Developments VNFIL in the Netherlands

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Source: Annie Kempers-Warmerdam
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(National Knowledge Centre VNFIL, The Netherlands)
System VNFIL in the Netherlands
More flexibility than the old VNFIL-regime

Labour Market route
• Objective: Setting career steps, horizontal + vertical
• Multiple instruments
• Execution by an authorised VNFIL provider
• Quality assurance by Nationaal Kenniscentrum EVC

Education route
• Objective: to obtain a secondary or higher vocational diploma
• Multiple instruments
• Execution by:
  - Educational institution
  - Educational institution with VNFIL (pre-appointments in chain approach)
• Quality assurance by law and regulation

Connection between both routes
VNFIL structure in The Netherlands

- Ministry of Social Affairs
- Ministry of Economics
- Ministry of Education, Culture and Science
- Social partners
  - VNFIL Advisory Board
    - National VNFIL Knowledge Centre
    - VNFIL Registre
  - VNFIL Provider
    - Appointed for 5 years (2016 – 2021)
VNFIL Quality code 2.0

- Interim quality assurance - feedback based on complaints / objection / appeal
- Monitoring privacy provisions
- Registration of Experience certificates
- Preliminary recognition for new providers

- Provision of information on VNFIL routes is obligatory: If diploma is desired, then education route!
- Mandatory chain agreements for possible conversion of Experience certificates into diplomas
Existing standards

• Educational standards: in principle aimed at starting professionals / formal vocational qualifications
• Recognized branch standards/vocational competence standards

Need of new standards

• Measurement of vocational maturity is something else than based on start qualifications: developments in actual work contexts and job roles - what to measure? Who is responsible for the management and control of these continuously changing standards?
• New professions/functions: what are the requirements?
• Recognized parts of (educational)standards: ECVET
  ECVET-certificates as part of formal diploma and/or with autonomous status
• Generic competence levels/standard: based on EQF
## Generic competence standard

<table>
<thead>
<tr>
<th>Descriptors / competence levels</th>
<th>inflow</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
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<td>Skills</td>
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<td>* Applying knowledge</td>
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<td>* Learning and development skills</td>
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<td>* Information (ICT) skills</td>
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<td>* Communication skills</td>
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<td>Responsibility and independence</td>
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Specification on each competence level: see website ec.europa.eu
Preconditions - recognition

• Recognition VNFIL-provider for competence standard by NKC-EVC / registration in register

• Measurement on each EQF level based on eight descriptors

• VNFIL provider clarifies the Reviewing Body which instruments are deployed for this purpose and that those instruments are fit to assess generic competence levels

• Qualified assessors: have generic assessments skills, can apply performance assessments, can shift between different abstraction levels, are effective in different contexts, are supra-sectoral/worked in different sectors.

• Registered in ‘register Experience certificates’

• **Competence diploma**: based on fully managed vocational level – provided by NKC-EVC in coordination with VNFIL provider
Educational standard (secondary vocational education):
• Core tasks and Work processes (core of the standard)
• Optional parts
• Native / foreign language(s), arithmetic, Career and citizenship

VNFIL aimed at Core tasks and Work processes:
• Development still unknown competences
• Conversion of Experience certificates: towards diploma via educational institutions
  • But with the addition of at least Supplementary exams
• Demonstrate what you can, but without diploma or certificate ...
New objectives

- Registration of Experience certificates (to prevent fraud).

- Experience certificates based on competence standards: attached to Competence diploma provided by the Nationaal Kenniscentrum EVC.

- Experience certificates based on vocational domains: attached to Diploma professional competence and Certificate professional competence provided by the Nationaal Kenniscentrum EVC.

- Together with branch- and professional vocational organisations to draw up and valuate new branch standards for experienced vocational professionals.

INDEPENDENT LABOUR MARKET FUNCTION OF VNFIL
The Labour Market in the lead
Option 1: New recognitions

- Existing DUO/OCW (ministry of education) recognitions expire this year
- New recognitions: to be provided by Nationaal Kenniscentrum EVC
- Appraisal by one of the three Reviewing Bodies
- Audit based on Dutch VNFIL-Quality code 2.0
- Reviewing Bodies and Nationaal Kenniscentrum EVC are working on harmonization: work appointments

- Assignment EVC-adviesraad (VNFIL-Advisory board):
  Align VNFIL with the needs of the labour market.
  Question: proof of evidence often are diploma’s. What else?
Option 2: NLQF: (EQF-) level validation of qualifications. A short history

- Request to NCP-NLQF (Dutch national EQF body) to use NLQF as a competence standard
- NCP-NLQF was positive and forwarded to Ministry of Education (owner)
- Deploy NLQF for VNFIL – tune in key civil servant
- Formal request to Ministry of Education to use NLQF
- Discussion: perhaps a pilot – it is a long and tough process
- Discussion in Dutch VNFIL Advisory board
- In consultation with employers and employees organizations: withdrawal of formal requests
- Let the Competence standard be inspired by EQF with a wink to NLQF
- NCP-NLQF resubmitted a new request to the Ministry
- To hook on is always possible. In the mean time we continue to develop
## Option 3: Generic competence standard

<table>
<thead>
<tr>
<th>Levels related to EQF</th>
<th>Description / context</th>
</tr>
</thead>
<tbody>
<tr>
<td>inflow</td>
<td>A well-known stable living and working environment</td>
</tr>
<tr>
<td>1</td>
<td>A recognizable living and working environment</td>
</tr>
<tr>
<td>2</td>
<td>A recognizable living and working environment</td>
</tr>
<tr>
<td>3</td>
<td>A recognizable, changing living and working environment</td>
</tr>
<tr>
<td>4</td>
<td>A recognizable, changing living and working environment, also international</td>
</tr>
<tr>
<td>5</td>
<td>An unknown, changing living and working environment, also international</td>
</tr>
<tr>
<td>6</td>
<td>An unknown, changing living and working environment, also international</td>
</tr>
<tr>
<td>7</td>
<td>An unknown, changing living and working environment, with a high degree of uncertainty, also international</td>
</tr>
<tr>
<td>8</td>
<td>An unknown, changing living and working environment, with a high degree of uncertainty, also international</td>
</tr>
</tbody>
</table>
Option 4: Competence diploma

(Dutch)

Competentiediploma
Arbeidsmarktroute

Naam EVC-Aanbieder: 

[Naam van de EVC-Aanbieder]

Naam (kandidaat): 

[Naam van de kandidaat]

Geboren op: 

[datum van geboorte]

[Logo EVC-Aanbieder]

Competentieniveau: 

[Competentieniveau]

zoals vermeld op de achterzijde van dit competentiediploma.

Logo EVC-Aanbieder

Specificatie:

Het competentiediploma van EVC kan worden verkregen door middel van een Nederlandse competitie. In deze competitie moet de kandidaat zijn competenties aanwezen die voldoen aan de vereisten. De kandidaat wordt beoordeeld op basis van deze competenties.

<table>
<thead>
<tr>
<th>Competentieniveau</th>
<th>Vastgesteld niveau</th>
<th>Potentieel niveau</th>
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</thead>
</table>

- Probleemoplossende vaardigheden
- Verzorgingsvaardigheden
- Communicatievaardigheden
- Verantwoordelijkheidsgevoel

In een EVC-procedure wordt een beoordeling van de kandidaat plaatsvinden ten opzichte van de vereisten. De kandidaat moet deze competenties aanwezen die voldoen aan de vereisten.

Aan het competentiediploma voor de Arbeidsmarktroute van EVC wordt een beoordeling gegeven ten opzichte van de vereisten. De kandidaat moet deze competenties aanwezen die voldoen aan de vereisten. De kandidaat wordt beoordeeld op basis van deze competenties.

[Adresgegevens EVC-Aanbieder]
Option 5: Diploma Professional competence (Dutch)
Option 6: Certificate Professional competence (Dutch)

Vakbekwaamheids-deelcertificaat Arbeidsmarktroute

[Naam EVC-Aanbieder]

De vakbekwaamheids-deelcertificaat Arbeidsmarktroute is een onderscheiding die gegeven wordt aan kandidaten die geslaagd zijn in de EVC-procedure en voldoende verkennen hebben van de vakbekwaamheid die is omschreven in de vragenlijst.

De vakbekwaamheid is een belangrijke component van de EVC-procedure en is belangrijk voor het verkrijgen van een EVC-certificaat.

Specifieke vakbekwaamheids-eisen:

1. Voldoende kennis van de vakgebieden:
   - Bouwtechniek
   - Bouwkundige aspecten
   - Bouwmaterialen

2. Wetenschappelijke kennis:
   - Bouwkundige theorie
   - Bouwtechnische begrippen

3. praktische vaardigheden:
   - Bouwtechnische v Ordening
   - Bouwtechnische handelingen

Heeft de kandidaat aangemerkt dat hij / zij voldoende kennis en vaardigheden heeft in de vragenlijst en de vakgebieden?

[Ja / Nee]

[Naam CREBO code] [CREBO nummer] [cohort]

[CREBO naamgeving]

[Naam directeur/hoofdredacteur]

Aanvullende informatie:

[Informatie over aangemerkte vakgebieden en praktische vaardigheden]

[Inschatting van de vakbekwaamheid van de kandidaat]

[Handtekening]

[Naam EVC-Aanbieder]
Option 7: Market need

• **Disabled people** are not always capable to achieve a full formal qualification. An Experience certificate gives these people on an individual basis a description of their competences.
  – Good for employers to have an objective picture
  – Convert a negative attitude (one does not have a diploma) into a positive description of what one does master concerning the standard

• Is it possible for people with a foreign education and work experience to validate their competencies with an Experience certificate?
  – Objective: make employment for the Dutch labour market transparent