

Access to and inclusion into system – 03-5-2

Competences and Recognition

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Overview – 03-5-2



Overview for the Seminar

1. Basic concepts
2. Your practical experience with recognition of competence and qualification
3. The process of recognition of prior qualification
4. Instruments for the identification, reflection and recognition of competences
5. Reflecting the presented content

1. Basic Concepts

Brain Waste - Discussion

Research Study 2007: in Germany existed a low rate of formal recognition of foreign professional competences

Complexity of German federal system as an additional obstacle

No legal title for a recognition procedure

Lack of recognition opportunities result in unemployment and bad jobs: waste of human capital

Change of thinking due to demographic change and shortage of skilled workers

"Act to Improve the Assessment and Recognition of Professional Qualifications Acquired Abroad" (Federal Recognition Act) has entered into force in 2012 to simplify and promote recognition and integration



Competences and Recognition

● Unit 2: Stimulation

Recognition now: <https://youtu.be/7wY9OOegFXo>



- Public opinion: Migrants and Refugees demonstrate shortcomings
- Instead of recognizing and acknowledging the skill to master several languages as a resource, shortcomings in the German language are highlighted
- Many skills of migrants are not taken into account
- 2006: Campaign to recognize, qualify and acknowledge “hidden skills”:
Recognition of formal and informal competences



VTS_06_1.VOB

Definition of terms (I) :



- **Learning:**
 - ✓ **formal:** it occurs in an organized and *structured* environment and is designated as learning. Typically, it is intentional and leads to validation and certification.
 - ✓ **non-formal:** it is embedded in planned activities not explicitly designated as learning (*semi-structured*). It is intentional, may be validated and certified.
 - ✓ **Informal:** it is resulting from daily activities related to work, family or leisure (*not structured*). It is in most cases unintentional.
- **Certification of learning outcomes:** Process of issuing a certificate, diploma or title formally attesting that learning outcomes have been assessed and validated.

Definition of terms (II) :



- **Recognition** of learning outcomes:
 - ✓ **formal**: process of granting official status to skills/competences
 - a. through the award of qualifications (certificates, diploma or titles)
 - b. through the grant of equivalence, credit units or waivers, validation of gained skills/competences
 - ✓ **social**: the acknowledgement of the value of skills/competences by economic and social stakeholders
- **Validation** of learning outcomes: Confirmation by a competent body that learning outcomes (knowledge, skills, competences) are compliant with the requirements of a validation standard (by formal, non-formal or informal learning processes). Validation typically leads to certification.

Definition of terms (II) :



- **Qualification:**

- ✓ **formal:** the formal outcome (certificate, diploma or title) of an assessment and validation process. A qualification confers official recognition of the value of learning outcomes in the labour market and in education and training. A qualification can be a legal entitlement to practice a trade (OECD).
- ✓ **Job requirement:** knowledge, aptitudes and skills required to perform specific tasks attached to a particular work position (ILO).

Definition of terms (IV) :



- **Competence:**

- ✓ **Proven ability** to use knowledge, skills and personal, social and/or methodological abilities, in work or study situations and in professional and personal development.
- ✓ **Ability to apply learning outcomes** adequately in a defined context (education, work, personal or professional development).

Competence is not limited to cognitive elements (involving use of theory, concepts or tacit knowledge); it also encompasses functional aspects (involving technical skills) as well as interpersonal attributes (e.g. social or organisational skills) and ethical values.

Definition of terms (V) :

DEUTSCH	ENGLISCH	ARABISCH	PERSISCH	KURDISCH-SORANI	TÜRKISCH
Absatz	paragraph	الفقرة [alfaqra]	پاراگراف / بند [paaragraaf / band]	بەند [bend]	paragraf [paragraph]
Anerkennung	recognition	الأعتراف [al'aetaraf]	به رسمیت شناختن [be rasmiat schenakhtan]	دان پێدانان [Danpedanan]	denklik [denklik]
Anerkennungsbescheid	recognition notice	شهادة تقدير/نتيجة الفحص المعادلة [schehadat -el taqdir / netije- el fahs - el mu'adele]	گواهی رسمیت [gavaahiye rasmiyat]	دەرئەنجامی هەلسەنگاندن [der anjami helsengandin]	denklik belgesi [denklik belgesi]
Anerkennungsgesetz	the law for the recognition for foreign professional qualifications in Germany	قانون الاعتراف بالشهادات و المؤهلات الأجنبية في ألمانيا [qanun al'aeturaf bialshshahadat walmuahhalat al'ajnat fi 'almania]	قانون برسمیت شناختن [ghaanune berasmiyat schenaakhtan]	یاسای دانپێدانان و هەلسەنگاندنی بروانامە لە ئەڵمانیا [yasai dan pedananu helsengandni brwaname le Almanya]	denklik yasası [denklik yasası]
Anerkennungsstelle	recognition body	جهة الاعتراف [gihate alaietiraf]	محل برسمیت شناختن [mahalle berasmiyat schenaakhtan]	دام و دەرژگای هەلسەنگاندنی بروانامە [damudazgai helsangandni brwaname]	yetkili merciyi [jetkili merdschiji]
Anerkennungsverfahren	recognition procedures	إجراءات الاعتراف ['iijra'at alaietiraf]	روند به رسمیت شناختن [ravand be rasmiat schenakhtan]	مامەڵە ئەي دانپێدانان و هەلسەنگاندن [mabelle helsengandni danpianan]	denklik işlemleri [denklik ischlemleri]

2. Your practical experience with recognition of competence and qualification

Your practical experience!



We like to ask you about your experience:

Please, tell about your experience in practice with recognition and certification of competence and qualification.

It can be experience with different target groups and different contexts

Your experience might be positive or difficult, anyhow it will give us a glance of how the topic is visible in practice!

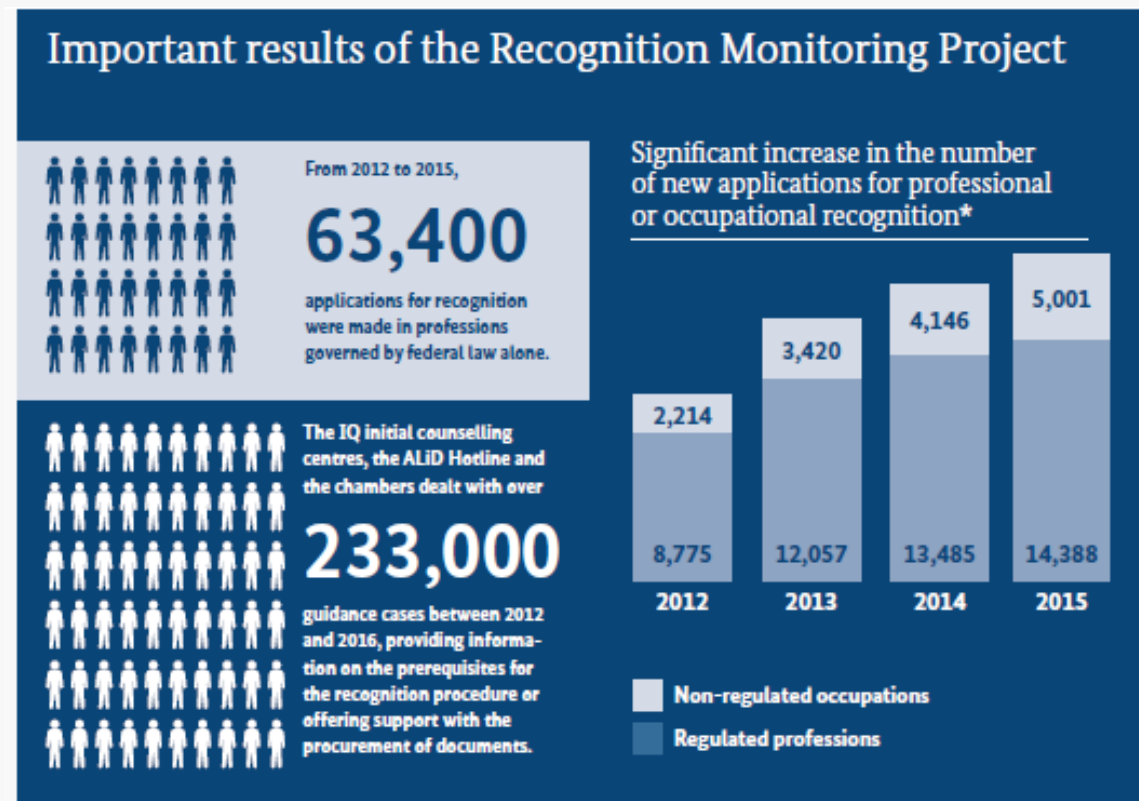


3. Recognition of prior qualification

Competences and Recognition – 03-5-2

Unit 3: Activating practical experience

- Experience and achievements in the countries concerning recognition procedures: Improvements, obstacles, implementation difficulties etc.



The recognition procedure



WORKING IN GERMANY

HOW THE RECOGNITION PROCEDURE WORKS



1 CHECK ENTRY AND WORK PERMIT REQUIREMENTS

Use our Quick Check to find out more about the requirements for living and working in Germany: make-it-in-germany.com (in English and German)



2 USE THE RECOGNITION FINDER


Use the Recognition Finder to check whether official recognition of your qualifications is a requirement or would help you to find a job in Germany: recognition-in-germany.info (in English and German)


The Recognition Finder will point you towards the appropriate authority for your particular occupation and (desired) place of work or residence.



3 MAKE AN APPLICATION

In order to make an application, you must already hold a professional or vocational qualification. You do not have to be resident in Germany in order to submit your application. Before making your application, it is advisable to contact the authority listed in the Recognition Finder.

 Many staff at government offices in Germany only speak German.


 The cost will be between €200–€600. The recognition authority will provide information on the exact costs involved.



4 RECOGNITION AUTHORITY CHECKS YOUR QUALIFICATIONS

It normally takes up to 3 months to check whether your qualification is equivalent to the corresponding German qualification.

Your professional experience is also taken into account.


 The procedure begins once you have made your application and submitted all necessary documentation (e.g. references from employers, certificates/diplomas, CV).



5 YOU RECEIVE YOUR CERTIFICATE OF RECOGNITION

What does it include?

Full recognition: Your qualification is equivalent to the corresponding German qualification. Now you can apply for a job in Germany!

 It is possible that your qualification will either not be recognised or will only be granted partial recognition.

The differences between your qualification and the corresponding German qualification are listed in detail.

Your recognition authority will be happy to advise you on what you can do to gain full recognition (such as undergoing further training) and the costs involved.



6 TIME TO GET THAT JOB!

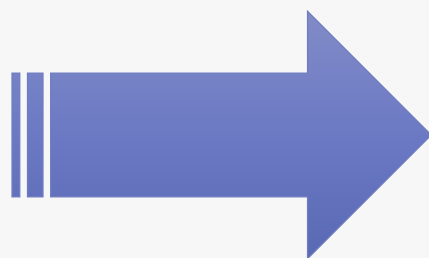
Visit the welcome portal make-it-in-germany.com to find out everything you need to know about living and working in Germany. The website also lists the occupations that are currently in demand.



 recognition-in-germany.info
The official portal for recognition of foreign professional qualifications in Germany.

Source: Federal Ministry of Education and Research (2014): Recognition of foreign professional and vocational qualifications in Germany. Berlin.

1. Check entry and work permit requirements

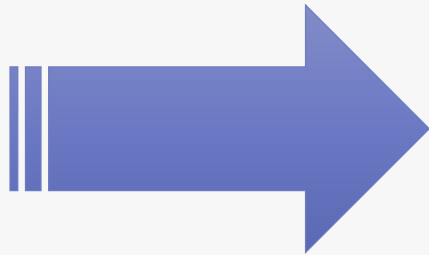


[Make-it-in-germany.com](https://www.make-it-in-germany.com)



- Use internet portal or app
- Identify the competent authority

2. Use the recognition finder



Anerkennung-in-deutschland.info



- Professional or vocational qualification is required
- Also applicable for persons from abroad
- Fee about 200-600€



Seeking advice before submitting application



3. Submit application

- Checking takes up to 3 months
- Professional experience is taken into account

4. Recognition authority checks the qualifications



All necessary documents (identity document, curriculum vitae, evidence of training, evidence of professional experience, other qualifications) have to be delivered



RECOGNITION IN GERMANY

- ✓ Full recognition (equivalent to the corresponding German qualification)
- ✓ Partial recognition (differences to corresponding German qualification and compensation measures are listed in detail)
- ✓ No recognition (differences to corresponding German qualification are listed in detail)

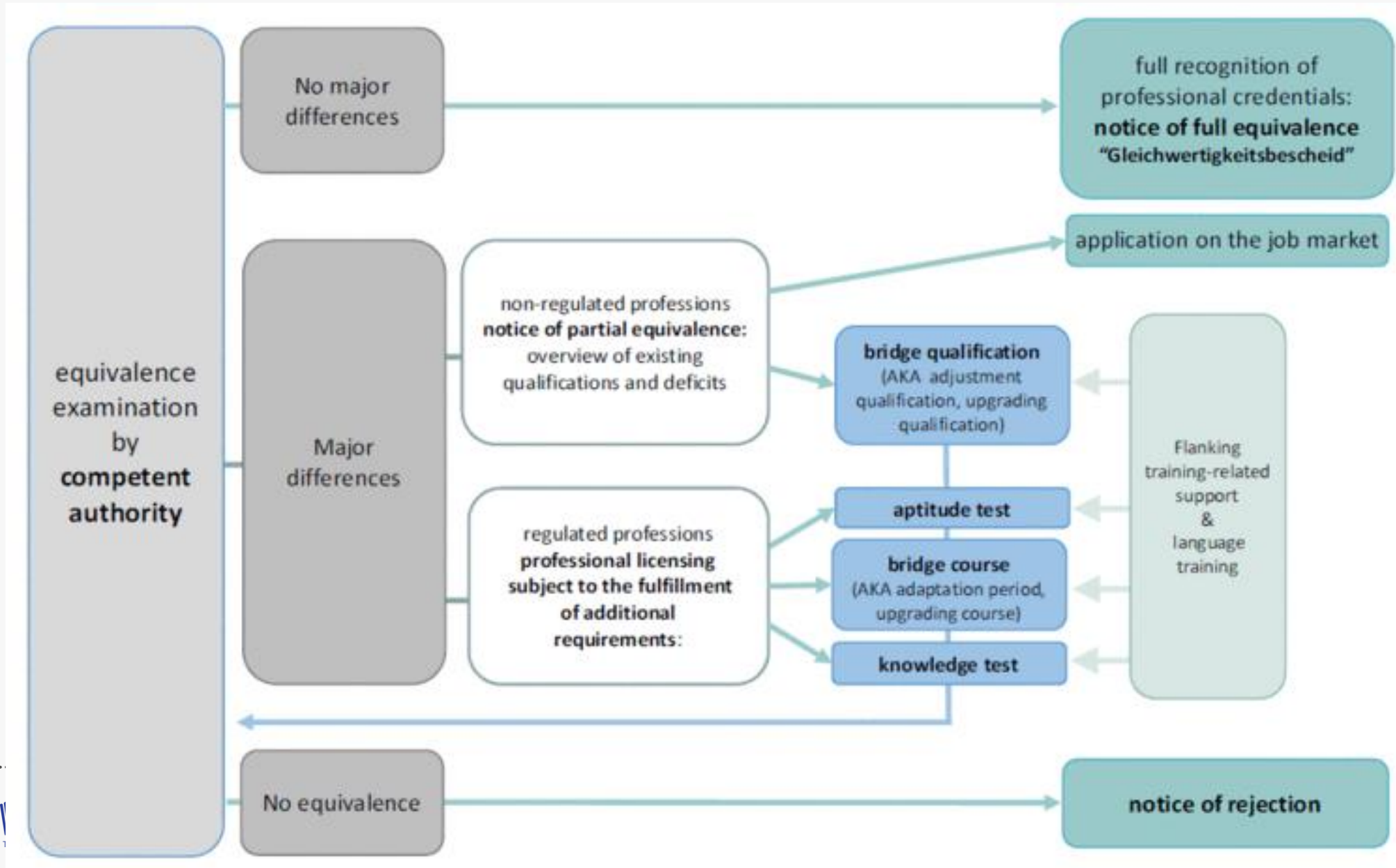
5. Official assessment notice



***Applicant can apply for a job, participate in further trainings
or will be advised on compensation measures
to receive full recognition***


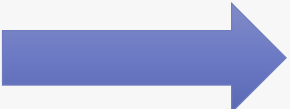


5. Official assessment notice



Source: IQ Network Integration through Qualification (2018): The recognition process.

● 6. Getting a job or training measures

- Guidance on available training provision:
-  [KURSNET.de](https://www.kursnet.de)
- Official multilingual website for international qualified professionals:
-  [make-it-in-germany.com](https://www.make-it-in-germany.com)
- Searching suitable jobs:
-  [jobbörse.de](https://www.jobboerse.de)



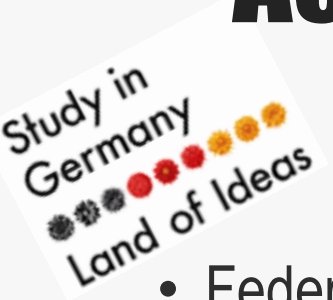
Recognition of vocational training qualifications

- BQ Portal offers profiles on vocational training systems in 60 countries, more than 660 profiles of foreign vocational qualifications
- The portal supports competent centres (especially chambers of industry and commerce, chambers of trade, chambers of agriculture and chambers of liberal professions) in the equivalence test.
- It helps authorities and companies to better assess and evaluate vocational and further training qualifications obtained abroad



explainity.com
erklärt
„Das BQ-Portal“

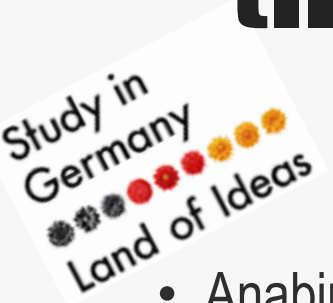
Academic / School Qualifications (I)



- Federal Recognition Act doesn't cover school qualifications or academic achievements / qualifications (non-regulated professions)
- Recognition of Academic Qualifications (German institutes of higher education are responsible)
- Legal base varies on purpose and county of origin (the Lisbon Convention and other convention agreements), responsible is the Central Office for Foreign Education (ZAB)
- Institutions of higher education assess the educational background of applicants to classify them for a German course of study
- Conversion of foreign academic degree/title into a German academic degree isn't possible
- Recognition of school qualifications is crucial for regulated professions

ACADEMIC / SCHOOL QUALIFICATIONS

(II)



- Anabin database provides information on assessing foreign school qualifications to confirm eligibility to study a Bachelor in Germany
- Admission to Master degree programs (may be checks also with anabin database)
- Special cases have to be judged on an individual basis ('Einzelfall-entscheidung')
- Need of further qualification: BIC Preparation Programs offer comprehensive and complete preparation for a technical or business-related degree at a German university

anabin
Das Infoportal zu ausländischen Bildungsabschlüssen

KULTUSMINISTER KONFERENZ
Zentralstelle für ausländisches Bildungswesen

Info Suchen

Suchen nach Schulabschlüssen

Syrien

Schulabschlüsse in Syrien

In der folgenden Tabelle sind die im Hinblick auf den Hochschulzugang in Deutschland bewerteten Schulabschlüsse aufgeführt. Um die Bewertung aufzurufen, klicken Sie bitte auf das gewünschte Zeugnis.

Sekundarschulabschlusszeugnisse	ab	bis
General Secondary Education Certificate		
Literary Section		
Scientific Section		

Studienabschlüsse	ab	bis
Bachelor		
Idjaza		

4. Instruments for the identification, reflection and recognition of competences

Recognition of informal competence

- Many refugees don't have a formal qualification that is recognized or recognizable
- Sometimes the existing formal qualification is not fitting to the labour market
- Most people have a certain vocational experience or gained competences in other contexts
- Guidance for adult migrants can support people to discover competence and potentials from such sources
- The question is: What is the person able to do (strength oriented)

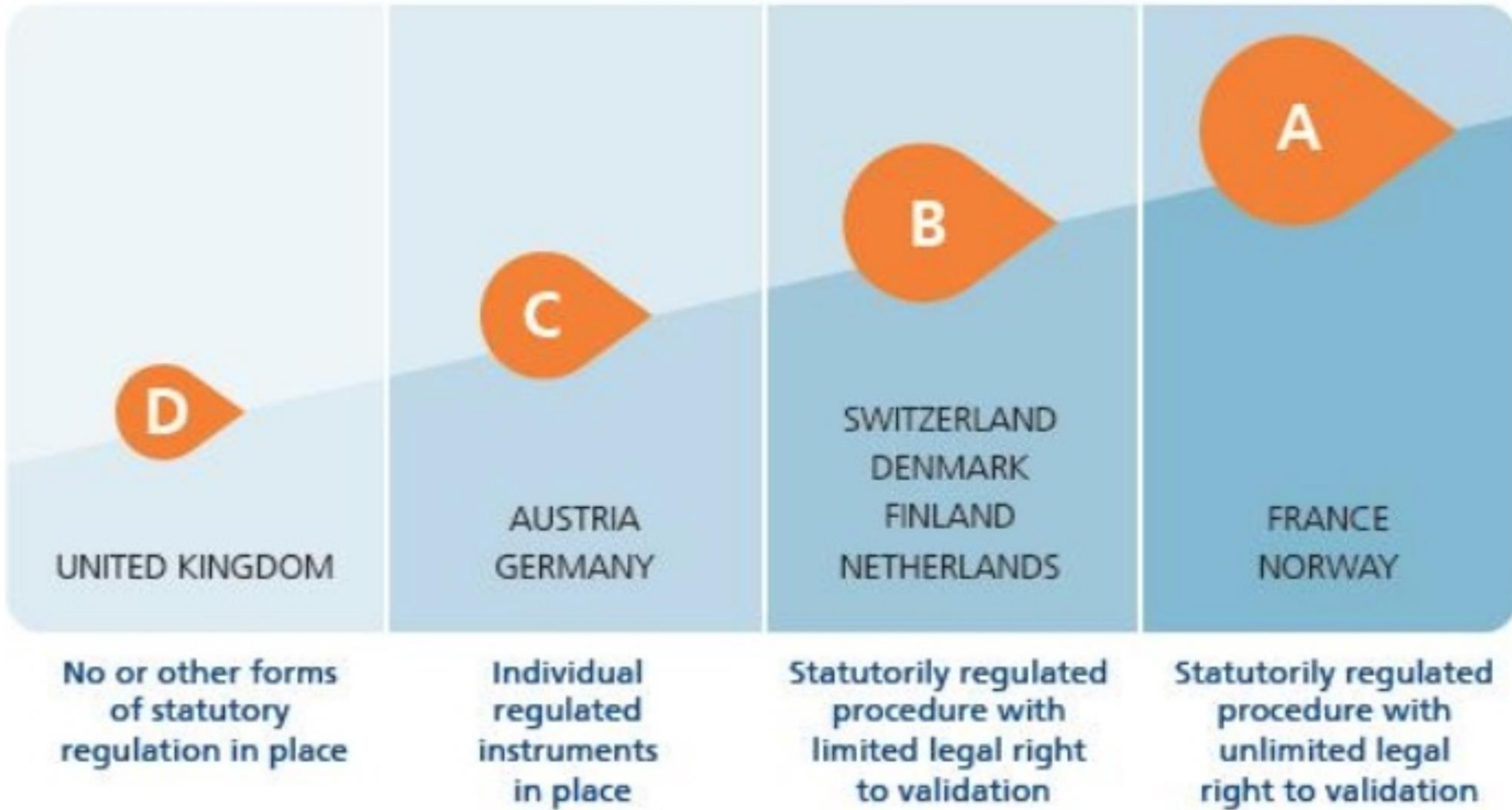
Legal context

- Recognition of informal competence shall be established in all EU countries (EU Recommendation 2012)
- All EU countries are called to establish a system for the certification of non-formal and informal competences (for all people) till 2018
- This is not reached in a majority of member countries, also not in Germany
- But: in the context of migration good progress is reached in the development of instruments and systems to identify, reflect and recognize competencies



D C B A

Status of development from D (weak) to A (strong)



Source: Bertelsmann Stiftung/Noack 2016)

Legal context

● Different Forms

Different form for different purpose:

- Subjective procedures of identification and reflection
- Recognition based on (vocational) requirements (competence profiles)

Different contexts

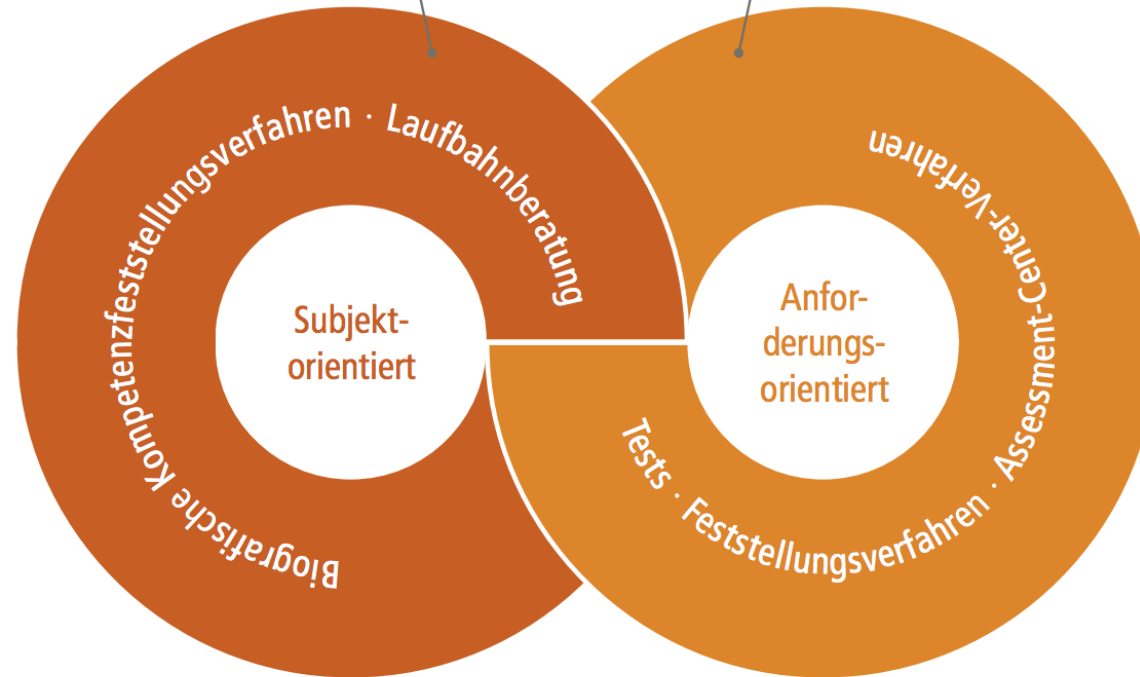
- Procedure embedded in (different) guidance services for refugees:
 - early intervention (straight-forward, low threshold)
- Procedures embedded (e.g.) in placement services (e.g. PES)
 - elaborated expert systems (complex, embedded into recognition)

Orientation: Subjective & Requirement



Subjektorientierte Verfahren:
Bewusstmachung der eigenen Kompetenzen,
Empowerment der Klienten

Anforderungsorientiertes Verfahren:
Anforderungen des Arbeitsmarktes und berufliche
Anschlussfähigkeit ausschlaggebend



Beide Ansätze können in der Praxis kombiniert werden.

Source: IQ – Facharbeitskreis
Kompetenzfeststellung 2008; Bertelsmann/fbb
2015

Process of validation

The validation process is organised in four phases



Identification

✓ Process: bottom-up, reflective dialogue, often supported by adviser/counsellor

✓ Result: self-awareness of own capabilities



Documentation

✓ Function: gathering evidence for acquired learning outcomes

✓ Result: portfolio, dossier etc.



Assessment

✓ Process: top-down, examination, often simulation, interview, (practical) test

✓ Function: Comparing evidence against reference standard



Certification

✓ Result: formal qualification (or part-qualification)

Example: Working with Competence Cards

- Client and Guidance practitioner work together with the cards (interactive)
- The card visualize 4 fields of competence with different competencies
- The client and practitioner can identify competencies that correspondent with knowledge, skills and experience
- Both can document the results
- This might lead to further steps: recognition, job-search, search for qualification measures



The actual Toolbox

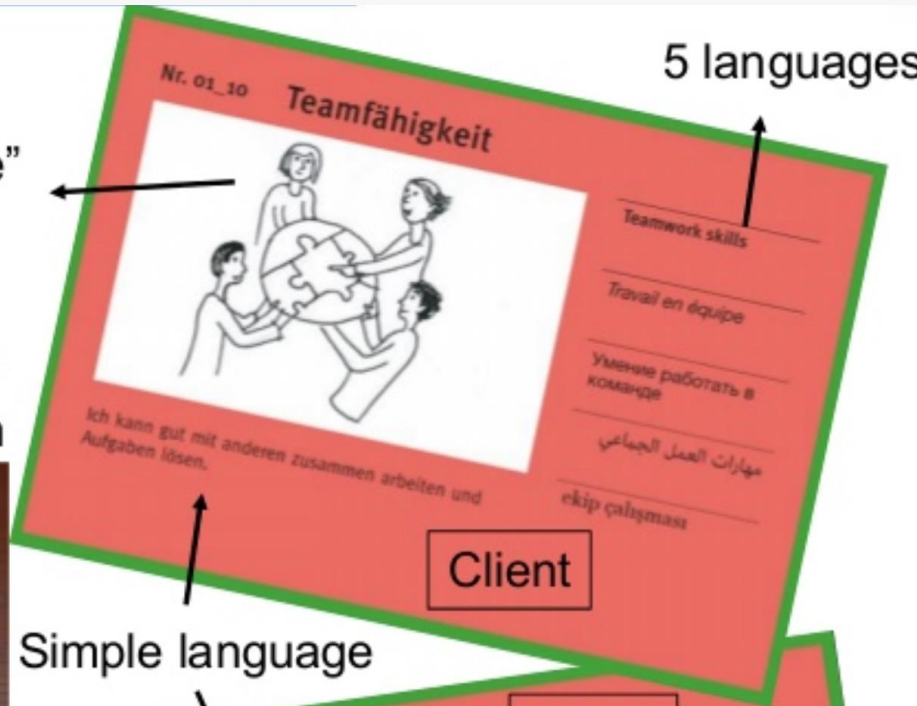
- 46 competences

“culture free”
key visual

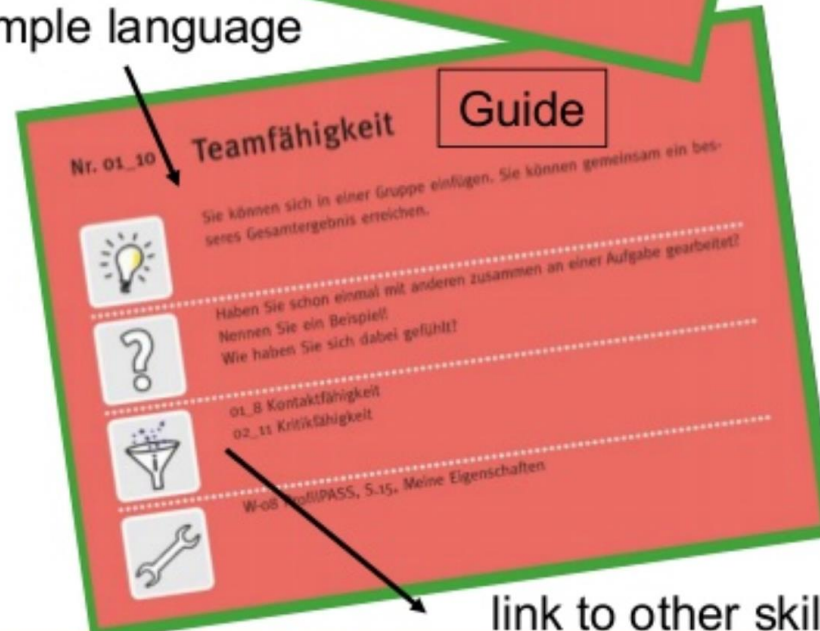
11 interests

9 x further information

documentation



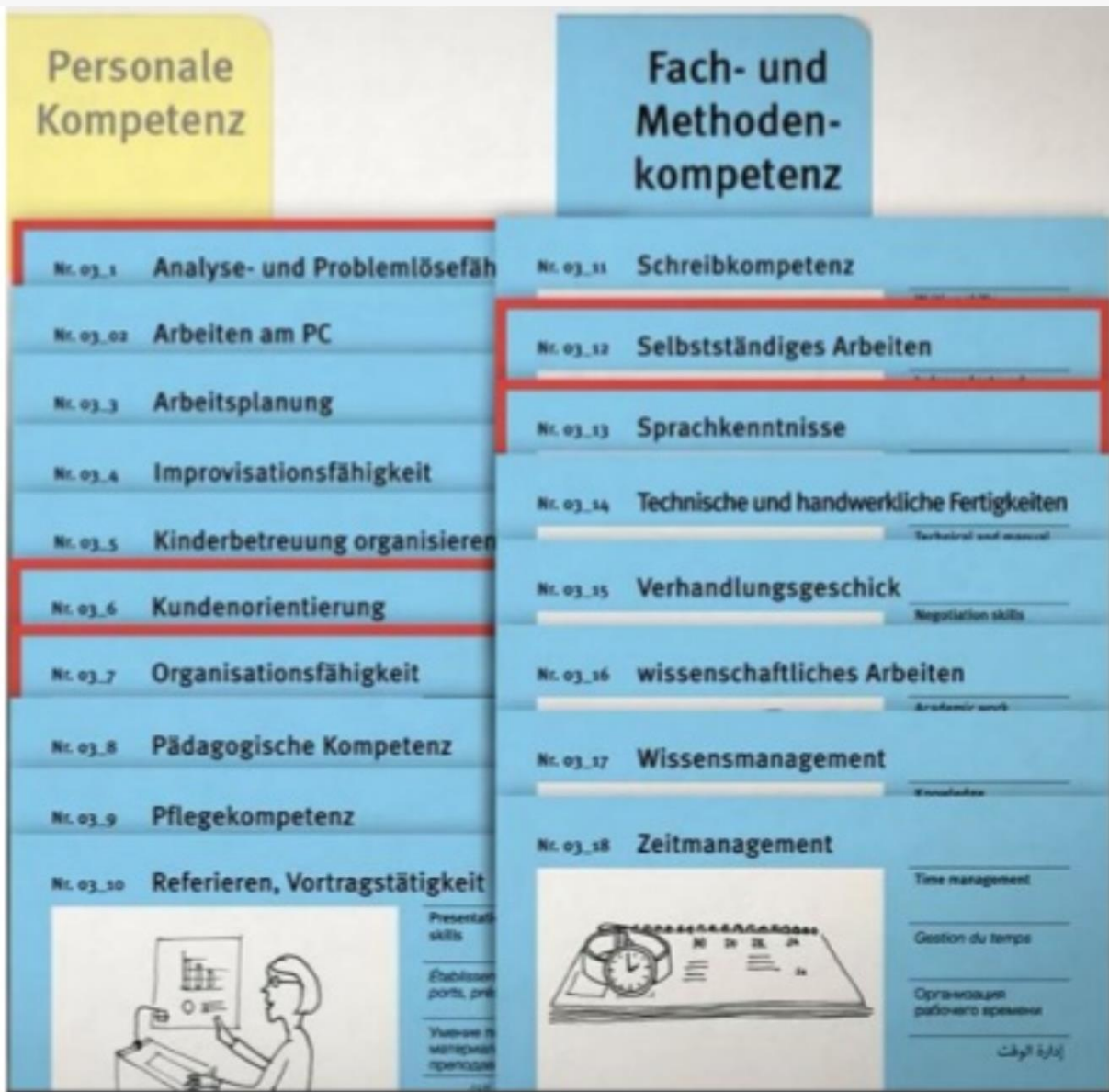
Simple language



Source: Bertelsmann Stiftung/Noack 2016)

Example: Cards
[professional]

Example: Cards (personal and method skills)



- Presentation skills
- Foreign language skills
- Pedagogical skills
- Care skills
- Technical and manual skills
- Negotiation skills
- Academic work
- Knowledge management
- Time management
- ...

● Expert System – MySkills

- MySkills is a procedure embedded in the placement services of the Bundesagentur für Arbeit
- It is elaborated expert systems for the recognition of prior learning and experience
- It supports staff
 - In the validation of a client's self-assessment
 - In offering a valid assessment of existing job/professional skills
 - In supplying goal oriented advisory and decision aid for additional measures



MYSKILLS
BERUFLICHE KOMPETENZEN
ERKENNEN



Expert System – MySkills



Development of **valid, technology-based competence tests** to identify job skills and competencies for a large number of people

Quick Sills assessment:



30 reference jobs in 6 test languages



Competence detailing with reference jobs by area of activity to support client advisory and placement



Target group: Refugees and low-skilled individuals without formal job qualification



Generation of widely accepted, practically useful **competence assessment**



Staff responsible for placement and integration are able to make differentiated, well founded decisions with MySkills validation of client self-assessment

● Expert System – MySkills

The following materials gives further insights

- Introdution Video
 - <https://www.berufe.tv/embed.html?vendorID=117&filmID=1000922>
- Information sheet on MySkills
- My Skills Info-Brochure

5. Reflecting the presented content

Reflect presented material!

- **We like to ask you about the material which has been presented today:**
- **Please, tell us lessons you have learned in the seminar unit concerning recognition and certification of competence and qualification.**

- **What would be the benefit for your daily work/studies?**

Please, give us some hints on material/topics which should be added.



6. Knowing how to find more materials



Knowing how to find more materials

- The presented content and examples are just a small part of the available knowledge and methods
- The handout provides national/international links to different sources:
 - Relevant policies, programs and networks
 - Relevant literature and reports
 - Materials and methods for practice
- It might be necessary to search in the own local, regional or national context for further materials and readings ...



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TITLE

Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard.

It is a long established fact that a reader will be distracted by the readable content of a page when looking at its layout.

Headline

