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VPL in working life – how and why?

Haukur Harðarson

Education and Training Service Centre, Iceland (ETSC)

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Owned by the social partners

Owned by The Icelandic Federation of Labor

- Confederation of Icelandic Employers
- Federation of State and Municipal Employees
- Association of Local Authorities in Iceland
- Ministry of Finance
 - Finance - Ministry of Social Affairs and Labor (until 2022 Ministry of Ed., Science and Culture - MESOC)

Main target group for ETSC

- People who have not completed upper secondary school level

Developments and quality of a National VPL strategy coordinated by the ETSC in cooperation with stakeholders and 14 LLL centers

- VPL against national standards on Upper Secondary Level – main route
- VPL against job standards – current pilot projects



The Icelandic Confederation of Labour (ASI) is built up of 46 trade unions of general workers, office and retail workers, fishermen, construction and industrial workers, electrical workers and various other professions in the private sector and part of the public sector.

Can VPL in working life help us react to changes in the labor market ?

The fourth industrial revolution - automation



The Confederation of Icelandic Employers is a comprehensive organization of the Icelandic economy with six member organizations based on different industries. More than 2,000 companies in various industries are members of the Confederation of Icelandic Employers SA's member companies employ about 70% of employees in the general labor market.

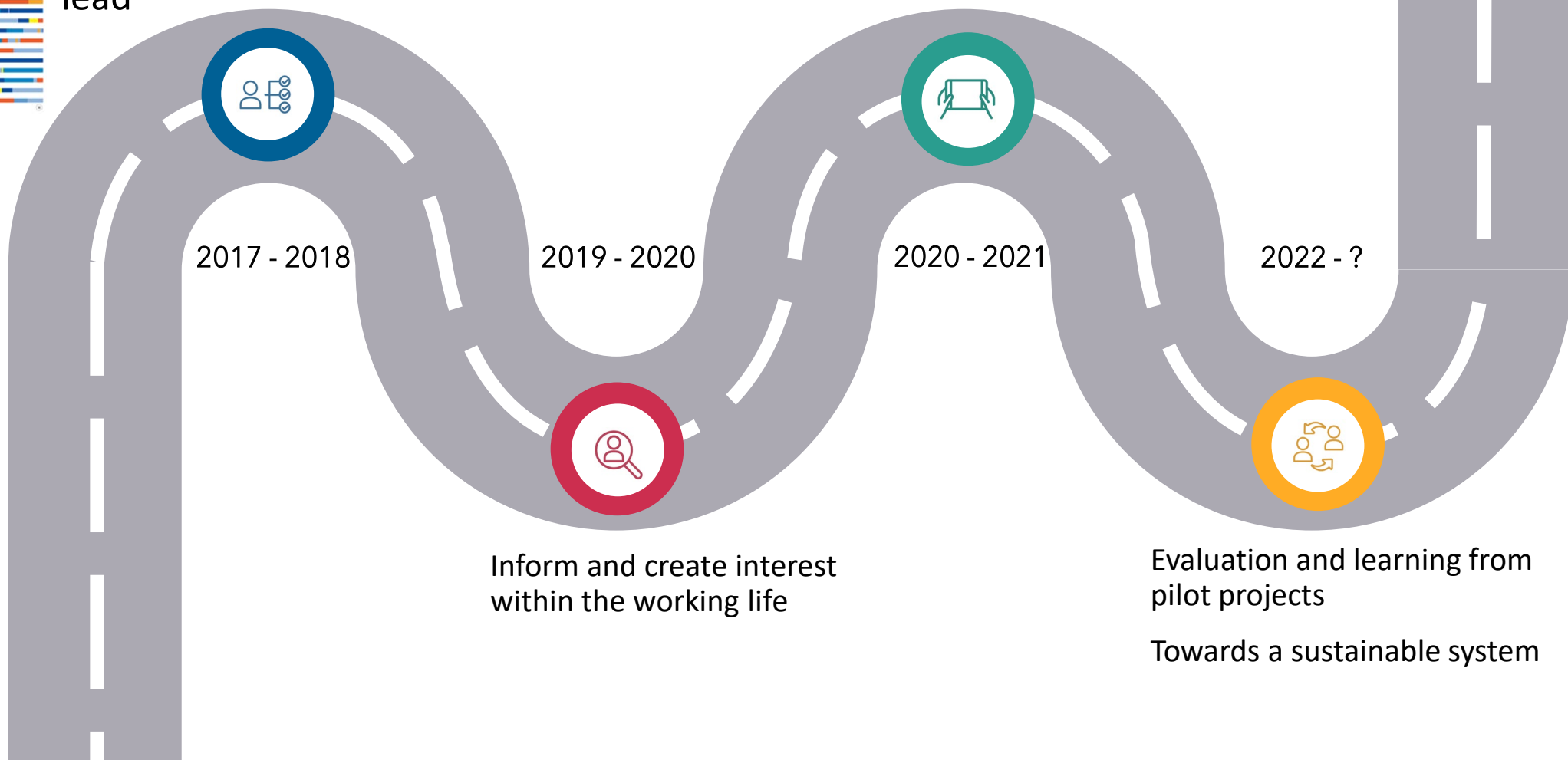
VPL in working life - developments



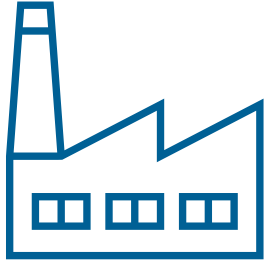
Gathering info from EU and countries in the lead

Developing the framework, methodology, financing, value

Piloting in 5 jobs



Benefits – from company/working life viewpoint



1

OVERVIEW OF EMPLOYEES' COMPETENCES – JOBS CONDUCTED BY PEOPLE WITH THE RIGHT SKILLS

2

VISIBLE COMPETENCE STANDARDS FOR JOB DEVELOPMENT AND RECRUITMENT

3

TARGETED COMPETENCE TRAINING IN LINE WITH SKILLS NEEDS - (RAPID CHANGES IN TECHNOLOGY)

4

FACILITATING DECISIONS LINKED TO JOB DEVELOPMENT AND SALARY

Benefits – from trade union viewpoint



1

COMPETENCES BECOMES VISIBLE AND CONFIRMED/VALIDATED THROUGH A RELIABLE PROCESS

2

CLEAR WHAT COMPETENCES ARE NEEDED WITH REGARDS TO TRAINING

3

VALIDATED COMPETENCES CAN ENHANCE JOB DEVELOPMENT, JOB TERMS AND MOBILITY ON THE LABOR MARKET

4

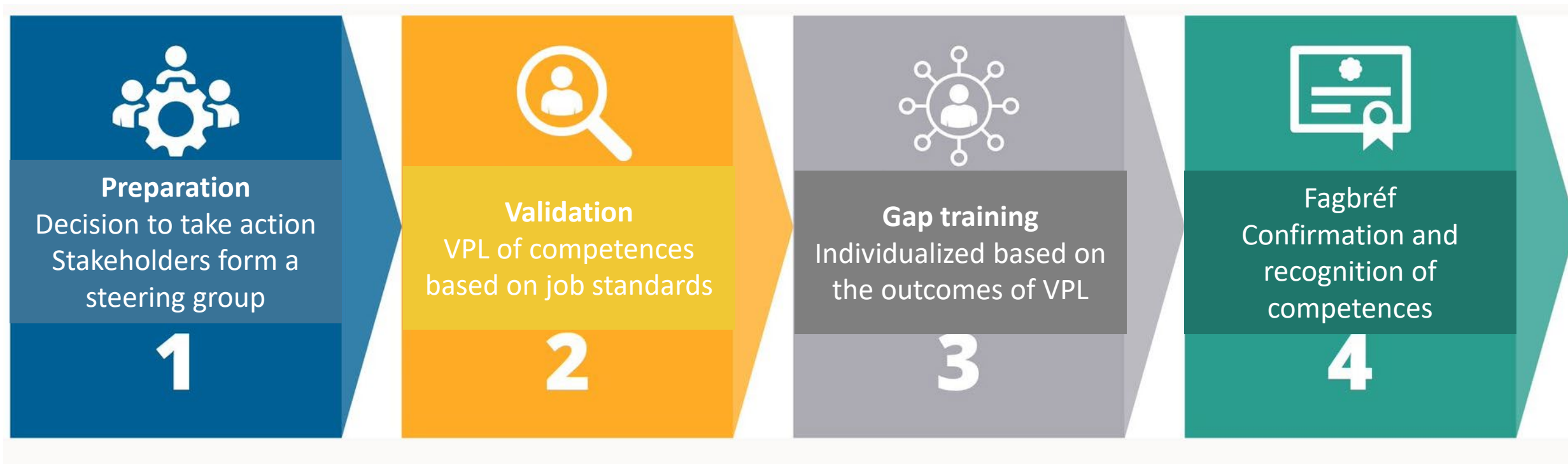
INCREASED RESPECT FOR THE JOB AND RAISED IMAGE

Financing – VPL work

- In labour market agreements there is a requirement for payments into educational funds
- Through that, both employees and employers gain rights to received reimbursement for training and study
- **Rules for funding have now been opened up so that now both employees and companies can use their right for VPL purposes**
- In addition, there is a public fund that funds VPL for people who have not completed upper secondary school level education (the main target group of the ETSC)

A simple picture of the process

VPL – work



VPL work, Centralized coordination

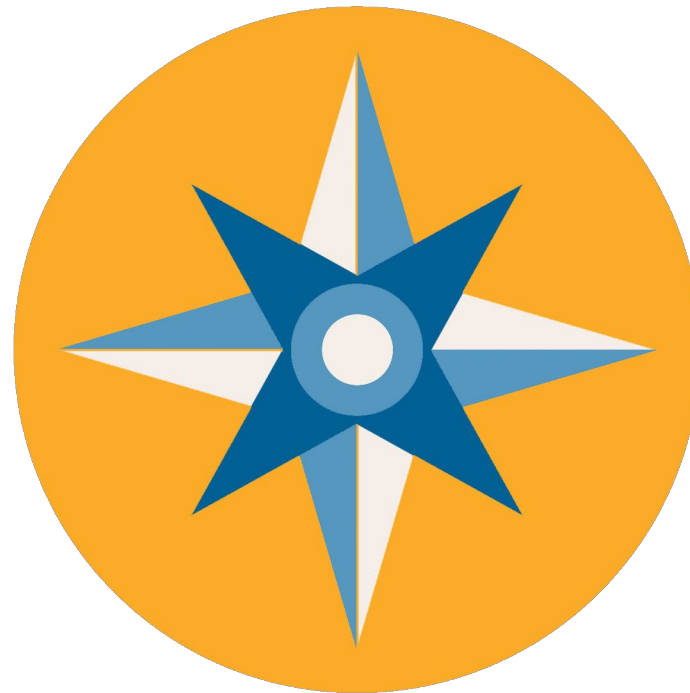
ETSC – Owned by the social partners

Coherent methodology and quality

Independent from occupation
and the nature of jobs
Training and support

Job requirements and learning outcomes

Coherent methodology
for competence analysis
and centrally accessible



Connection to the ISQF (NQF)

Job requirements/standards
connected to NQF levels
Independence, responsibility
and role in the workplace

Issuing of certifications of recognition – Fagbréf

Value and connection
to the ISQF (NQF)

Overview of pilots – VPL against job standards

