



European  
Commission

# Unlocking talent

## Validation of non-formal and informal learning

### What is validation?

Validation is the process of identifying, documenting, assessing and certifying the learning outcomes of individuals acquired outside formal education and training (e.g. at work, at home and while volunteering).



Identification



Documentation



Assessment



Certification

Employment or further learning

### Purpose of validation



**Validation gives visibility and value to all learning.**

### What is learning?

**Formal learning** is learning through a structured programme with the aim of receiving a qualification (e.g. in school, college or university).

**85%**

of learning during our lifetime takes place outside of formal learning

**Non-formal learning** is structured learning that takes place outside of institutions (e.g. in-company training or volunteering).

**Informal learning** is unstructured learning that takes place as a part of daily life (e.g. during work or leisure).

### Objectives of validation

Make all learning visible and valued



Complement formal education and training



Make learning count for further learning or employment



## What are the benefits of validation?



### For individuals

#### Learners/workers can...

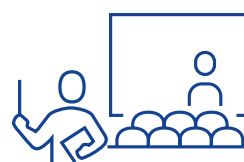
- ▶ Have their skills recognised
- ▶ Gain easier access to jobs and further learning
- ▶ Become more aware of their own talents



### For employers

#### Employers can...

- ▶ Better understand and identify talent
- ▶ Better match skills with labour market demands
- ▶ Update and renew in-company skills



### For learning providers

#### Learning providers can:

- ▶ Reach out to lifelong learners, (e.g. adult learners, unemployed people and refugees)
- ▶ Make what they offer more flexible and inclusive

## What is the current EU framework for validation?

### Council Recommendation

2012

**Adoption:** An EU Council Recommendation invited countries to set up validation arrangements.

2019

**Evaluation:** The Commission is due to report to the Council on validation progress and suggest next steps.

#### European Qualification Framework Advisory Group



<http://ec.europa.eu/transparency/regexpert/>

#### Peer learning at EU Level



#### 33 country and thematic reports



[www.cedefop.europa.eu/validation/inventory](http://www.cedefop.europa.eu/validation/inventory)

#### EU Guidelines



<http://www.cedefop.europa.eu/en/publications-and-resources/publications/3073>

### Sources

European Pillar of Social Rights: <http://ec.europa.eu/social/main.jsp?langId=en&catId=1226>

EC website on validation: <http://ec.europa.eu/social/main.jsp?catId=1217>

Cedefop website on validation: <http://www.cedefop.europa.eu/validation>

EU Council Recommendation: <http://europa.eu/lmJ73RF>