Validation of non-formal and informal learning: where individual paths and collective strategies for employment cross

Peer Learning Activity in Paris, France
11-12 January 2016

AGENDA

Moderator & rapporteur: Monika Auzinger & Karin Luomi-Messerer

Monday 11 January 2016

8:45 – 9:30 Registration

9:45 – 10:00 Opening of the meeting and presentation of the agenda

Simone Bonnafous, Directorate General of Higher Education and employability, Ministry of Higher Education and Research

Koen Nomden, European Commission, Directorate General Employment and Social Affairs

10:00 – 10:40 Session 1: the state of play in Europe

Mapping of the use of validation of non-formal and informal learning (VNFIL) for employment: Jens Bjornevold, CEDEFOP

How is VNFIL used by the private sector in the EU? The main purposes of competence assessment, the standards and methods applied, the employee groups targeted and the way results are documented and used? How and to what extent do companies use skills audits? How do HR and career development links to VNIL? Connection between private and public validation initiatives? Is certification an issue? 1

Challenges and perspectives for VNFIL on a European level: Lieve Van den Brande, European Commission, DG EMPL-E2

1See also publication: http://www.cedefop.europa.eu/en/publications-and-resources/publications/3065
With information on upcoming calls (Erasmus+: policy experimentations) and initiatives

10:40 – 11:00 Coffee break

11:00 – 12:30 Session 2: the state of play in France. Is the VAE (Validation des Acquis de l'Expérience) integrated in the employment policies? 13 years after its creation, can we say that the VAE has kept its promises? Is there an evolution in the way the VNIL is considered today to improve employment? What are the consequences on the qualifications and our national qualification framework?

Round table with representatives of:
- Ministry of employment (General Directorate of employment and vocational continuing training)
- Trade-unions
- Sectors
- Regions
- National Commission of Vocational Qualifications (CNCP – Commission nationale de la certification professionnelle)
- National Agency for Employment (Pôle emploi)
- Ministry of Education and Higher Education

12:30 – 14:00 Lunch – Buffet

14:00 – 17:30 Session 3: WORKSHOPS (2 parallel workshops)

15:00 – 15:30 Coffee break

Workshop 1: VNFIL and the management of regions and sectors skills needs

Everywhere in Europe, to be competitive, the regions and sectors have to anticipate the economic mutations and the evolutions of jobs and skills. How do regions and sectors intervene with regard to VNFIL? How do they organize to achieve their goals? Who are the main targets? How is validation funded? How do they assess, validate and recognize transversal skills?

Country cases from Spain (Basque Country), Belgium (Flanders), France (Rhône-Alpes), Italy, TBC input EQF members

Workshop 2: VNFIL and the enterprise

VNFIL should be a relevant means for managing human resources and skills within the company. What really is the situation in the companies today? Which ones are using VNFIL? What are their motivations? How do they audit or diagnose talent? How do they validate 'soft' or transversal skills? Do they emphasize certification, Have the conditions leading to successful processes of validation been identified? What
kind of services do they provide to the candidates? With whom has the company to cooperate to reach its objectives?

Cases: Orange, Army NL (LegerNL), Scotland, TBC input EQF members

19:00 Dinner in a typical Parisian restaurant

Tuesday 12 January

9:30 – 11:00 Synthesis of the outcomes of the workshops. What recommendations have arisen?
11:00 – 11:15 Coffee break
11:15 – 12:30 Final conclusions and recommendations