

# High lights

## of the methodologies for competence recognition used in the partner countries of EMBRACE project: Italy, Denmark, France, Germany, The Netherlands and Spain

There are two pathways:

- The labour market pathway; validation of acquired competences in a non-formal way leading to an experience certificate. The demand for achieving such a certificate can be done by private persons, companies, social services etc. It is often used taking in consideration labour mobility and achieving knowledge concerning the competences of an individual.
- The educational pathway should lead to shorter learning pathway's in formal education and the validation of non-formal and informal learning in order to achieve exemption of education and examination done by the institutes for formal education.

The financing is very much dependant on who is asking for validation which means it can be paid by the individual, the company, social service, sector organisations. Sometimes vouchers are used.

The local job center is doing the interview with people between 18 and 40 years. They demand a recent adress in Denmark (less than 5 years).

If you have competences that are not documented you may be able to have them assessed and recognised, in particular within the Danish adult education system.



At all levels (national, regional and territorial), there are profit and non-profit private bodies, and public bodies. They all work with an accreditation.

Currently there is no binding legal framework for the formal recognition of non-formal and informal learning and competences.

There are private and mixed fundings. It can be experimental or by project. There is a sum per beneficiary (500 euros) and there are vouchers. There is a possible amount for participation at the expense of beneficiaries, and possibly of sending organizations.

There are different bodies which can be in charge of the evaluation, and these actors are not the same from one region to another.

The (VAE) is a right which allows any person involved in professional life (employee, job seeker, self-employed person) to have his/her learning through acquired vocational experience validated by a degree, academic award or certificate of vocational qualification. It is a national legal framework but that is declined at the regional level, so the policy related to VAE is not identical in every region. There are 1300 types of certifications that can be delivered by VAE.

Possible amount for participation at the expense of employer's co-financement allowed.

Experimental/piloting phase: 2014/2015  
Realization phase D regulated by G.R.52, december 2016 but not active yet.

There were 120 final beneficiaries involved in the 2014-2015 piloting phase.

All employed and unemployed adults can go through the process of competences accreditation.

The process is free of charge for the candidates.

The process has only been implemented at experimental phase for some specific sectors (hotels and catering industry and health-care sector).

There are sets of standards for every targeted certification. The candidate has to explain and verbalize his skills in a document regarding the standards, so it requires a reflexive analysis on his experience, and to have oral and writing expression skills.

Between 2003 and 2014, 310000 certifications have been delivered in France.



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