



## 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

Location: Ministry of Higher Education and Research - Amphithéâtre Henri Poincaré  
25, rue de la Montagne Sainte-Geneviève – 75005 Paris

### AGENDA

**Moderator & rapporteur:** Monika Auzinger & Karin Luomi-Messerer (3S)

#### 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*
- *Lieve Van den Brande, European Commission, Directorate General Employment, Social Affairs and Inclusion, Unit Skills and Qualifications*

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? What are the main purposes of competence assessment, the standards and methods applied, the employee groups targeted? How are the results documented and used? How and to what extent do companies use skills audits? How do HR and career development links to VNFIL? Connection between private and public validation initiatives? Is certification an issue? <sup>1</sup>

<sup>1</sup>See also publication: <http://www.cedefop.europa.eu/en/publications-and-resources/publications/3065>

*Challenges and perspectives for VNFIL on a European level:*

- *Lieve Van den Brande, European Commission, DG EMPL-E2*  
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 VNFIL is considered today to improve employment? What are the consequences on the qualifications and our national qualification framework?

Round table with:

- *Michel Ferreira, Ministry of Labour, General Directorate of employment and vocational continuing training*
- *Yves Beauvois, Ministry of National Education, Directorate General of School Education, Unit of vocational continuing training*
- *George Asseraf, President of the National Commission of Vocational Qualifications*
- *Alain Gonzalez, President of the Conference of further education service managers (universities)*
- *Anne-Marie Toutain, VAE Representative, Région Ile-de-France*
- *Maurice Pinkus, Union of industries and professions of metallurgy*
- *Christian Jouvenot, Democratic French Confederation of Labour (CFDT)*
- *Francis Pétel, General Confederation of Small and Average Enterprises*

**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:

- *Ana Isabel Vitórica Leoz and Lejarzegi Gonzalez Roberto - Departamento de Desarrollo Económico y Competitividad / Ekonomiaren (Spain – Basque Country)*

- *Isabelle Jourdan-Campigli – Regional Directorate for Enterprises, Competition, Consumption, Labour and Employment (DIRECCTE) FR - Rhone-Alpes*
- *Goncalo Xufre (PT) - Director of the National Agency for Qualification and Vocational Education and Training (ANQEP)*
- *Rudy Van Sweefeld (BE-VL) - VDAB*
- *Wolfgang Müller (PES) - Managing Director German, PES*
- *Mathilde Lecuyer (FR) – Regional Centre of Studies, Actions and Information for Rehabilitation of Disabled Persons (CREAI of Burgundy).*

## **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:

- *Bernard Ivars (FR) Orange, Professions and Skills Project Manager*
- *Isabel Barros (PT) HR Director Enterprise SONAE-Contineto Modelo*
- *Martina Needham (IE) + an expert (IE army)*
- *Marijke Dashorts (NL) + Frank Veringa (NL army)*
- *Julie Cavanagh (Scotland), Manager, Scottish Credit and Qualification Framework.*

**19:30** **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 – 11:20** **Coffee break**

**11:20 – 12:30** **Final conclusions and recommendations**

**12:30 – 14:00** **Lunch - Buffet**