

Scaling up validation of vocational skills with ICT-based MYSKILLS

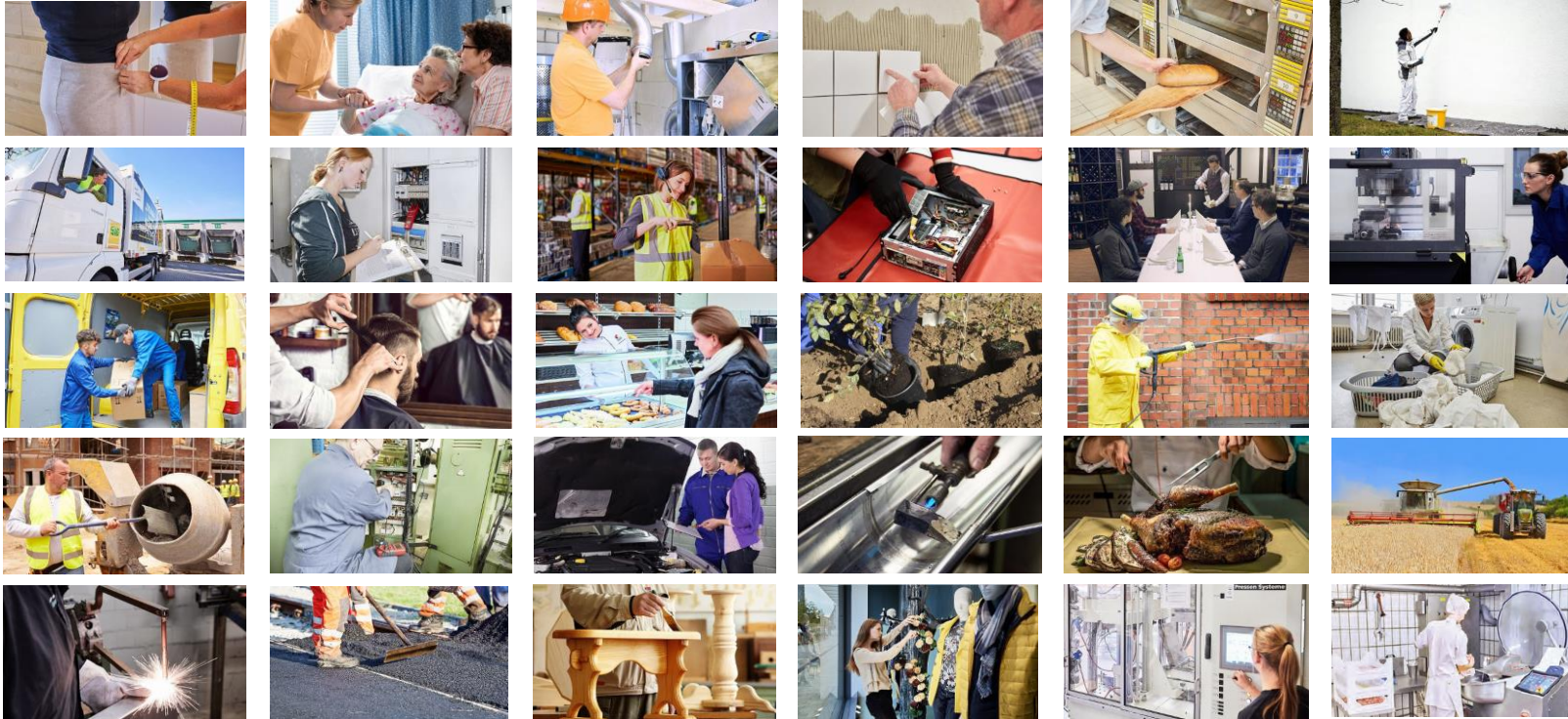
Dr. Martin Noack

Thessaloniki, 30.11.2021

#showyourskills initiative with two digital multilingual validation tools



Reference standard: 30 professions selected according to expected skills of informally qualified people & labour market demand



My-professional-experience.org

Try it out yourself!

30 professions

20-40 photos each
in 4-7 occupational fields

Result ready in

3-5 minutes

Free on laptops,
tablets and smartphones



<https://my-professional-experience.org/>

Memory code:
0354-0108-0007-0210-0422

Overview of professions

My professions 0

Professional fields

Display all

Agriculture & Landscaping

Construction & Wood

Metal & Plastic

Health & Personal Hygiene

IT & Electronics

Hospitality & Foodstuffs

Logistics

Textiles

Cleaning

Automotive

Trade

Here you can find the right profession to match your experience.

Alteration tailor

Care assistant to older people

Plant mechanic for sanitary, heating and air conditioning systems

Construction finishing worker - specialising in tiles and mosaics

Do you want to expand your professional vocabulary?

Start now

Start now

Start now

Start now

DE

EN

FR

ES

PT

PL

PY

BT

RO

TR

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Core Question:

„How often have you done this?“

The screenshot shows a digital assessment interface for an 'Alteration tailor' (Änderungsschneider:in). The interface is displayed on a laptop screen. At the top, there is a blue header bar with the following elements: a memory code '0687-0341-0393-0129-0083', icons for information, mobile, and PDF, the title 'ÄNDERUNGSSCHNEIDER:IN Alteration tailor', and two buttons: 'All professions' and 'My professions' (which is highlighted with a red circle and the number 1). Below the header, the main content area has a light gray background with a diamond pattern. In the center, there is a white card with a video player showing two men working on a piece of fabric. Above the video is the question 'How often have you done that?'. Below the video is the text 'KUNDENAUFTRÄGE ANNEHMEN' and 'Accepting customer orders'. At the bottom of the card, there are four buttons for frequency: '0 times Never' (gray), '1-9 times Rarely' (green), '10-49 times Often' (green), and '50+ times Very often' (green). To the right of the card, there is a progress indicator '1 / 33' and a 'No answer' button with a right arrow icon. At the bottom of the screen, there is a language selection bar with buttons for DE, EN (selected), FR, ES, PT, PL, PY, BG, RO, TR, and Arabic. Below the language bar, it says 'A PROJECT FROM | BertelsmannStiftung' and 'IMPRINT | DATA PROTECTION | PARTICIPANTS'.

Memory code: 0687-0341-0393-0129-0083

ÄNDERUNGSSCHNEIDER:IN
Alteration tailor

All professions My professions 1

How often have you done that?

KUNDENAUFTRÄGE ANNEHMEN
Accepting customer orders

0 times Never 1-9 times Rarely 10-49 times Often 50+ times Very often

1 / 33

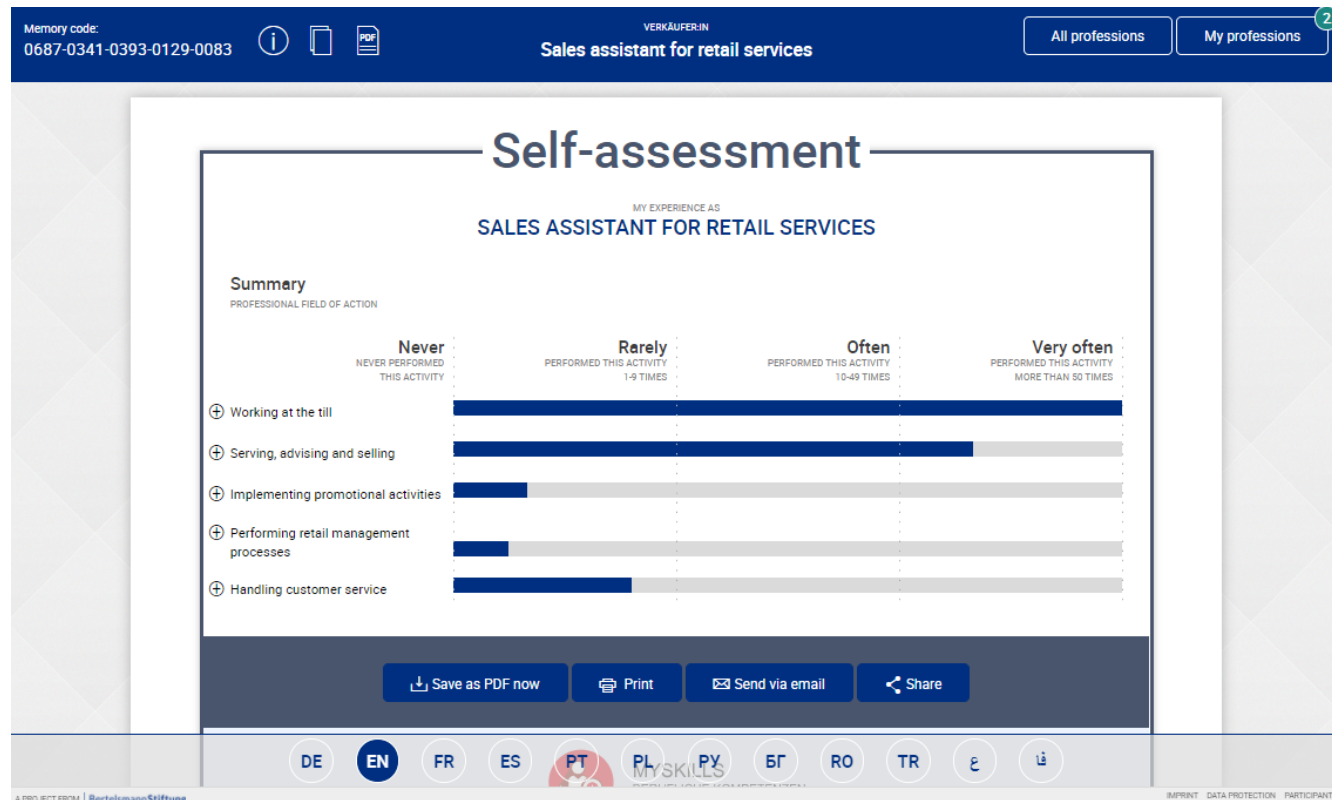
No answer

DE EN FR ES PT PL PY BG RO TR ع فا

A PROJECT FROM | BertelsmannStiftung

IMPRINT | DATA PROTECTION | PARTICIPANTS

Result shows prior experiences in occupational fields of action



Assessing professional skills with MYSKILLS at Public Employment Services

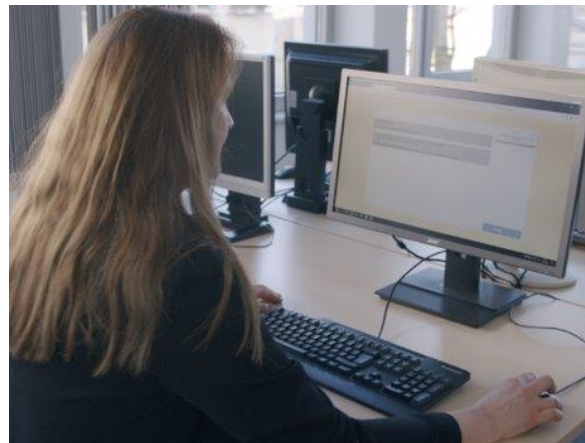
30 occupations

12 languages

Cooperation project Bertelsmann
Stiftung and Federal Employment Agency

Nationwide available at 156 sites of
job centers and public employment agencies

Over **400** vocational experts and
researches involved in development



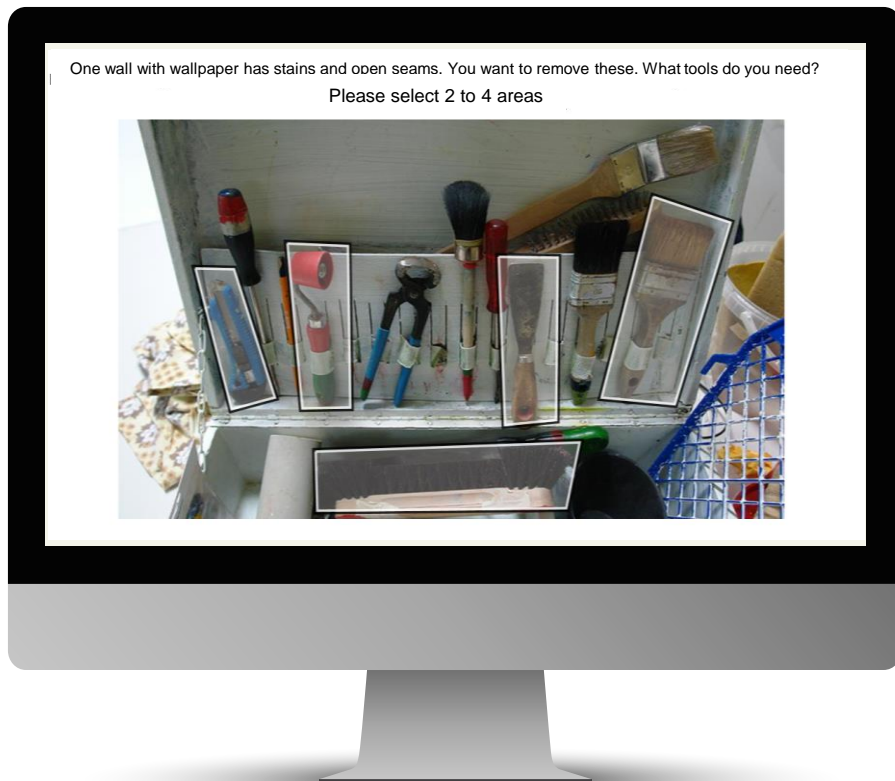
MYSKILLS assesses

professional action knowledge

Until beginning of 2020 ca.

15.000 participants

Standardised testing provides hard evidence of professional competence



Duration: max. 3-4 hours incl. breaks



Test security! –
No aids
No smartphone



Participants must be able to use a mouse



5 closed item formats
Single/multiple choice, Imagemap, ranking, allocation



Light on language –
numerous videos and pictures



Per test ca.
125 Questions –
cover the full profession



Available in 12 languages

Test result indicates placement and further education options

www.myskills.de/en

MYSKILLS - Scaling up vali

Test: Fachbau-Arbeitsagentur, Version: 18.11.2019 (03), 14.03.2020 (03), 1.4.1



MYSKILLS
BERUFLICHE KOMPETENZEN
ERKENNEN



Bundesagentur für Arbeit
Agentur für Arbeit

bringt weiter.

Profession **Building construction worker** specialising in masonry work Results Summary MYSKILLS

Name:

Date of birth: Test date: 25.02.2020 Test language: English

The test covers practical occupational knowledge in six main areas of expertise for a building construction worker specializing in masonry work. The testing is completed by asking questions relating to typical occupational situations, via a PC. The areas of expertise and situations are derived from the prescribed training regulations and curricula. The results follow:

Practical professional knowledge

●●●● High
●●●○ Average to high level

●●○○ Average
●○○○ Not provable, to average

○○○○ Not provable

Producing single-skin building structures

●●●○○ Carrying out simple construction work according to instructions. Building simple building structures from different materials and preparing mortar mixtures. Using standard machines and appliances to do so.

Development of buildings

●○○○○ Setting up and securing the construction site. Following instructions to make the site ready for building and digging construction pits. Using the standard measuring instruments. Producing simple formwork and concrete and steel building parts.

Building structures with a supporting function

○○○○○ Constructing building structures with a supporting function according to instructions. Using the correct bond and the right mortar mixture when working with different stone formats and wall thicknesses. Dividing stones with machines and erecting simple scaffolding.

Sealing and insulating buildings

○○○○○ Choosing suitable insulating materials, cutting them to size and installing them. Taking into account the behavior of different building materials and creating seals according to instructions.

Conducting simple finishing works

●○○○○ Conducting simple finishing work. Covering building parts with tiles, erecting drywall building structures, preparing different types of plaster and processing screed.

Producing special structures and exposed masonry

○○○○○ Creating double-skin masonry with exposed masonry with a decorative bond. Covering openings in the masonry with a lintel. Creating and renovating simple steps, edging and infills (timber frames).



MYSKILLS
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Notes on test content

The test consists of 100 questions on typical practical on-the-job situations. At least 20 questions are posed in a closed question format, per field of expertise. The test may take up to 4 hours. The test was developed by experts in various fields. The sub-division into various fields of expertise is oriented along the curricular content of the professional education and training, as well as occupational situations in practice. Practical job situations are represented via text, pictures and videos.

Notes on the interpretation of the results

The test covers practical professional knowledge, by posing questions regarding typical on-the-job situations and challenges.

This cannot be tested:

- Practical application and methodological competence
- Problem-solving skills
- Motivation, self-motivation and/or social skills
- German language skills

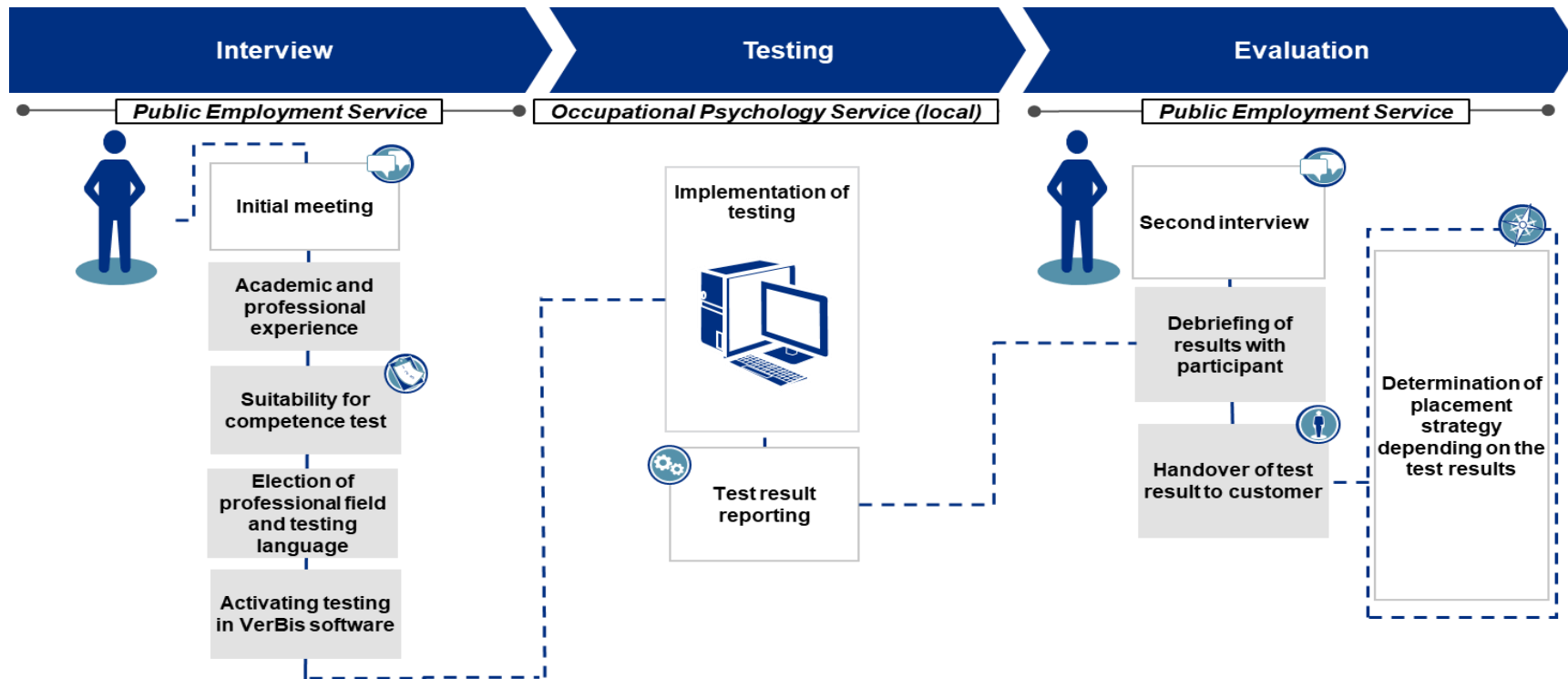
More information is available at:

<https://www.arbeitsagentur.de/MYSKILLS>

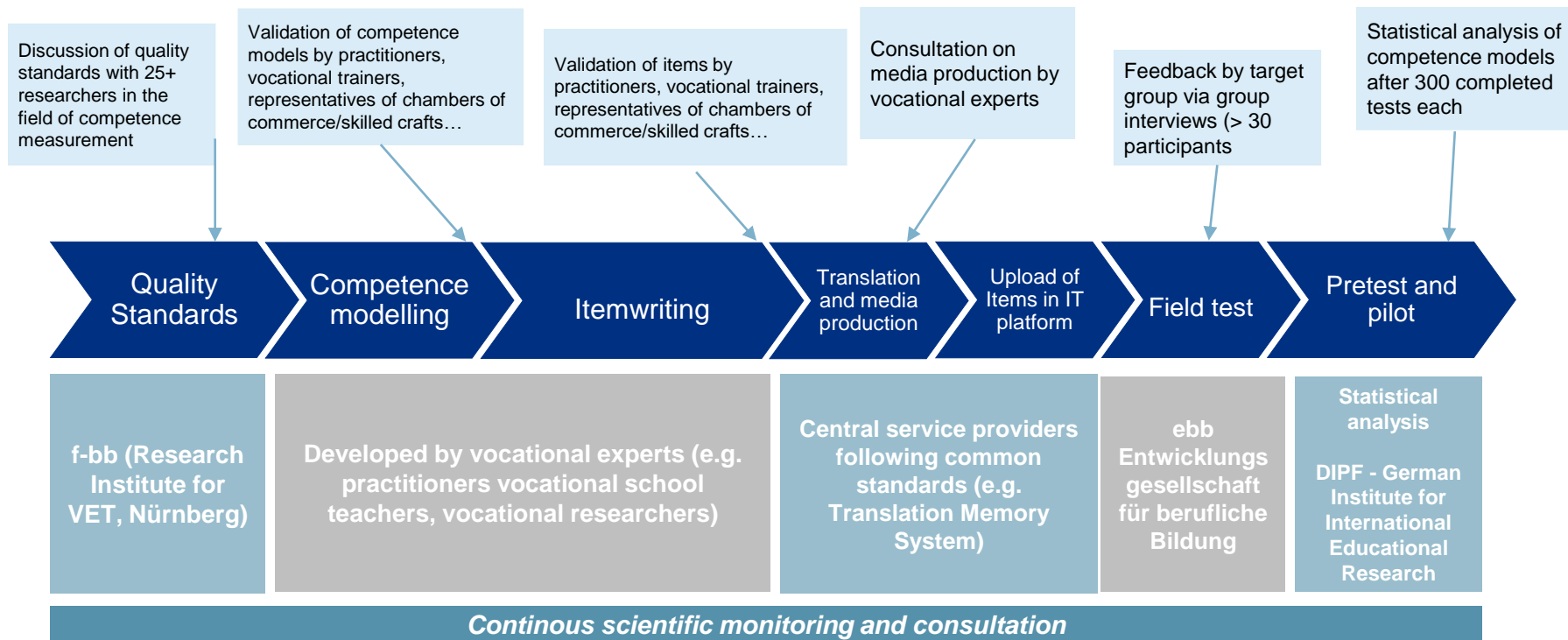


Test: Fachbau-Arbeitsagentur, Version: 18.11.2019 (03), 14.03.2020 (03), 1.4.1

All PES use a standard process for MYSKILLS to assign and attend clients



Involvement of researchers, vocational training experts and practitioners guarantees quality assurance and acceptance in the field



Costs of validation

- Both tools free of charge to the candidate
- My-professional-experience.org
 - Development: ca. 400 k Euro (IT-platform, photos, translations, quality assurance, PM)
 - No license but freely accessible via PC, Smartphone and Tablet
- MYSKILLS:
 - Development: ca. 10 Mio. Euro, ~250 k per occupation, min. 50 k per additional language
 - License: ~50 € per test in foreign countries
 - Test execution: ~200 € per test
 - Guidance before and after are part of PES standard work
 - Hosting costs come on top, depends on many factors

Feedback and outreach



- Faster assessment of clients' skills
- Effective help with placement in internships, jobs or further training
- My-professional-experience.org:
Around 24.000 users in 2020 alone (67k total)
- MYSKILLS: ca. 15.000 tests until 03/2020
- International transfer projects with Kosovo, Austria, Belgium (DE), Spain and Greece

More information at: <https://www.bertelsmann-stiftung.de/en/our-projects/careers-via-competences/showyourskills>

Lessons Learned



- Modular approach creates added value
- Development costs are significant
- Translations of professional terms need QA
- Pictures and videos often need to be made instead of taken from photo-stocks
- Scalability depends on a good roll-out strategy and a strong partner to implement it
- Validity, reliability & transferability is possible

Testimonials

■ People with informal competences

- Hossein Kowsari at MAN: <https://www.youtube.com/watch?v=8ITw4MmBtWM>
- Ayed Hassen / Salesman: <https://www.youtube.com/watch?v=Nhdf5Jalt70>
- Mahmoud Ahmadi Zaman at MAN: <https://www.youtube.com/watch?v=ZS4Dwkes96g>
- Waleed Ragb / Welder: <https://www.dw.com/de/myskills-gibt-flüchtlingen-eine-chance/av-45670740>

■ People with formal degree

Graduated a long time ago, Skills already forgotten

- Fr. Reinhart, Job Placement / Painter: https://www.youtube.com/watch?v=_Phqx_F5UXhY

Testimonials #2

▪ Employers

- Sarah Wiener: <https://www.youtube.com/watch?v=F5tgDZLd360>
- Sandra Warden / DEHOGA: <https://www.youtube.com/watch?v=qoJ4X4Nbra4>
- Gastronomy: <https://www.youtube.com/watch?v=nrnL5E0mdf4>
- Farming: <https://www.youtube.com/watch?v=bOb7z3RzQYE&t=6s>
- Baker: <https://www.youtube.com/watch?v=pgkr4gPiw2A>

▪ Qualification

- TAZ Ausbildungszentrum: <https://www.dw.com/de/myskills-gibt-fluechtlingen-eine-chance/av-45670740>

▪ Other Videos

- Test procedure / Tarek: <https://www.youtube.com/watch?v=7Cy1BP4-uzg>
- Platform Video: <https://www.youtube.com/watch?v=aiFdVqggPgg>
- MYSKILLS Forum: <https://www.youtube.com/watch?v=B9-0PQrIWV0>

Thanks for your kind attention!

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