# Session A1: VPL in working life

## Ernesto: Assessing competences in companies

The study of in-company validation by CEDEFOP. Mostly for recruitment. Low transferability. Emphasis on identification and assessment. Need to get employers more involved! Coordinate different VPL arrangements. Create a common “language”. Cost/benefit for company and individual.

## Kurt: Competence translation

Early stage report. 40.000 people redundant 3 years ago due to the oil prize dropping. Competence translation by method. Validate across businesses. Describe cross industry roles. A web solution under development. Skills validation (formal) contra competence translation (non-formal). Standardized competence descriptions. More effective validation. Daily work tasks – value adding “products” – role – competence requirements. The wording was different between businesses, a challenge! Did the matches (help by ISO). Good findings, but few people.

## Tormod: A Methodology for validation in-company learning

How to document the skills developed by individuals inside companies? A national project with the social partners. It took five years to develop a skills policy. Little similarity between informal and non-formal, big similarity in formal and non-formal. Both can form qualifications. Building trust very important! Common qualification criteria, how to define a qualification. Learning outcomes the common factor. Final report in mars 2018.

## Pär: Standards for Trades specific validation of professional skills

There has been industry specific validation models for over ten years in Sweden. The standard and guidelines is in one way a validation of validation models, to secure quality and make models more transparent. Stakeholders and experts have been involved in the development of the standard that took place in 2016. The implementation just started this year. A common competence “language” is one of the future questions that need to be addressed.

## Findings

The goal is better matching between employers need of competences and individuals identified and valued competences. For that we need a common competence language for all industry sectors. We need to create more trust in workplace learning and in workplace assessment.