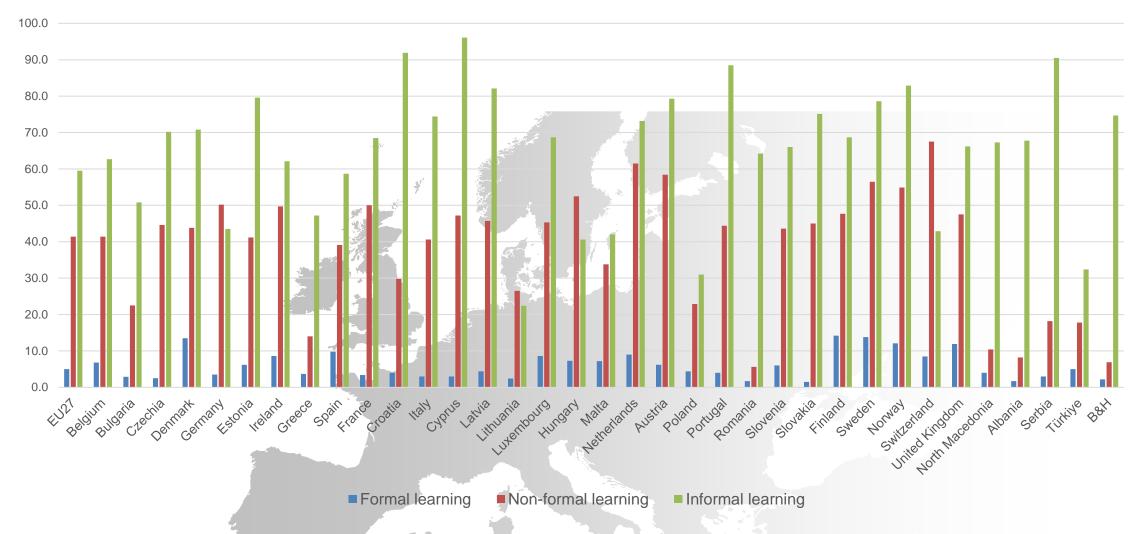
SKILLS MEETUP

Sweden 2023





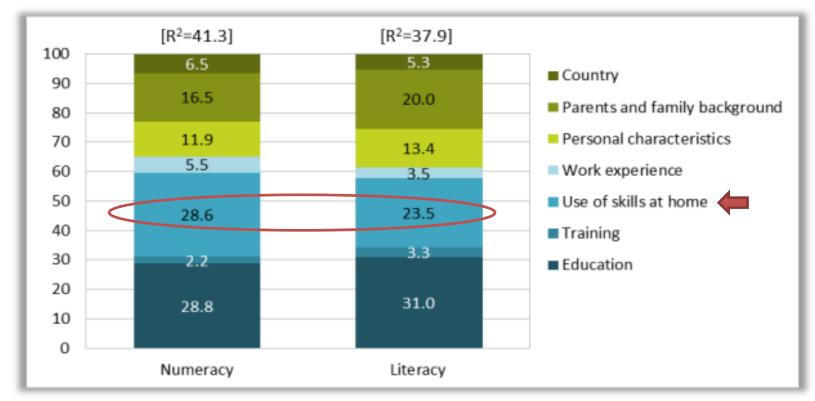




Source: Villalba and Russo, forthcoming
EURSTAT - Data extracted on 18/04/2023 11:46-49:39 from [ESTAT]
Participation rate in education and training by educational attainment level [TRNG_AES_102]
Participation rate in informal learning by learning form and educational attainment level [TRNG_AES_202]



Figure 26. Determinants of the variation in numeracy and literacy proficiency scores



NB: Total variance explained in parenthesis.

Proportion of the explained variance (R²) in literacy and numeracy explained by each factor (rescaled to 100). Results obtained using Fields (2004) regression-based decomposition technique of Equation 1 estimates (Annex 3).

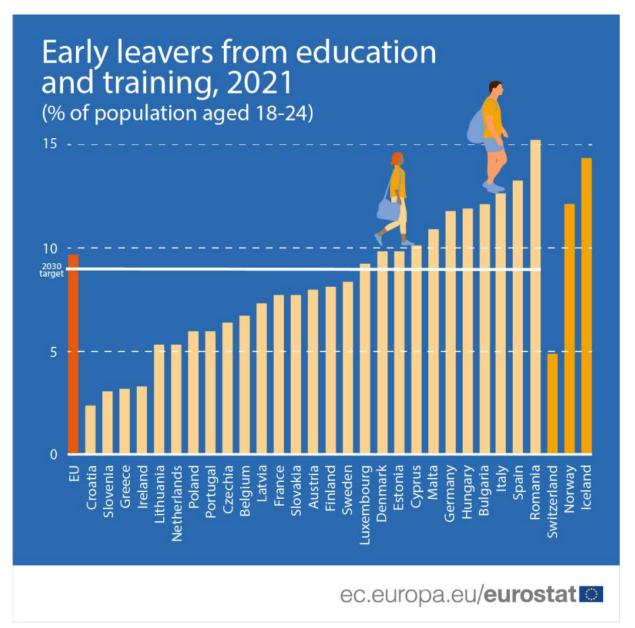
Where: Education: highest level of formal education attained; Training: having undergone formal or nonformal education or training during the 12 months preceding the survey; Use of skills at home: frequency
of use of numeracy, reading and writing skills in every-day life;
Work-experience: not having had work
experience or experiencing short or long periods of no employment. Personal characteristics: gender, age,
perceived health, immigrant and language status. Parent and family background: level of educational
attainment of parents, immigrant background, number of books at home; Country: fixed effects.

Source: Cedefop calculation on OECD survey of adult skills (PIAAC) 2012.





Source: Cedefop (2017). Investing in skills pays off: the economic and social cost of low-skilled adults in the EU. Luxembourg: Publications Office. Cedefop research paper; No 60. http://dx.doi.org/10.2801/23250, p. 61





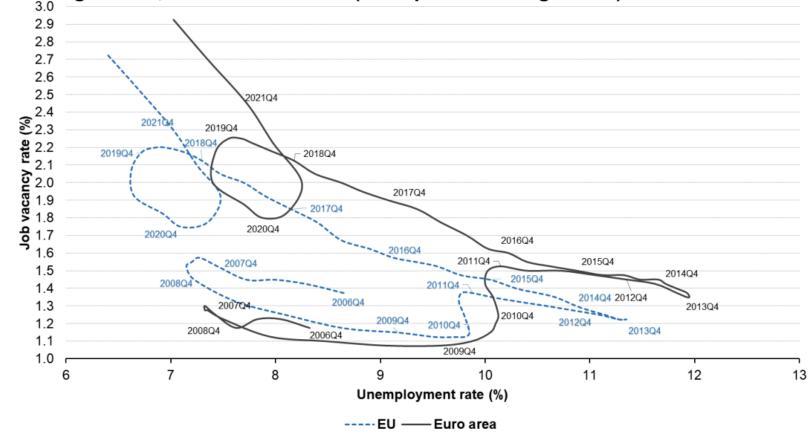
Cedefop (2022). Relocation 2.0: tying adult refugee skills to labour market demand. Luxembourg: Publications Office. Policy brief. http://data.europa.eu/doi/10.2801/09527

Source: Eurostat, Statistics explained. File:EarlyLeaversOp1 IG 23-05-2022.png
Retrieved 06/03/2023: https://ec.europa.eu/eurostat/statistics-explained/images/3/33/EarlyLeaversOp1 IG 23-05-2022.png



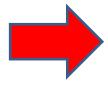
High job vacancies – high unemployment





Source: Eurostat (online data codes: jvs_q_nace2, Ifsq_urgan)





Increasing need for lifelong guidance and validation



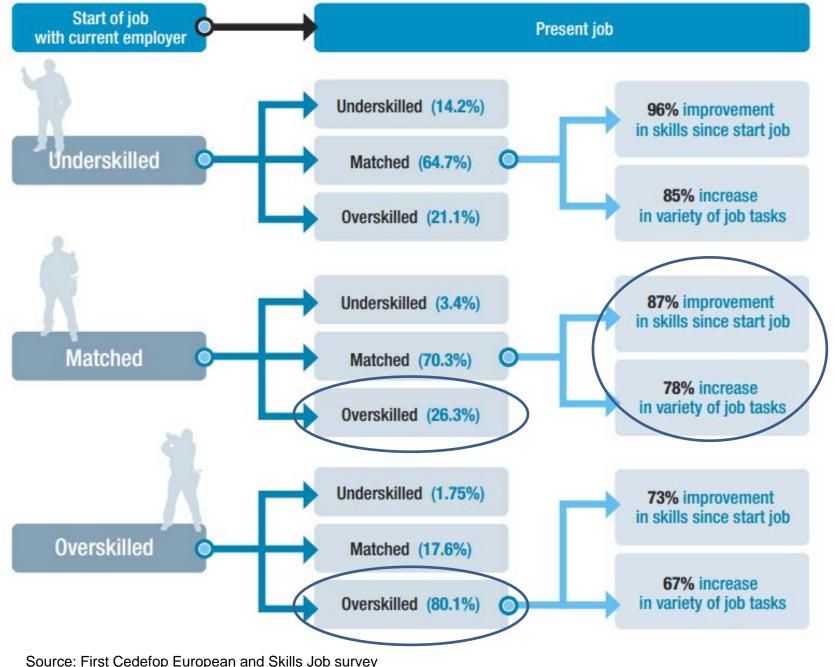
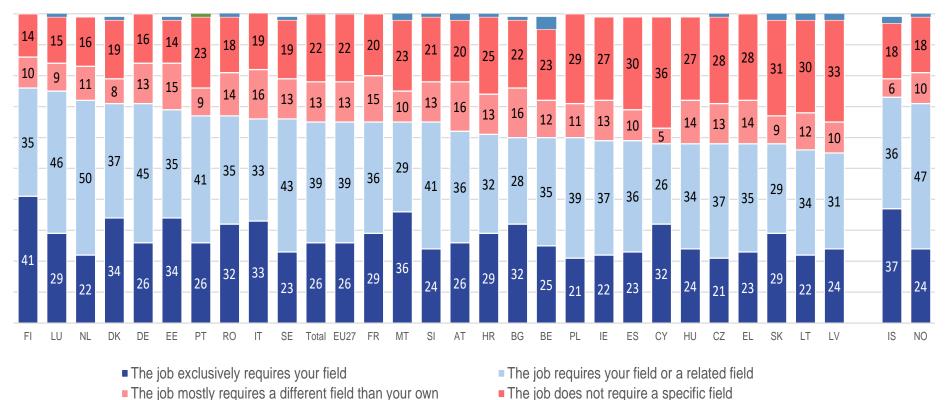




Figure 1. Horizontal (field of study) match and mismatch, EU+, 2021

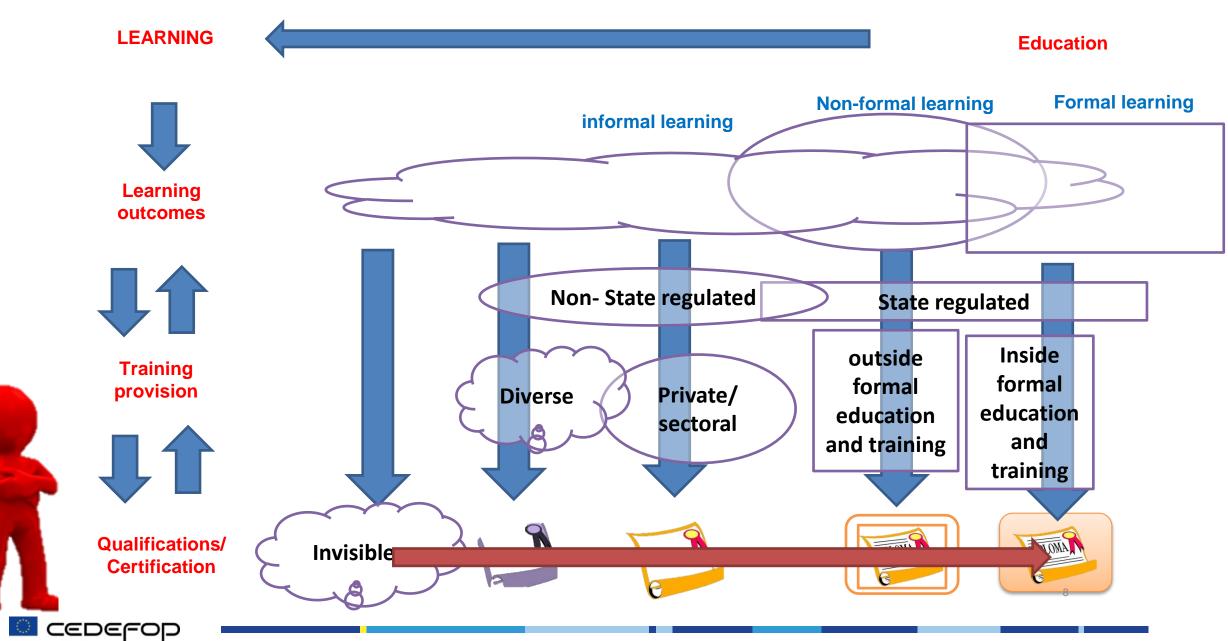
E_HOZMIS /Q51: Considering your main subject or field of study at your highest level of education (business, engineering, health etc.), how relevant is it for doing your main job? **(Total, %)**



NB: Respondents with at least upper secondary education (above ISCED 3).

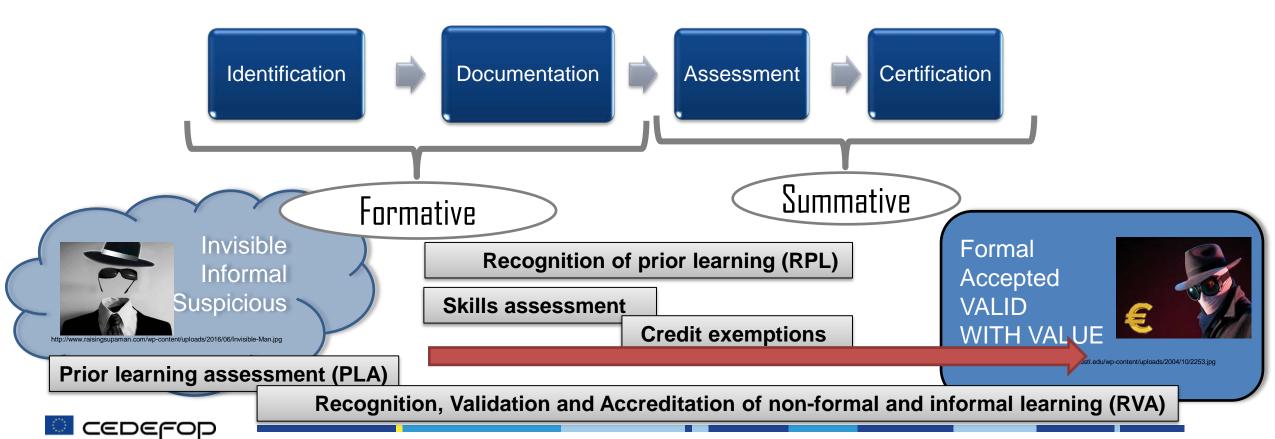
Source: Cedefop second European skills and jobs survey, 2021.

Outside FORMAL education?



VALIDATION of non-formal and informal learning and its objectives

Validation means a <u>process</u> of confirmation by an authorised body that an individual has acquired learning outcomes measured against a relevant standard



Storyline of validation in EU

1995

European Commission White Paper on Teaching and Learning

2000

Making lifelong learinng a reality 2004

European Principles 2008

EQF recommendation 2009

1st edition European Guidelines 2012

Council
Recommendation
on validation

2016

Upskilling pathways recommendation

2017

EQF new recommendation

Updated European guidelines European Pillar of social rights

2020

New skills agenda

2023

New updated guidelines

ENCREAN CAMESSION

The statement of the











2015





2004

1st EU 2nd EU inventory

2005

2008

3rd EU inventory 2010

4th EU inventory

2014

5th EU inventory

2016

6th EU inventory

2018

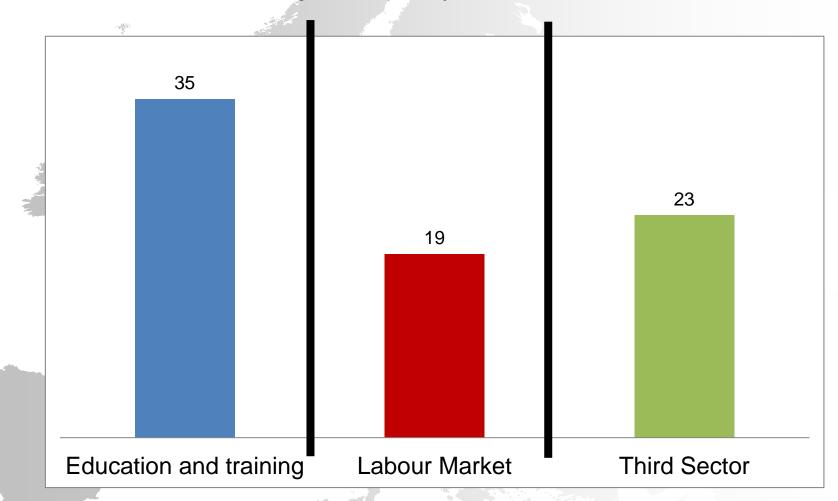
7th EU inventory

Adapted from: Villalba, E., & Bjornavold, J. (2017), Villaba-García (2016), Villalba-Garcia, E., Souto-Otero, M., & Murphy, I. (2014)



Validation arrangements in Europe

Number of countries with validation arrangements in place by broad area

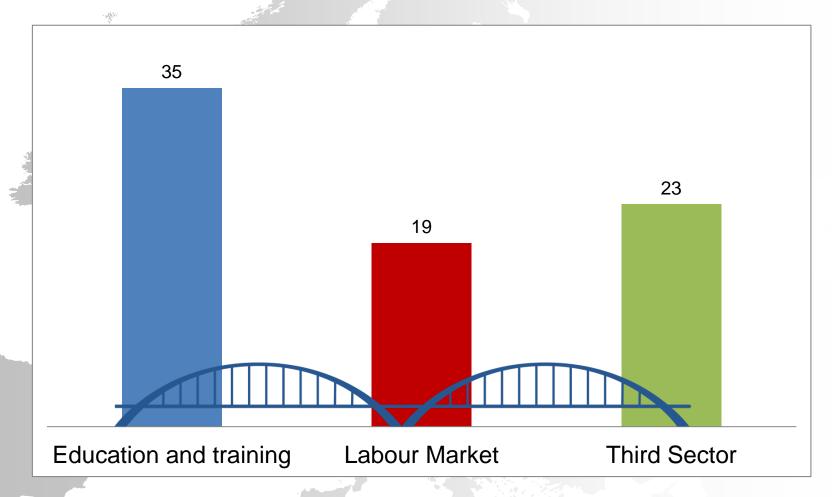


Source: European Inventory 2018



Validation arrangements in Europe

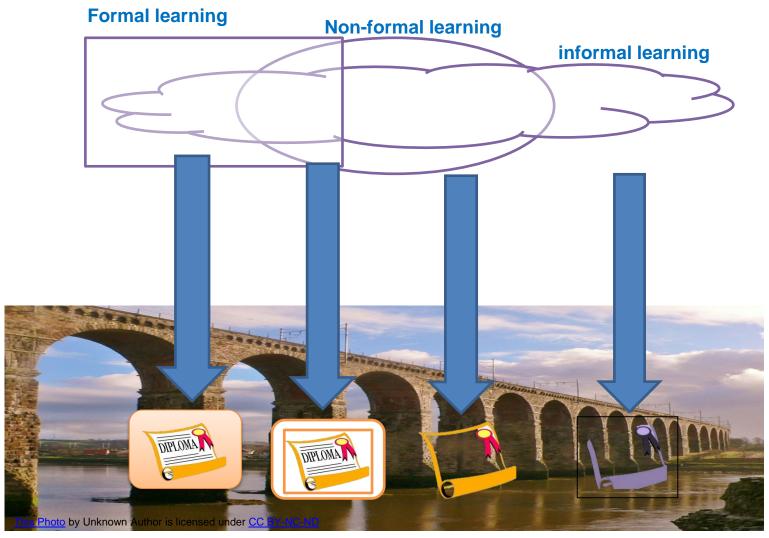
Number of countries with validation arrangements in place by broad area



Source: European Inventory 2018



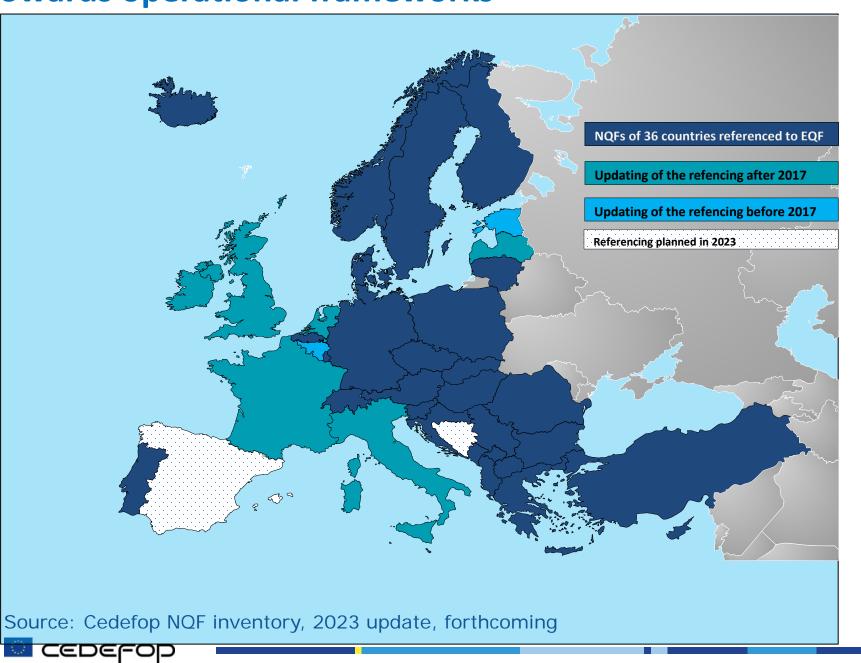
National qualification systems and frameworks







Towards operational frameworks

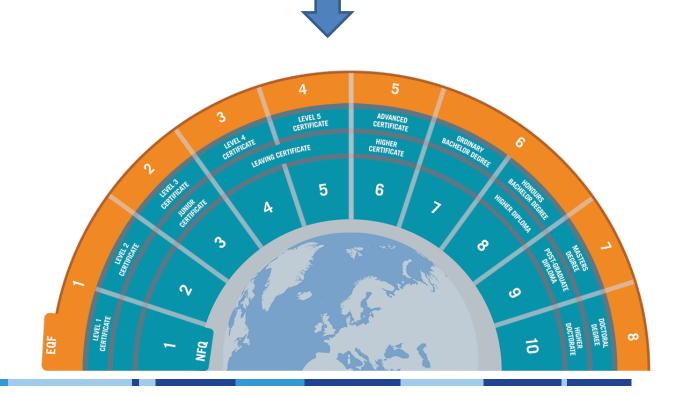


38 countries participate in the EQF process

- 36 have referenced to the EQF
- 37 adopted formally their NQFs
- 9 have updated referencing
- Most countries in activation or operational stage
- EQF and NQF levels are shown in qualifications or Europass supplements in 36 countries
- 28 countries have qualifications databases

Qualifications

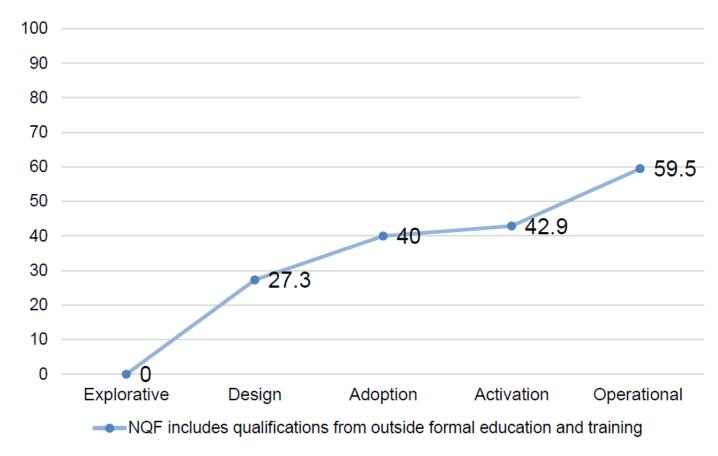
Qualifications are the **formal** <u>outcome of an assessment</u> and validation process by a **competent** <u>authority</u> and typically take the form of documents such as certificates or diplomas. They determine that an individual has **achieved** <u>learning</u> <u>outcomes</u> to given <u>standards</u>.



Inclusion into the NQFs? Inside outside education Private/ formal Diverrse and NEG sectoral education training and training CEDELOD

Global trends – preliminary results NQF cross-analysis

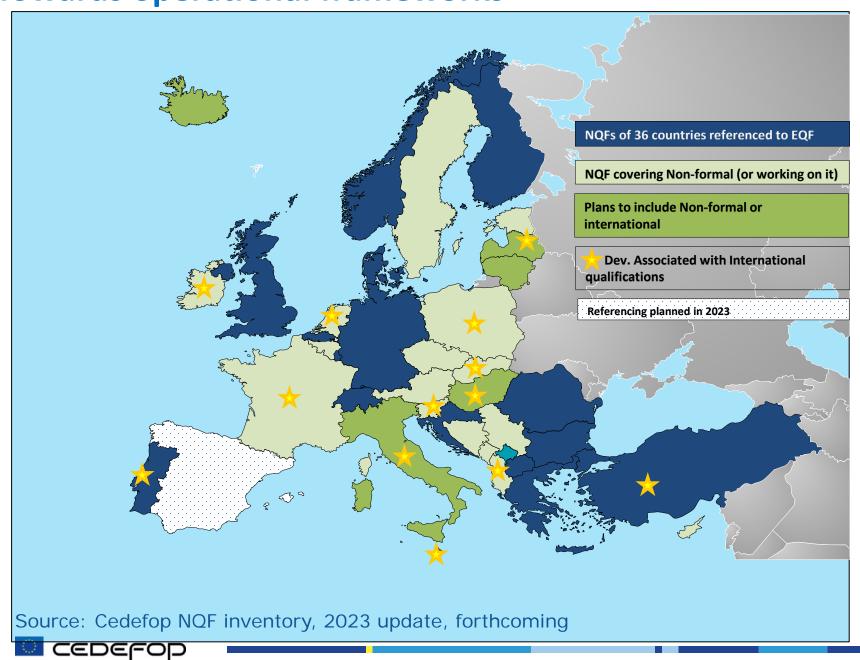
Percentage of comprehensive NQFs open for qualifications awarded outside formal system, by NQF stage



Source: Forthcoming, Global Inventory on NQF



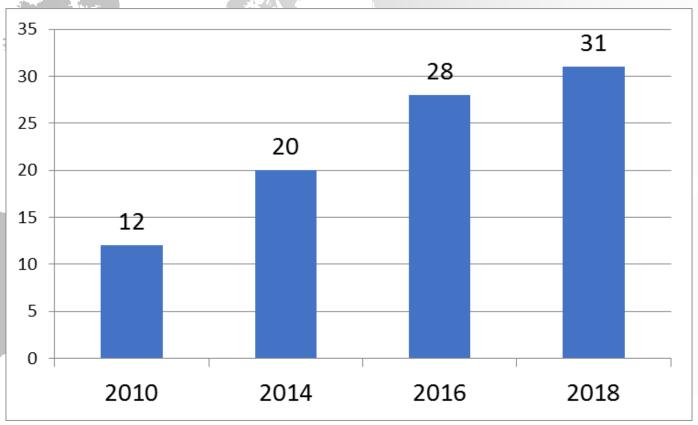
Towards operational frameworks



Links to NQFs

A bridge between sectors

Number of countries in which it is possible to access/ acquire a NQF qualification through validation



NQFs in all countries

The NQFs established in all countries now provide a way to structure and promote validation which only existed in a minority of countries in 2000

Learning outcomes approach

QFs focus on and reinforces learning outcomes at all levels and al forms of qualifications stressing the need for lifelong and life-wide learning

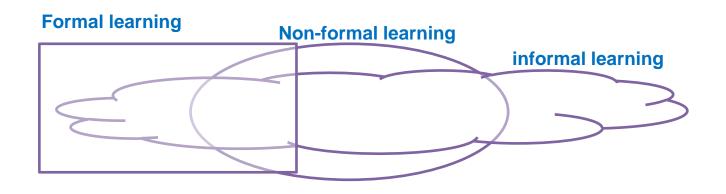
Supporting progression

QFs underline the importance of allowing progression between all levels and types of qualifications, stressing the need for facilitators like validation and guidance.

Source: European Inventory 2018



Standards and learning outcomes





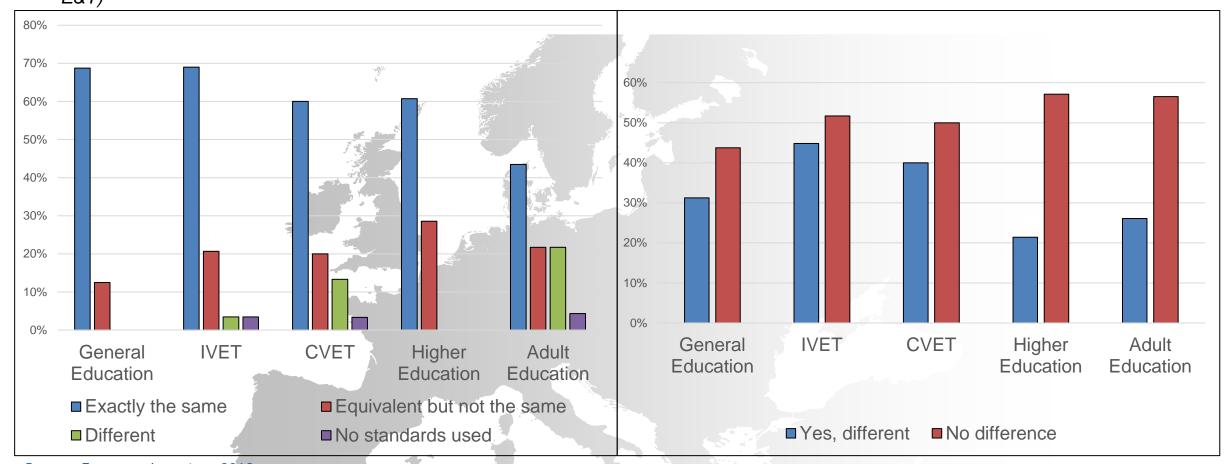


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Connection to formal standards

Extent to which standards used for validation relate to those used in the formal education system (% of validation arrangements in E&T)

Certificates obtained through validation are different to those obtained through formal education (% of validation arrangements in E&T)



Source: European Inventory 2018





SPECIFICATIONS

specify what can be learned, what can be done and how it can be assessed.

Examples include: qualifications, occupational profiles, competence frameworks, curricula, skill classifications 2

OPPORTUNITIES

Describe an offer by an organization to direct an activity which leads to a learning outcome (proven by an assessment)

Examples include: courses, apprenticeships, voluntary experiences, etc.

A Basic Ontology of a Lifecycle Concepts

CREDENTIALS

Describe a claim about an individual

such as which activities they have done, and their achievements proven by assessments.

Examples include: attendance certificate, degree, diploma supplement, letter of recommendation Europass Learning Model

Learning Opportunities (LOMS)

Qualifications (QMS1 and QMS2)

Credentials

Institutional Accreditation

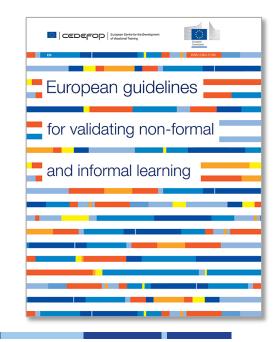
Live

Live

Live

The European guidelines

 Assisting stakeholders by clarifying the different option and possible steps they face when establishing and operating validation arrangements



https://www.cedefop.europa.eu/en/publications/3073



What is the purpose of the guidelines and how do they add value?(I)

- Written for everybody involved in developing, implementing and operating validation
- Addresses common challenges at different levels and contexts
- A source of inspiration and reflection for peer learning
- Works together with the European Inventory

What is the purpose of the guidelines and how do they add value? (II)

- Builds on the principles outlined by the 2012 Recommendation
- Underlines that any solution must be fit for purpose and reflect the context in question
- Identifies relevant factors for the design, development, promotion and implementation of validation
- Points to available options, and the implications of these, when establishing and operating validation arrangements

A harder than expected climb

Publication of the guidelines

Translation into other languages (EN, ES, DE, IT, FR) - TBC

December 2nd – Written comments

28-29 November 2022

Last discusion at next EQF AG

October 28 – 2nd Draft TO EQF AG

July - September 2022

Consultation with EQF project group on validation

Grown work since 2020

Projects and events and forums

Plenary discussions in EQF AG meetings

A specific project group

Consultation with experts

May 2023

Published guidelines

2 half-day expert event in November 2021

A EU Survey – +100 respondents



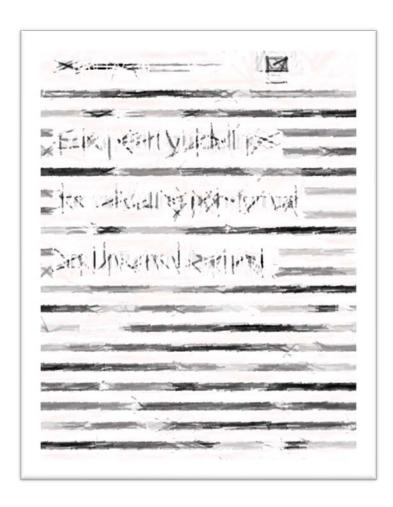
The 2015 Guidelines: 10 Focal points



- 1. The centrality of the individual
- 2. Objectives of validation (4 phases)
- 3. Information, guidance and counseling
- 4. Stakeholder coordination
- 5. Links to national qualification frameworks
- 6. Standards and learning outcomes
- 7. Quality assurance
- 8. Professionalism and practitioners competences
- 9. Validation in context
- 10. Validation tools



The new guidelines



- Work at a strategic and technical level
- Includes new aspects
 - Awareness raising
 - Digitalisation of credentials
 - Transversal skills and competences
 - Financing
- A need to deepen and further detail existing aspects
 - Standards and reference points
 - Methodologies and tools

CHAPTER 1. Purpose of the European guidelines

- Together with the foreword and acknowledgements show the context and political developments
- Present definition of validation as agreed in the recommendation
- Addresses main audience
- Overarching questions → Repeated at the end
- Structure of the guidelines



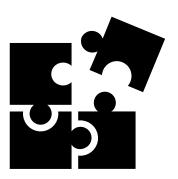
CHAPTER 2. A strategic vision – The individual at the centre

- The centrality of the individual as a fundamental feature of all aspects of a validation arrangement
- The four phases as a principle to make the concept adaptable to different circumstances and objectives
- Highlights briefly issues related to objectives and benefits



CHAPTER 3. Validation as a facilitator of individual, lifelong and life-wide learning

- Validation contexts
 - Education and training
 - Labour market
 - Third sector
- Validation in skills and lifelong learning strategies
- Implications for Stakeholder involvement
- Financing and cost
- Professionalising validation
 - Counsellors
 - Assessors
 - Others



CHAPTER 4. Elements to consider for validation provision

- From Learning outcomes to certification
 - Learning outcomes
 - Reference points
 - Credentials
 - Qualification frameworks
- Provision of information, awareness raising and outreach measures
- Provision of guidance and counselling before, during and after
- Efficient use of information and communication technologies
- Assuring trust through Quality assurance





CHAPTER 5. Validation methodologies and tools

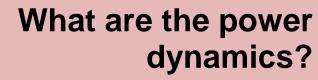
- Balancing act of different factors (reliability, validity, cost and scalability)
- Methodologies need to be fit for purpose
 - Formative vs. summative requirements
- Outcomes of learning
 - Identifying domains
 - Criteria vs. construct
- Tools and techniques



Some concluding remarks



NQF as a transparency tool







The need for consensus and dialogue – specially concerning standards

How does context influence?





Use of EU guidelines for peer learning

Starting point, not an end!



References and further reading

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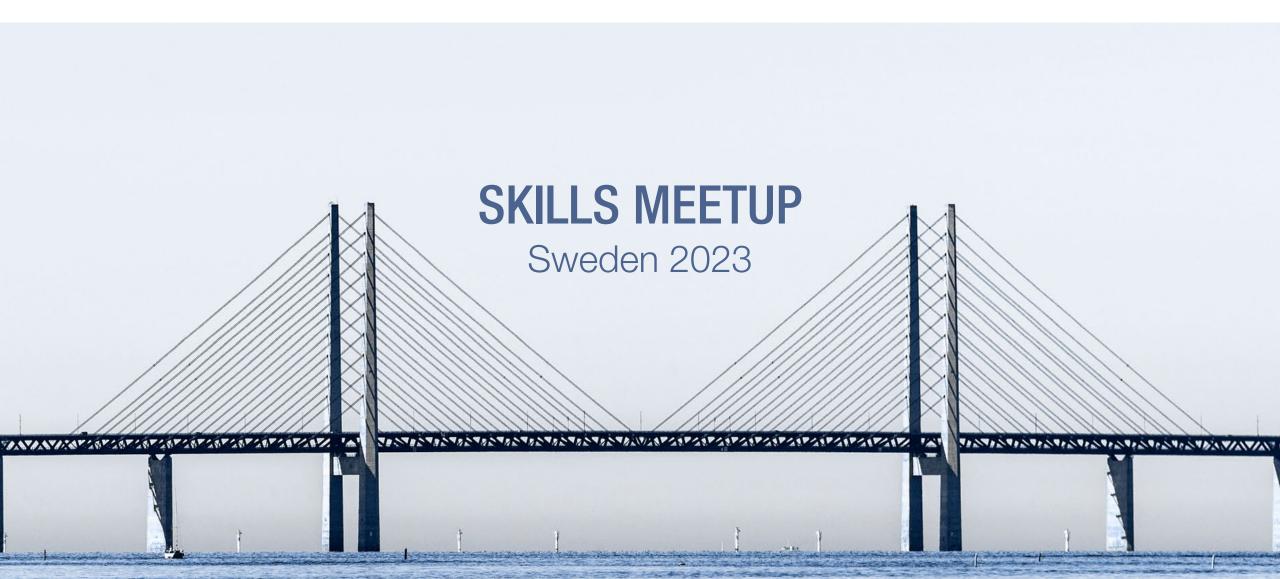


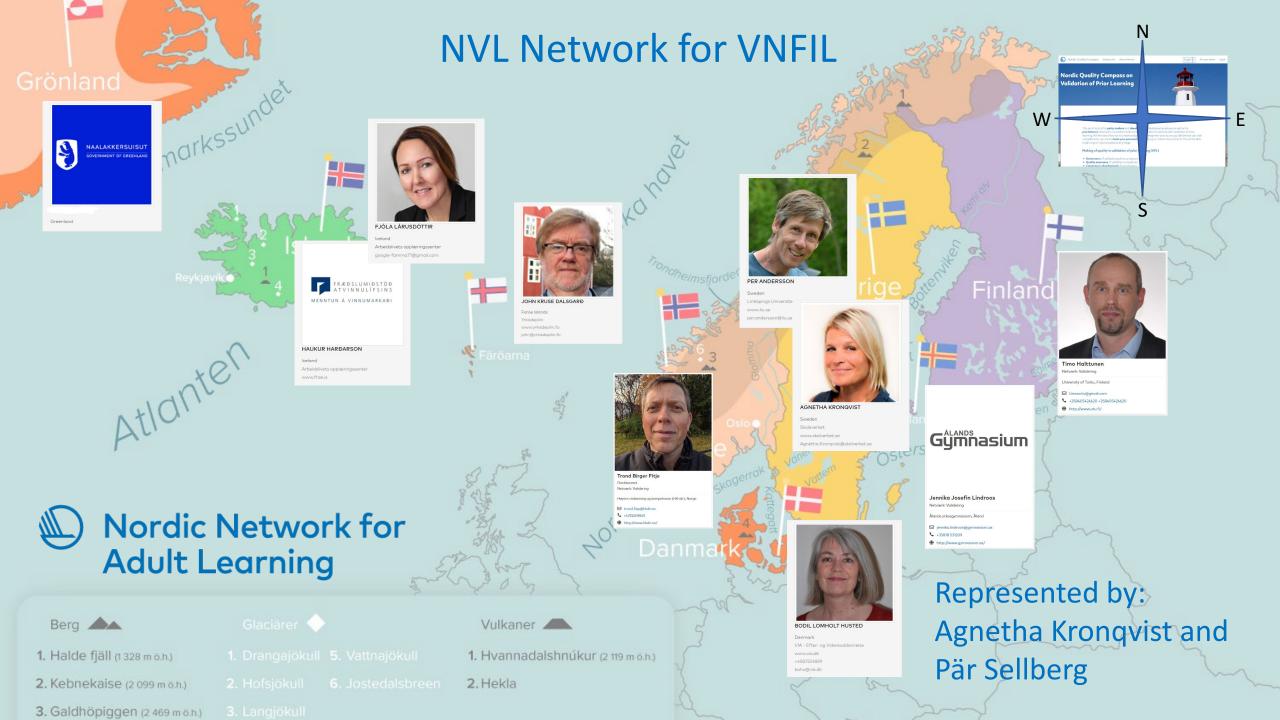
Nordic Quality Compass on Validation of Prior Learning



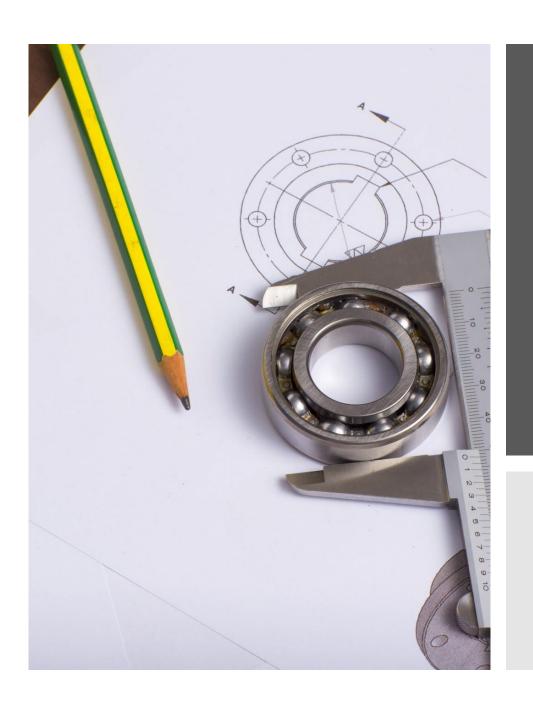








Nordic Quality Compass on Validation of Prior Learning



Five tools in one place

Making of quality in validation of prior learning (VPL)

- Governance of validation policies and practices
- Quality assurance of validation procedures
- *Competence development* of practitioners



Evaluation tool — VPL Policies and Practices

- Aim: evaluation (short term), monitoring (long term) of your VPL -system and benchmarking between VPL -systems
- **To whom:** individuals developing validation systems and policies (e.g. educational authorities or policy makers) or carrying out benchmarking activities (either between sectors or even countries)
- Result: information in graphical form of your validation system's strengths and areas that require further development. A development plan (according to your replies in open questions embedded in the tool)
- This tool is based on an NVL report <u>Validation and</u> <u>the Value of Competences Roadmap 2018.</u>



Evaluation Tool for VPL Procedures and Quality

Evaluation tool – VPL procedures and Quality

- Aim: quality assurance and development of QA mechanisms in different phases of validation
- To whom: people responsible for quality assurance; managers; coordinators of validation practices
- Result: information about the strengths of your validation system and needs for development including an action plan for quality development in validation
- This tool is based on the NVL publication Quality Model for <u>Validation in the Nordic</u> <u>Countries</u>.







Self-assessment tools

- Use: self-assessment according to processes that are typical for assessors, counsellors and coordinators in validation
- To whom: assessors, guidance counsellors and coordinators working with validation of prior learning
- Result: information in graphical form of your strengths and development needs along with a further development plan
- Partly based on NVL publication <u>Nordic Competence Profiles of Validation</u> <u>Practitioners and Competence Development</u>

How?



Step 1: Go to qualitycompass.eu



Step 2: Register and create your personal account



Step 3: Choose the tool that you wish to use



Step 4. Start the assessment



Step 5: You may return to your assessment later, edit it or retake the self-assessment (via your personal account)



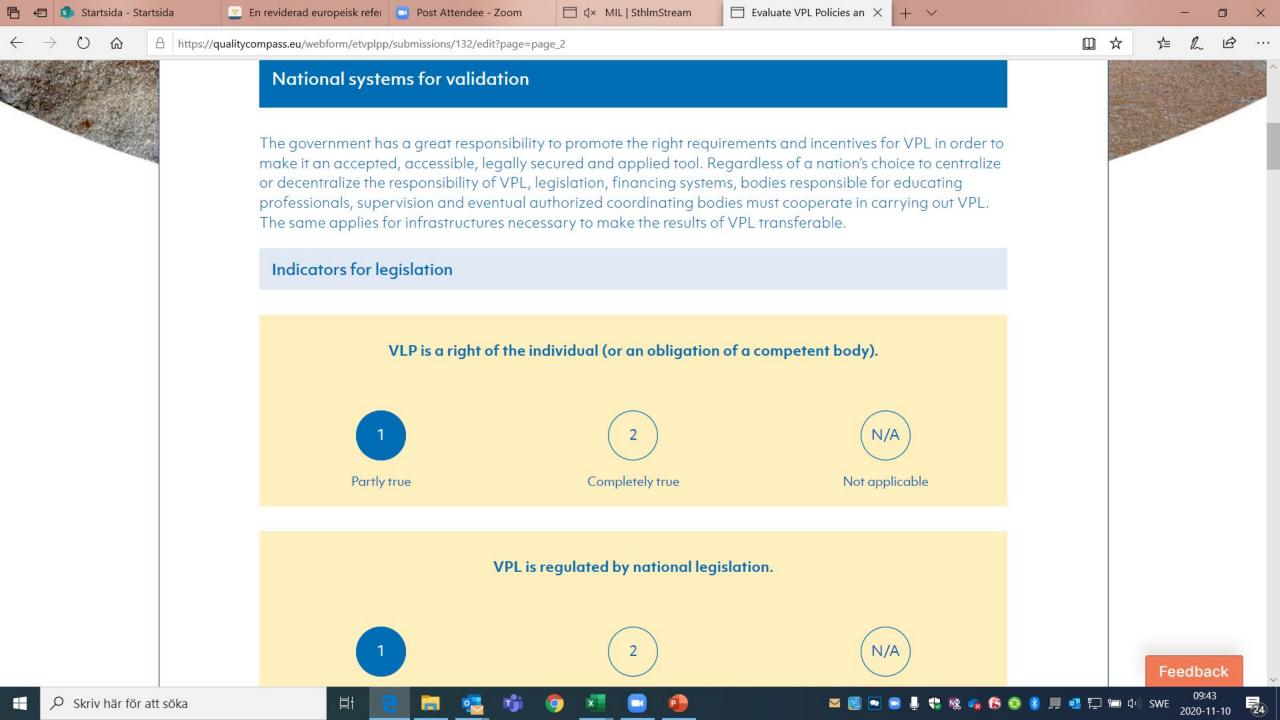
Step 6: Print your results (pdf) that are presented in graphical form, including your open answers, that serve as a further development plan

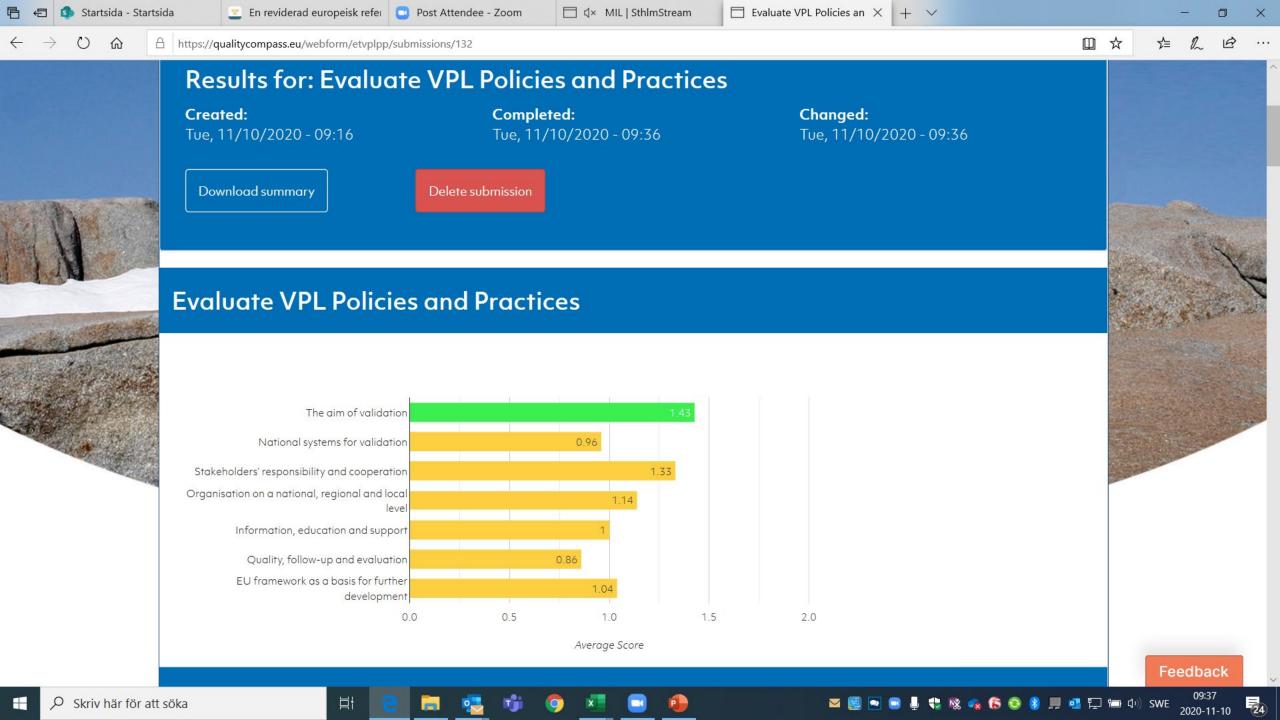


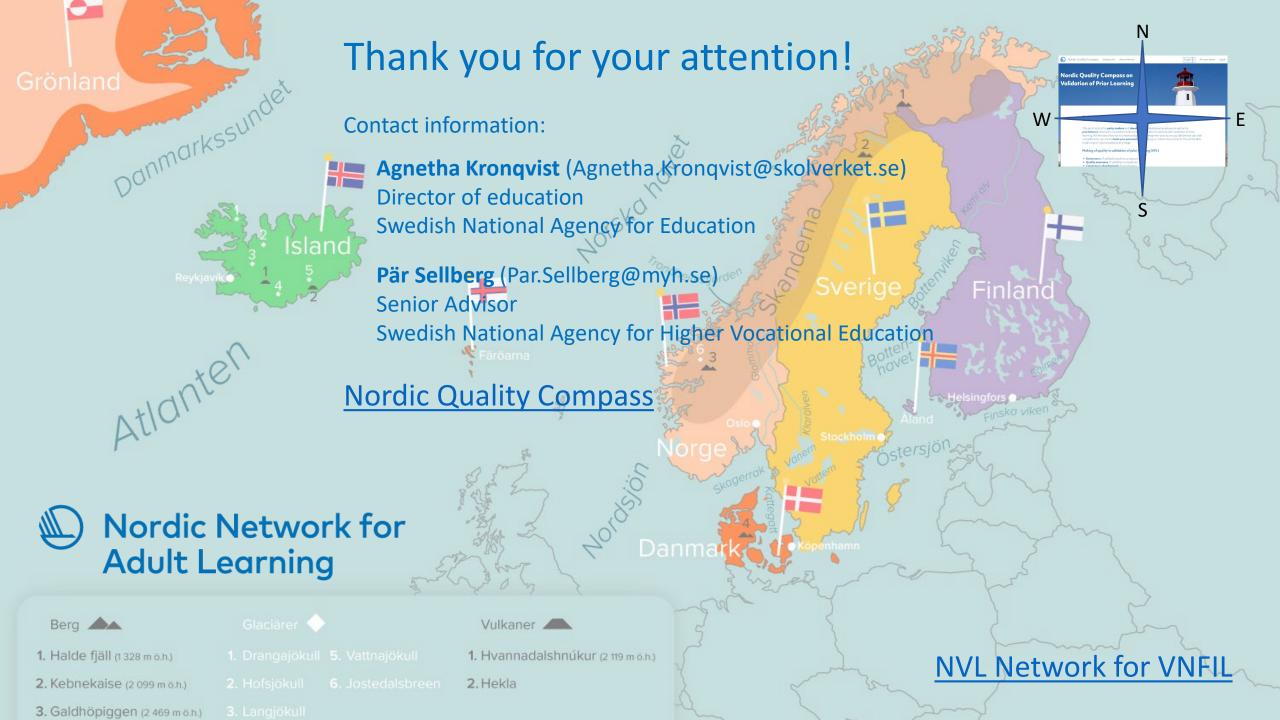
Your results are saved and you can access them anytime through your personal account



Nobody else has access to your results.















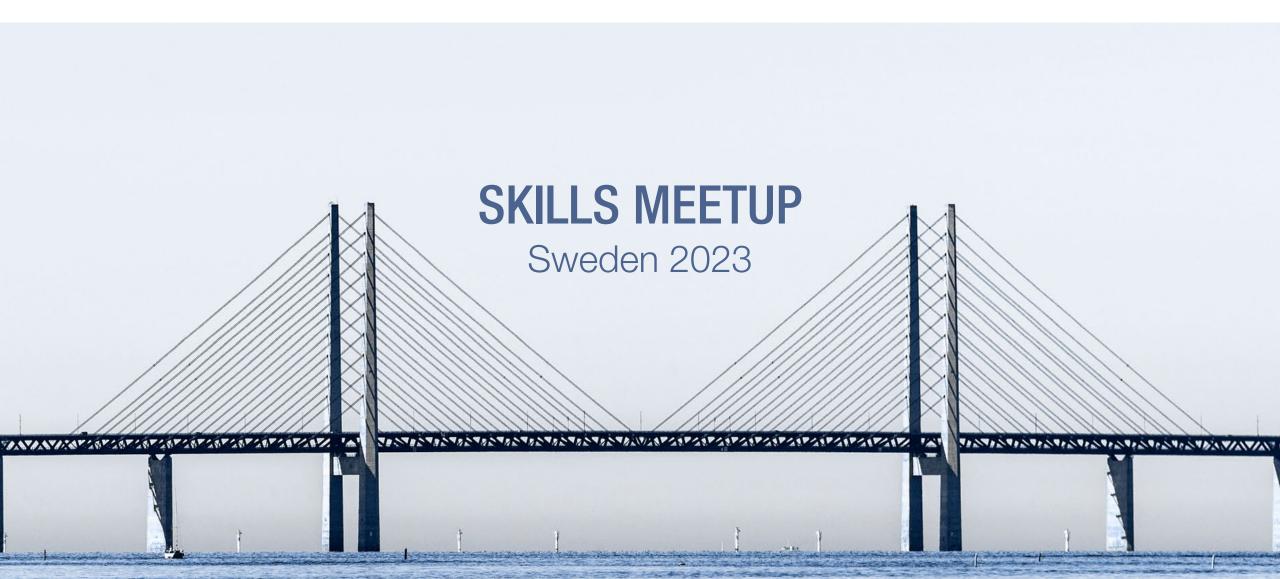
National qualifications databases

- Qualification databases and Europass











The EQF, Qualifications databases and Europass

Skills Meetup Sweden 21 April 2023











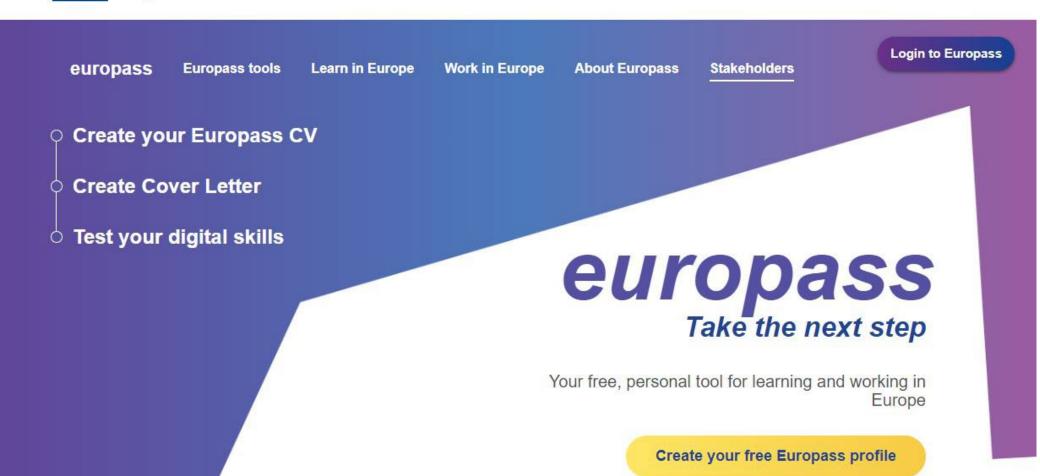


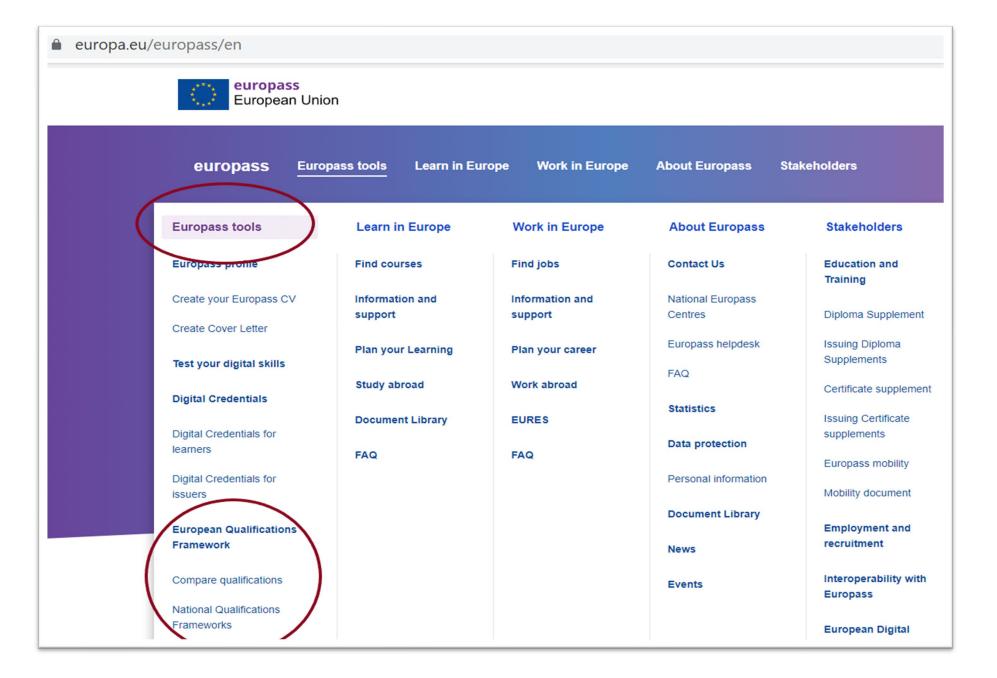


How do you know? ∨





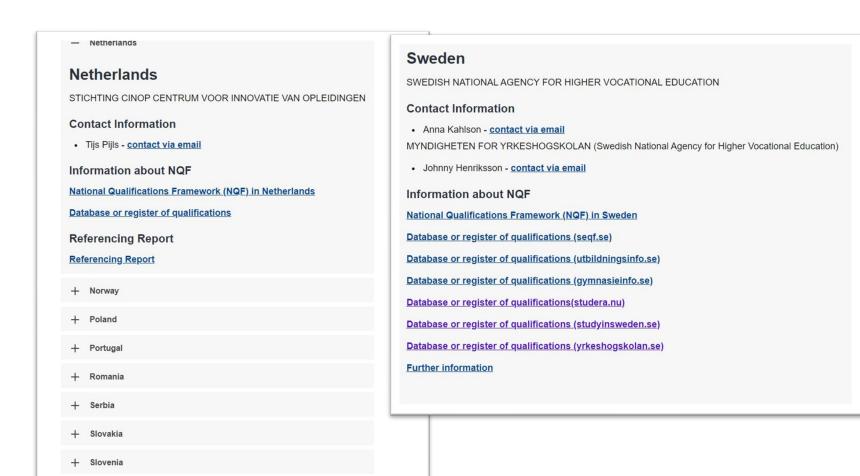






National qualifcations Frameworks (NQF's) on Europass

- Contact details for EQF National Coordination Points
- Information on national qualifications frameworks (NQFs)
- EQF referencing reports (only available in English
- Link to Cedefop European Inventory on NQFs



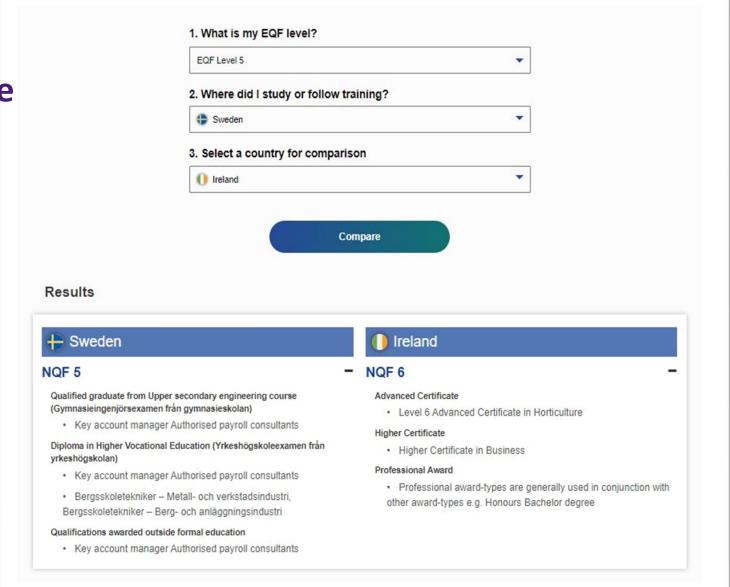
43 2023-04-25

+ Sweden



Compare NQFs across Europe

- With the EQF you can see how the NQF's and systems relate to each other
- Select 2 countries to see what types of qualifications are included in national frameworks referenced to the EQF.
- You can find up to 5 examples of qualifications for each national qualification type.





Results



Austria

NQF 5

NQF 5

Qualified graduate from Upper secondary engineering course (Gymnasieingenjörsexamen från gymnasieskolan)

· Key account manager Authorised payroll consultants

Diploma in Higher Vocational Education (Yrkeshögskoleexamen från yrkeshögskolan)

- · Key account manager Authorised payroll consultants
- Bergsskoletekniker Metall- och verkstadsindustri,
 Bergsskoletekniker Berg- och anläggningsindustri

Qualifications awarded outside formal education

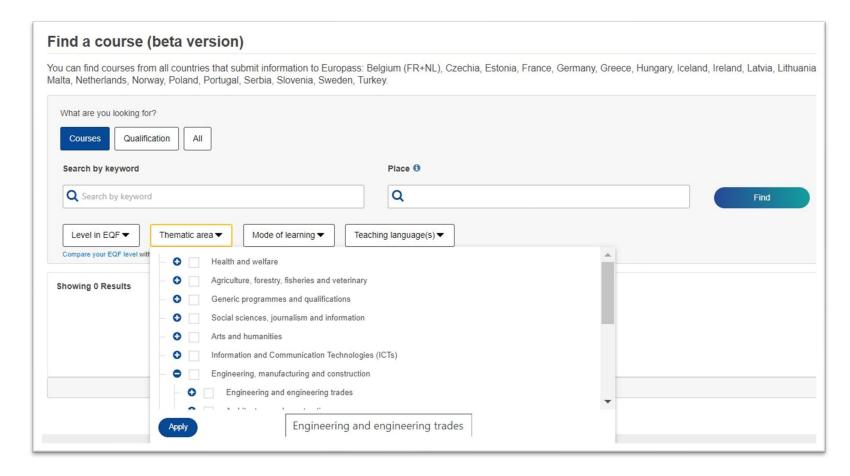
Key account manager Authorised payroll consultants

VET college school leaving certificate (Reife- und Diplomprüfung der berufsbildenden höheren Schulen)

- · Higher Federal Technical College of Mechanical Engineering
- Higher Federal Technical College of Computer Sciences / Informatics
- · Higher Federal Technical College of Construction Engineering
- · Secondary School for Fashion
- · Secondary School for Tourism
- · Secondary School for Economic Professions
- · College for Agriculture
- College for Agriculture and Nutrition
- · College of Social Pedagogic
- Commercial Academy
- Higher College of Business Administration Specialist Subject
 Area "Controlling, business practice and taxes"
- "Higher College of Business Administration Specialist Subject Area "Entrepreneurship and management"
- Higher College of Business Administration Specialist Subject Area "Financial and risk management"
- Higher College of Business Administration Specialist Subject
 Area "Information and communication technology –e-business"
- Higher College of Business Administration Specialist Subject Area "International business"



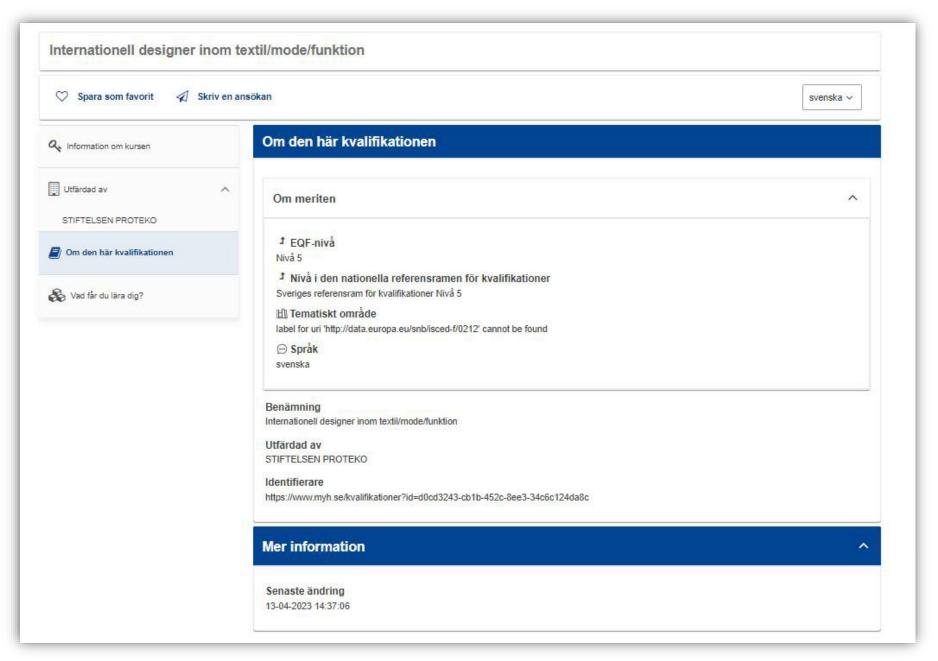
Find a course – links to learning opportunities across Europe



Beta version



International designer within textile/fashion





Thank you!

Home | Europass













National qualifications databases







- Guidelines for short descriptions of qualifications





Project group on short descriptions of learning outcomes

Guidelines for short descriptions of qualifications

Karl Andrew Müllner, OeAD/NCP for the NQF in Austria

Malmö, April 2023



Overview

- Focus and purpose of the guidelines
- Working group
- Learning outcome based short descriptions
- Testing phase
- Challenges



Working group

- EC, CEDEFOP, ETF, AT, BE(NL), CY, DE, FI, FR, HU, IT, NL, NO, PT, SI
- Mandate by Joint Note EQF AG 56-3/E-PASS 10-2
- Reporting back to EQF-Advisory Group



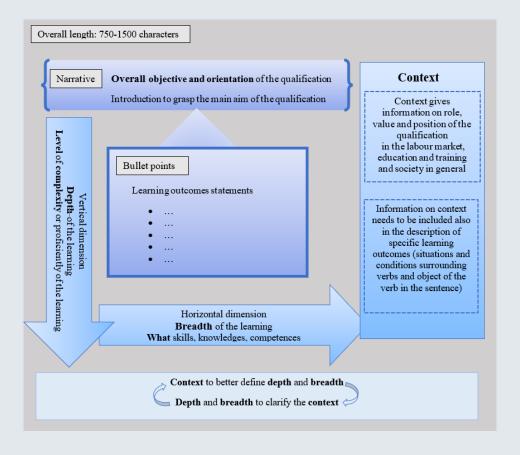
Learning outcome based short descriptions

To be considered:

- Lenght of the description
- Syntax of the description
- Overall objective and orientation of the qualification
- Context in which the qualification operates
- Breadth of learning required
- Depth of learning required



Learning outcome based short descriptions





Testing phase

- Seven countries (AT, FI, DE, IT, NO, PT and SI)
- 15 qualifications
- VET qualifications on level IV and V
- Feedback on the Guidelines
- DL April 2023, Results by June 2023 for the EQF Meeting

Challenges



- The vast breadth of the target group (sectors, levels, etc.)
- Finding examples (best practice but also to agree on bad examples)
- Purpose of the short description
- Who reads the short description and for what purpose



Thank you for your attention!

Do you have a question?

Karl Andrew Müllner, OeAD/NCP for the NQF in Austria

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www.qualifikationsregister.at







