APEL – one conceivable approach in the face of the lack of qualified workforce in the field of personal care in Germany

Final Meeting of the TransVAE Project
13th December, 2011, in Karlsruhe/ Germany

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Background

- Difference between qualification and competency:
  - Some employees hold a qualification, but there are not enough skilled for the day-to-day employment.
  - Some employees are skilled for the day-to-day business, but they don’t hold the needed specific qualification.

- Migration and changes in economy and in labour cause an obsolescence of existing qualifications.

- The aging of the population in Germany stimulates an increasing demand for several personal services, esp. personal care.

- In the field of personal care are working many people, esp. women, without a specific formal qualification.
Problems

- ... concerning the institutions and services:
  - Increasing difficulties to fulfil the qualification standards
  - Ambivalent assignment of not-qualified personnel
  - Low development of the potentials of employees
- ... concerning the individuals:
  - Low payment, no financial prospects, no occupational advancement for the not-qualified employees
  - Low motivation for lifelong learning
  - Low identification with the actual occupation
  - Low self-esteem and low internal control of reinforcement.
APEL: One conceivable approach

- **Identification, assessment and recognition of informal learning**
  - Good practice in neighbour states as Netherlands, Switzerland or France.
  - France: Validation des Acquis de l'Expérience (VAE)

- **Identification and assessment in enterprises**
  - … as an instrument of human resources management
  - … as one conceivable way to show the capacity of institutions and services.
The project TransVAE was a helpful opportunity to collect own experiences with the adopted French procedure and system of validation in a small experiential setting in the northwest of the German region Muensterland.

Several tested materials are now available.

The idea of the recognition of informal learning is well disseminated in the local network.

The exploitation of results is directed on educational policy, labour market policy and vocational education science.

TransVAE: Setting our Sights on the Accreditation of Prior Learning!
More Insight

- ... by the following movie-file (not public)
- ... by the evaluation report of Saxion (not public).
Thank you very much for your attention. Are there any questions? Don’t hesitate to contact us!

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