

The Commission of the National System of Certification of Labour Competences

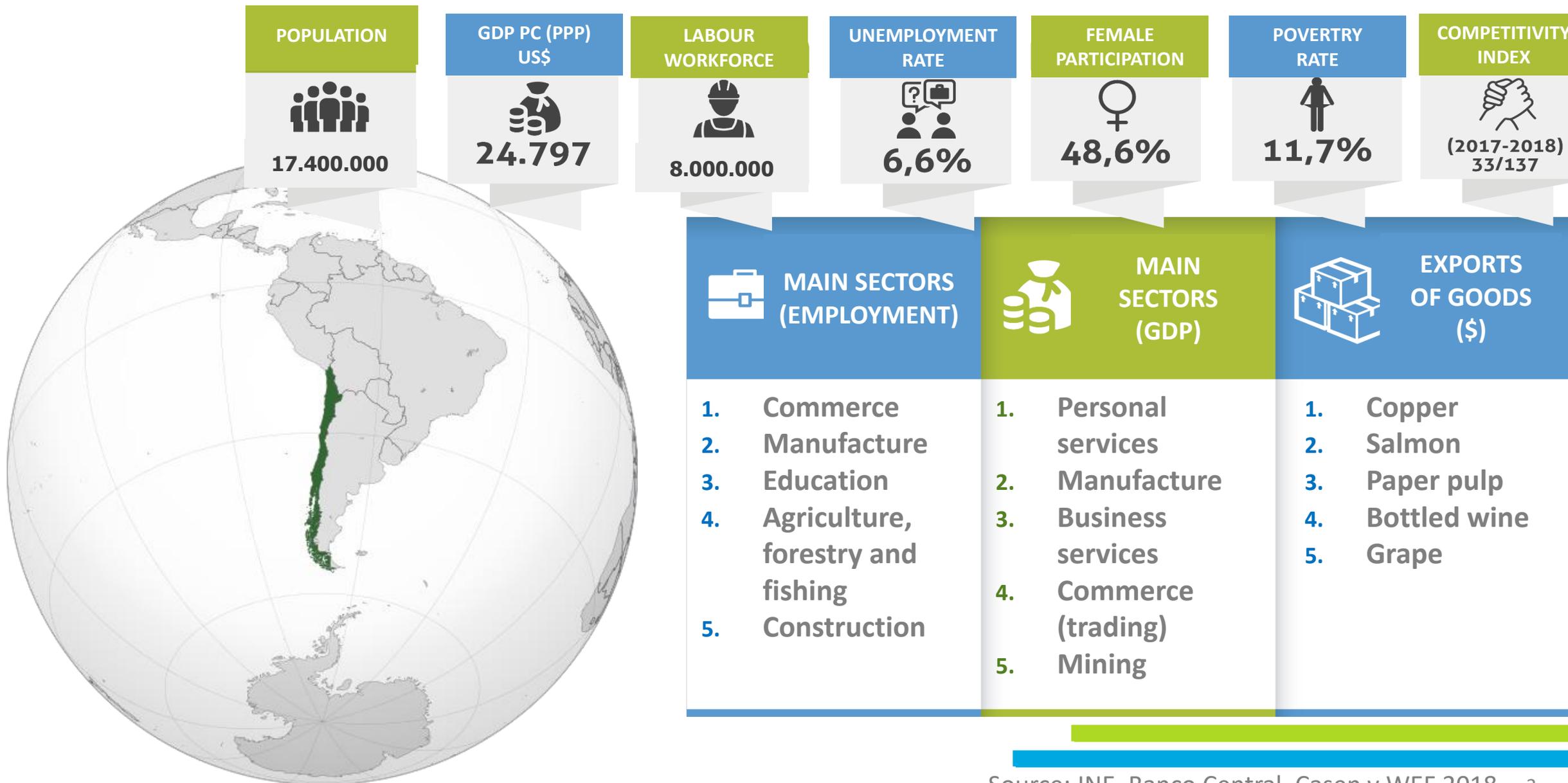
ChileValora

3rd VPL Biennale – Berlin, 2019

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Background Information about Chile



Background Information about Chile

Chile has been repeatedly recognized , by the World Economic Forum, as the **most competitive country in Latin America and the Caribbean**, still the country's longstanding issue is its educational system, especially the quality of primary education. Some of our problems at large:



67%

Adults with reading comprehension problems and/or mathematical reasoning, it has remained equal for the past 20 years (PIAAC, Assessment of Adult Competencies, 2016).



33%

People between 20 and 65 years old do not have completed secondary education, that is 3.4 million Chilean (Casen 2015).



-50%

Low productivity of the country, less than half of that of the developed countries [PNC].

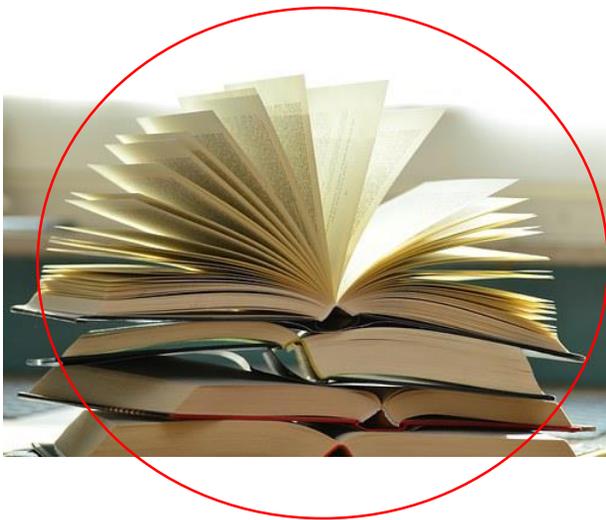
Legal and Normative Framework of ChileValora

- ❑ **Law n ° 20.267:** Published on June 25th, 2008, creates the National System of Certification of Labour Competencies, perfecting the statutes associated to training and employment (Law N° 19.518). Article 4 in the Law, states the functions and duties of the Commission and its responsibilities.
- ❑ **Decree n ° 29:** Approves the regulation governing the accreditation of Assessment and Certification Centres of Labour Competencies and the accreditation of evaluators.
- ❑ **Decree n ° 137:** Published on February 19, 2009, regulates acronyms and abbreviations (OSCL, OTEC, OTIC, UCL registration, etc.) associated to the Commission of the National System of certification of labour competencies
- ❑ **Resolution no. 136:** Regulation on the development of labour competency projects and the functioning of Labour Skills Sectoral Bodies. Published on December 6, 2010, amended on May 8th, 2015.
- ❑ **Resolution n ° 1.068:** Sets the tariffs of the National System of Certification of Labour Competencies.



Basis for the Recognition Arrangement

- ❑ The Commission of the National System of Certification of Labor Competences – ChileValora, **was established as a decentralized public service**, linked to the Presidency of the Republic through the Ministry of Employment and Social Security.
- ❑ The legislation aimed to **stimulate the formal certification of individuals' labor competences**. Its main objective is to provide formal recognition for labour market relevant skills and competences of individuals, regardless of how they have been acquired and whether they have an academic degree awarded by the formal education, in accordance with the provisions of Law N° 18.962 of the Ministry of Education.
- ❑ ChileValora actually, measures and validates **mainly work-based non-formal and informal learning and is targeted at people with few or no formal qualifications** in order to improve job mobility, employability and provide access to formal learning at Government Technical Education Centres.



Purpose and Composition of ChileValora

Purpose



The ChileValora scheme allows individuals to receive a formal certification of their competences linked to an occupational profile, regardless the way these competences have been acquired.

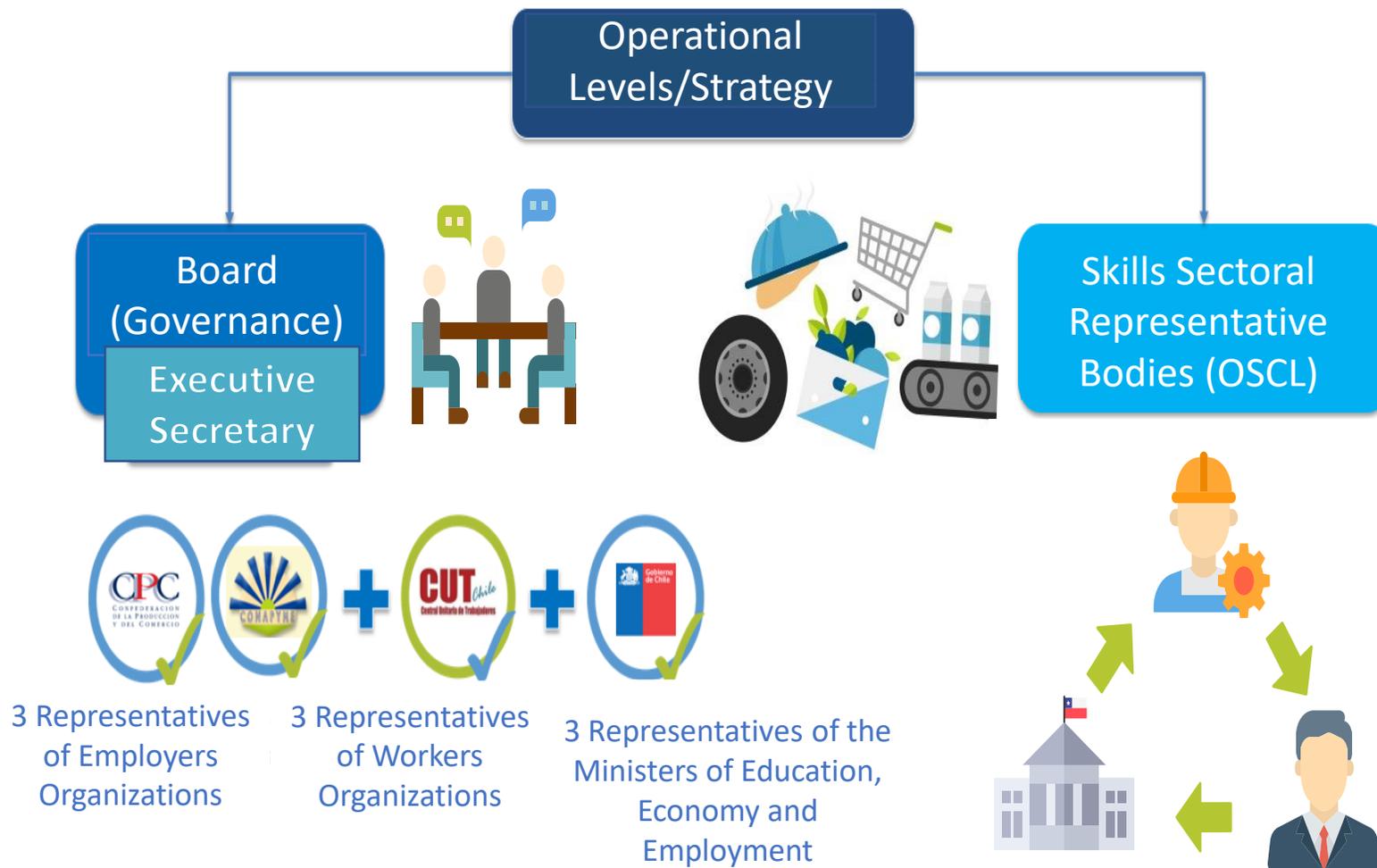


Promote opportunities for lifelong learning, recognition and appreciation.



Provide information for Technical and Vocational Education and Training and Recognition of Prior Learning (RPL)

Social Dialogue ¹



1. In 2016 ChileValora became globally recognized as an example of Social Dialogue by the UN - Global Deal Initiative

Our Strategy today



**Certification Programs
in priority economic
sectors**



**Articulation with Public
Policies that promote
certification as quality
assurance**



**Articulation with
Technical Education and
Training**



**Cooperation Networks
and International
Homologation
Agreements**

TRIPARTITE SOCIAL DIALOGUE – SECTORAL COMMITTEES

Our Aims

Evaluate and certify
skills

Closing skill gaps
through training

Guide career and
educational
developments

Support human
resources
management

Support the
dialogue between
companies and
unions

Contribute to
productivity and growth

How does the System works?

Governing Body of the System



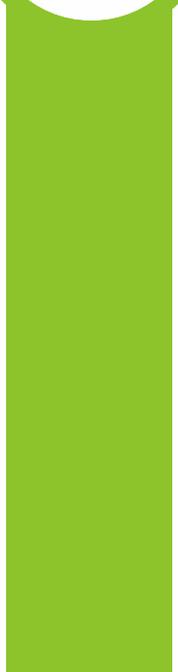
Convenes and supports productive sectors through skills sectoral bodies ✓

Accredits centers, evaluators and occupational profiles ✓

Public faith engagement ✓



How does the System work?



2

OSCL

**Skills Sectoral
Bodies**

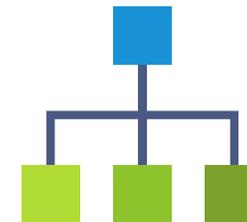
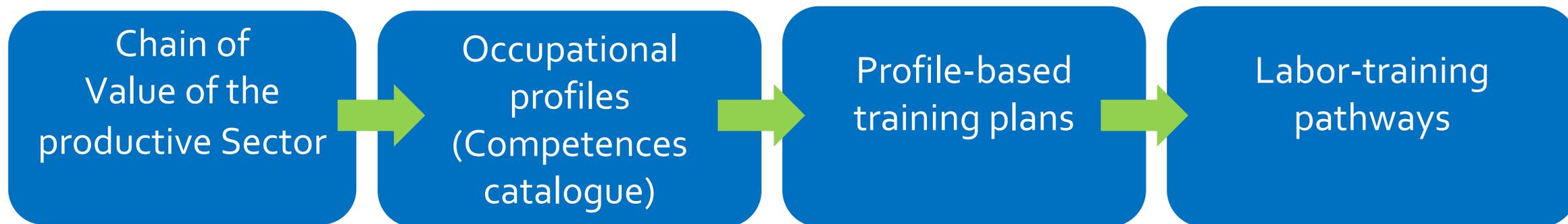
They are tripartitely formed with the most representative actors in their sector: business associations, workers' organizations and related public entities.



They participate in Skills Projects with the methodological framework ChileValora and expert consultants.



Products of the System



How does the System works

3

CECCL

**Assessment and
Certification
Centers**

They are entities accredited by ChileValora. They evaluate the labor competencies of people who request it and give the certifications.



Assessment and Accreditation Centres?

They are accredited
by sector, sub-sector
and/or occupational
profile existing in
the catalogue



They apply
procedures and
methodologies
established by
ChileValora



They deliver gaps
reports to the
workers assessed



Are supervised by
ChileValora

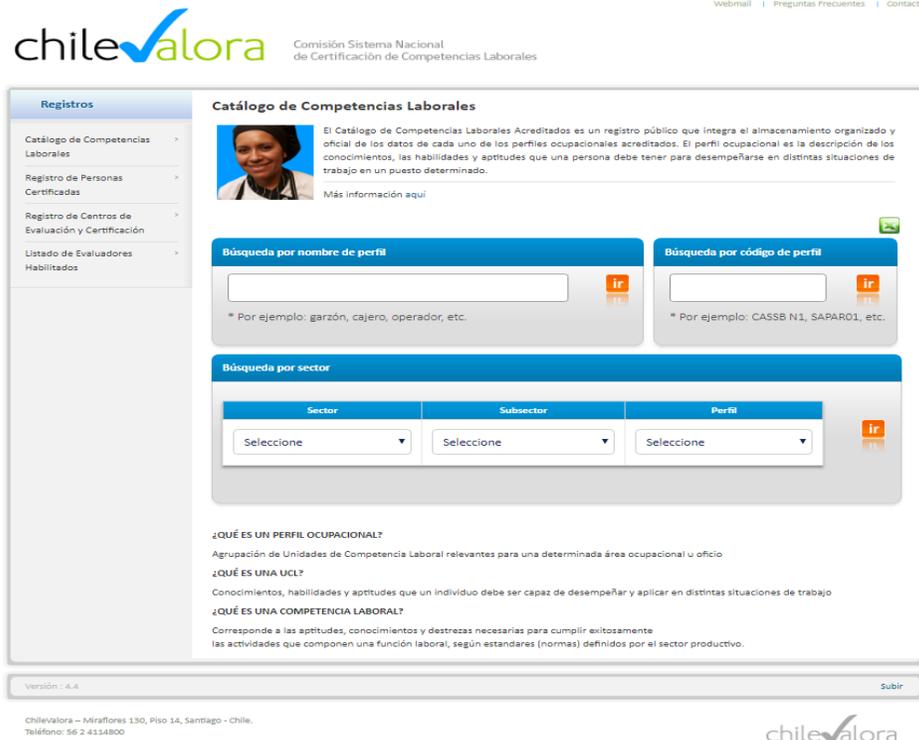
31 Centres: 13 trade associations, 10 belong to business associations,
Seven universities and one workers' union.

Febrero 2019

National Competencies Catalog

It is a public registry that integrates the organized and official storage of the data of each of the occupational profiles accredited by the ChileValora directory at the request of the sectorial organizations of labour competencies.

It is hosted on the WEBSITE of ChileValora and contains 908 current profiles.



The screenshot shows the website interface for the National Competencies Catalog. It features a navigation menu on the left with options like 'Registros', 'Catálogo de Competencias Laborales', 'Registro de Personas Certificadas', 'Registro de Centros de Evaluación y Certificación', 'Listado de Evaluadores', and 'Habilidades'. The main content area is titled 'Catálogo de Competencias Laborales' and includes a search section with three options: 'Búsqueda por nombre de perfil', 'Búsqueda por código de perfil', and 'Búsqueda por sector'. Below the search options, there are three dropdown menus for 'Sector', 'Subsector', and 'Perfil'. The footer contains contact information for ChileValora and a 'Subir' button.

Registration of Assessment and Certification centers

It is a public record that contains the organized and official storage of the data from each of the centers that have obtained the accreditation in our records. It is located on the WEBSITE of ChileValora.

Registration of Certified Persons

Organized storage (by name, RUT or sector) of the data of each person who has obtained the quality of competence in the evaluation and certification processes in which they have participated.

The Registry provides useful information for employers, as from the list they can hire certified workers in the occupational profiles of their productive sector.

List of Qualified Evaluators

The evaluators of skilled labor competencies are the persons responsible for evaluating the candidate workers to certify their labour competencies and will perform in the evaluation and certification centers accredited by ChileValora. Persons who fulfil the qualifications to be evaluators of labour competencies and who approve the course that prepares them for the qualification, can be incorporated to the public list of evaluators enabled ChileValora.

Articulation Model with the Technical Education

FORMACIÓN
TÉCNICO
PROFESIONAL

#LaFuerzaQueMueveAChile

Law No. 20.910, of the Ministry of Education, creates **15 State Technical Training Centres** in each of the regions of the country:

- ✓ Their aim is to achieve a **higher quality of technical training** and improve the employability of its graduates.
- ✓ These technical training centres also pursue to **contribute to the sustained, sustainable and equitable social development of their respective regions**, collaborating in the diversification of the productive matrix of the region and the country.

ChileValora during 2018, displayed a strategy of work to **integrate the system of certification of labour competencies and the professional technical training**.

- ✓ To this end, one of the main focuses has been to **provide technical support to the State Technical Training Centers** on how to use the profiles and training plans of ChileValora in the construction of the curricular designs of their technical careers.

Case Study



During 2018, ChileValora signed a collaboration agreement through a legal instrument, with the State Technical Centre of the tenth or Lakes Region of Chile. The curricular offer was built according the occupational profiles and training plans of ChileValora for the higher level technician career in:

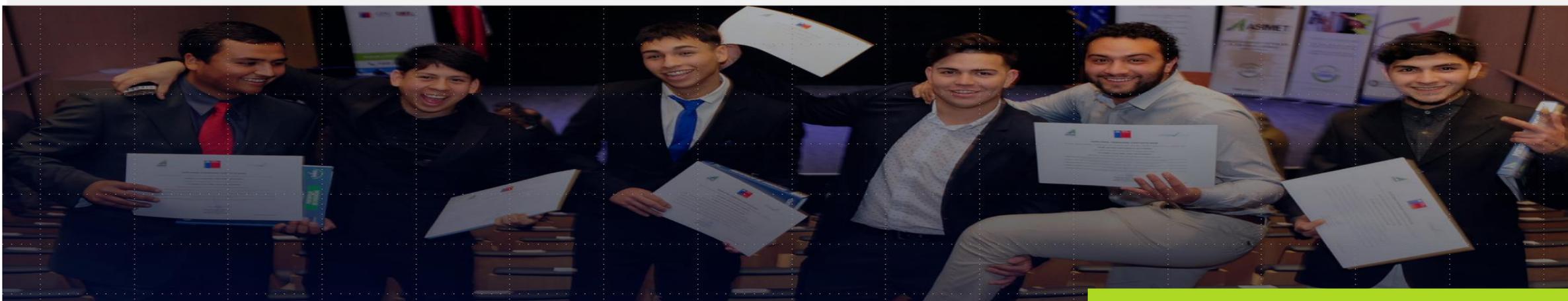
- ✓ Manufacturing and Industrial Assembly
- ✓ Management and development of food products
- ✓ Electricity and Industrial Electronics
- ✓ Agricultural production

With the phase of curricular design completed, the Technical Centre began in June 2018, the process of enrolling students and the development of admission mechanisms through recognition of previous learning (RPL), for the career of Technician in Industrial Assembly.

The process of evaluation of the students was carried out considering the standards of competences contained in the occupational profiles of **welder and assembler of metallic structures**, belonging to the catalogue of ChileValora.

Case Study - VRPL

- ❑ In June 2018 a public call was carry out and 100 candidates, who declared having the work skills in the profiles of welders and/or assemblers, were eligible to undergo a processes of evaluation of their competencies under the ChileValora competency standards.
- ❑ **21 people with the best results, were able to join the program of Industrial Assembly,** through a RPL special plan, which will allow them to obtain the technical qualification higher level in a shorter time .
- ❑ In the long term, **the results will be monitor, including the level of job insertion** and career development of these 21 students, once they obtain their degree.



Other Actions within Legal Frameworks

- Another achievement related to higher education, is the active incorporation of ChileValora in the **Technical Table for the design and implementation of the Professional Technical Qualifications Framework**. This work allows the integration of ChileValora products (profiles, training plans and pathways) and contributes to the design and implementation of the roadmap of the Qualifications Framework.
- In addition, the President of our Board is a member of the Advisory Council of Professional Technical training, which arose under the eaves of the Law of higher education and is constituted by Ministers and Representatives of Associations of Employers, Professional Technical Education Institutions, the National Accreditation Commission and the National Council of Education.
- The objective of the Council is to develop the national strategy for professional technical training, to strengthen and validate the roadmap of the professional technical Qualifications Framework try-out. The initiative is also part of the seven-point agenda for the modernization of government-driven technical-vocational training.

Strengths

- ❑ Strong institutional and legal framework with clear roles and responsibilities: Extensive network of Assessment Centres across Chile and join work with Skills Sectoral Bodies that ensure representability of the occupational Standards (workers, employers, government).
- ❑ Social Dialogue and ‘Tripartism’ – workers, employers and the public sector are equally involved and represented in the scheme hence have the possibility to shape it together.
- ❑ Collaboration Agreements with State Technical Centres and Professional Institutes. Agreements with State Technical Training Centres are compulsory legal instruments for the parties that subscribe them. In addition, recognition of the qualifications’ framework at the legal level.
- ❑ Scheme is well-known and recognised by the different stakeholders and labour market.
- ❑ High volume of certified workers (more than 100,000) that demonstrates awareness and recognition of the scheme.

Lessons Learned

- ❑ The importance of Political consensus regarding the scheme of ChileValora, RPL and Qualifications Framework.
- ❑ Involvement and commitment of a range of stakeholders is necessary to work in a tripartite manner (government/ employers' representatives, workers' representatives).
- ❑ Transparent functioning of the scheme and availability of up-to-date information on official website increases trust and strengthen the visibility of the initiative.
- ❑ Strong quality assurance mechanisms must be applied to all processes to ensure common standards across the country.
- ❑ Registries must be available and up-to-date database of competencies and people having received certification.



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Thank you!