



Skills and Competences in Enterprises

AVE EXEMPLO

Promoting visibility of learning outcomes in European Enterprises - Added value by transfer of innovation

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Final conference of ave exemplo

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Skills and competences in enterprises

- some features from ave exemplo outcomes

Overview:

1. Importance of informally acquired skills and competences in European enterprises
2. The „Learning Outcomes“ approach
3. The ave exemplo approach: transparency *and* promotion of skills and competences in enterprises
4. Added value via new technologies: ePortfolio
5. ave exemplo: a small but important building block in „Europe beyond 2010“ strategy

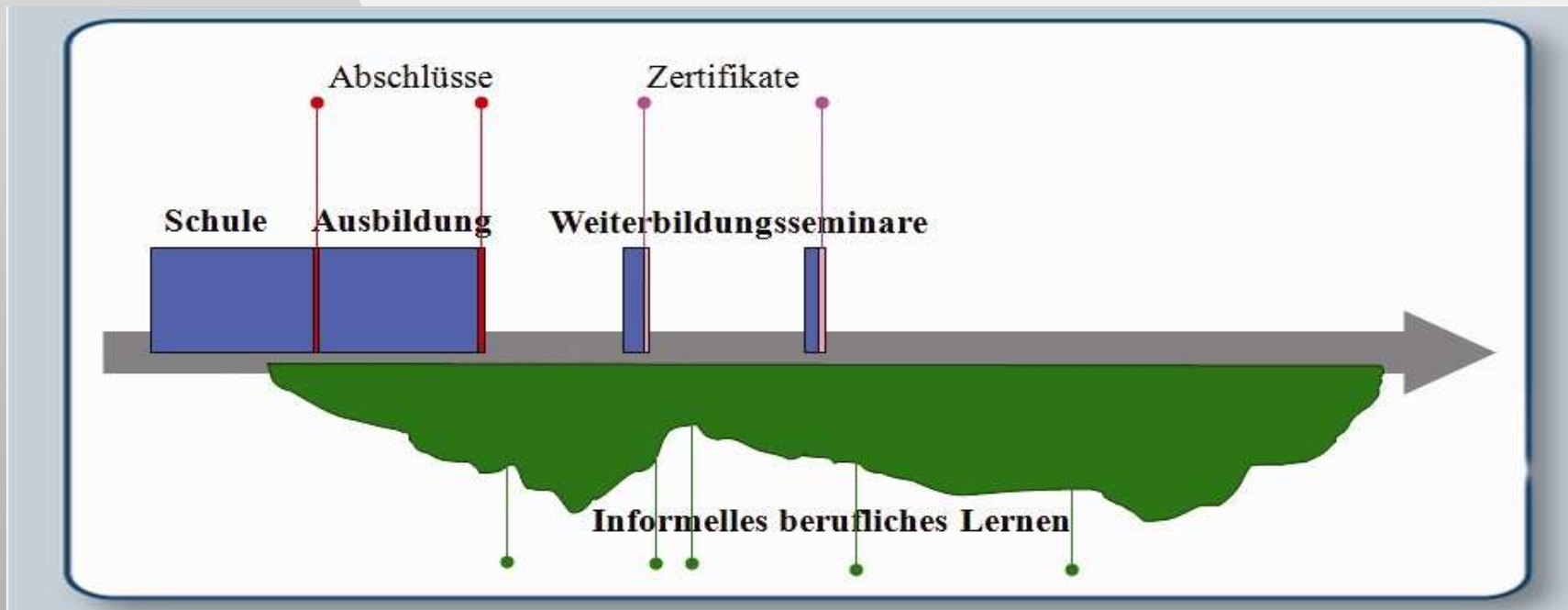
New job requirements – new competence requirements

Technical /professional skills and competences <i>(of course..but not sufficient)</i>	<ul style="list-style-type: none"> ▪ <i>Globalization of business</i> ▪ <i>Ever faster changing product cycles</i>
Linguistic skills and competences <i>“communication in foreign languages”</i>	
ICT-skills and competences e.g. <i>“googling”</i>	
Social skills and competences e.g. <i>“work in teams”</i>	
Organisational skills and competences e.g. <i>“self-organized work planning”</i>	
Methodical skills and competences e.g. <i>“learn to learn”</i>	

Increasing importance of informal learning

How are these skills and competences acquired?	formally	non-formally	informally
Technical Skills and Competences	X	X	X
Linguistic skills and competences	X	X	X
ICT-skills and competences	X	X	X
Social skills and competences	X	X	X
Organisational skills and competences	X	X	X
Methodical skills and competences	X	X	X

The Iceberg of learning ...mostly informal and under the waterline



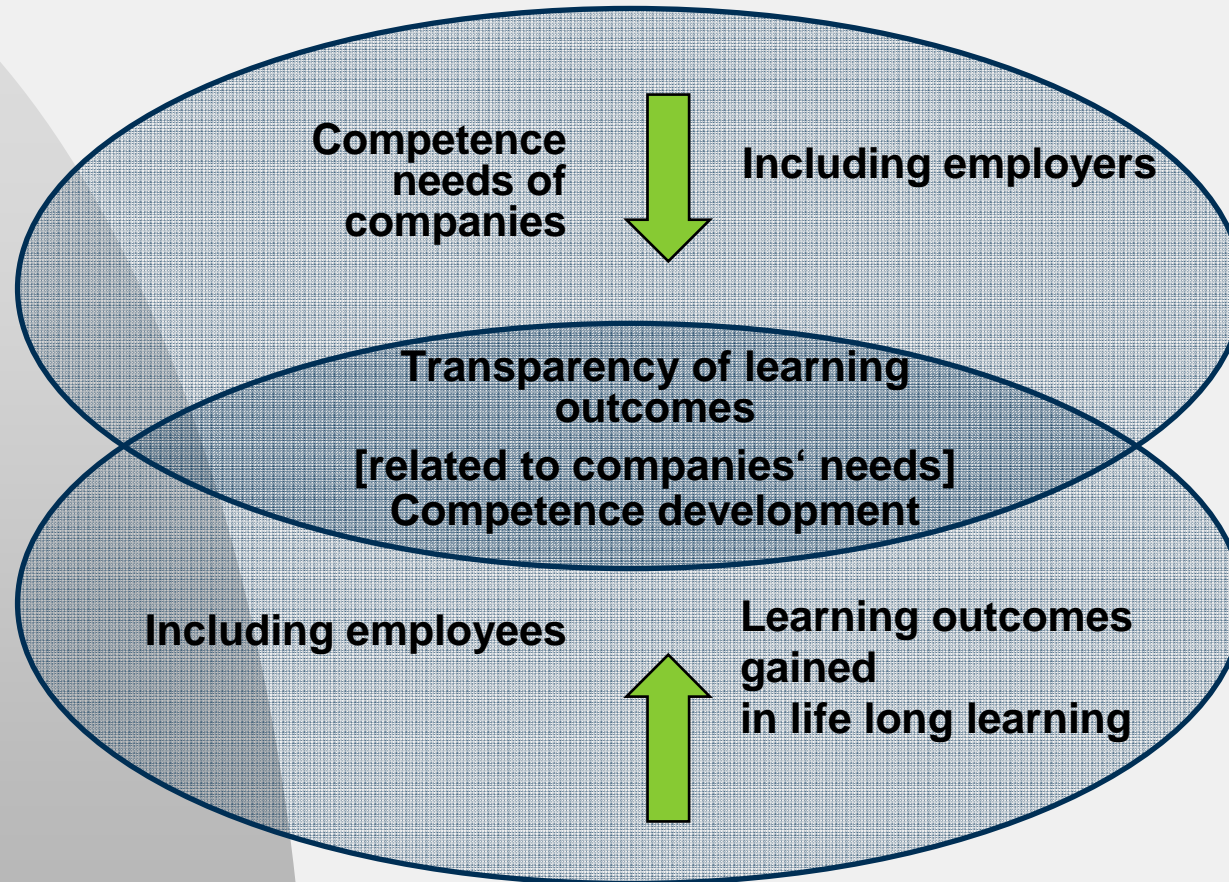
Spotlighting “Learning Outcomes”

“Learning Outcomes are statements of what a learner knows, understands and is able to do after completion of learning.”

(CEDEFOP, Glossary of terms, 2008)

 **Validation of all forms of learning required!**

The ave exemplo approach



The ave exemplo approach

- **Transparency of learning outcomes via assessment methods suitable to companies' needs**
- **At the same time: promoting learning (learning at the workplace, self organised learning, learning in teams...)**



Formative assessment methods

Formative assessment methods



...good appraisal processes offer formative assessments that enable an individual to identify the skills and competences they possess as well as their further learning needs.the formative nature of a validation process can be used to develop work practices in line with company plans.”

(CEDEFOP 2009, European guidelines for validating non-formal and informal learning p. 39 – 40).

ePortfolio: providing additional value

“e Portfolio (is) any digital system supporting reflexive learning and practice by allowing a person (or an organisation) to collect, manage, and publish a selection of learning evidence in order to have one’s assets recognised, accredited or plan further learning. “

Source: Eifel report 2009



Outcome orientation in progress ...

31 out of 32 European countries involved in the Copenhagen Process “beyond 2010” have concrete implementation plans for the European Qualifications Framework (EQF). The referencing of NQF to the EQF will be finished

2009: in IR and MT

2010: in 14 countries, among them Turkey


2011: in 10 countries, among them CZ, DE, EL

....

Source: CEDEFOP: the development of national qualifications frameworks in Europe (September 2009)

ave exemplo support of validation

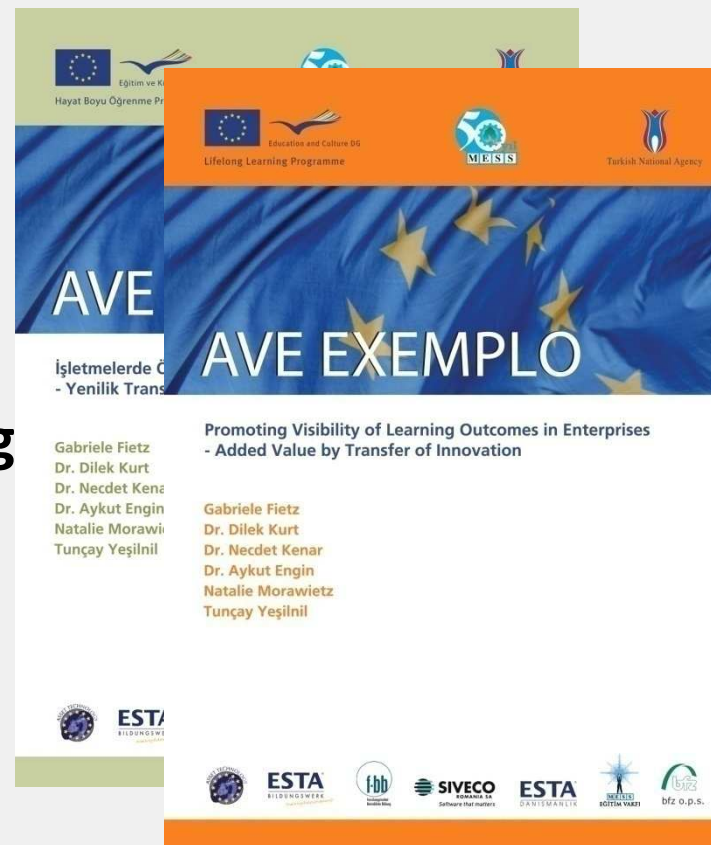
- EQF and NQF offer a chance for more transparency of the results not only of formal but also of non-formal and informal learning
- Suitable validation methods are requested

 ave exemplo is one of the small, but important building blocks in this development:
Companies applying tools like ave exemplo are promoting the process of validation and at the same time they - and their employees - could benefit from it.

For more information on ave exemplo

...see:

**AVE EXEMPLO —
Promoting visibility of learning
outcomes in enterprises
Added value by transfer of
innovation**





Education and Culture
Lifelong learning programme
LEONARDO DA VINCI



Thank you for your attention!

Teşekkür ederim!

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