

Digital Badges for a validation skills framework for career practitioners - A case in Italy.

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The presentation: Some premises

- In Italy, there are 20 different regional PES systems, with 7.934 practitioners.
- On average, there are 380 users for each practitioner (ANPAL, 2017)
- Around 4000 new practitioners will be hired by Regional PES in the next few years.
- In Italy, there are not any formal pathways or degrees in this specific field.



The presentation: Some premises

- Each Region has a Repertory of regional qualifications and competences. Not all Regions have included qualifications in this field. The regional qualifications are different and not always related to the National Qualification.
- Most practitioners have different learning backgrounds and work experiences.
- The recruitment process of career practitioners represents a difficult task for private and public career guidance providers.
- Therefore, there is a need to validate the competences of practitioners (also for mobility and career progression).



The context of the Regional PES system in Tuscany

54 Employment Offices

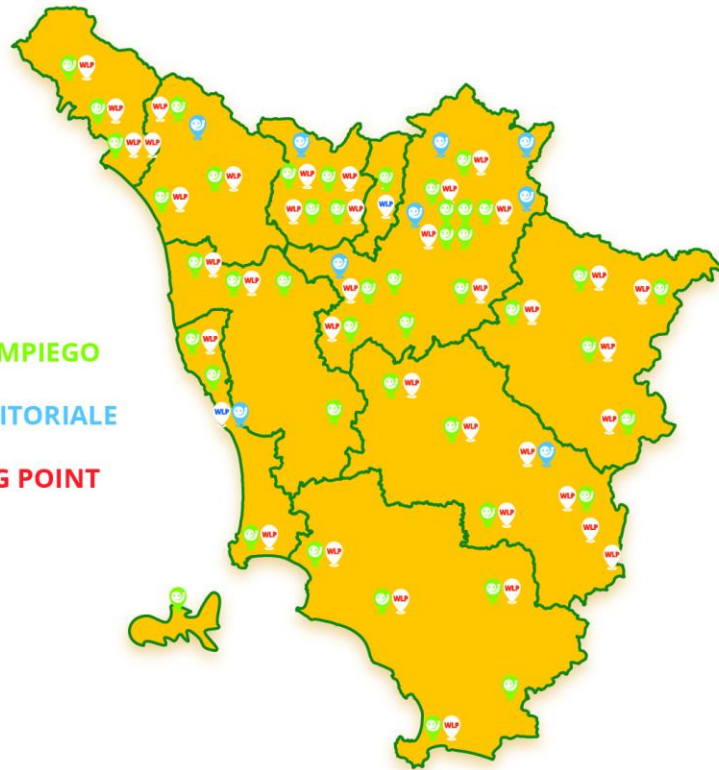
450 Practitioners within services by private providers



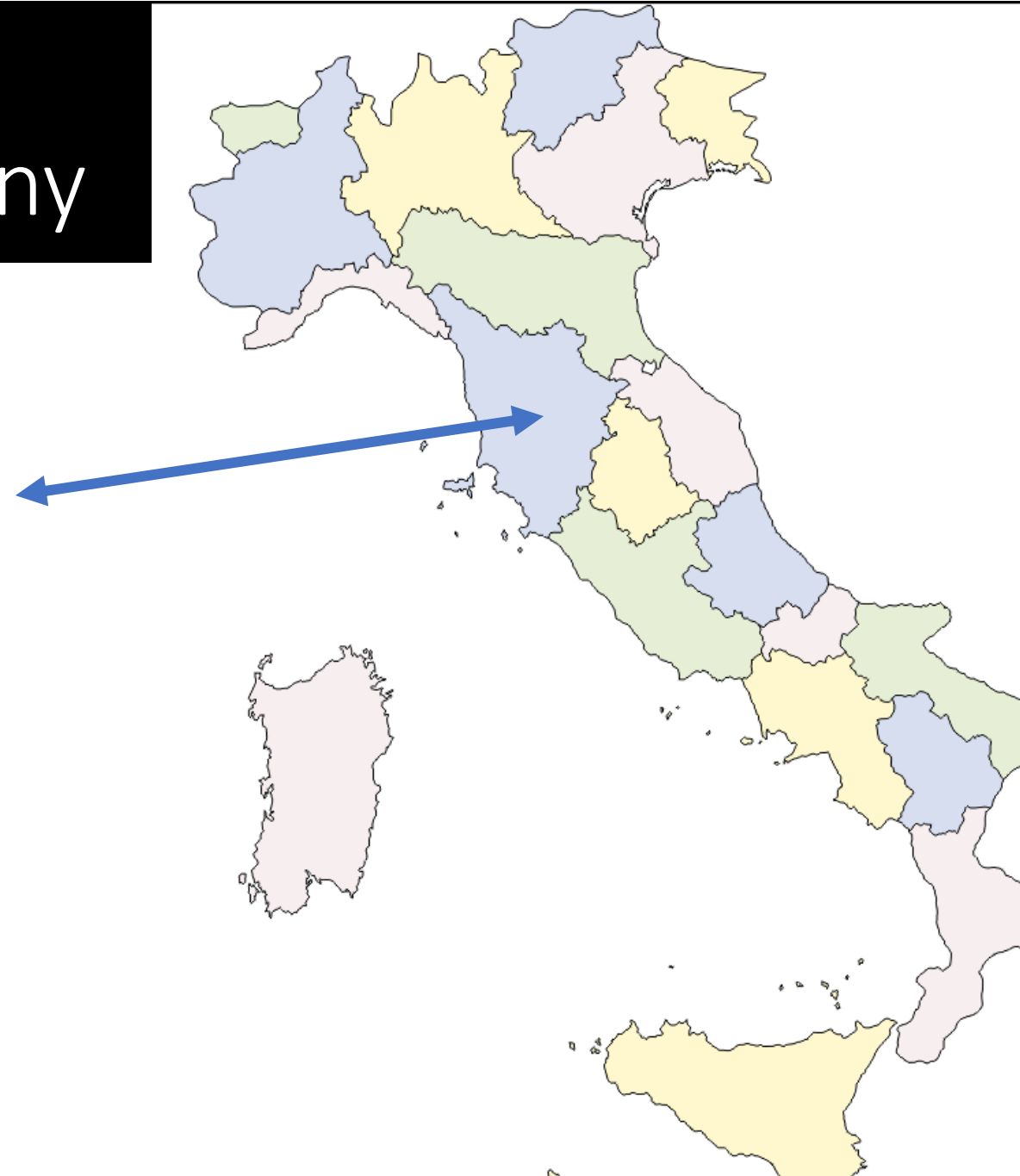
 CENTRI PER L'IMPIEGO

 SERVIZIO TERRITORIALE

 WEB LEARNING POINT



Centri per l'impiego della Regione Toscana
www.regione.toscana.it/centri-impiego



A validation system based on digital open badges

- The regional Consortium “Servizi Lavoro” provides career guidance and other services within 54 PES in Tuscany. It has 450 practitioners, with different backgrounds and degrees.
- Yearly, the turnover rate of the staff and the need of updating and training of all practitioners are pressing challenges for the management of the Consortium.
- In 2018, Pluriversum (the leader of the Consortium) started a project to create an open and transparent system for the validation of competences of own practitioners based on:
 - **a Digital Open Badge system, to ensure an easy way to provide evidence of skills**
 - **the national competence framework, recently developed in Italy**
 - **a validation process, supported by a tutorship service fully managed online.**



Badges

A validation system based on digital open badges.

È un sistema di micro-attestati digitali in grado di testimoniare – controllabile (attraverso la tecnologia blockchain) – che una competenza è verificata in una persona attraverso la descrizione di:

1. il servizio a cui si riferisce il Badge;

2. la modalità di verifica della competenza;

3. l'ente emittente e verificatore.

È uno standard internazionale, basato sui principi dell'Open Source, pensato per attestare le competenze acquisite e per fare incontrare i datori di lavoro con i candidati, in un'ottica di trasparenza e riconoscibilità della competenza.

<https://www.competenzeservizilavoro.it/>

Il Badge è un'immagine leggibile da qualsiasi computer, integrabile in alcune piattaforme professionali (Linkedin fra gli altri), ma collegate a metadati che descrivono la competenza che il Badge rappresenta e la persona a cui il Badge è stato



A validation system based on digital open badges

- A digital open badge is “a validated indicator of accomplishment, skill, quality or interest”, which describes a specific performance that the recipient has done to earn it.



.B

EXPLORE

ORGANIZATIONS

PROJECTS



A validation system based on digital open badges

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.B EXPLORE ORGANIZATIONS PROJECTS

BESTR HELPS
you to reach your newer goals,
tailoring a new path together
with you.

BESTR ENABLES
employers to express their needs
issuing or endorsing Badges.

BESTR SUPPORTS
trainers in de
according to

LEARNER COMPANIES UNIVERSITY

.Bestr Explore
Blockcerts Public Key
Registry

Twitter Facebook LinkedIn YouTube Instagram

A validation system based on digital open badges

- A digital open badge is “a validated indicator of accomplishment, skill, quality or interest”, which describes a specific performance that the recipient has done to earn it.



The screenshot shows a digital open badge interface. On the left is a hexagonal badge with a red and white design, containing the text 'INDIVIDUAZIONE COMPETENZE' and a 'Badge download' button. To the right, it displays 'Issued by Pluriversum', 'SINCE 12 December 2018', and '3 ISSUED'. Below this, it lists tags: 'Public employment service, Servizi per il lavoro, Competency identification'. A 'FIND OUT' button is located on the far right. A blue arrow points from the badge area towards the right side of the slide.

Support to the Identification and Description of Competencies

This badge attests that its owner actively participated in identification and assessment process and has acquired the knowledge and skills necessary to achieve the following expected results (ERs):

- ER1: Manage the competency discovery process in accordance with the preset procedure, conducting individual or group interviews, identifying the wealth of experiences of a person to valorise them and possibly validate and certify the relevant qualifications.
- ER2: Assist the user in the creation of the Document Collection, possibly drafting the transparency study document with reference to any competencies that can be potentially validated.

The above Expected Results were taken from “Occupations and Qualifications Atlas” in reference to the occupational area, “ADA 23182.590 - Support of the Identification and Transparency of Competencies”

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The national «Atlas of Work and Qualifications»



ATLANTE LAVORO ▾

ATLANTE E QUALIFICAZIONI ▾

ATLANTE E PROFESSIONI ▾

RISORSE ▾

MULTIMEDIA ▾

ESPLORA



ATLANTE DEL LAVORO E DELLE QUALIFICAZIONI



L'Atlante del Lavoro e delle Qualificazioni è una mappa dettagliata del lavoro e delle qualificazioni.

The national «Atlas of Work and Qualifications»

➤ **Processo:** Servizi per il lavoro, apprendimento e formazione professionale

🗑 **Sequenza:** Gestione e coordinamento dei servizi per l'occupabilità e l'apprendimento permanente

🗑 **Sequenza:** Accoglienza, informazione orientativa, analisi della domanda e definizione del patto di servizi

✓ ADA.18.01.06 (ex ADA.23.179.579) - Accoglienza e guida ai servizi per l'occupabilità e l'apprendimento permanente

✓ ADA.18.01.07 (ex ADA.23.179.580) - Orientamento informativo

✓ ADA.18.01.08 (ex ADA.23.179.581) - Analisi della domanda e definizione del patto di servizio

🗑 **Sequenza:** Consulenza orientativa e supporto all'inserimento lavorativo

✓ ADA.18.01.09 (ex ADA.23.180.582) - Consulenza orientativa e bilancio di competenze

✓ ADA.18.01.10 (ex ADA.23.180.583) - Supporto e accompagnamento alle transizioni e all'inserimento lavorativo

🗑 **Sequenza:** Erogazione di servizi di formazione professionale

✓ ADA.18.01.11 (ex ADA.23.181.584) - Personalizzazione degli interventi formativi

✓ ADA.18.01.12 (ex ADA.23.181.585) - Coordinamento operativo delle attività formative

✓ ADA.18.01.13 (ex ADA.23.181.586) - Erogazione delle attività didattiche

The national «Atlas of Work and Qualifications»

- Description of specific tasks and performances

+ 18. Servizi di educazione, formazione e lavoro

➤ **Processo:** Servizi per il lavoro, apprendimento e formazione professionale

🕒 **Sequenza:** Gestione e coordinamento dei servizi per l'occupabilità e l'apprendimento permanente

🕒 **Sequenza:** Accoglienza, informazione orientativa, analisi della domanda e definizione del patto di servizio

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🕒 **Sequenza:** Consulenza orientativa e supporto all'inserimento lavorativo

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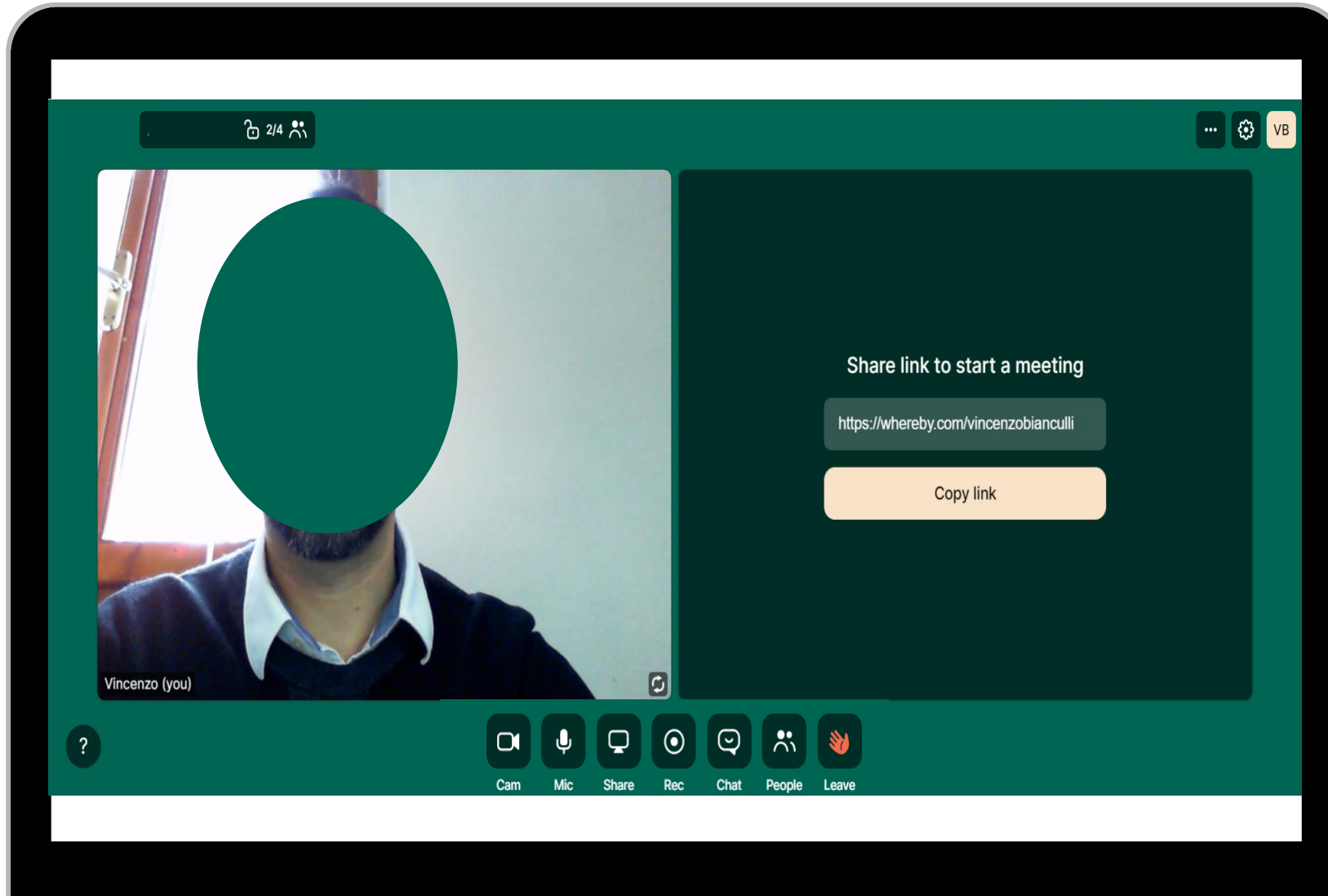
✓ ADA.18.01.10 (ex ADA.23.180.583) - Supporto e accompagnamento alle transizioni e all'inserimento lavorativo

The validation process

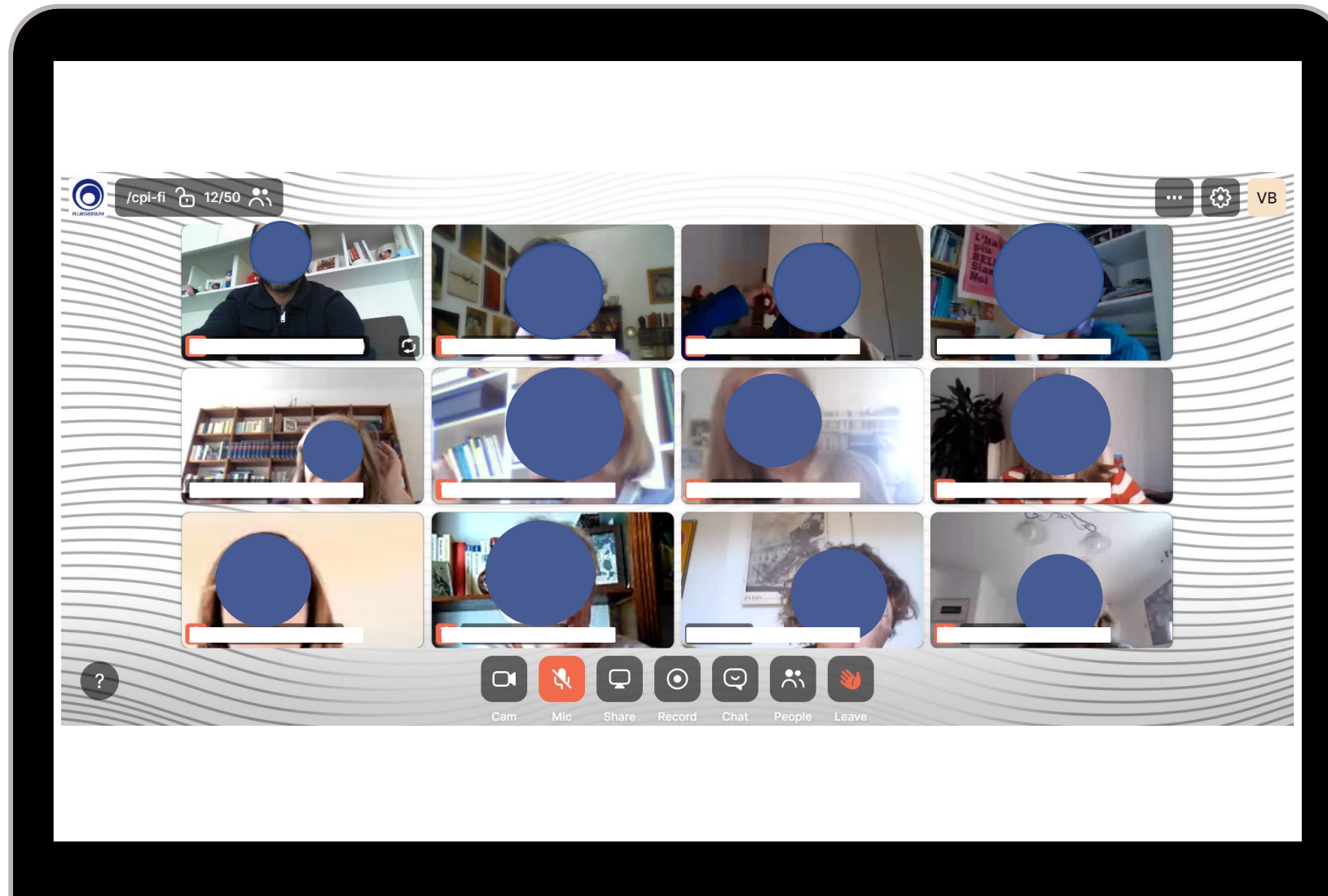
- Through a system of digital badges, each practitioner can show his/her own skills in an easy way, **collecting evidence of learning and working achievements**, creating an **e-portfolio** and sharing the badges within their own profile on main social networks.



Tutorship online to create one's own portfolio of evidence

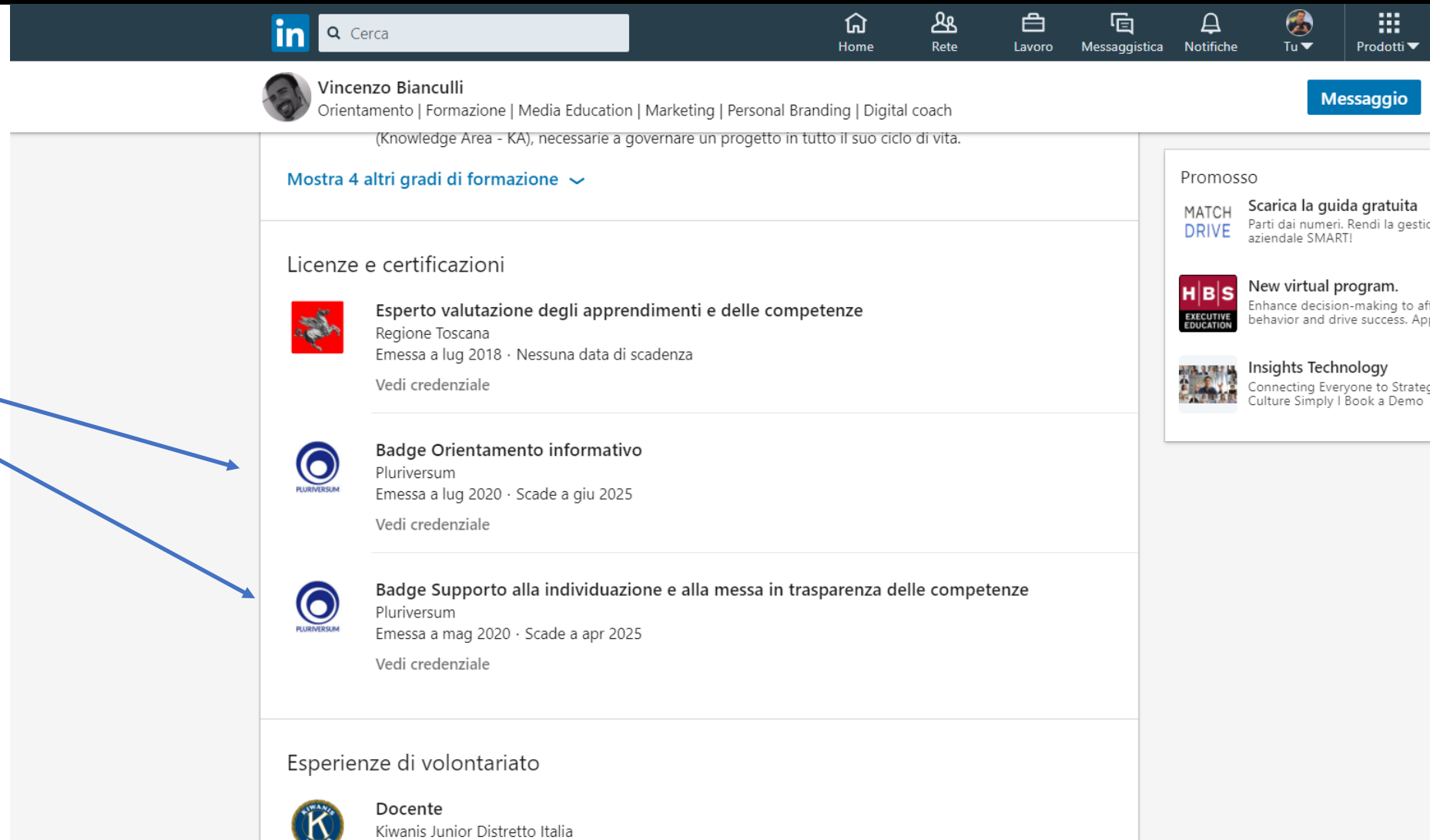


The process of validation, with a tertial team of external evaluators.







A validation system based on digital open badges

- Digital Badges can be easily showed and shared on **LinkedIn**



The screenshot shows the LinkedIn profile of Vincenzo Bianculli, a digital coach and marketing expert. The profile includes a search bar, navigation icons, and a 'Messaggio' button. The main content area is divided into sections: 'Mostra 4 altri gradi di formazione', 'Licenze e certificazioni', and 'Esperienze di volontariato'. The 'Licenze e certificazioni' section lists three digital badges:

- Esperto valutazione degli apprendimenti e delle competenze** (Regionale Toscana, issued July 2018, no expiration date). Credential: 
- Badge Orientamento informativo** (Pluriversum, issued July 2020, expires June 2025). Credential: 
- Badge Supporto alla individuazione e alla messa in trasparenza delle competenze** (Pluriversum, issued May 2020, expires April 2025). Credential: 

The 'Esperienze di volontariato' section shows a role as 'Docente' (Teacher) for the 'Kiwaniis Junior Distretto Italia' ().

Two blue arrows from the text on the left point to the digital badge entries in the 'Licenze e certificazioni' section.

Promosso

- MATCH DRIVE** Scarica la guida gratuita. Parti dai numeri. Rendi la gestione aziendale SMART!
- HBS EXECUTIVE EDUCATION** New virtual program. Enhance decision-making to affect behavior and drive success. Apply now.
- Insights Technology** Connecting Everyone to Strategic Culture Simply | Book a Demo

A validation system based on digital open badges

- Digital Badges can be easily showed and shared on **LinkedIn**

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VINCENZO BIANCULLI
got this Badge on May, 15th 2020

Issued by **Pluriversum**
SINCE 12 December 2018

3 ISSUED

TAGS: *Public employment service, Servizi per il lavoro, Competency identification*

How do I get this Badge?

FIND OUT

INDIVIDUAZIONE COMPETENZE

Badge download

A validation system based on digital open badges

Each Digital Badge provides:

- The owner
- The Issuer
- How many people have already got this Badge
- The description of the performance: how the owner has earned this Badge

.Bestr

ESPLORA

ORGANIZZAZIONI

PROGETTI

VINCENZO BIANCULLI

ha acquisito questo Badge il 20 luglio 2020



Download badge

Emesso da **Pluriversum**

DISPONIBILE DAL 12 dicembre 2018

1 ASSEGNATI

TAGS: *Informazione, Orientamento, Centri per l'impiego*

Come si ottiene questo Badge

SCOPRI



COMPETENZE
SERVIZI LAVORO

Orientamento informativo

Il proprietario di questo badge ha partecipato al percorso di individuazione e valutazione delle competenze mediante il quale ha accertato il possesso delle conoscenze ed abilità necessario per raggiungere i seguenti risultati attesi (RA):

A system for career development

- The system can support the career development of practitioners fostering the collection of new badge and the training



A system for career development

- The system can support the career development of practitioners fostering the collection of new badge and the training



HOME

CHI SIAMO

OPEN BADGES

QUALI COMPETENZE

IL SERVIZIO

ACADEMY

INFO E CONTATTI

I temi della formazione sono in parte specifici di singoli badge in parte uno. Al momento il catalogo è organizzato per i seguenti

Titolo sessione formativa	Oggetto della formazione	Durata (ore)	Orientamento informativo	Analisi bisogni e patto di servizio	Accompagnamento lavoro	Consulenza orientativa
Norme contratti e PAL	Normativa del lavoro e dei contratti, politiche attive e condizionalità	14				
Procedure amministrative SPI	Normative e procedure per l'accesso e l'erogazione di servizi per l'impiego	7				

Thanks!

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