



Aims:

- Stimulate to develop your competencies
- Strengthen the use of valuation and validation of learning outcomes of formal, non-formal and informal learning
- For summative (formal recognition) and formative (social valuation) purposes
- In qualitative and quantitative sense: more use by individuals and organisations, and demand- and customer oriented learning systems.

Meaning:

Valuation of Prior Learning (=VPL) means:

1. Showing the real human potential of personal competencies
2. the process of (a) assessing and valuating personal competencies within the social-economic context and (b) offering a personal development-strategy
3. focussing on the individual perspective and making the (public and private) system customer-driven for the sake of personal development
4. showing the way how organisations articulate the need for competencies in their HRM, facilitate the learning process of employees and connect their demand-articulation to competence standards of the learning system
5. Organisations benefit from VPL through individuals' development.

Study & research:

In 11 European countries were over 120 case studies analysed in a bottom-up and top-down approach in three sectoral levels: profit sector, non-profit and voluntary sector. In Europe are 7 learning cultures.

It showed that individuals can generate themselves possibilities for their individual learning route to validation (summative; certificate / diploma) and valuation (formative; career development) by using portfolio systems and 'other valuation services'.

The best case study was presented by VOX and the cooperating organisation received the award:



Vincent McBride (ETF) has presented the award to Anika Aberg (I) and Ingrid Bave (r) of the University Hospital, Örebro, Sweden.

Some of the outcomes:

The project shows that:

- Individuals should take power of control about their personal and career development
- Lifelong learning in any context, in any country and culture is recognised
- VPL is not only linked to formal qualifications
- Formal VPL could lead to 'exam-fear', enlarging the gap between have and have-not and expectations that can't be matched
- There generally is low awareness of VPL and/or VPL is not clear / transparent
- Formal VPL is often time-consuming and costly
- Shared elements create manageable tools for valuation
- Organisations are actually 'doing VPL but they're not realising they're doing it'.

Website

www.vpl4.eu

Visit our website for news, information, background and articles, and the 'summerschool'.

"Managing European Diversity in lifelong learning"; (ISBN9787910810115; 2007, 296p).

Content of the book:

Introduction - VPL is about empowerment, employability and lifelong learning

1. Getting grip with a grid; the methodology for analysing case studies on the Valuation of Prior Learning; Anne-Marie Charraud & Ruud Duvekot
2. VPL in Europe: there is more than unites than divides; Ruud Klarus, Kees Schuur & Karen van Hooij
3. The potential impact of the European Qualification Framework (EQF) on systems for validation of non-forma; and informal learning, Jens Bjørnåvold
4. Developing a competence-based approach to the assessment of APEL Professionals; by John Konrad
5. Prior learning: its recognition and validation; the Irish experience; Dermot Coughlan & Greg Scanlon
6. Fruits for the taking; Dutch perspectives on professional training, VPL and personal development; Ruud Duvekot
7. The French approach of VPL; an historical approach and the state of art in 2007; Anne-Marie Charraud
8. VPL in the Nordic countries; Torild Nilsen-Mohn
9. Volunteering in the VPL-perspective; Bénédicte Halba
10. The benchmark tool as testing instrument within a frame of valuation and validation of prior learning; towards a sustainable competence culture to achieve Life long learning; Anita Calonder & Kees Schuur
11. Assessing competences; an essential step in valuating, validating and accrediting prior learning; Paul Bonsema
12. VPL2: Spring Out in Italy; Luca Ferrari & Elisa Mancinelli
13. Happy with the valuation of your competencies; Jos Paulusse
14. VPL-islands from the bottom; good practices in Eastern Germany; Anett Walter
15. Identification and validation of non-formal and informal learning in the Czech Republic; Hana Čiháková, Mario Stretti & Helena Marinková
16. Five Steps Up: a how-to guide for getting started with VPL for organisation and individual; Erica Aalsma, Ruud Duvekot & Lex Sanou
17. Direct Entry as a science teacher into the teaching profession in Germany; Ursel Kreh & Wolfgang Klentz

How to order this book:

Send an e-mail with your full address, transfer Euro 25,- (post & package included) to EC-VPL, in Vught, The Netherlands; IBAN: NL66 PSTB 00094 39 463; BIC: PSTBNL21 and you will receive the book with invoice.

Opportunities – “fill-up your bottle”

The aim of Valuation Learning Outcomes can be described in social, economic, educational, and industrial terminology and concerns the production factor ‘human capital’. There is much attention for a sustainable earth, nature protection, water and air pollution, sustainable and social entrepreneurship, etc. which is related to costs and profit. But what about the human input? How to ‘sustain’ this production factor and how to repair ‘defects’?

Some statements:

- Human learning potential, capacity and flexibility = individual employability
- Employability means doing work: paid work, voluntarily activities or active citizenship!
- Being empowered, competent and employable includes that you have defined all your competencies: ‘knowledge, skills, attitude, experiences and ambitions.’
- Companies need insight in the available competencies and demand for competencies. This means that they need a competence inventory (database), a ‘maintenance’ policy and a balanced employment policy in which attention for career development prevails!
- Individual (informal) learning processes are important, but often under exposed, under utilised and to little valued!
- All learning, irrespective for what, why, how or when, contributes to individual employability, economic growth, is a personal investment and should therefore be stimulated by deduction of tax.
- VPL should become a common procedure in each company and especially when employees leave or have to leave the company. VPL should become a labour condition!
- Is your company ‘VPL-PROOF’?



Nedcar is VPL proof!

Partnership



Training

A next training to learn to apply VPL tools & instruments, how to implement VPL procedures into your organisation and how to empower individuals to work on their employability is scheduled for summer 2008. You can provisionally register at the secretariat of EC-VPL at ipa@planet.nl and you will receive information about program, times and costs in time. This training week is proposed to the Grundtvig course program.



VPL & lifelong employability

- awareness
- portfolio
- assessment
- report
- employment & employability
- labour market
- inventory of competences

Contact:

European Centre Valuation Prior Learning

Jagersweg 23
5262 TM VUGHT
The Netherlands
+31.73.6572 565

www.vpl4.eu

ipa@planet.nl