

Validating Competences Gained at the Workplace in Case of Low Qualified People





The project

ValidAid+ was a two-year project, completed successfully in October 2015. ValidAid+ aimed at developing methods and tools for identifying and validating competences in workplaces. The above mentioned methods and tools would facilitate gateways to education and training in order to make it easier for low qualified individuals to develop their competences, thus securing their position on the labour market.



Target

The target groups that were involved are:

- ✓ Low-qualified employees, who had not completed upper secondary education
- ✓ Employers
- ✓ VET centres, career guidance centres, etc
- ✓ Stakeholders

The above mentioned target groups were selected in order to focus on three sectors:

- ✓ trade
- ✓ hospitality
- ✓ administration



Countries

Five partners from Greece, Hungary, Spain, Italy and Bulgaria were actively involved in the implementation of ValidAid+. All partners have had the necessary experience derived from their respective business area, while they had a long know how in international projects.



GRC



HUN



ESP



ITA



BGR



Testimonials

"It is very positive that the process involves actively the employees in their competences assessment. I liked very much the self-assessment and the interactive tests".

Representative from a Business Schools and Business Management Expert

"This is a very interesting tool to be used with vocational training students from these sectors during their educational process, so it could be used in Vocational Training Centres as well"

Trainers from a Vocational Training School

"It is very important to count on tools to help design individualized training itineraries that improve employees employability and qualifications, contributing to increase company competitiveness. I think this document is a good example of useful tool."

Representative from Business Association from administration sector



Results

✓ 5 Transnational Meetings (Greece, Spain, Italy, Hungary)



Athens 20/11/2013



Bilbao 11/6/2014



Motta di Livenza 27-28/1/2015



Budapest 12-13/5/2015



Budapest 19/10/2015



✓ **Valorisation conference (Hungary)**



Budapest 21/10/2015

✓ **Small scale events**



Athens 24/10/2015: presentation of project results + certificates awards



Sofia 29/10/2015



Results



- ✓ **Report on knowledge transfer**
 - ▶ A report of transferring knowledge from the old ValidAid project.
- ✓ **Focus group interviews were held in order to create a solid understanding and adaption of the validation system in each participating country. 55 stakeholders as employers, employees, public representatives, trainers, consultants, associations, and retail stores were interviewed.**
- ✓ **ValidAid+ Validation Kit: A comprehensive toolkit has been finalised, which includes:**
 - ▶ Methodology for implementing knowledge testing as a “competence” validation tool.
 - ▶ Standards for recognition and validation of informal and non-formal competences.
 - ▶ Methods and tools for evaluation of the low-qualified employees.
 - ▶ Training programme for evaluators.
 - ▶ Interactive test uploaded on the project’s website for preparation and training for the validation of low-qualified employees.
- ✓ **A testing phase has been completed successfully with the participation of 92 stakeholders. All participants were interested in the activity, while the enterprises found it helpful tool to adapt it in their activities. The Validation Kit testing phase has been completed successfully in the participating countries.**
- ✓ **100+ certificates were awarded as part of the validation process.**

Keypoints

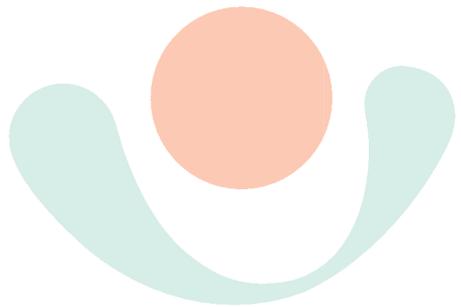


Methods and Tools have been adapted and further developed with a goal to assist in the validation process of low-qualified workers' competences in the sector of Tourism, Trade and Administration.

The worker's competencies became more visible. This could serve as a motivational factor for them in their career and educational development and could facilitate active participation in lifelong learning.

The workers' competencies became more visible to companies, so that they could develop more appropriate educational and training opportunities for them and could identify ways to manage their human capital in order to improve quality and economical productivity.

At the same time all this effort to make the competencies transparent both to the individuals and companies concerned, has facilitated their personal development, employability and participation in the European labour market.



Partners:



hellenic management association
www.eede.gr

ECOCENTER

Közhasznú Alapítvány

Ecocenter Benefit Foundation - Hungary

www.ecocenter.hu



European Center for Quality - Bulgaria

www.ecq-bg.com



Institute for Postgraduate Studies -

Division at UNWE - Bulgaria

www.ips.bg

inveslan

XXI INVESLAN, S.L. - Spain

www.inveslan.com



Lepido Rocco Association – Italy

www.lepidorocco.com



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www.validaidplus.eu