



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

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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.

Project TransVAE: Opportunity and results

- 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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