
 VALIKOM

A joint project of Chambers of Skilled Crafts, Chambers of Commerce and Industry and Chambers of Agriculture:

**Validating vocational skills
in the dual system**


Funding


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AGENDA

- Role of chambers in the dual system
- The joint project at a glance
- Our validation process
- Facts and figures
- Benefits of our validation process

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The role of chambers in the dual system

Chambers of Skilled Crafts, Commerce and Industry and Agriculture:

- represent the interests of companies of their sectors (Every company is a member of a chamber)
- ensure the quality of vocational training
- issue examination ordinances
- are responsible for the final examination of the vocational training

Council recommendation:
Implementing validation procedures **in accordance with national circumstances and specificities**

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The joint project at a glance

Initiators:

- German Confederation of Skilled Crafts (DHTK)
- German Chambers of Commerce and Industry (DIHK)
- Ministry for Education and Research (BMBF)

Phase 1 (1.11.2015 – 31.10.2018)

- Developing a validation procedure
- Testing the validation procedure (8 chambers)
- Guidelines for chambers to implement validation procedures

Phase 2 (1.11.2018 – 31.10.2021)

- Enlarging the validation offer (30 chambers / 32 qualifications)

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Target group

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Without formal qualification

Formal qualification but works in a different job

Requirements:
> 25 years old
Work experience
Adequate German language skills

Germans

Migrants


Refugees

employed

unemployed

self-employed

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Our validation process

Information and advice

Documentation

Assessment

Certification

follow-up application

↑


Advice for refresher/
continuing training

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Information and advice

- Information about procedure and the needed documents
- Support in choosing the suitable vocational qualification (reference qualification)



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Documentation

- Writing a CV (resume)
- Self assessment



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Self assessment: Sales assistant for retail service

Assist with advertising measures

Please mark the tasks you have done!

- Placing goods to promote sales
- Designing the sales area and shop windows
- Using advertising in an effective way and informing customers
- Executing advertising measures (e.g. product demonstrations, tastings, bargain-sale)
- Obeying legal requirements, especially Law Against Unfair Competition and Quotation (UWG) of prices order (PAngV)

Examples of my everyday work:
(e.g. Where and when did you learnt it? Which machines, tools, materials have you worked with? Which techniques are you proficient in?)

My self-assessment for this task area:
Please recap the whole task area and ask yourself the following questions
- What are you good at? / What are you not good at?
- Are you able to do work tasks of the task area?
- Would you apply for a job, which includes the tasks mentioned above?

Now please assess yourself:

Are you able to do the task area? **yes** **no**

-> 8 Task areas


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Documentation

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Preparation of the assessment

- Chamber analyses the documentation (CV, self assessment)
- Chamber authorises a professional expert for assessment
- Consultation interview before the assessment



Picture 1 Copyright: Handwerkskammer Hannover

- Preparation of the assessment -> different instruments:
 - role play
 - specialist interview
 - presentation of work results
 - case study
 - work samples
 - assessment at the workplace



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Assessment

- Minimum one expert and a second person who observe and assess the participants
- Assessment with one or more participants at the same time
- Discussion and documentation of the results

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Certification

Chamber issues a certificate which states that the skills of the participant are

- fully or
- partially equivalent with a vocational qualification

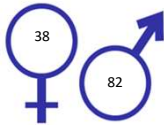
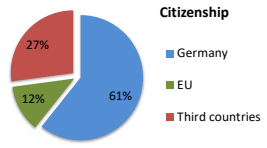
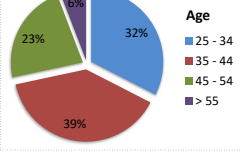
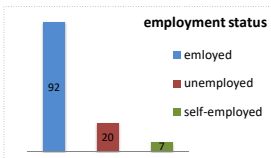


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Description of the participants of the first phase (March 2017 - March 2018)

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Facts and figures of second phase (Oct 2018 – Oct 2019)

- 187 validation procedures completed
- 26 different vocational qualifications in a wide range of different sectors (metal, retail, logistics, food industry, administrative services & skilled crafts)

Top 10

Vocational Qualification	Fully equivalence	Partially equivalence	No equivalence
Hairdresser	5	14	2
Office Manager	18	2	0
Warehouse operator	11	7	0
Machine and plant operator	11	2	0
Electronics technician	3	5	4
Cook	8	4	0
Painter and varnisher	0	12	0
Metalworker	1	10	1
Warehouse logistics...	6	5	0
Sales assistant for retail services	6	3	0

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Key data of the validation process

The validation process

- is based on the standards of recognised vocational qualifications
- Contains assessments using practical tests to check the vocational skills of a person
- Is focused on the strengths of the participants (assessment only of these parts, participants are competent in)
- is available to people who have vocational experience
- is designed to be applicable and comparable in various chambers

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Benefits of our validation process

- + process is quality assured due to a validation framework
- + process is flexible and works for many different vocational qualifications
- + assessment is based on the individual – they only show the parts of a qualification which they are competent in
- + employer can support their employees during the whole process
- + unemployed people can take part as well
- + validating skills in regard to recognised vocational skills which are well known at the labour market
- + competent bodies issue the validation certificates

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Further information

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