Identification, selection and presentation of GOOD PRACTICES in the area of validation and recognition of non-formal and informal competences

ROMANIA

Context

The present report summarise the description of good practices identified by the expert team of ODIP Romania in the area of validation and recognition of non-formal and informal competences. The methodology used for collecting the data included documentary analysis and short interviews with the project coordinators. The research was conducted from July to September 2013 and the presentation of the cases is following the template agreed at project level.

Overview of good practices identified:

- I.   **RECOGNITION OF COMPETENCES DEVELOPED THROUGH VOLUNTARY ACTIVITIES**
- II.   **VOLUNTARY INTERFACE**
- III.   **RECOGNITION CENTER**
- IV.   **CREDNET**
- V.   **Informal Competences Network and Transfer**

The process was guided by two main selection criteria related to the ***relevance*** of the experience for the overall objectives of the project and the ***feasibility*** of transferring these activities in the device.

I.RECOGNITION OF COMPETENCES DEVELOPED THROUGH VOLUNTARY ACTIVITIES

1. **Name of the good practice identified:**
   GUIDE FOR RECOGNITION OF COMPETENCES DEVELOPED THROUGH VOLUNTARY ACTIVITIES

2. **Brief info on the context of the practice**
   The initiative identified as a good practice was promoted by Pro Vorbis Association – National Center for Voluntary Resources.   Other details:

   - year/years since the good practice was promoted: It started in 2011, within the European Year promoting Voluntary Activities.
   - geographical coverage (regional/national/international): national
   - organization/organizations involved: Pro Vorbis
   - project/program promoting the practice: www.voluntariat.ro
   - type of funding: project funded
   - language in which info is available: only in Romanian

3. **Short description of the good practice**

   This good practice case offers a comprehensive argumentation why it is important to have recognised the competences developed through voluntary activities. The main focus is based on a standardised tool (Certificatul de competenţe dobândite prin voluntariat), promoted for formally recognising the competences developed in voluntary activities.

   Detailed info is also provided on the concrete methods for filling in and issuing the certificate and also on how to present and describe different relevant competences.

   Other tools/procedures involved are related to the assessment process leading the award of the certificate and support documents for certificate completion, with a focus on key competences.

   Website available for further information: **www.voluntariat.ro** (in Romanian) and Guide available at the following address:

   http://www.voluntariat.ro/download/Ghid_pt_recunoasterea_competentelor_dobandite_prin_voluntariat.pdf

4. Main target group/users

The host organisations promoting voluntary activities and persons engaged in volunteering activities.

5. Outcomes based on regular/specific evaluation of the practice

Recognition of added value of voluntary experience translated into specific competences, defined in a transparent and comprehensive way. Clear methodology assuring predictability of voluntary experience, including a priori defined assessment criteria.

6. Relevance for CICERON Project

Focus on competences recognition developed in voluntary activities is important since it offers a good basis for comparison with the competences identified and promoted within CICERON project. The focus on basic competences is a plus. Highly compatible with an e-device for assessment.

7. Recommendations for use of the practice for CICERON Device

Procedures for certificate award (including suggested assessment tools) is an excellent referrence for CICERON Device.

1. **Name of the good practice identified**
    -   On-line portal for promoting voluntary services

2. **Brief info on the context of the practice**

    The main objective of the project is to create an online tool in order to have an interface connecting demand and supply of voluntary services in a personalised context. In particular, the platform offers guidance to people interested in engaging in voluntary activities on how to create a personal profile.
    -   year/years since the good practice was promoted: since 2009
    -   geographical coverage (regional/national/international): national
    -   organization/organizations involved: Evoluntar community
    -   project/program promoting the practice: Save the Children Romania
    -   type of funding: private
    -   language in which info is available: Romanian

3. **Short description of the good practice**

    Following a specific procedure, every person or organisation could create an account in the portal. Once the account is complete a profile is generated, as indicated here:
    http://evoluntar.ro/index.php?/despre-evoluntar/cum-functioneaza.html

    Based on this profile, a selection could be made in order to define:

    -   Persons/organisations willing to be involved in specific voluntary activities;
    -   Organisations looking for skills/competences in order to promote activities in a specific area.

    In cases that there is a match between a registered profile of persons/organisations registered in the platform the site send individual messages and creates already a framework of partnership.

4. **Main target group/users**
    -   People interested in constructing and promoting a personal profile as volunteer. Organisations looking for skilled people interested to be involved in specific projects promoting voluntary services.

5. **Outcomes based on regular/specific evaluation of the practice**

-   The practice is still in the development/pilot phase and no
    specific evaluation of the practice was so far conducted. However there is a monitoring
    process analysing the number of visits, registered profiles and matches by month.

6. **Relevance for CICERON project**
    This method is presently used for everyone who wants to find the personal scale of
    competences in order to formalize it. For the CICERON project it can be interesting to adapt the
    ProfilPASS as a similar innovative tool for seniors teaching youngsters.

7. **Recommendations for use of the practice for CICERON Device**
    The ProfilPASS can be used in a similar way to make the non-formal and informal achieved
    competences more visible.

III. RECOGNITION CENTER FOR COMPETENCES ACQUIRED IN NONFORMAL AND INFORMAL CONTEXTS

1. **Name of the good practice identified**
   - Centers for Competence assessment and recognition

2. **Brief info on the context of the practice**
   The Centers were established in Romania since mid 2000 and were promoted by the National Qualifications Authority (former National Adult Training Board). Their aim was to create a flexible and direct mechanism to have competences acquired in nonformal and informal contexts assessed and recognised.
   - year/years since the good practice was promoted: since 2003
   - geographical coverage (regional/national/international): national
   - organization/organizations involved: Training providers in various fields
   - project/program promoting the practice: National Qualification Authority
   - type of funding: by the state
   - language in which info is available: Romanian

3. **Short description of the good practice**

   Since this policy was initiated, a high number of persons used the services Centers and received certificates of competences recognised officially at national level. Also, these certificates have the competences described and translated in English, so they were also used in working abroad. The Centers, based on their assessment, could recommend training courses for specific units of competence in order to complete an area of competence and obtain a certificate.

   - Tools/procedures involved: guidelines for persons willing to use the services of the Centers; procedures for assessment (based on individualised portfolio analysis, interview and observation of a practical demonstration, in working conditions, of specific competences)
   - Activity of professional
   - Website or further information sources could be indicated: http://www.anc.edu.ro/

4. **Main target group/users**
   - Persons with specific competences developed outside formal education and training system willing to have them assessed/recognised.

5. **Outcomes based on regular/specific evaluation of the practice**
   - Strong development, in particular, in areas related to construction and social services (see for example http://www.picas.ro/web/picas/certificarea-competentelor/

6. **Relevance for CICERON project**

Clear tested methodology describing each step of the evaluation process, relevant for the CICERON device.

7. **Recommendations for use of the practice for CICERON Device**

The Database of Qualification Blocks can be used in a similar way to make the non-formal and informal achieved competences more visible.

IV. CREDNET

1. **Name of the good practice identified**
   - NETWORK for recognition of management competences (CREDNET)

2. **Brief info on the context of the practice**
   Managerial and entrepreneurship skills are often developed outside formal education and training programs. Due to this fact, persons with managerial responsibilities often fail to demonstrate their competences in the field based on an official/recognised certificate at national level. The project initiated in 8 countries promoted a system of recognition of management competences.
   - year/years since the good practice was promoted: since 2010
   - geographical coverage (regional/national/international): European
   - organization/organizations involved: Organisations from Greece, Italy, Romania, Cyprus, Latvia, Poland and Slovenia
   - project/program promoting the practice: CNIPMMR
   - type of funding: EU
   - language in which info is available: Romanian and English

3. **Short description of the good practice**

   A detailed comparative study and all national reports are available in national languages and in English in the official website of the project: **vwww.crednetmanager.eu**. It also presents the methodologies developed in this field, including:

   - Development of a competence profile
   - Guidelince for elaboration of a portfolio
   - Worksheets and exercises will be adapted to the target group.
   - Assessment steps for awarding a certificate

Further information sources could be indicated concering the good practice including self-assessment tool, best practices portal and training program.

4. **Main target group/users**

Persons and organisations interested in recognition of managerial competences. Additional details: http://www.crednetmanager.eu/phocadownload/4.%20crednet_2nd_newsletter%20-%20final_ro.pdf

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5. **Outcomes based on regular/specific evaluation of the practice**
    - Organisations using this best practice offer incentives for persons aiming at working as managers and increases their chances to apply for a relevant position.

6. **Relevance for CICERON project**
    As in all other areas, managerial competences are mainly transversal ones and fully convergent with the competences identified within CICERON project. The training program developed also is highly relevant for the e-tool promoted within CICERON project.

7. **Recommendations for use of the practice for CICERON Device**
    The self-assesment tool can be integrated in the CICERON device for the recognition of the non-formal and informal achieved competences .

1. **Name of the good practice identified**
   - Recording and promoting competences in informal training situations

2. **Brief info on the context of the practice**
   ICONET methodology was tested and performed for young people at high risk of exclusion (juvenile ex convicts). The Iconet tool enables continuous reflection and documentation of skills acquired during the total duration of the action.
   - year/years since the good practice was promoted: 2007
   - geographical coverage (regional/national/international): European
   - organization/organizations involved: Institute of Education Sciences and Ministry of Justice Romania
   - project/program promoting the practice: ICONET
   - type of funding: LLL Program
   - language in which info is available: Romanian and English

3. **Short description of the good practice**
   The ICONET project aimed to transfer the ICOVET procedure to new fields of application, settings, and target groups. This involved the further development of the ICOVET tools and their adaptation for use with new groups and in new contexts.

   The project also aimed to embed the key results and experiences from the ICOVET project in each of the partner countries' system of career support programmes for disadvantaged people. The so doing, the aim was to open up new avenues for institutions and organizations working in the field of vocational support for disadvantaged target groups.

   The project brought together partners from Germany, the UK, Austria, France, Portugal and Romania.

   In Germany the aim was to develop the ICONET process as a tool for use in the stages of preparation and review of work placements for young people whose school completion is at risk. The aim was to stimulate a reflection process by young people concerning their experiences of work placements in order to find out what they have learnt during that time. The second aim was to research the effects on young people who engage in a setting of inter generationally learning.

   In Austria, France, Portugal and Romania, the ICONET process and tool was transferred to sectors which have yet to develop specific methods for the validation and documentation of

informal competence.

In Austria, the process and tools were developed to assist the vocational development of people with disabilities. In Romania, the project worked together the Ministry of Justice and the State Law Enforcement Agency to further develop the ICONET procedure for use with juvenile prisoners. The French project also focused on how the ICONET process could be used working with professionals responsible for young offenders. The UK team, comprising of two partners, looked at the use of the ICONET process in two different contexts. The first was that of a summer school for disadvantaged young people, seeking to encourage them to progress to university. The second was within the context of a higher education entrepreneurial skills module. Finally, in Greece, the ICONET process was tested as a tool to support competence development in small and medium-sized enterprises and the industrial sector.

4. **Main target group/users**
   - Young people at high risk of exclusion

5. **Outcomes based on regular/specific evaluation of the practice**
   - Besides the adaptation, testing and reporting on the use of the ICONET process and tools the project has produced examples of effective and exemplary practice and a transfer guide, designed for others to build on the work the project has undertaken. In Romania the juvenile prisoners were succesfully using the ICONET methodology.

6. **Relevance for CICERON project**
   Elders volunteers working with youngsters at risk and also elders volunteers that are at risk of exclusion.

7. **Recommendations for use of the practice for CICERON Device**
   Make the non-formal and informal achieved competences more visible.
   Download: http://www.iconet-eu.net