

Validation of employability skills. "I never thought I had so much"

In this presentation we will look at the result of a study of the effects of validation of prior learning (VPL) of employability skills on the person being assessed. Employability skills are transversal and can be transferred between jobs. Validation of employability skills make them more concrete and visible. The process makes it easier for people undergoing the validation to realize their own competence and knowledge, how to develop in a job and take on more demanding jobs and tasks in the future. The participants in the study were six and came from two lifelong learning centers and were all going through vocational rehabilitation. Semi-structured interviews were conducted. The results showed that the assessment seems to be quite empowering for the participants, increases self-confidence and awareness of their own competences. They were more aware of what they had achieved and how they could use their knowledge. The support of career counselors through the process was important for it's success. Previously, they had made few attempts and put extensive effort into re-entering the school system, without success. Belief in one's own abilities had faltered and there was a lack of a positive experience. All participants agreed that the assessment had a decisive effect on how they see themselves and helped them to reflect on their own capacities in a new way. It can be concluded that they received a holistic approach that seems to work well in self-exploration, confidence building and empowerment of the person.