

## INTERNATIONAL THEMATIC WORKSHOP

Mobility and Employability Instruments: The European Credit system for Vocational Education and Training (ECVET)

*Naples, 8 November 2012*

### REPORT

The International Workshop on Mobility and Employability Instruments: The European Credit system for Vocational Education and Training (ECVET) was held in Naples on 8 November last. It was promoted by the Ministry of Labour and Social Policies in cooperation with ISFOL within the framework of the “Centre for Euro-Mediterranean cooperation. Mediterranean countries and Italian regions’ network for developing training and labour systems” project.

The purpose of the workshop was to illustrate to experts from Egypt, Jordan, Lebanon, Morocco and Tunisia some successful experiences in Italy with the European Credit system, and in particular those in Campania within the framework of the CO.L.O.R - Competency and Learning Outcomes Recognition for Migrants - project financed by the Life Long Learning - Leonardo da Vinci 2007-2013 programme.

The first part of the workshop was held in the Sala della Giunta of the Campania Region and in the afternoon in the Centro per la Formazione delle Maestranze Edili in Naples.

The following were present:

for the Ministero del Lavoro e delle Politiche Sociali

Pietro Orazio Ferlito, Director Department I, Directorate General for Active and Passive Labour Policies

Anna Melinelli, Department I, Directorate General for Active and Passive Labour Policies

for the Regione Campania

Severino Nappi, Councillor responsible for Labour and Training in the Campania Region

for the Agenzia Regionale per il Lavoro e l’Istruzione, ARLAS

Patrizia Di Monte, Director General

Pasquale Di Marzo

for ISFOL

Antonella Attanasio, Manager of Transnational Cooperation Project

Valentina Benni, Transnational Cooperation Project

Laura D’Alessandro, Transnational Cooperation Project

Giovanna de Mottoni, Transnational Cooperation Project

Maria Laura Marini, Transnational Cooperation Project

Riccardo Mazzarella, “Methodologies and Instruments for Skills and Transitions” Unit  
Elisabetta Perulli, “Methodologies and Instruments for Skills and Transitions” Unit  
Marta Santanicchia, “Methodologies and Instruments for Skills and Transitions” Unit  
Anna Tito, Transnational Cooperation Project  
Claudia Villante, Leonardo Da Vinci LLP Agency

for Formedil nazionale

Rossella Martino, Co-director

for the Consorzio Nazionale per la Formazione, l’Aggiornamento e l’Orientamento, CONFAO  
Monica Pierucci

for the Agenzia di Formazione Professionale delle Colline Astigiane  
Matteo Gazzarata

for Egypt

Ahmed ElBanhawy, Industrial Training Council - I T C - Federation of Egyptian Industries  
Shirin Metwaly, Industrial Training Council - I T C - Federation of Egyptian Industries  
Hany Moneib, Industrial Training Council - I T C - Federation of Egyptian Industries  
Anis Zahkary, Building Construction & Housing Enterprise

for Jordan

Bassel Al-Dabbas, Vocational Training Corporation  
Jehad Almasandh, Vocational Training Corporation  
Jamal Amireh, Vocational Training Corporation

for Lebanon

Denise Dahrouj, Ministry of Labour, Chief of Department for International Affairs

for Morocco

Driss El Yacoubi, Ministère du Travail et de la Formation Professionnelle (ATFP)  
Malika Hafidi, Office de la Formation Professionnelle et de la Promotion du Travail (OFPPT)

for Tunisia

Karim Boumhallès, Directeur de la Coopération Internationale, Agence Tunisienne de la Formation Professionnelle (ATFP)  
Mounir El Hammami, Ingénieur de formation au Centre National de Formateurs et d’Ingénierie de Formation  
Mohamed Seïfallah Hababou, Responsable de la Coopération Internationale, Ministère du Tourisme  
Nidhal Jedda, Chef du Protocole, Ministère du Tourisme  
Hayet Soula, Directrice à l’Agence Nationale pour l’Emploi et le Travail Indépendant

Local actors and regional officers from the relevant councillors’ offices also participated.

Councillor Severino Nappi opened the workshop by stressing the centrality of the topic – mobility and employment instruments in the building construction sector – within the region’s broader commitment in developing labour policies, also at international level.

Pietro Ferlito of the Italian Ministry of Labour then recalled the objectives of the “Centre for Euro-Mediterranean Cooperation” project and the actions already accomplished within it, with particular reference to the Thematic Workshop held in Bari in 2010. He also pointed out the importance of

the various tools - Europass, EQF, ECVET, EQARF – in the European “toolbox” created to make individual training paths more readable and comparable.

The session continued with Riccardo Mazzarella’s (ISFOL) presentation of the European qualifications and credits system (ECVET) based on the concept of professional mobility and therefore of the centrality of the transparency, portability and recognition of qualifications obtained during study and work experiences. After discussing the European strategy for developing mobility, the focus shifted to the impact of transparency of certificates, systems and individual qualifications on three levels: labour market, learning systems and individual citizens. Particular emphasis is given to the role of systems in defining principles and technical solutions for the recognition of formal, non-formal and informal learning and in adopting a teaching approach increasingly based on the centrality of the concept of competence.

Pasquale Di Marzo then presented the experts Matteo Gazzarata, Monica Pierucci, Elisabetta Perulli and Claudia Villante participating in the Round Table “Strong and Weak Points, opportunities offered by ECVET”, of which he was moderator. Di Marzo invited the experts to explain, each on the basis of their experience and therefore from their particular perspective, how the European Commission’s ECVET recommendation has been applied by the various Italian recipients, administrators and actors.

Matteo Gazzarata and Monica Pierucci illustrated two different trials of the ECVET process in the tourist and hotel sector within the framework of the LLP.

Elisabetta Perulli described the bottom-up process in Italy prompted by the Commission’s recommendation, where a system for validating experiences on the basis of past experiences is being constructed. She also stressed the importance of finding a common cultural terrain based on mutual trust among the various actors involved in recognizing learning outcomes.

Claudia Villante shared with those present her experience in the Leonardo Agency as “privileged observer” of some ECVET testing involving the Italian bottom-up process.

This was followed by requests for further information from foreign participants, in particular on: the relationship between EQF and ECVET (Driss El Yacoubi); the process for achieving mutual recognition of learning outcomes between European countries and southern Mediterranean countries (Mounir El Hammami); how to describe skills acquired in one’s country to make them marketable in Europe (Shirin Metwaly). Here the speakers recalled the importance of considering the “cycle of competence” that defines the skills the labour market needs and then describing them and making them “readable” so they can be certified. This signifies not just re-describing as competences what was previously indicated as skills and knowledge. Another request for clarification (Anis Zahkary) regarded the difficulties encountered in applying ECVET in vocational training, in particular that on request, and the preferred sources of financing for testing.

At the end of the morning session, some foreign delegates expressed their interest in future cooperation on the workshop theme.

The afternoon sessions were held in the CFME Centro di Formazione delle Maestranze Edili of Naples and Province. The centre is the first permanent facility for the vocational training of construction workers and is the result of an active partnership between the Associazione Costruttori Edili of Naples (A.C.E.N.) and the Federazione Lavoratori Costruzioni (Fillea-Cigl-Filca

Cisl-Feneal-Uil) to encourage the presence and placement of young people in the building sector and to promote workers' updating and retraining.

The afternoon session opened with greetings from Carmela Lamberti (President of CFME), who stressed the strategic importance of the Workshop and its theme. A video testimony was then presented on the certification of skills tested and adopted by the Umbria Region in relation to the figure of the site cleaning manager.

Rossella Martino's (co-director FORMEDIL Nazionale) paper on "The Building Construction Training System: organization and projects" got to the heart of the theme of vocational training in the building industry regulated in Italy by the National Collective Labour Contract for Construction Enterprises. The national body for this system is FORMEDIL, responsible for the promotion, organization and implementation in its own territory of: guidance and initial training for young people entering the sector; initiatives for continuing training, qualification, requalification, specialization and updating for blue and white collar workers according to labour market needs; information and training initiatives for safety carried out in cooperation with the corresponding CNCPT (building safety network); energy efficiency and renovation. Between 2009 and 2012 schools for building-construction workers trained a good 385,212 people, with 32,813 courses and almost 1.2 million training hours.

Despite the crisis in the sector, the FORMEDIL system has set up a remarkable training offer for: the renovation and maintenance of existing buildings; environmental requalification; energy-saving and green building solutions; and installation materials with innovative and hi-tech components.

At European level, the building-construction training system is represented by a network of bodies called REFORME. Besides FORMEDIL, the network has partners in Belgium (PME), Germany (BZB & ABZHAMM), Spain (FLC of Madrid and Oviedo & Institut Gaudì), France (Cca-Btp), Portugal (Cenfic); Sweden (Byn); Finland (Keuda) and Switzerland (Ecap). Among the more ambitious aims of the network are the facilitation of exchanges between young Europeans, pilot projects for improving teaching and training methods and the collaborative development of didactic materials.

In conclusion, Marta Santanicchia of ISFOL illustrated CO.L.O.R., one of the seven second-generation pilot projects financed by the EC within the framework of the Call for Proposals (EACEA/08/2010) to test and develop the ECVET system in the member states. COLOR, with a focus on the healthcare and building sectors, has the twofold aim of creating a sustainable and stable network of national and regional authorities, teaching and training actors and sector experts, and testing the ECVET system for the evaluation and mutual recognition of learning outcomes to facilitate "migrants" living and working conditions. The national COLOR partnership embraces the six Italian regions of Campania, Lazio, Piemonte and Toscana, Basilicata and Calabria (the latter two are associated partners) and has the support of the competent authorities in Malta, Romania and Scotland. ISFOL is the coordinator of the project which has entered its second implementation stage and will end in February 2013.

The thematic workshop concluded with the final considerations of Patrizia Di Monte (Director Agenzia Regionale per il lavoro e l'istruzione ARLAS), who expressed her great satisfaction for the

work carried out and for the attention devoted to the topics of training and employment in a crisis context.

A guided visit of the centre was also organised in the classrooms and workshops and outside in the areas used for building site, safety, etc. simulations.