

The role of employers in VPL processes

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Project Overview

- Erasmus+ project “**Effectiveness of VPL Policies and Programs for Labour Market Inclusion and Mobility – Individual and Employer Perspectives**”
- Implemented **by four partner countries** (co-operation between educational institutes & practice partners): Denmark, Germany, Poland and Turkey
- Evaluation of advancement and **effectiveness of VPL** policies and practices in the four partner countries
- **Focus:** If and how VPL procedures **support individuals’** labour market inclusion

The individual's perspective on VPL

Impact of VPL:

- Almost all interviewees have seen a positive impact
- VPL processes emerged for the interviewees as an opportunity
- VPL was often a beginning of major change in their life
- VPL lead to further education in order to achieve a leading position
- VPL made competences visible they did not relate with a professional context

Manual II: Case study method

- 4 to 5 case studies in each partner country;
- Diversity of entrepreneurs invited to participate in case studies due to size, craft type (caring, construction, health, gastronomic)
- Interviews taken with several representatives of one organization, including CEOs, HR department representatives, line supervisor and regular workers

Summary of our results

- Library of challenges for employers – common for all partner countries;
- Good practices – how VPL processes (or quasi-VPL processes helped employers to deal with those challenges)
- Vademecum of national, regional and EU VPL regulations

Conclusions

- VPL processes are often very demanding and require a high motivation
- BUT: they can be very profitable in the end
- For individuals it is indispensable to be guided through the VPL process
- Employers might use VPL processes during recruitment processes;
- VPL might be valuable for recognition of qualification of migrant employees as well as when employers look for permanent employees among seasonal workers employed as „unqualified“;
- It is time-saving and money-saving if employee „just“ needs a VPL process instead of full training, especially in branches such as gastronomy, healthcare or constructions where having certificates is crucial for both workers and employers

Thank you for your attention!

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