Introduction EVC Centrum Vigor

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Director
Congratulations!

Today is the first day of the rest of your life!
Theme: **Power of VNFIL** according to Vigor

VNFIL as a means for **short and effective fit of market demand and competence supply**

Because **experience** is always much **more than what a diploma represents**
Overview EVC Centrum Vigor

- Started in 2002, Launching customer Corus Steel (today Tata Steel)
- VPL Centre Vocational Training in close cooperation with ROC Nova College (2003 – 2011)
- 2010 – now completely independent
- 58 active VNFIL assessors
- 9 counsellors
- 2016 + 250 assessments; until 2017-04 + 200
- Preferred supplier for Dutch Government, Dutch municipalities and Waterships
Target groups / professional domains

- Health care (industry recognition in disabled care)
- Personal ‘Curators’ (Support people who have lost (financial) control)
- Civil Servants
- People with low chances on the labour market
- Head teachers in primary education
- Youth care
- Infrastructure industry
- Jailors
- And many more
Services

● Validation of prior learning
  ▪ Intra disciplinary competences ➔ current and potential EQF level
  ▪ Vocational competences
  ▪ Competence rating
  ▪ Career prospect

● Training programs
  ▪ Project leader of your own future
  ▪ Leadership and management
  ▪ Coaching and counselling
  ▪ VNFIL Assessor

● Consultancy on talent management
Involvements

- **EQF/NLQF**
  - With Cinop

- **ECVET**
  - Health care (Nurse level 3)

- **e-CF (European Competence Framework IT)**
  - Describing functions, tasks and competences in the ICT field

- **Mobility Centers**
  - With Health care organisations
USP’s

- Outside-in approach: the ambition and potential of the candidate connected to labour market
- Unburden candidate: 12 – 16 hrs. effort
- Develop portfolio in close cooperation with candidate
- Vocational competences next to current and potential EQF-level
- Experience Certificate is a “Proud document”
The primary question we address:

- What valuable or hazardous things do you dare to entrust to somebody?
  - From the perspective of client’s stakeholders:
    - What Performance Indicators are key?
(K)pi’s from stakeholders

- Q.A. mgr.
- Legal off.
- Client
- € adm.
- Chef
- HR mgr.
- Peer
Holistic view on participant
Vigor:

- Stretching limits
- Everyone learns every day, unconsciously competent
- The Vigor approach makes this transparent
- A “Portfolio-driven VPL approach” restricts to what is known already. Vigor also takes potential in account
- The client is Vigor’s focal point, not the qualification
- Vigor empowers employability
The Vigor Process

Phases:

1. Optional: Developing of tailor made job-profiles
2. Intake / Experience inventory / portfolio development
3. VNFIL-assessment ➔ Experience certificate (including registration in Dutch National VNFIL register and Certificate or Diploma for professional competences)
4. Personal Development Plan / learning contract
5. Tailor made learning by working
6. Optional “Re-assessment”

Who is involved:

1. Specialist
2. Councillor (has the overview)
3. Vocational Expert & Intra-disciplinary expert
4. Councillor / employer
5. Employer
6. Go to phase 2
Questions
Thank you for being our audience

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To know about Vigor (8 - 8)

3 complementary domains

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<th>Professional role</th>
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<tr>
<td>Occupational domain</td>
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<td>Typical products / results</td>
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<td>Concerning</td>
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<td>1. Policy / Innovation</td>
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<td>2. Design and planning</td>
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<td>3. Implementation</td>
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<td>4. Operation and management</td>
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<td>Related to EQF levels 1 - 8</td>
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“Project leader of your own future”
Live Long Learning: You **always learn**!

- Individual
- Training institute
- Work
- Free time / sports
Whom do you dare to dive with?

Competence: What risks do you - well argumented - dare to take with somebody else?
Towards new labour relations WE

- Slaves, masters; farmers and nobility
- Workers and Bourgeoisie (1800 - 1870)
- Workers and Capitalists (1870 – 1945)
- Employees and Bosses (1945 - 1985)
- Co-worker and Leaders/principals (1985 - 2008?)
- (Germs: team members, freelancers, networkers, facilitating leadership ....)
- Future: Contractors and en Clients?

In present: anachronisms
Where are you?

- Against
- Full grown
- Together
- Under
- Conflict
- Rivalry
- Clients
- You
- Docile