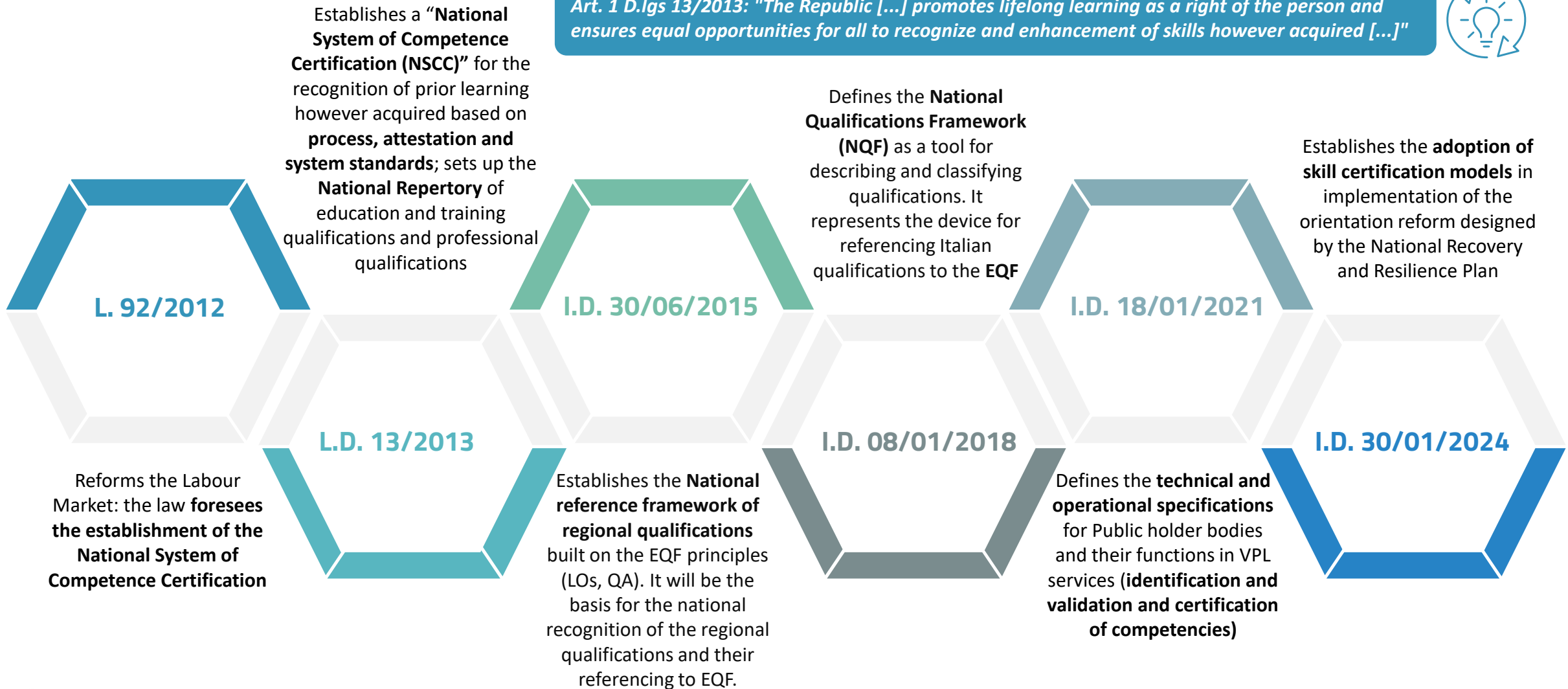


# The role of monitoring VPL for democracy and accountability in Italy

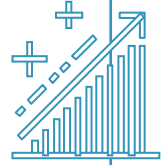
# Towards the National System of Competence Certification

*Art. 1 D.lgs 13/2013: "The Republic [...] promotes lifelong learning as a right of the person and ensures equal opportunities for all to recognize and enhancement of skills however acquired [...]"*

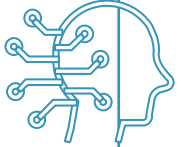


# Goals & Actors

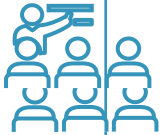
## GOALS



Raising the qualification and employability levels of individuals



Implementing the European Pillar of Social Rights (right of access to lifelong learning pathways)



Ensuring widespread and broad access to guidance and counselling services for the identification of training needs



## ACTORS

The **Public holder bodies** are regulatory bodies, which have full responsibility for the services and the identification of the Authorized Bodies.

- *Ministries with competencies in education, universities & research; in labour and social policies; in the sphere of economic development...*
- *Regions and the Autonomous Provinces of Trento and Bolzano*

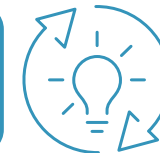
The **Authorized bodies** provide individual services according to the standards defined by the Public holder bodies.

- *Regional training Centers*
- *Regional job centers and employment agencies*
- *Adult training centers*
- *Schools, Universities...*

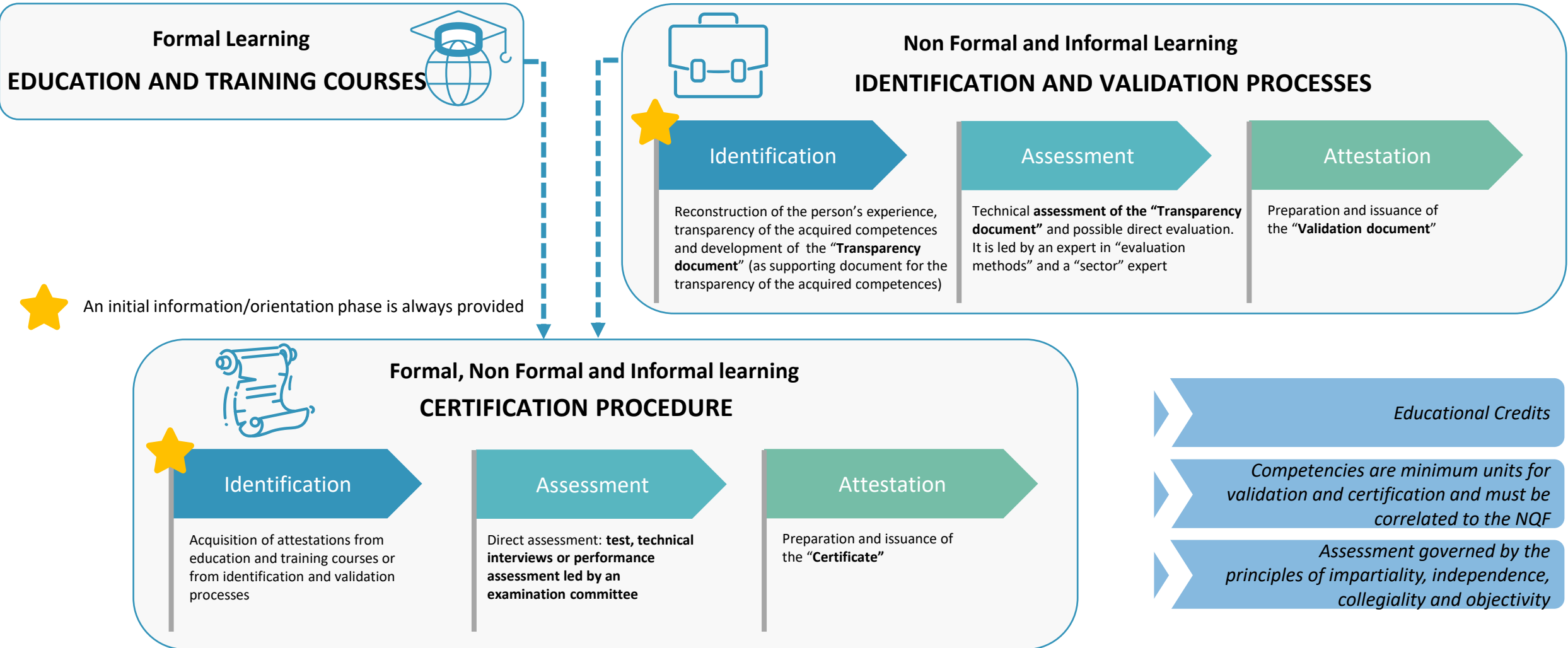


## HUMAN CENTRIC APPROACH

*The system has been built to ensure centrality of the individual even through the closeness of services so that all citizens have access to services*



# Identification, Validation & Certification services



# Atlas of Work and Qualifications & National Qualifications Framework



The *Atlas of Work and Qualifications* allows **correlation** and **comparability** between National Qualifications Framework and the Regional Frameworks and describes the contents of work in terms of activities (tasks, assignment, etc.). The Atlas of Work and Qualifications references the EQF and ESCO for transparency and clarity.

01

## PROFESSIONAL ECONOMIC SECTOR

Work contents are represented and made navigable, through a classification scheme formed by **24 Professional Economic Sectors**.

02

## WORK PROCESS

In all sectors is possible to view the main **Work Processes** divided into **Process Sequences**, each containing **Areas of Activities (ADA)**.

03

## PROCESS SEQUENCE

Each **Work Process** is divided into **Process Sequences**, each containing specific **Areas of Activities (ADA)**.

04

## AREAS OF ACTIVITIES

Each ADA displays a detailed sheet that includes the **list of specific activities** which compose the ADA and the **expected products and services** (Expected Results).

## *Correlation of professional qualifications*

Correlations between regional qualifications and the national frameworks are defined by the criterion of “*preside professional profile / competence with respect to the ADA, the correlation group, the activity*”.

*The goal of a meta-repertoire is to provide access to information about Italian qualifications in a single repository to ensure transparency, portability of qualifications and accessibility for all citizens*



# National System of Competence Certification implementing model

## INTER-INSTITUTIONAL ACTORS



- Technical Group
- Competence Certification Group
- National Institute for Public Policy Analysis (INAPP)
- Regions and the Autonomous Provinces of Trento and Bolzano
- Representatives of the Ministry of Labor and Social Policy
- Tecnostruttura (the body for technical assistance and coordination of regional positions)

## APPROACH



### Cooperative

Interinstitutional collaboration of all central and regional administrations involved

### Progressive

Valorization of established experiences and existing institutions, according to a logic of maximizing the sustainability and cost-effectiveness of procedures

### Substantial

Enhancement of any experience that allows in a substantial and not formal way to increase the skills and employability of individuals

## GOALS



- Writing of national system pivotal documents
- Definition of Repertoires of Qualifications in all the Regions and the consequent construction of the National Framework of Regional Qualifications within the Atlas of Work and Qualifications
- Grounding of VPL services (even though there are regional differences in the levels implementation)
- Strengthening of collaboration between administrations with a view to mutual support in facing new complexities through effective and creative solutions.

*The model has been built taking into account the existing regional systems and the stratification of institutional competencies that characterizes the Italian VET System*



# Monitoring process of competence certification regional systems

## Sharing the research design

The quali-quantitative research design was shared with all the interinstitutional group involved

## Sharing monitoring outcomes with interinstitutional group

Monitor results were shared with the interinstitutional group before the official sharing in a public convention

**1<sup>st</sup> VPL  
MONITORING  
REPORT**

## Pilot monitoring 2021

Uncomparable results lead to the definition of 2023 monitoring study areas



## Data collection phase

Regional public administration directors and practitioners were involved in:

- validating desk analysis produced (about the regional certification systems legal frameworks)
- interviews as operators directly involved in the identification, validation and certification services
- quantitative data collection about attestation released

## Public Convention

Public Convention at the presence of all stakeholders about the monitoring insights with respect to strengths and on the good practices implemented and, in systems where the activity is formally and practically still unstructured, hypotheses for future system development

**12.20.2023**

**Auditorium INAPP**

**1<sup>st</sup> VPL MONITORING REPORT: Public Convention key speeches**

# 1<sup>st</sup> VPL MONITORING REPORT: Goals & Main Findings

The **National Institute for Public Policy Analysis** is a public research organization that deals with the analysis, monitoring and evaluation of labour, education, training and social policies, and of all economic policies that have effects on the labour market.

## December 2023 “First VPL monitoring report on the status of implementation in the Regions and Autonomous Provinces”



- Represent a cross-sectional and comparative analysis of the different regional systems of skills certification
- Recognize the major convergences and divergences within the processes implemented by the different administrations.
- Collect and analyze data on the degree of implementation of system standards and essential levels of performance of services for the identification, validation and certification of competencies in the Regions and Autonomous Provinces with the aim of identifying the conditions that allow the optimization of the services offered in the territories



- A three-speed framework where the VPL is
  - Universally payable in the context of VET in some Regions
  - Partially payable in the remaining Regions
  - Not yet payable in the HE system
- A highly diversified structure of VPL services in VET in terms of actors and processes but compliant with national minimum standards
- A difficulty in connecting VPL to soft & transversal skills and to "General Education" and "Higher Education"

*INAPP and several Regions are promoting research studies on how to connect European Key Competencies with the Atlas of Work and Qualifications*

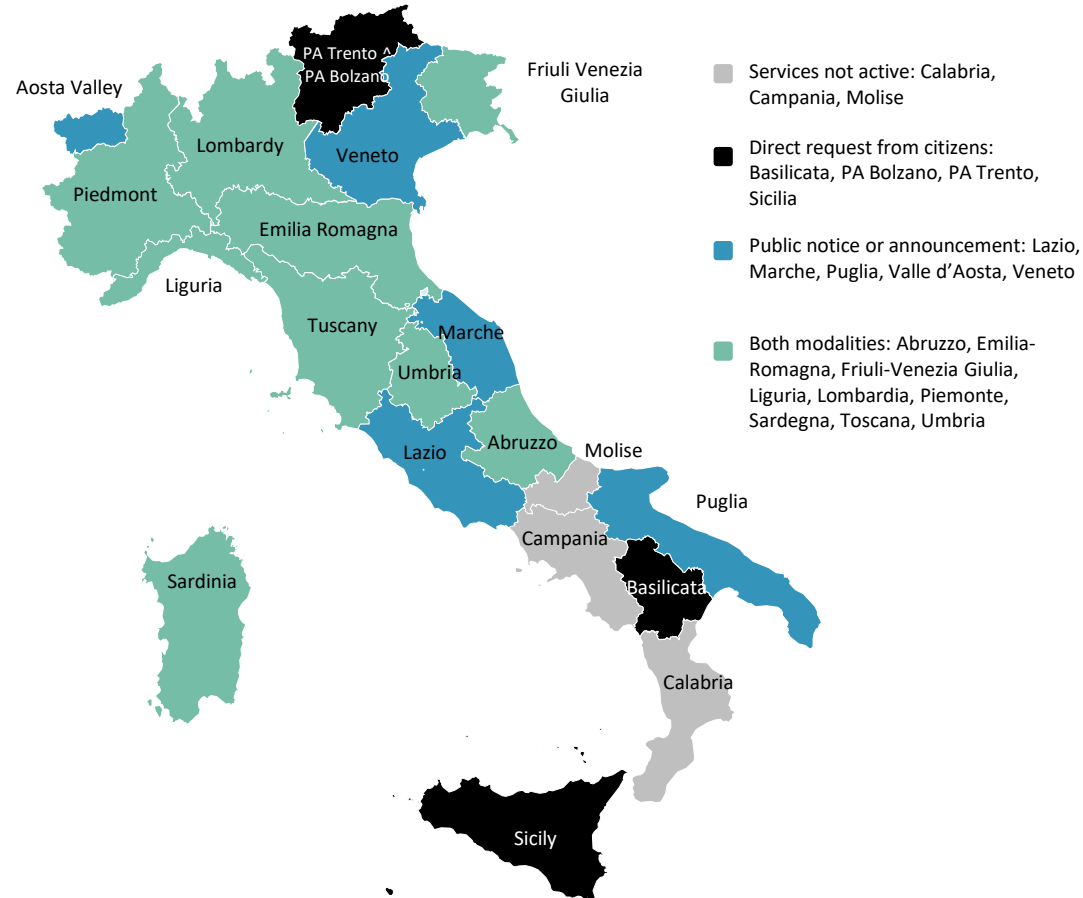






*Please note: the status of service implementation is constantly changing. For example, now, services in the Marche Region will soon be operational.*

## VPL Services Information and Orientation



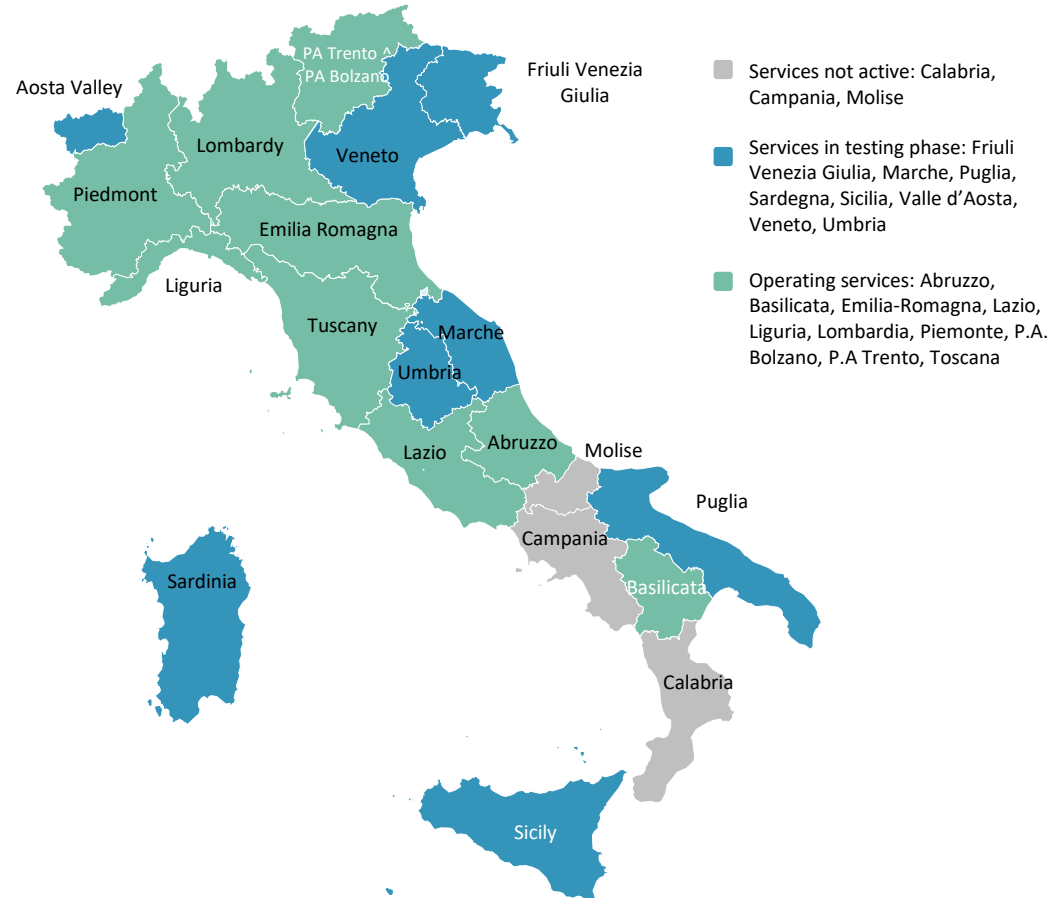
## VPL Services Identification and Validation





*Please note: the status of service implementation is constantly changing. For example, now, services in the Marche Region will soon be operational.*

## VPL Services Competence Certification



## VPL Services Educational Credits Recognition



# 1<sup>st</sup> VPL MONITORING REPORT: Public Convention key speeches

## EMILIA ROMAGNA



### Giving value to training from different systems

The system has provided for the creation of a "skills and knowledge sheet" at the end of training courses financed by specific national funds for employers. An effort has been made to hook the regional skills formalization system to different systems to give added value to companies and workers themselves

## LOMBARDIA



### Dynamism to meet citizens' needs

It has recently revised the entire system to comply with the latest national regulations. With the occasion, it has expanded the panel of actors involved to the Chambers of Commerce and has promoted the full digitization of services, from reception and information to the issuance of certificates

## LIGURIA



### Territorial proximity and access opportunities

The system implements a model of full public-private integration and operationalizes all the actors involved in the education, training and labor system by ensuring a wide capillarity of services (Training agencies, Schools, Centers for adult education, Universities and Technical Education, Employment centers and Labor agencies)

## MARCHE



### Fostering the public-private relationship

After an VPL Operator training course in favor of employment centers, trainees experienced what they learned through the provision of a service for the identification and validation of guidance skills in favor of operators of accredited private employment agencies

## PIEMONTE



### A shared model for the construction of standards

A method of updating the repertoire based on full representativeness to all actors in the system (training institutions, social partners, research institutes and education and training institutions) has been established to ensure constant updating and adherence to the reality of the skill standards

## PUGLIA



### The person at the center

An experiment was carried out to identify, validate and certify the skills of family caregivers. Beneficiaries were co-investigated in a survey to capture the satisfaction and effectiveness of VPL services to improve and optimize service quality

# The challenge in the digitalization of IVC services

## BETWEEN QUALITATIVE AND QUANTITATIVE METHODS

It is necessary to ensure:

- the digitalization of services to allow a quantitative monitoring of the number of attestations issued by all authorized bodies
- the use of qualitative techniques (i.e., interviews) to bring out the characteristics implemented by each authorized body

## DIGITALIZATION OF SERVICES IS THE CHALLENGE OF THE FUTURE

Better quantitative monitoring also aimed at the Repertoires and the certificates issued:

- a. makes it possible to understand which qualifications are spreading, and how these meet the needs of the labour market; monitoring becomes a strategic tool for bringing the world of education and training closer to the world of work.
- b. facilitates the understanding of the actual state of implementation, including the territories less covered by services, in order to make strategic decisions to increase proximity
- c. notes the applicability of the Recommendation on Microcredentials to facilitate the flexibilization of services and allow access even to the less 'skilled' and portability of qualifications by working on mutual recognition (role of Atlas of Work and Qualifications)

# Monitoring as a tool for democratizing services



## A NEW VISION OF MONITORING

- *As an opportunity to promote VPL services to expand access opportunities to all citizens*
- *As a time for internal reflection by national Decision and policy makers, public holder bodies, authorized bodies, stakeholder and beneficiaries, also in terms of outcomes and objectives achieved*
- *As a tool for understanding the state of implementation of the system for both Decision and policy makers, public holder bodies*
- *As a time for sharing and discussing practices and tools also to accompany the public holder bodies in identifying solutions that can be transferred in their own contexts*
- *As a cue for the progressive homogenization of systems in the face of a NSCC that recognizes very high common goals in the essential levels of performance but leaves public holder bodies with a certain degree of autonomy on operational decisions*

