



**TRACK - TRANSNATIONAL ACKNOWLEDGEMENT
OF WORK EXPERIENCE IN FOREIGN COMPANIES
2012-1-IT-1-LEO05-02779
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project's aim is to foster the
“ex-post” phase in the international mobility
experience

Improving international mobility that is one of next ESF programme period priorities

To improve international mobility we think that these experiences has to become more attractive as possible

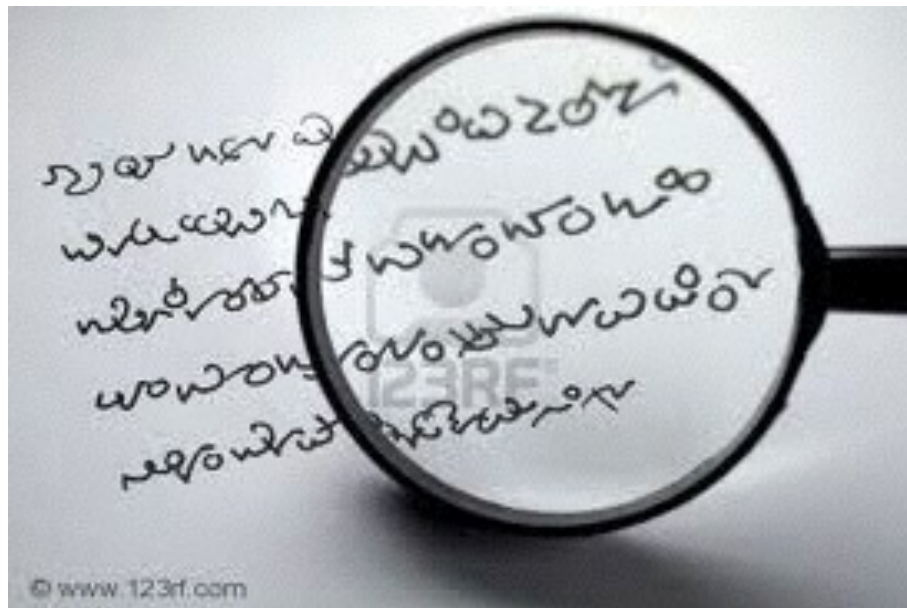


To make international mobility experiences more attractive we have to enhance the usability of related learning outcomes

To increase the value of international mobility experience we have to make it more expensdable on the labour market



The usability of an international mobility experience depends on the capacity of the training system to make clear and readable the final learning outcomes acquired abroad



So the question is: how to make more clear and readable skills acquired abroad?

During last 10 years FVG Region has developed a framework for describing skills based on production processes, independently by the qualification framework that is not always recognized by the production system

Skills certification can't be a self acknowledgment and it can't be separated by the production process.... But it has to be able to recognize skills gained abroad

So we need to create a certification framework that foster the training role of companies and increase the acknowledgment of learning outcomes



AIMS

1 - enhance the quality and attractiveness of training system through the transfer of innovative practices to recognize skills gained during international mobility experiences



AIMS

2 - transfer the
model that codify
and recognize skills
gained abroad to
foster their
expendability in
the local economic
system



AIMS

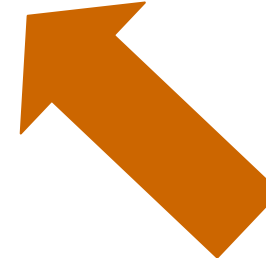
3 - to forward the problem of the lack of acknowledgment of qualifications by the production system elaborating tools to recognize skills gained in non formal contexts, transferring the assessment centers model



What we transfer and what we receive



The skills repertoire will be translated in all partners languages



A skills certification process format

Results:

Assessment process transferred

share and update the the certification model based on mapped production processes

Skills repertoire about 4 sectors translated in all partner languages. Chosen sectors: TRADE, TOURISM, CONSTRUCTIONS and RESTAURANTS)

TBASE tool for certification of skills realized. It allows to print gained and certified skills directly on the EUROPASS document. It's been realized in multilanguage format

Web tool introduced to several companies

Collection of suggestions to improve International internships and how to set up an assessment framework

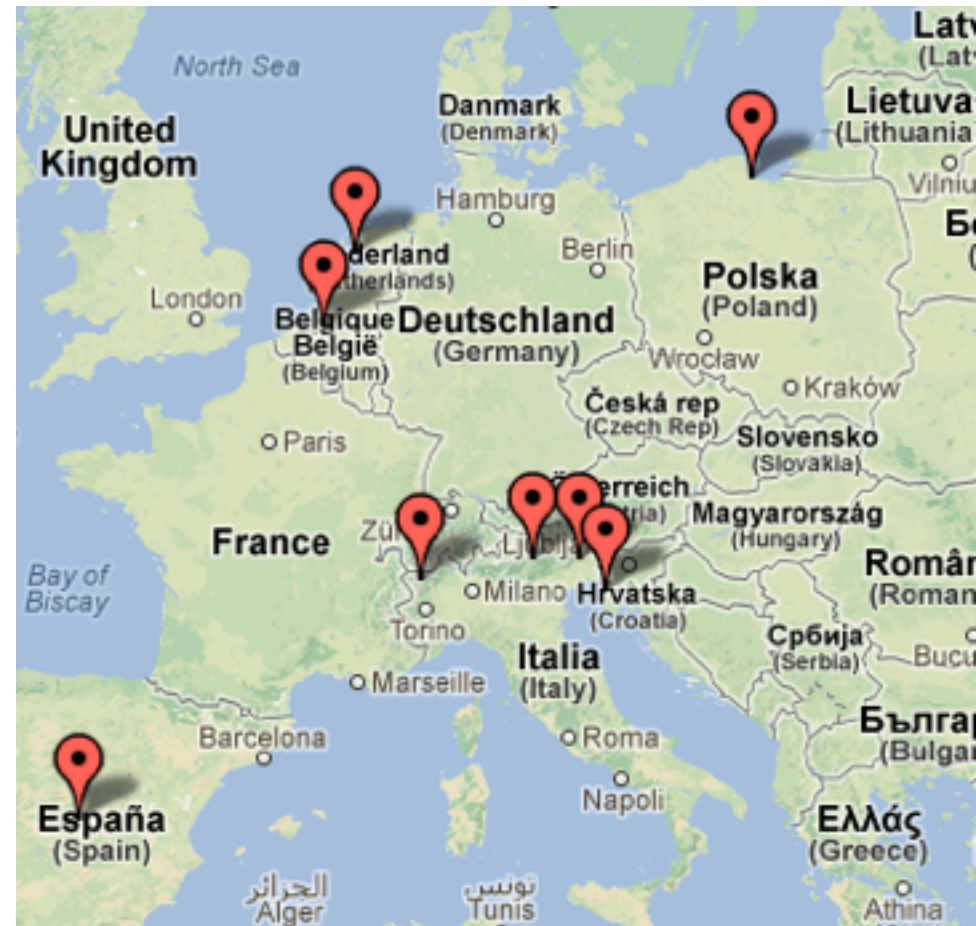
PARTNERSHIP COMPOSITION

- REGIONE AUTONOMA FRIULI VENEZIA GIULIA - REGIONE FVG - Italy - p00
- Ente ACLI Istruzione Formazione Professionale Friuli Venezia Giulia - ENAIP FVG - Italy - p01
- Provincia Autonoma di Trento - PaT - Italy - p02
- Regione Valle d'Aosta - LVdA - Italy - p03
- KCH Services - KCH - NETHERLANDS - p04
- Towarzystwo Naukowe Organizacji i Kierownictwa Oddział w Gdańsku - TNOIK - Poland - p05
- Dirección general de formación - Consejería de empleo, turismo y cultura - Spain - p06
- European Vocational Training Association - EVTA - Belgium - p07



PARTNERSHIP COMPOSITION

- Trieste
- Udine
- Trento
- Aosta
- Ede
- Madrid
- Gdansk
- Bruxelles



ACTIVITIES

WP 1: MANAGEMENT

WP 2: QUALITY PLAN

WP 3: ANALYSIS AND RESEARCH

WP 4: GUIDELINES TO RECOGNIZE SKILLS GAINED ABROAD

WP 5: TRANSFER OF SKILLS REPERTOIRE FRAMEWORK IN
ALL PARTNERS COUNTRIES

WP 6: DEFINITION OF A TOOL TO RECOGNIZE SKILLS
GAINED ABROAD

WP 7: DISSEMINATION



The dutch assessment
system has been the first
object of the transfer of
innovation

KCH is a bilateral body
and is also a skills
assessment center



7 years ago in Netherlands they have created an assessment system to certify skills acquired in non formal and informal way (APL).

The APL adoption is not preview by the national law. An agreement between trainee and company is the main source that fix the rules



APL is not a standardized procedure but it has to be customized due to trainee's certification needs

Assessors are independent by the training provider and they are part of a specific roster

APL steps:

- 1 - suggestions to trainee and employer
- 2 - the trainee decides to go on with the assessment procedure
- 3 - skills portfolio collection
- 4 - the assessor validates learning results
- 5 - the assessor edit a final report for certifying acquired skills

APL tools:

A tools mix useful to customize the certification process connected to trainee's needs.

Some tools:

Personal portfolio

Interviews concerning the work process carried on

Direct view of how the trainee carry on the activities

Tests

In APL process the assessor is a central figure. To become assessor it's necessary a specific train to access in the assessors rosters.

Assessor is always independent by the training provider

The final result of assessor's work is the final report in which you can find interviews, tests and every activity carried out during the APL



Suggestions from the production system:

- the diagram of the processes and the list of observable activities is very useful to develop an internship training project
- The tool seems simple enough not to discourage a company tutor to use it
- Length of training experience is very important: the optimal

 4-6
MONTHS



Other critical issues emerged by the companies,
which will be relevant for the assessment, are:

- the need of a good language training
- the need of a training on economic and cultural aspects of the country of destination



.... SO WE CAN CONFIRM WHAT ARBEIT UND LEBEN
TOLD US DURING THE PRE.MO PROJECT



Europass mobility supplement format, although rather complicated in its structure, combined with the standard multilanguage descriptors of learning outcomes can help to have an homogeneous approach also in the formalization of the outcomes of the internship experience



.... And

Very helpful is considered the possibility to have
an on-line tool allowing the production of both
the Training Agreement and the Observation
Checklist

www.tbbase.eu

Companies affirm they are interested in international mobility (both outgoing and incoming), but are not so much interested to carry on the skills validation process.

The first aim is to requalify and train their staff, more than looking for new employees

Companies can't find interest in certifying skills and also they say they are not trained to do it

Companies recognize that assessors need to receive a specific training for playing this role.

So assessment process is a very complicated process and they are not able to carry on an assessment process, for these reasons they have to be supported by training centers

Some companies affirm it should be useful to create specific centers able to support assessors in certified companies

The public body should be responsible to identify certified companies and has to finance the assessment process



A very interesting proposal is to balance assessment costs by an international quality label given to accredited companies, stating their skills in management of human resources. In this way the process should be carried on by companies, supported by schools and training providers that should be responsible for the certification given to the trainee.





Of course the best way should be to recognize a mutual trust among countries



The Europass is
considered a good tool
and easy to understand
and adopt



www.tbase.eu



A lot of companies have appreciated the proposed system and Tbase platform and the skills repertoire can be used for assessment and certification



At the end we can say that it's not easy to standardize a validation process that depends on many factors:

- **Dimension of internship project**
- **Characteristics of the trainee**
- **Specificity of the hosting company abroad**
- **Characteristics of company/institution assessing skills at home**



TRACK has found a model to use a common language able to describe and mutually recognize the experiences of ir





SOME RECOMMENDATIONS FOR PUBLIC BODIES

- You have to prepare the legal basis for a mutual acknowledgement of credits
- You have to define procedures to provide companies willing to play the role of assessor with a certificate
- You can think to create a quality label for validation companies
- You can think about some fiscal benefits for companies that will enroll trainees coming back after a mobility experience





SOME RECOMMENDATIONS FOR TRAINING AGENCIES

- How about a training programme to become assessor?
- It should be interesting integrate the TBase with ECVET and EQF frameworks
- Remind to improve your training offer for trainees that are going abroad with linguistic and cultural preparation
- Let communicate ones each others hosting companies abroad and assessing companies in your country



SOME RECOMMENDATIONS FOR COMPANIES

- Sectoral associations should reflect about the possibility to become validation centres
- Show your associates that becoming assessors could be an opportunity
- Increase your knowledge about mobility opportunities provided by trainees





SOME RECOMMENDATIONS FOR TRACK PARTNERS

- Develop new repertoires presenting common descriptors of job activities to other economic sectors and european languages
- Pay more attention to “soft skills”



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THANKS FOR YOUR ATTENTION

