

# Using validation to improve the quality of Portuguese SMEs

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# Theoretical framework

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- **Profile of the worker** → Change
- **Companies:**
  - Versatility;
  - Agility.
- **Competencies:**
  - Technical and cognitive;
  - Interpersonal and social.

# Theoretical framework

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- **Success of the worker:**
  - Hard skills;
  - Soft skills.
- **Flexibility:**
  - Multifunctional teams → knowledge and creativity;
  - External markets → intercultural competency
- **New phase of globalisation = New challenges**

# Theoretical framework

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- **Business practices**
  - **Public policies**
  - **Education and training systems**
- Skills**
- **Culture of lifelong learning in the workplace**

# Theoretical framework

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- Education for employment → Education for employability
  - Job security → Professional development
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- Competency-based recruitment

# Theoretical framework

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## Individual full development conditioned by:

- Utilitarian measures;
  - Economistic measures.
- } Skills gaps;  
Inequality;  
Polarization

## • Integrated approach to adult education and training:

- Economic development;
- Sustainable development;
- Community development;
- Personal development.

# Methodology

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- **Problem:**

*To what extent can a training model, based on the VPL approach and supported by principles of the educational sciences, contribute to individual empowerment and, consequently, to an improvement in the organizational quality of Portuguese SMEs?*

# Methodology

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- **General objectives:**
  - 1. On-the-job training process;
  - 2. Training model and (re)qualification of workers;
  - 3. Principles of educational sciences for quality training.

# Methodology

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- **Specific objectives:**
  - **General objective 1:**
    - 1.1. Legislation on the access and attendance of on-the-job training;
    - 1.2. Training process;
    - 1.3. Quality and feedback control.

# Methodology

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- **Specific objectives:**
  - **General objective 2:**
    - 2.1. Implementation of a training model;
    - 2.2. Evaluation;
    - 2.3. Draw conclusions;
    - 2.4. Training model proposal.

# Methodology

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- **Specific objectives:**
  - **General objective 3:**
    - 3.1. Knowledge mobilisation;
    - 3.2. Self-directed learning promotion;
    - 3.3. Surpassing language and intercultural skills.

# Methodology

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- **Instruments and procedures:**
  - **Study I** → Structural data;
  - **Study II** → Dynamic intervention strategy.
- **Study I:**
  - **Participants** → those responsible for training academies related to Portuguese SMEs;
  - **Analysis** of official documentary sources;
  - **Exploratory interviews** with key informants.

# Methodology

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- **Findings:**
  - 1. Balanced combination of hard skills and soft skills;
  - 2. Skills and training;
  - 3. Practical, useful subjects.

# Conclusions and recommendations

- **Definition of a methodology** for the evaluation and monitoring of training sessions;
- **Combination of moments** of non-formal and informal learning.

Integration of the VPL approach into a training model

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**Thank you.**