



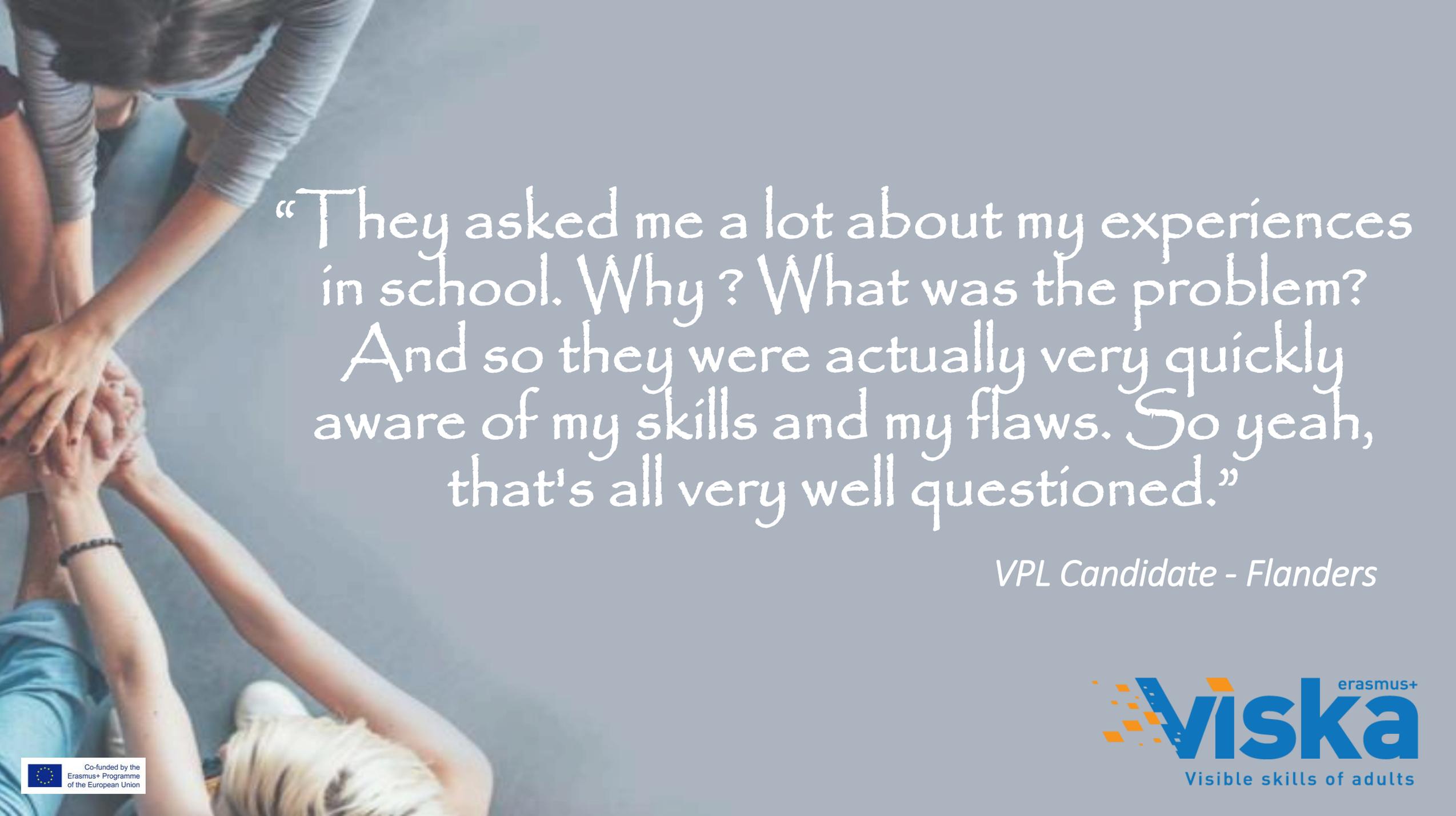
“Networks should be established, and I want to join.”

VPL professional - Norway



“The VPL process was successful but there is need for attention in regards with the transition from VPL results for migrants leading improved awareness and access to educational pathways and career development.”

Iceland



“They asked me a lot about my experiences in school. Why? What was the problem? And so they were actually very quickly aware of my skills and my flaws. So yeah, that's all very well questioned.”

VPL Candidate - Flanders



“Networking is important!”

VPL Professional - Norway

 **viska** erasmus+
Visible skills of adults



“The VISKA project has raised awareness in regards with further development for guidance services supporting migrants through the VPL process.”

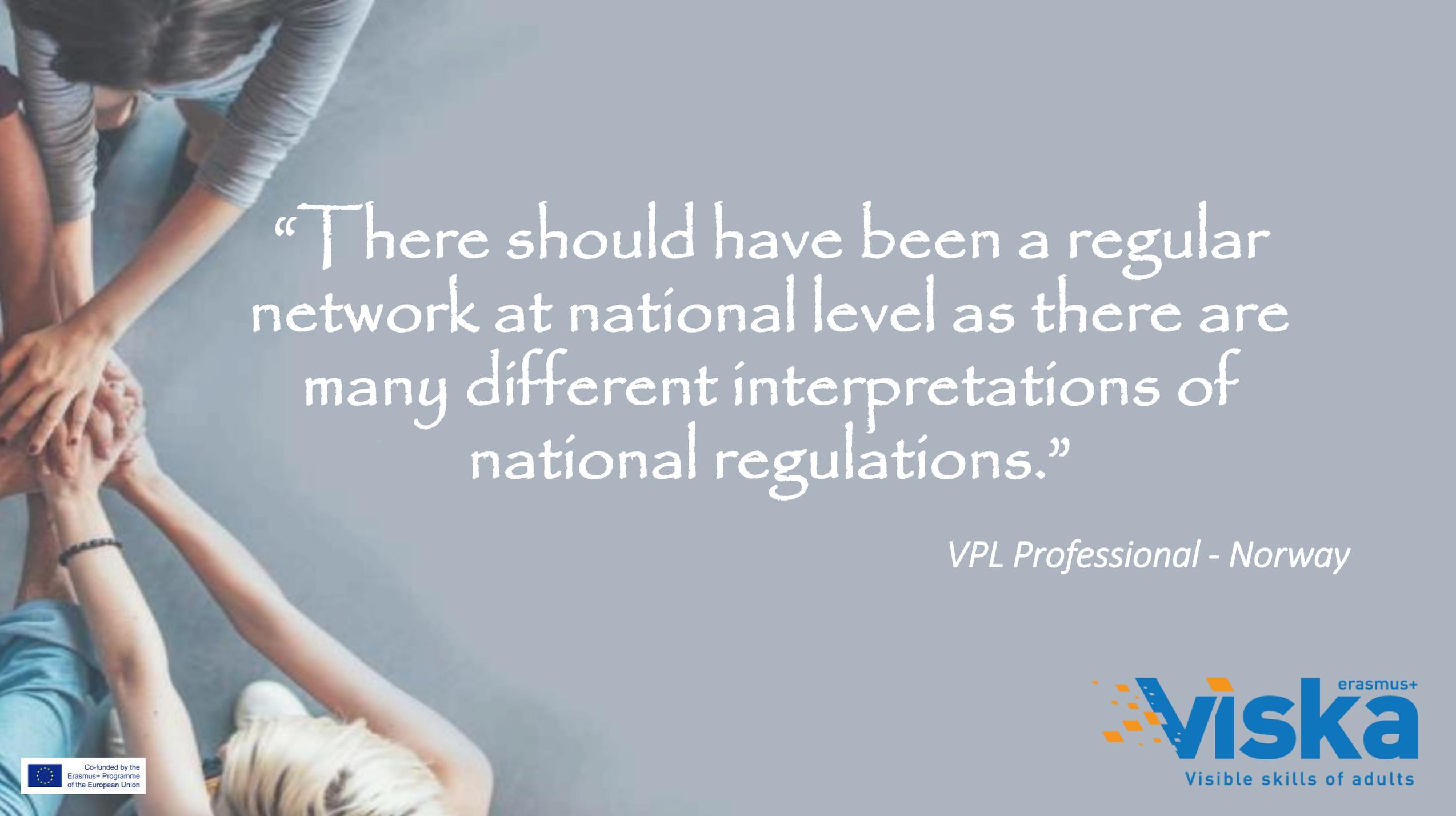
Iceland

 **viska** erasmus+
Visible skills of adults



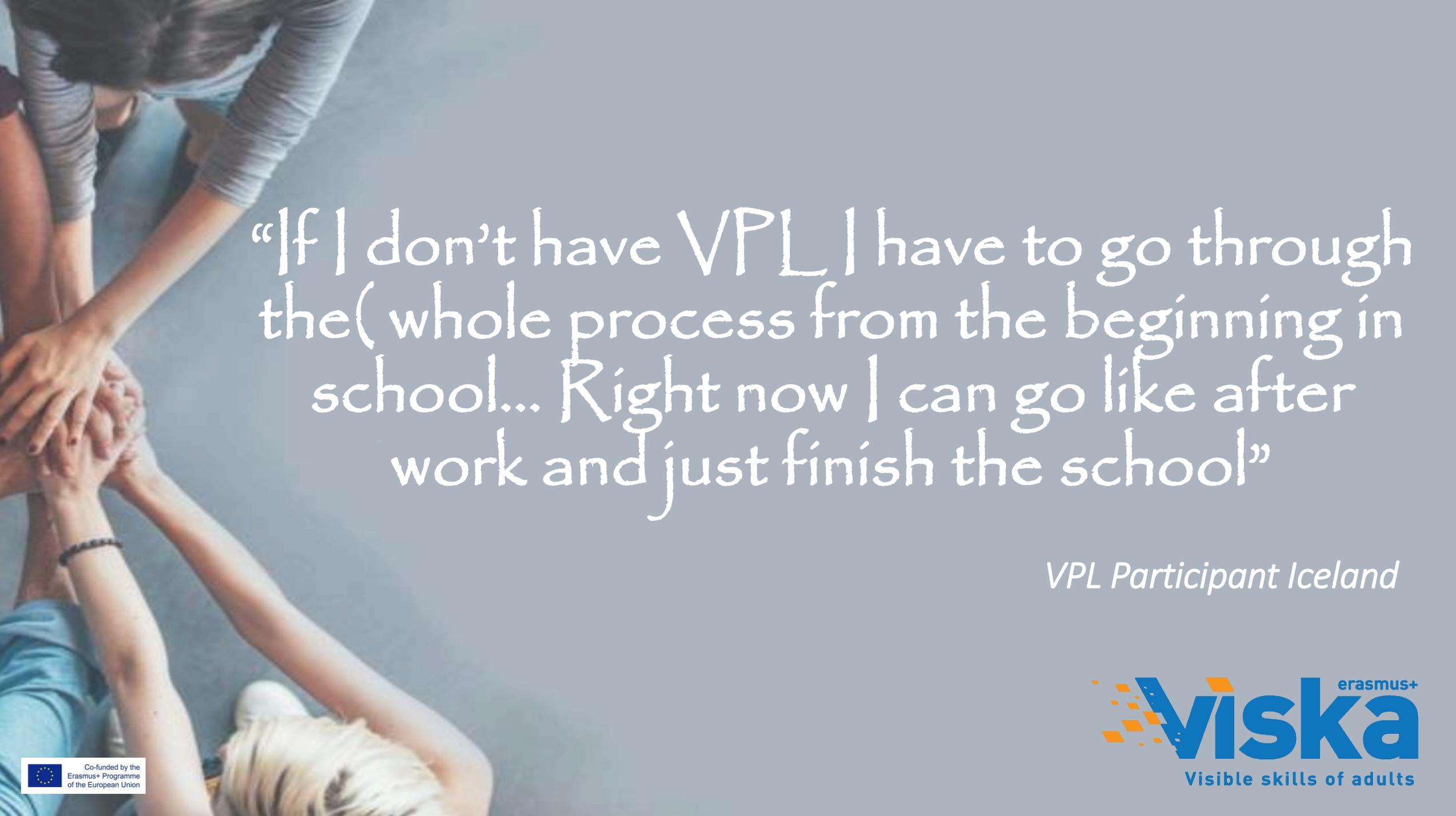
“What I’m going to do now is also a result of conversations with teachers here. So I’ve found my right path by doing this.”

VPL Candidate - Flanders



“There should have been a regular network at national level as there are many different interpretations of national regulations.”

VPL Professional - Norway



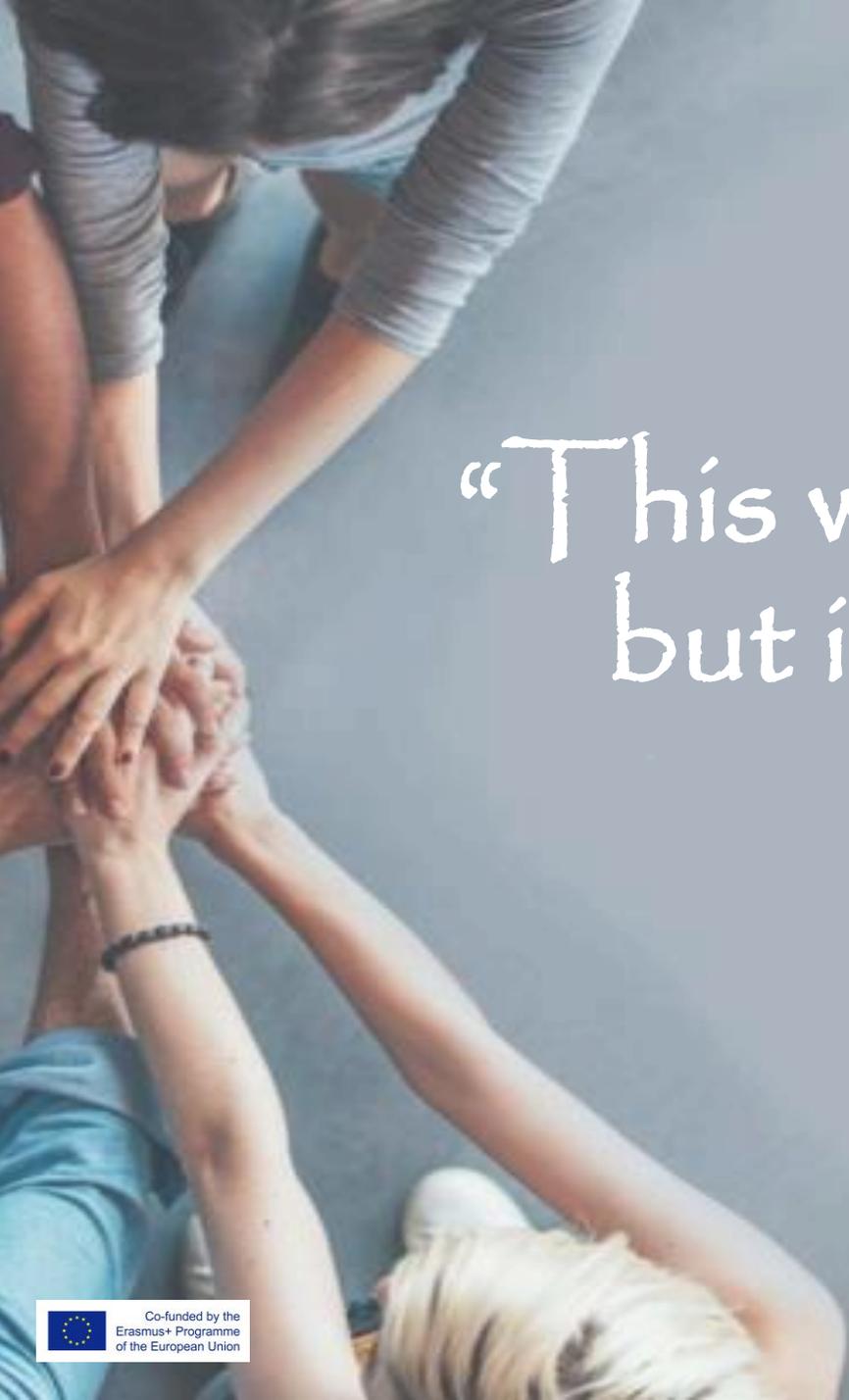
“If I don't have VPL I have to go through the(whole process from the beginning in school... Right now I can go like after work and just finish the school”

VPL Participant Iceland



“There should be a transparent decree on VPL (for educational qualifications) with quality control from the Department of Education.”

National Advisory Group - Flanders



“This was a lot of trial and error,
but it went well in the end.”

VPL Professional – Norway



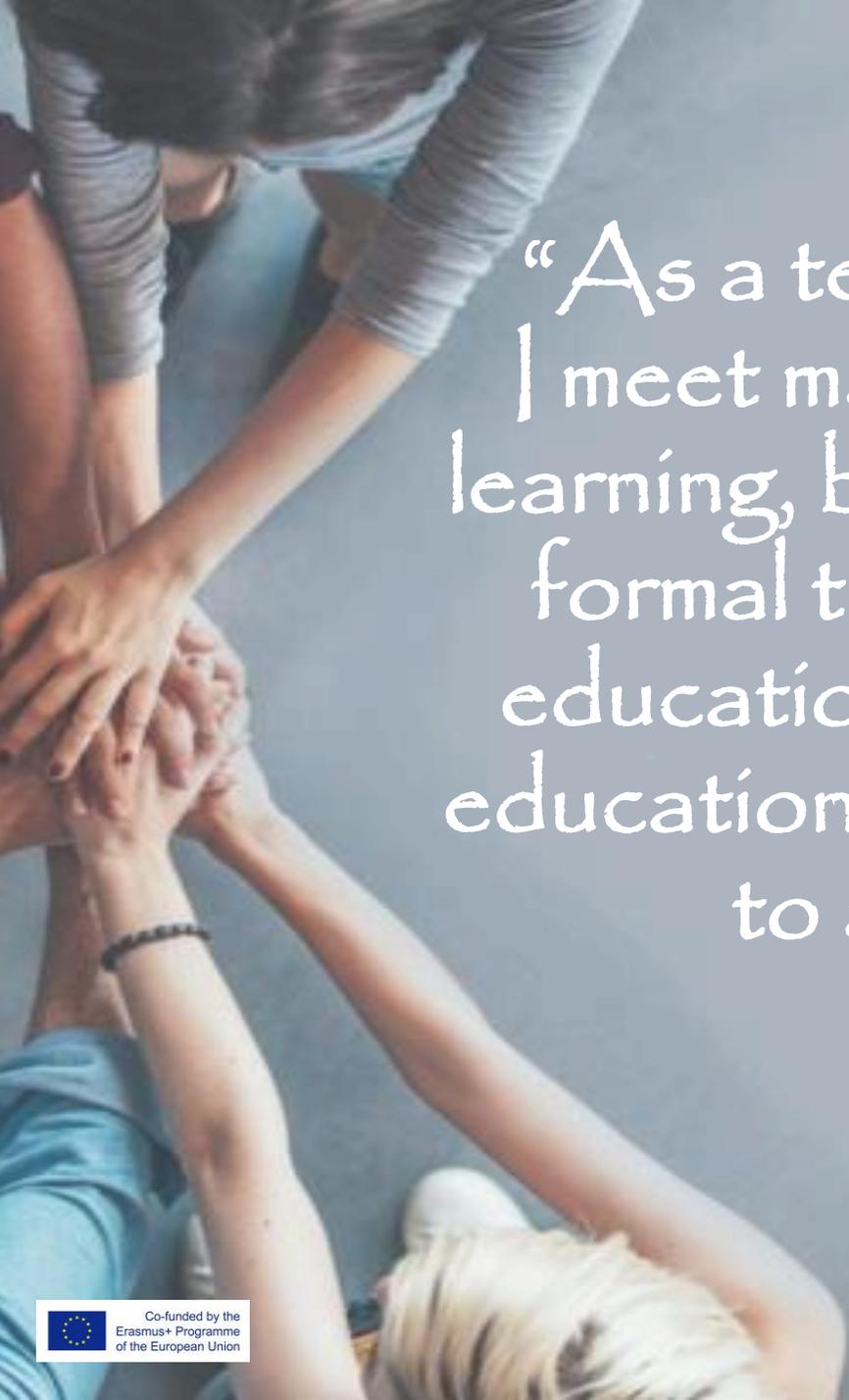
“The Icelandic labour market relies heavily on foreign labour. VPL towards job profiles would benefit everyone.”

Iceland



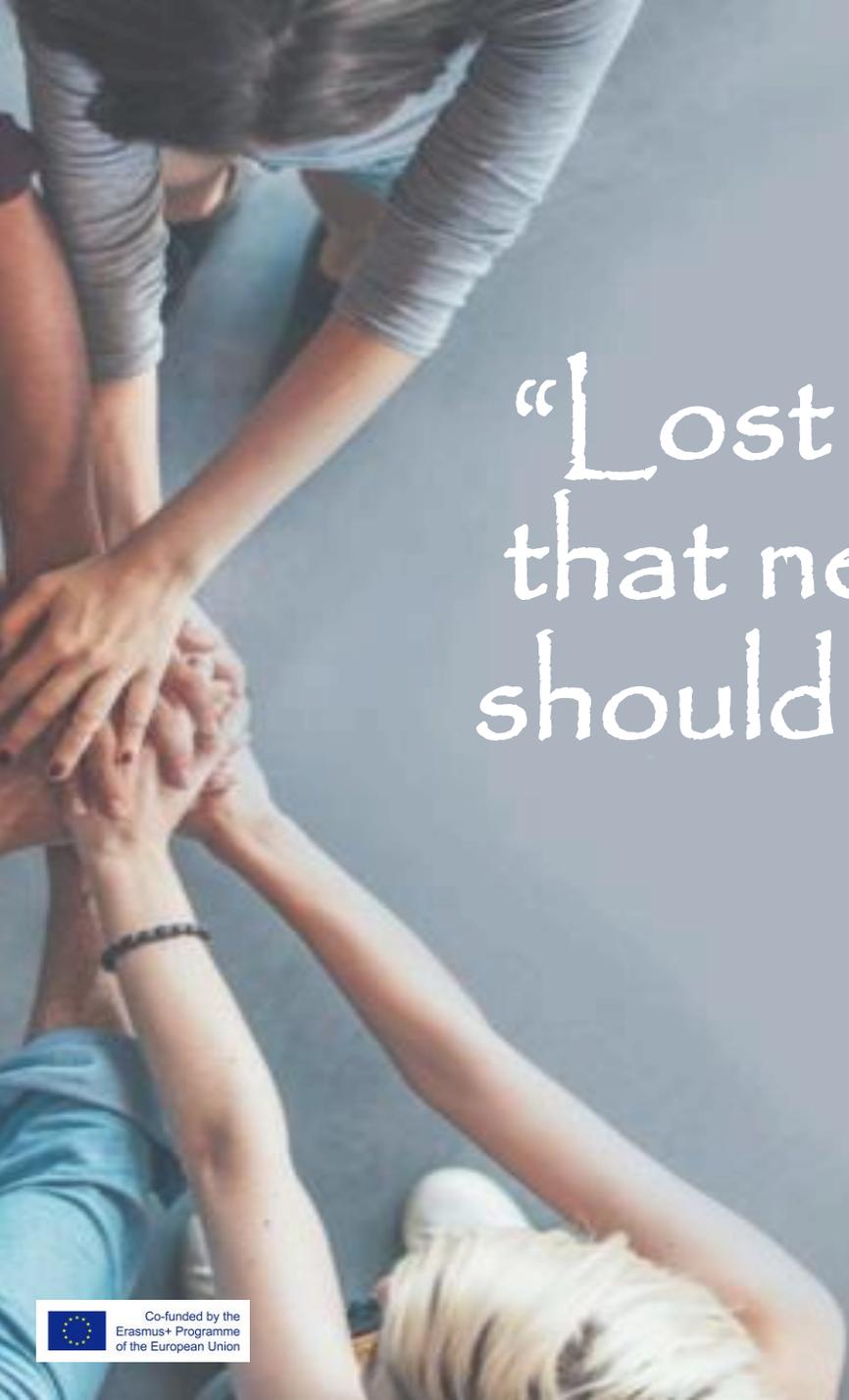
“ It is important to get some sort of recognition of the efforts by the centres through the allocation of sufficient resources and support.”

National Advisory Group - Flanders



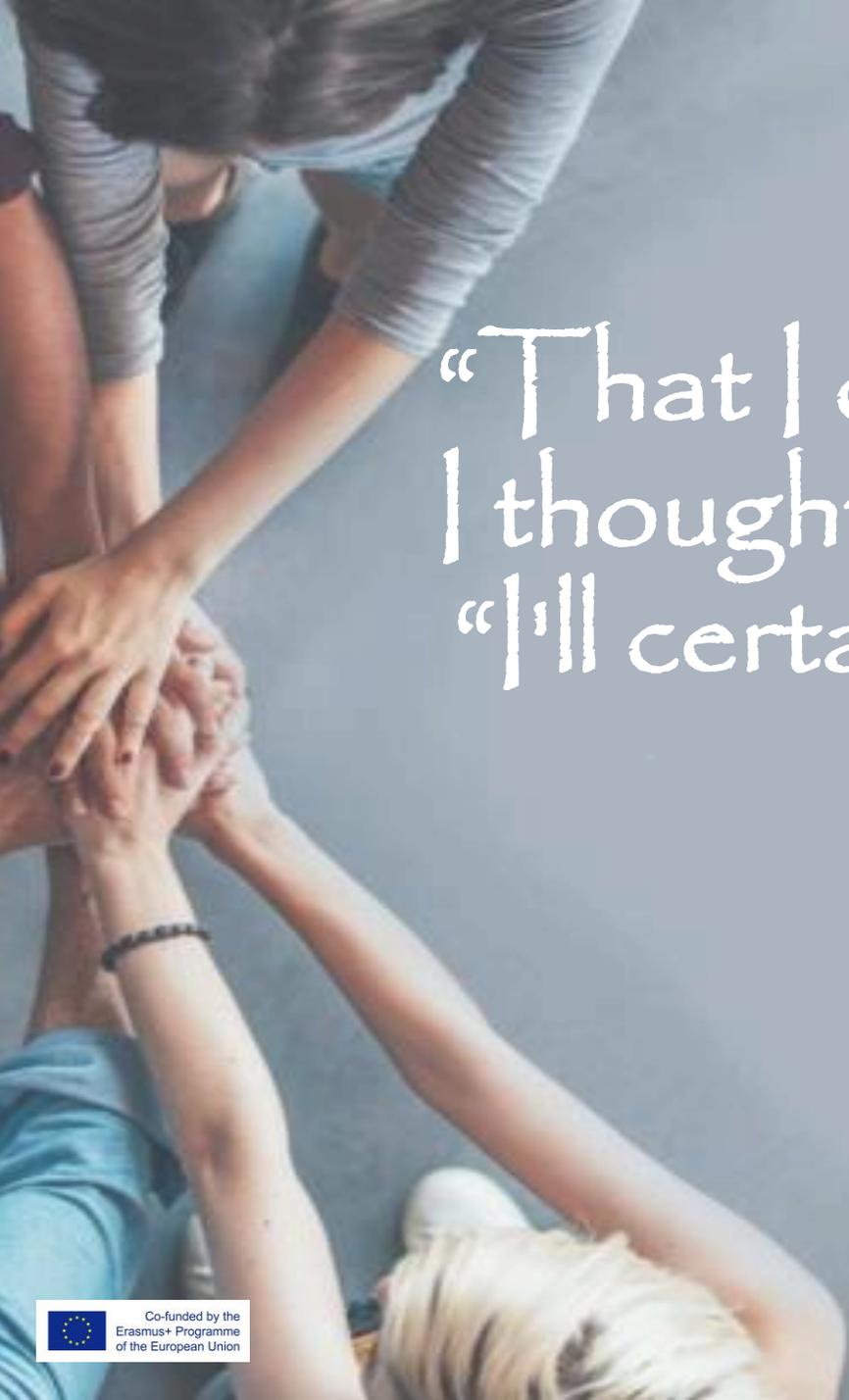
“As a teacher in upper secondary education I meet many adult students with relevant prior learning, but who nevertheless have to follow the formal training. These are adults with higher education who have not been able to get their education approved in Norway and enter VET to access Norwegian working life.”

VPL Professional – Norway



“Lost in translation is a factor that needs more attention and should be addressed seriously”

Iceland



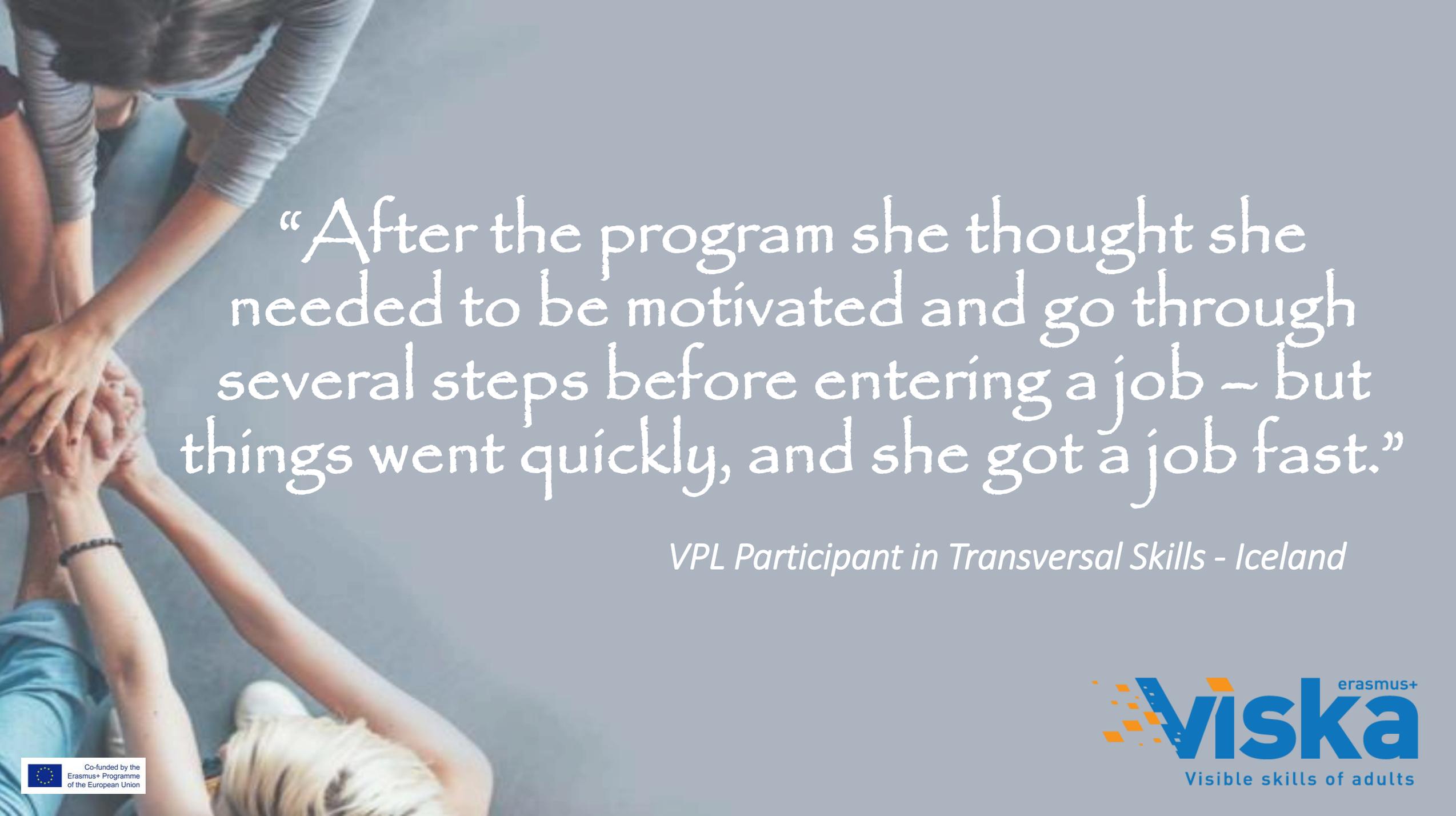
“That I can do more than I first thought,
I thought it was going to be a lot harder”
“I’ll certainly recommend it to those who
don’t have a diploma.”

VPL Candidate - Flanders



“Too many have competences they cannot document and that can be used in job applications.”

VPL professional - Norway



“After the program she thought she needed to be motivated and go through several steps before entering a job – but things went quickly, and she got a job fast.”

VPL Participant in Transversal Skills - Iceland



“I am now aware of my skills
and everyone should be.”

VPL Candidate – Flanders



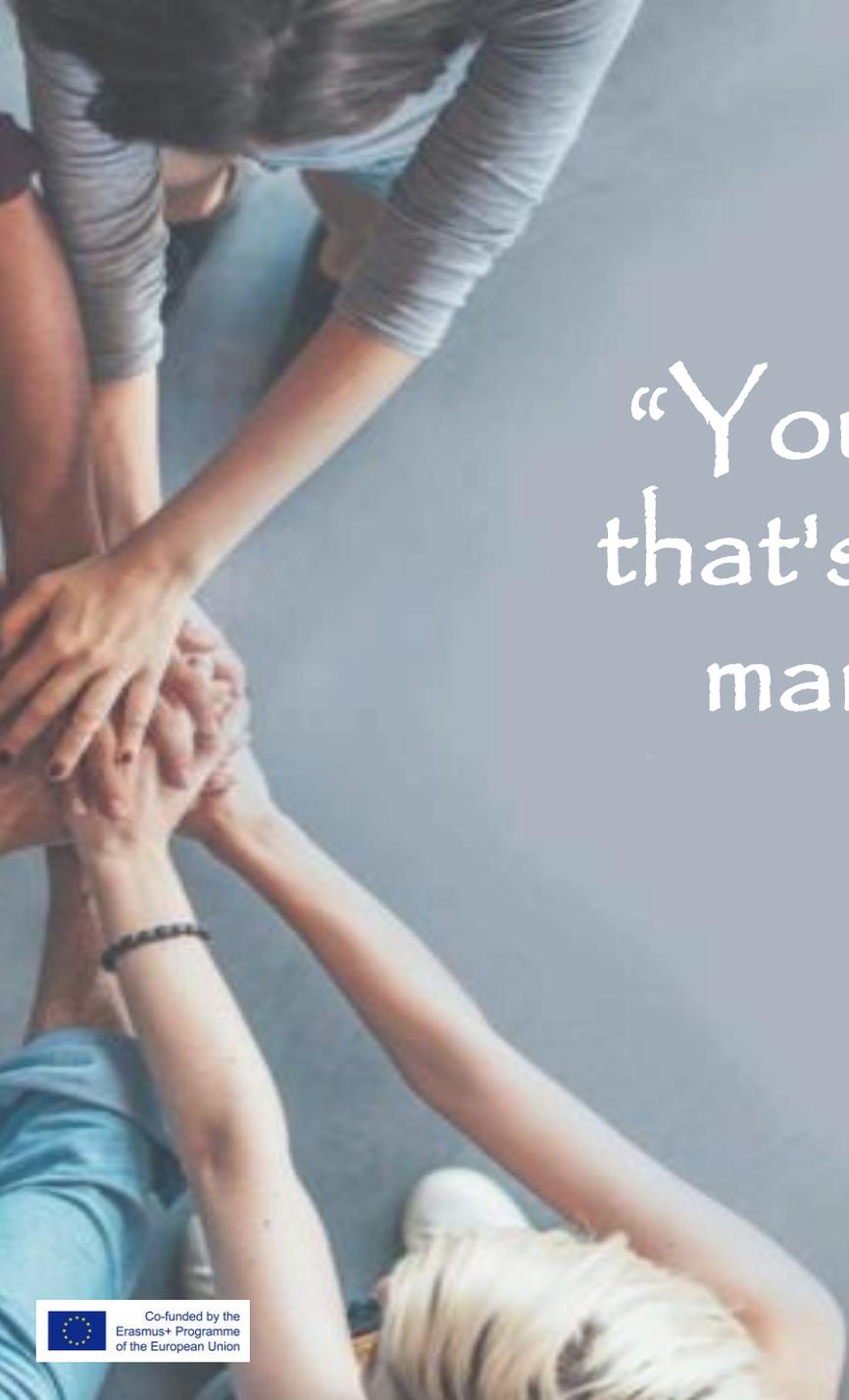
“It can be difficult to understand what kind of competences adults actually have. They often have more competences than we expect.”

VPL professional - Norway



“VPL and discussion are a part of the educational culture in Iceland. It is a new experience to apply validation to migrant workers and those who do not speak Icelandic. It is important to continue the VISKA collaboration.”

National Advisory Group – Iceland



“You get a second chance and that's fantastic! You can get so many opportunities with it.”

VPL Candidate – Flanders



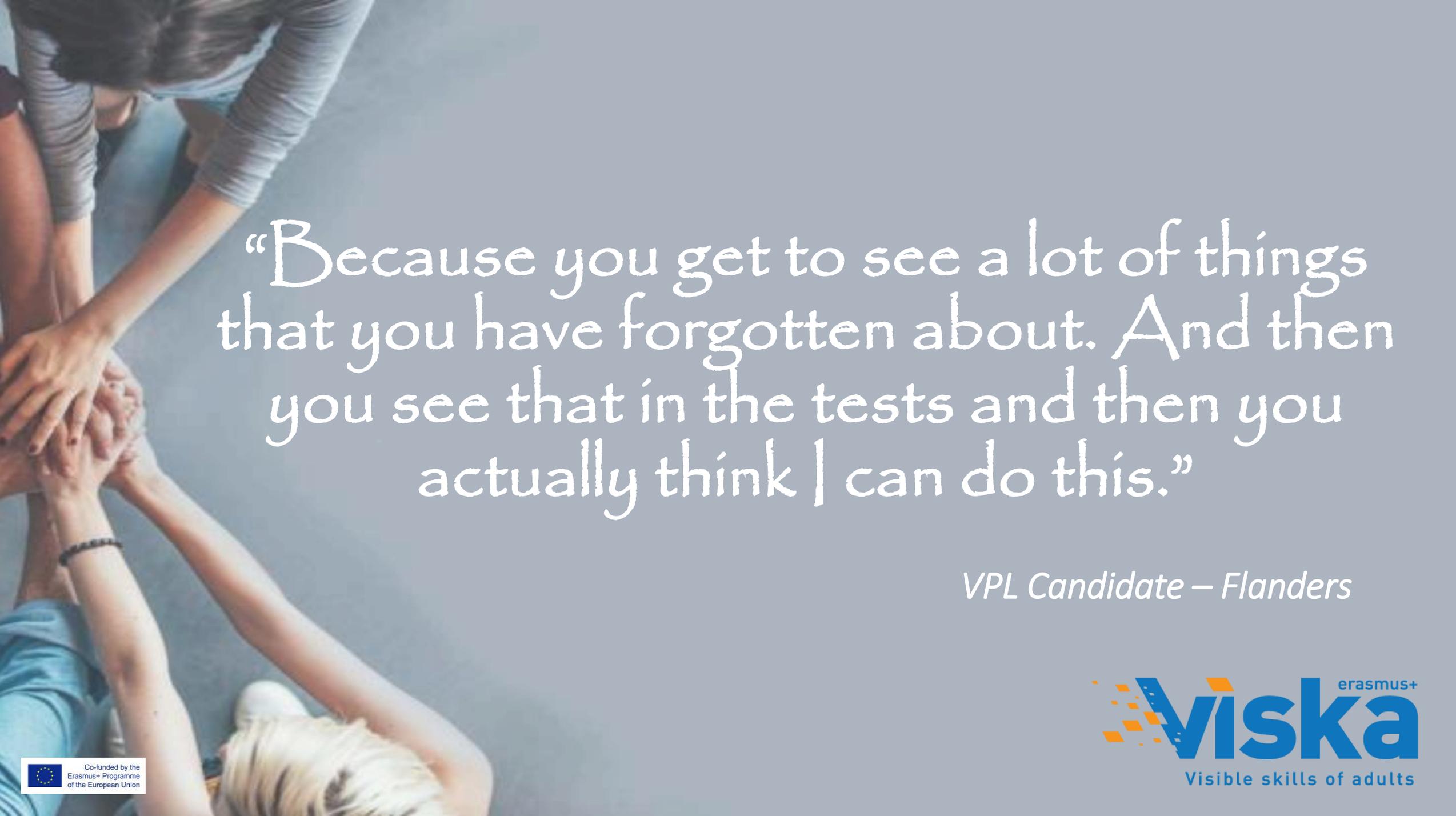
“Validation of prior learning can contribute to more targeted future plans for the candidates, and this may increase their chances to succeed in the Norwegian society.”

VPL professional - Norway



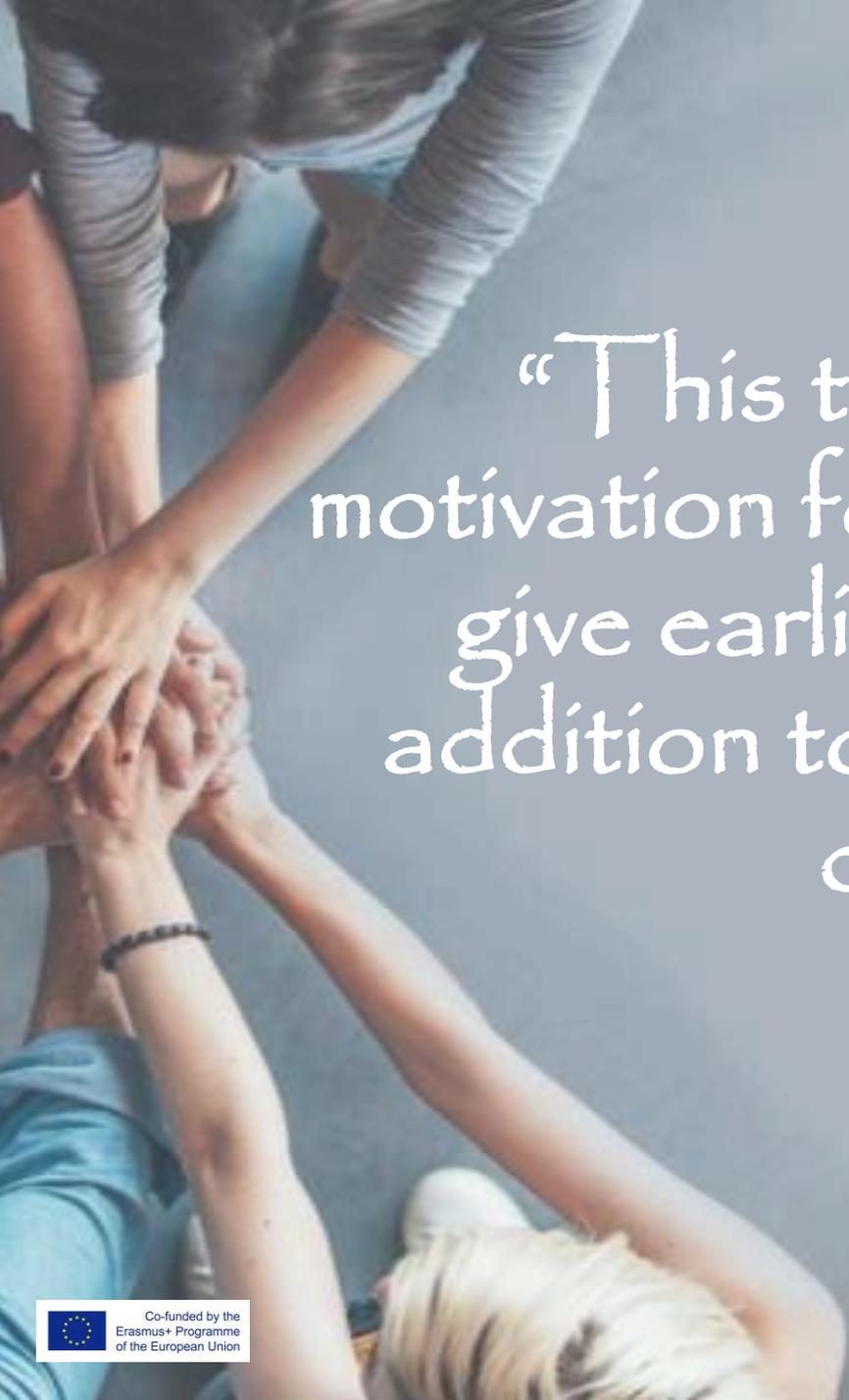
“In general, the process and tools worked well and gave excellent results for participants. Hence, Polish VPL participants working in Carpentry got, on average, the same number of units validated as Icelandic participants.”

Iceland



“Because you get to see a lot of things that you have forgotten about. And then you see that in the tests and then you actually think I can do this.”

VPL Candidate – Flanders



“This trial and its results may increase motivation for learning Norwegian and possibly give earlier access to higher education, in addition to increased possibilities for earlier contact with employers.”

VPL professional - Norway



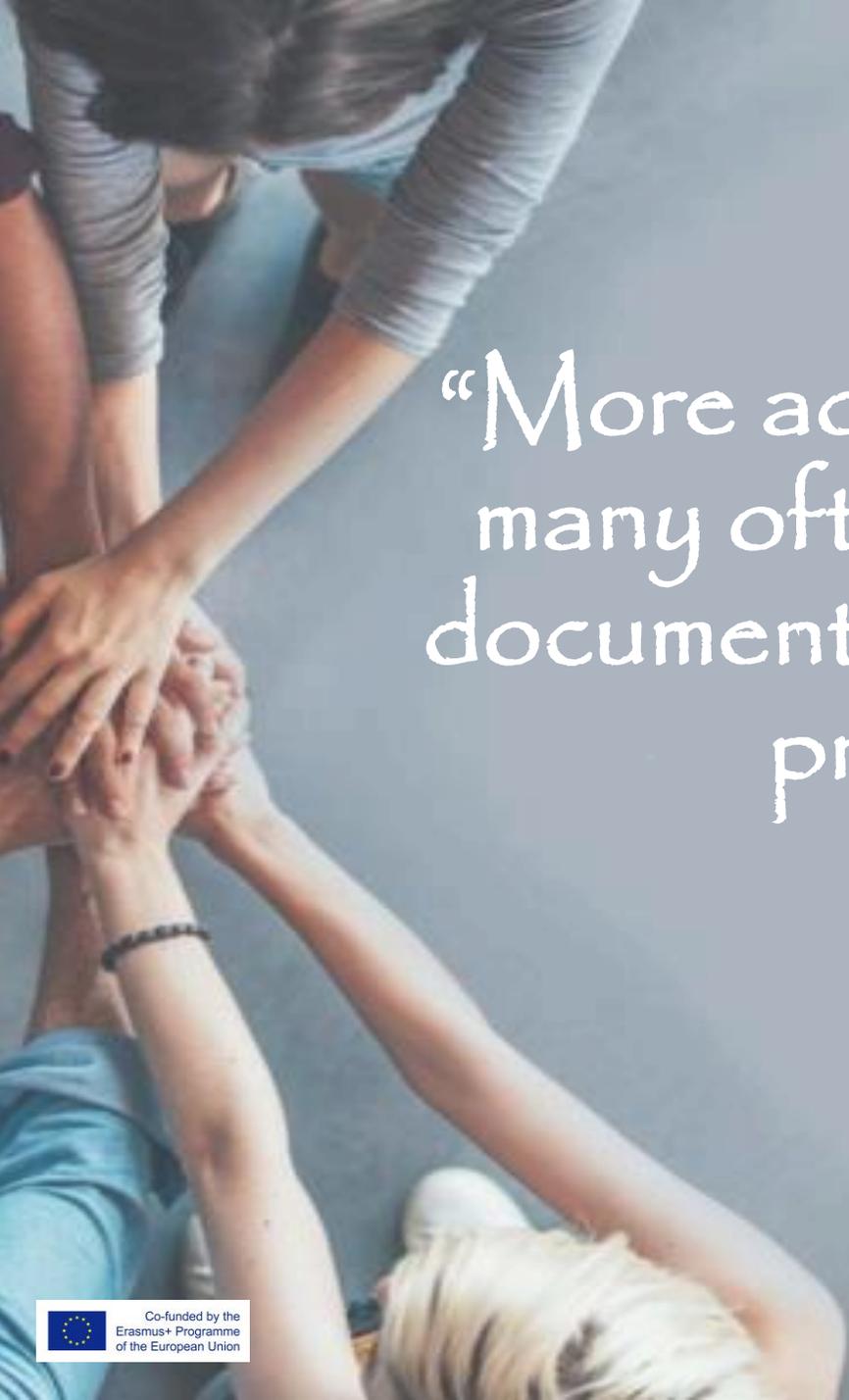
“The validation of Transversal skills among migrants from Poland was more successful than expected.”

Project manager - Iceland



“I think it has improved my self-confidence more it has given me a broader view, it has shown me that it can be done differently.”

VPL Candidate – Flanders



“More adults should get this opportunity as many often have competences that are not documented. This especially applies to work practice, but also education.”

VPL professional - Norway



VISKA has broadened the scope of VPL and deepened the conversations on the issues linked to migrants.

Iceland



“Absolutely [very convincingly]. Also just to take the step to go further now. ... it has pushed me in the right direction to take the step. And for me that has been a bit of a victory.”

VPL Candidate – Flanders



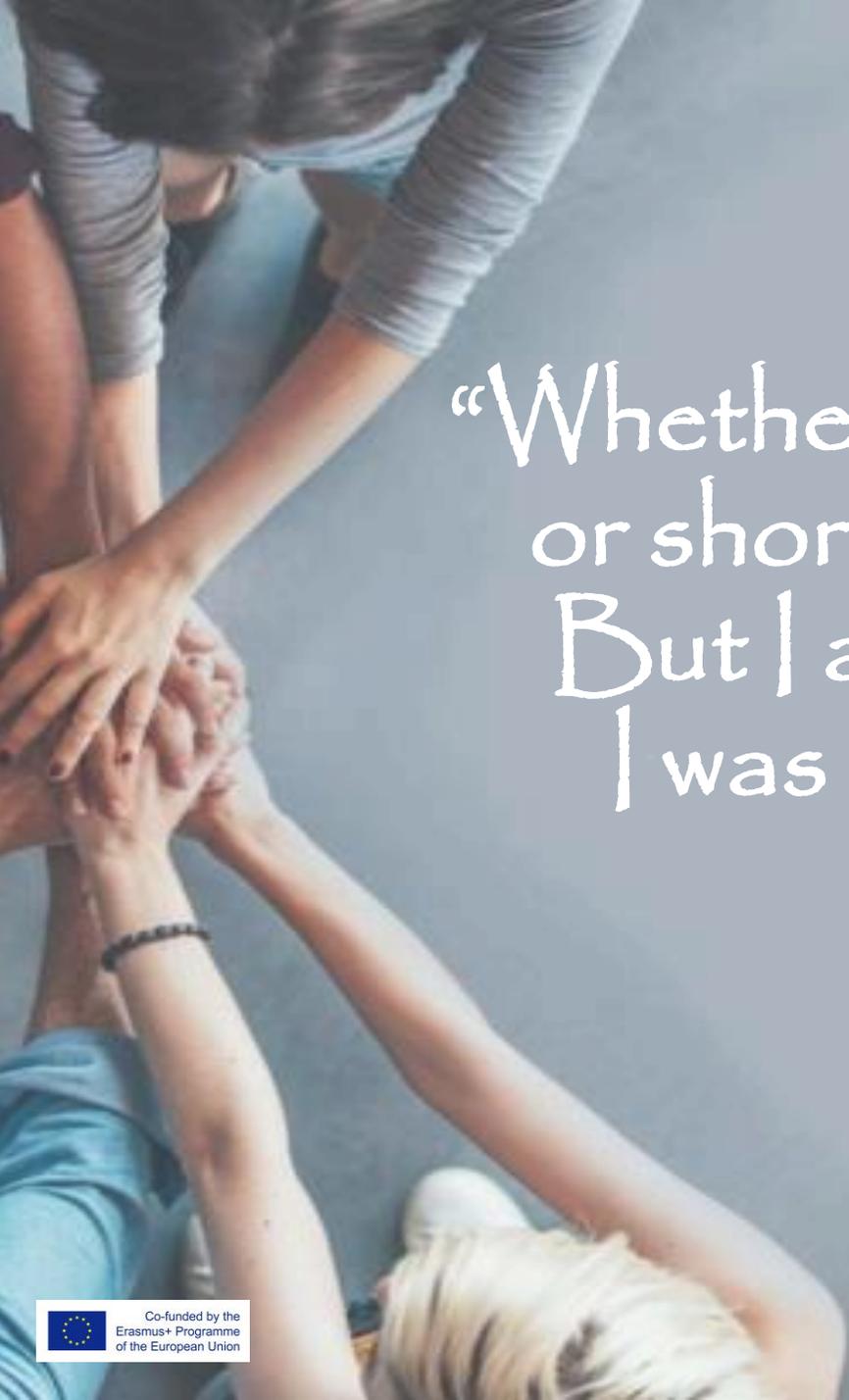
“It is important with early mapping of competences, also as a reality check on possible ways to reach future goals.”

VPL professional - Norway



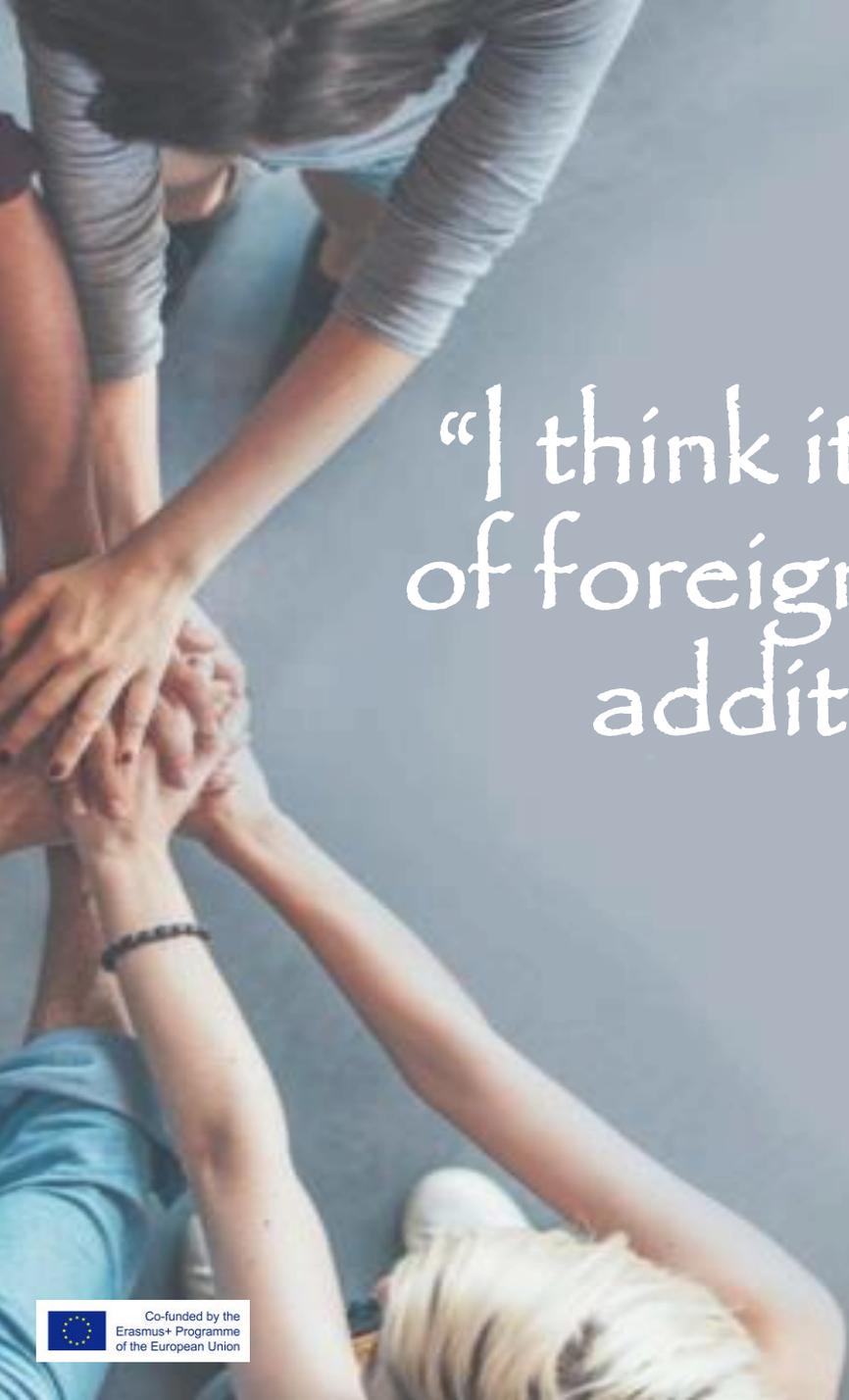
“Employers should and need to support their employees that want to enter VPL process.”

Iceland



“Whether the road would have been longer or shorter, I would have done it anyway. But I am happy with the guidance that I was able to shorten my trajectory.”

VPL Candidate – Flanders



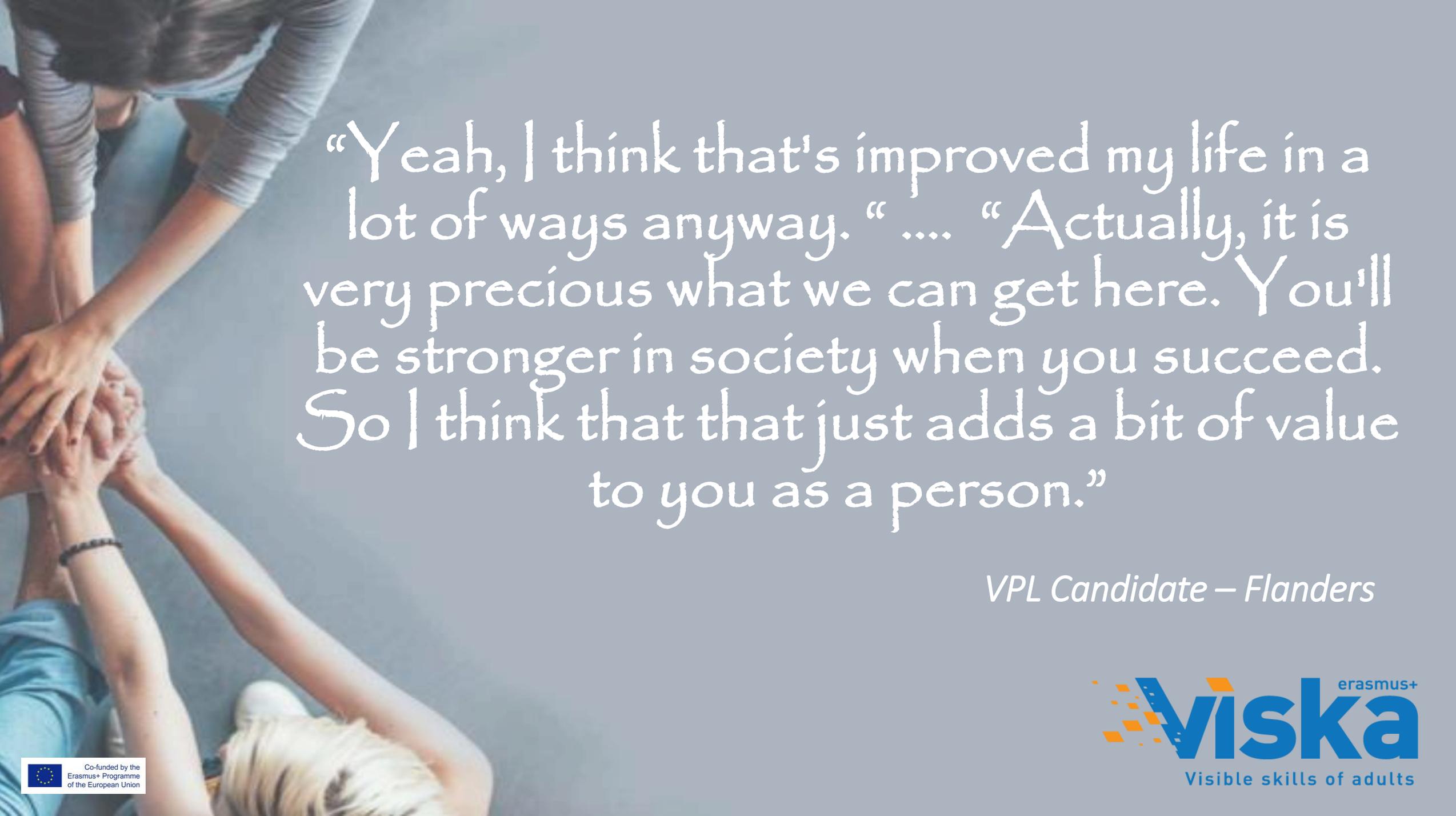
“I think it is important to recognise more of foreign competences and only provide additional training when needed.”

VPL professional - Norway



“Participants felt that the process worked in regard to increasing their confidence but may not have brought about major changes in their lives yet.”

Iceland



“Yeah, I think that's improved my life in a lot of ways anyway.” ... “Actually, it is very precious what we can get here. You'll be stronger in society when you succeed. So I think that that just adds a bit of value to you as a person.”

VPL Candidate – Flanders



“Competence development is necessary as it is important in some situations to consider if alternative methods for assessing a person’s competences should be used.”

VPL professional - Norway



“The Parliamentary resolution for an action plan on migrant issues supports VPL measures through emphasizing equal opportunities and access to education for people with migrant background.”

Iceland



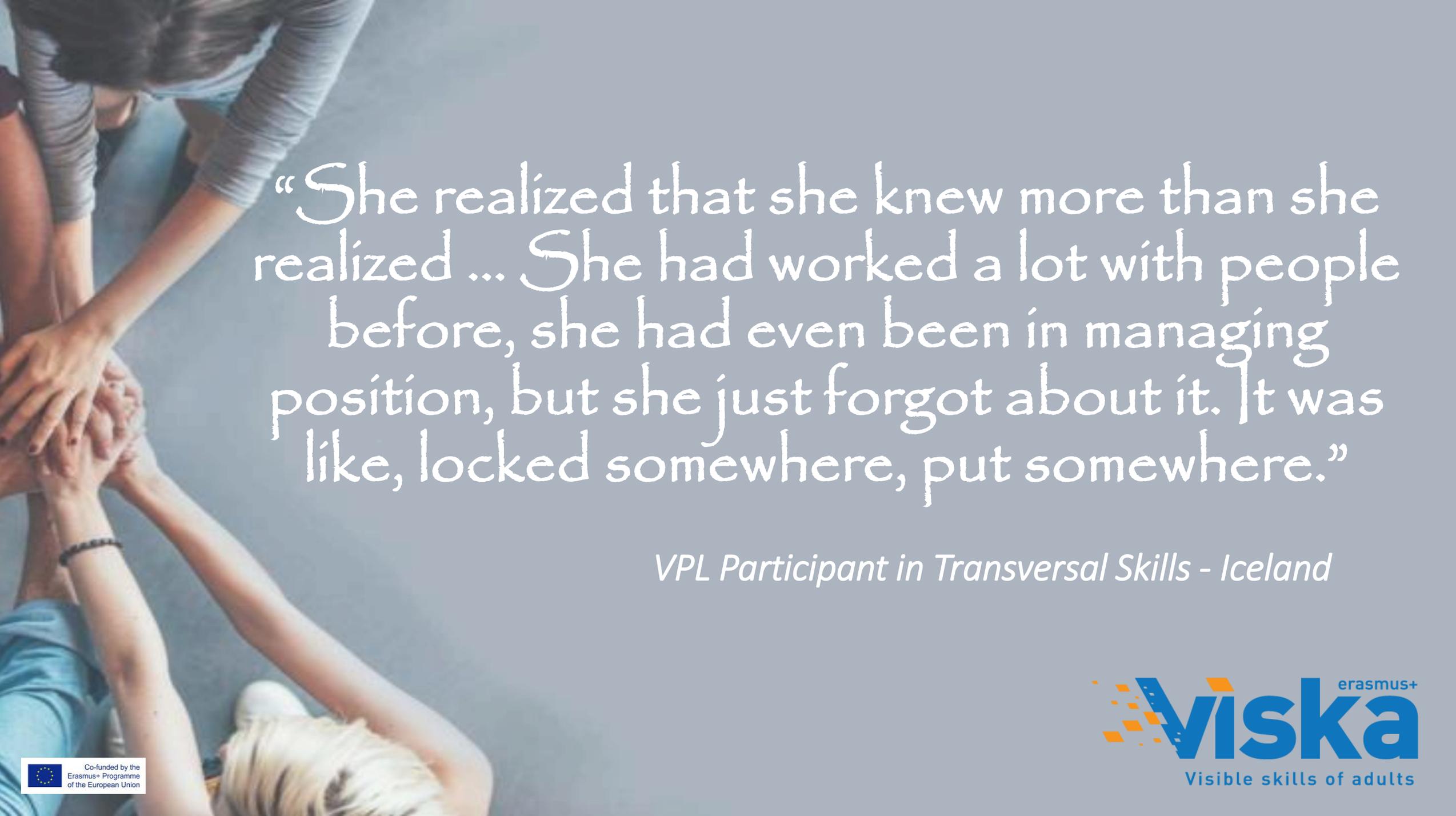
“Convincing the government to allocate resources and professionalisation of the developers of VPL procedures.”

VPL Professional – Flanders



“It is a good thing to have training focusing on validation of prior learning as professionals from the school system tend to focus too much on curricula. Through this training it was strongly focused that we should approve equal competences, not necessarily identical, when comparing with learning outcomes in the curricula.”

VPL professional - Norway



“She realized that she knew more than she realized ... She had worked a lot with people before, she had even been in managing position, but she just forgot about it. It was like, locked somewhere, put somewhere.”

VPL Participant in Transversal Skills - Iceland



“For the individual it is of value because he can obtain a diploma more quickly, find a job faster or even go to higher education. It also can increase his self-esteem. For society and therefore Flanders it is of great value because competences of people will become more visible and more people will participate in lifelong learning.”

Policy Advisor – Flanders



“I got very good follow-up from the career centre. This has helped me to approach my working life and to manage myself and support myself. I have been given lots of opportunities, also it has opened that opportunity to get to work. So instead of relying on help from PES or the state I have the opportunity to get to work and support myself.”

VPL Candidate – Norway



“Most feel it is important to develop their Icelandic skills even though almost half of the group feel that they can speak Icelandic, it was evident that their language abilities were limited.”

Iceland



“VISKA Flanders responded to criticism that the VPL decree only focused on professional qualifications.”

National Advisory Group – Flanders



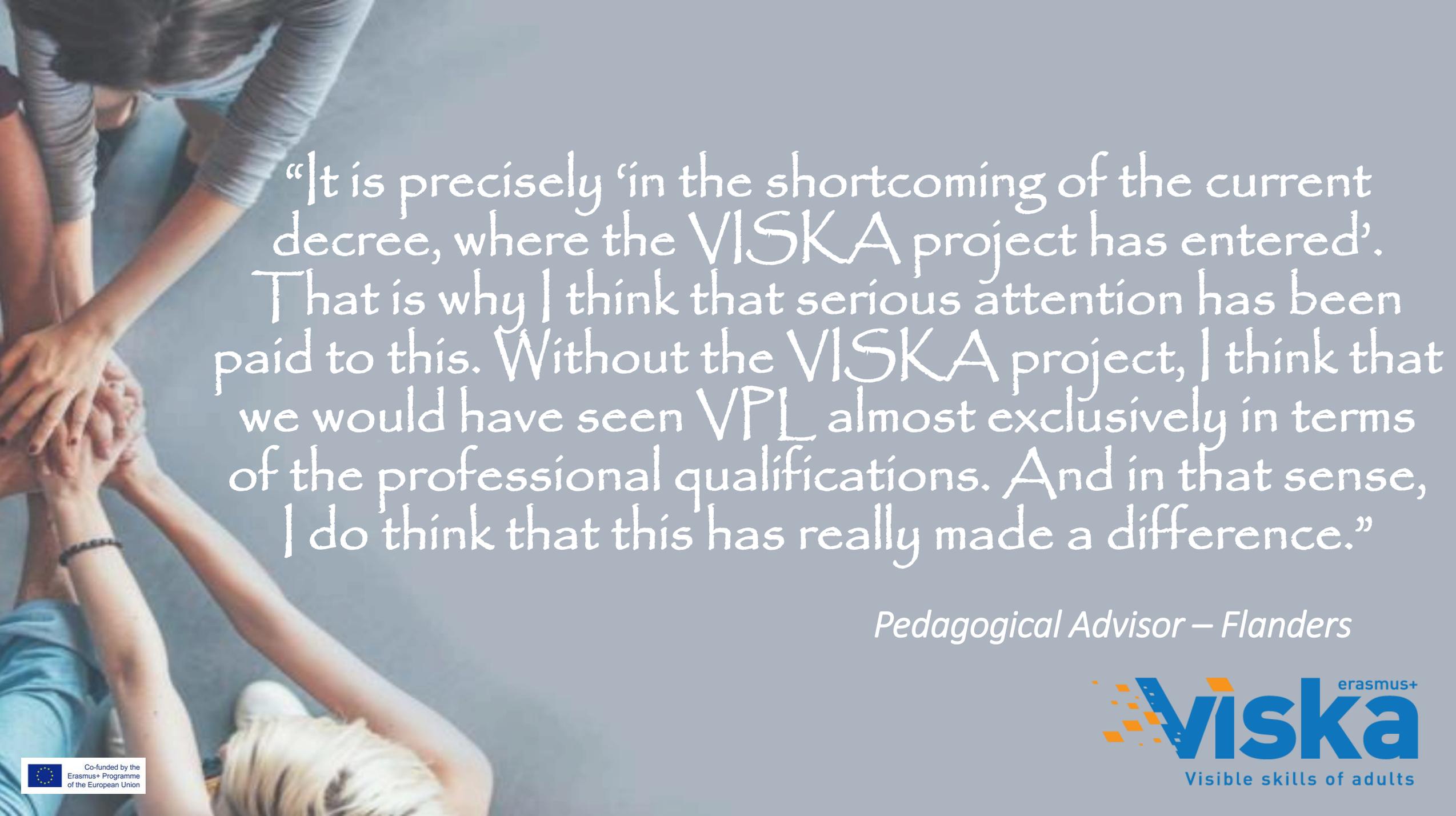
“The VPL candidates appreciate to get their competences shown and recognised.”

VPL professional - Norway



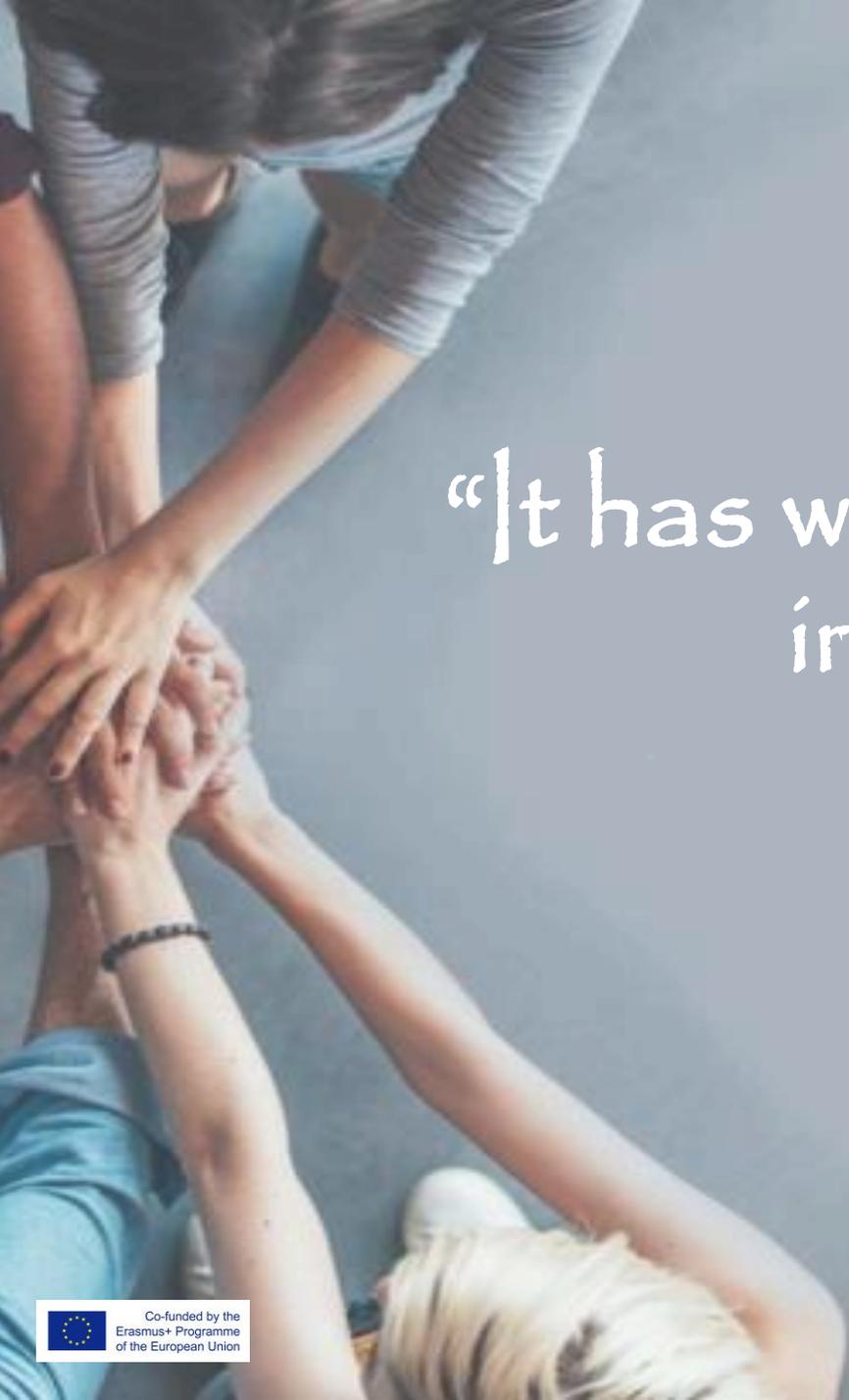
“Policy making and action plan on tools development of people with migrant background and funding of tool development including translations and interpreters.”

Iceland



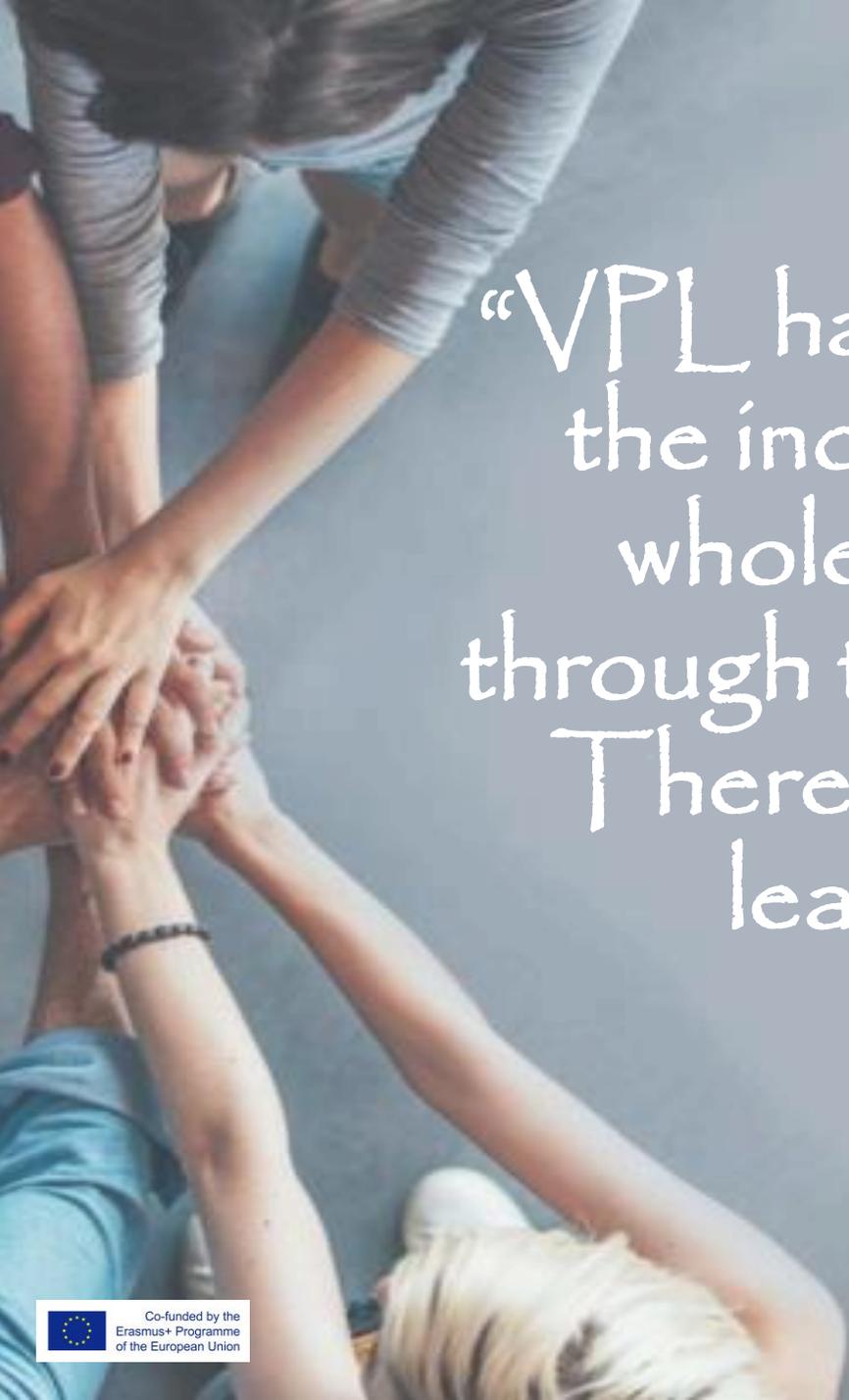
“It is precisely ‘in the shortcoming of the current decree, where the VISKA project has entered’. That is why I think that serious attention has been paid to this. Without the VISKA project, I think that we would have seen VPL almost exclusively in terms of the professional qualifications. And in that sense, I do think that this has really made a difference.”

Pedagogical Advisor – Flanders



“It has worked fine to use an interpreter
in the validation process.”

VPL professional - Norway



“VPL has value for everyone. Mostly for the individual but also for society as a whole. It is costlier to put everyone through the educational system from start. There is excess cost in making people learn what they already know.”

Iceland



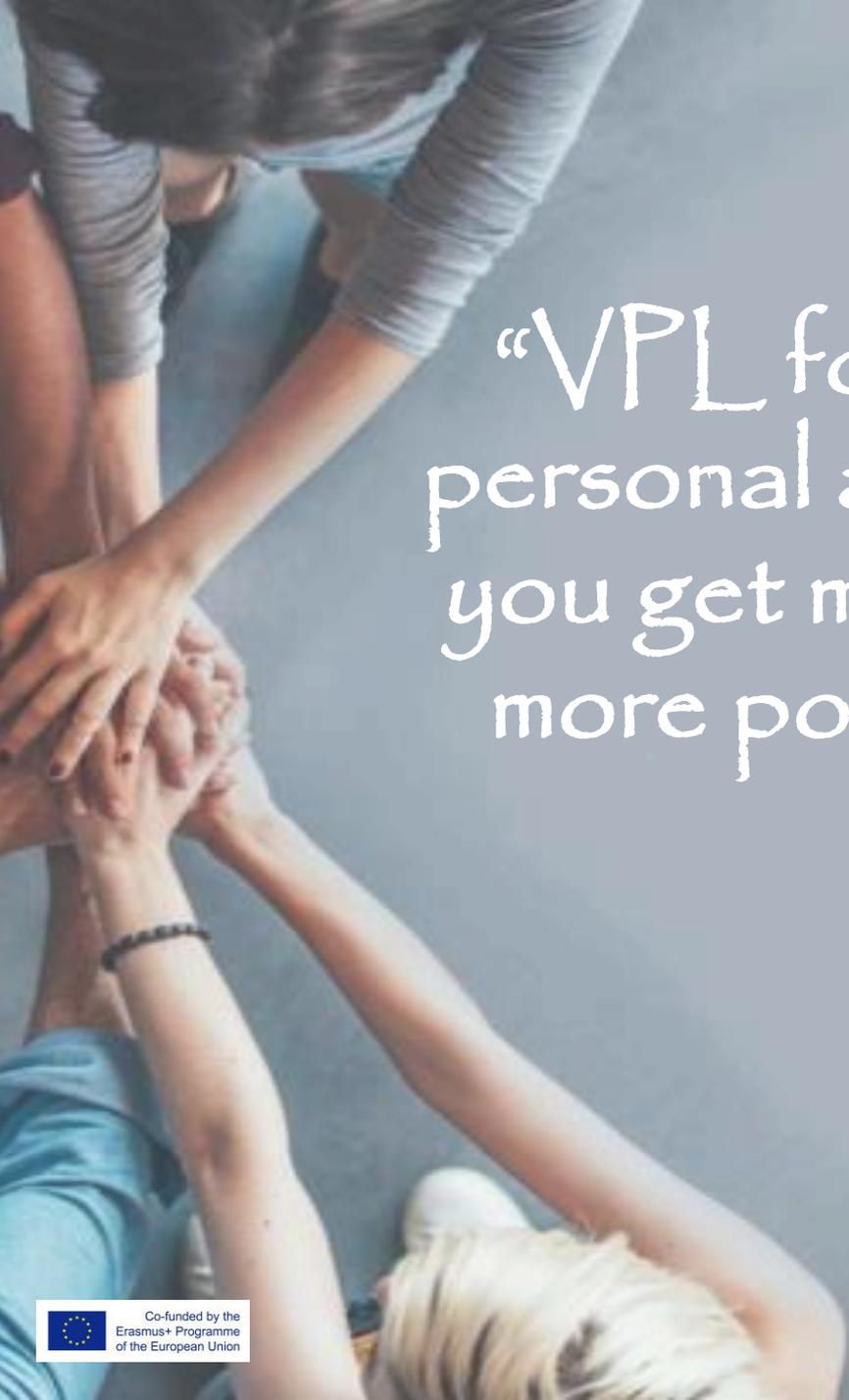
“Framework by the Flemish government, centres to implement and Federation of second chance education coordinates the development of uniform tools.”

National Advisory Group – Flanders



“I have got only positive feedback from all participants. Some have already used documentation received in English to apply for higher education.”

VPL professional - Norway



“VPL for transversal skills are useful for personal and professional purposes. When you get more self-esteem you are open for more possibilities in other areas of life. ... I got a diploma.”

VPL Participant in Transversal Skills - Iceland



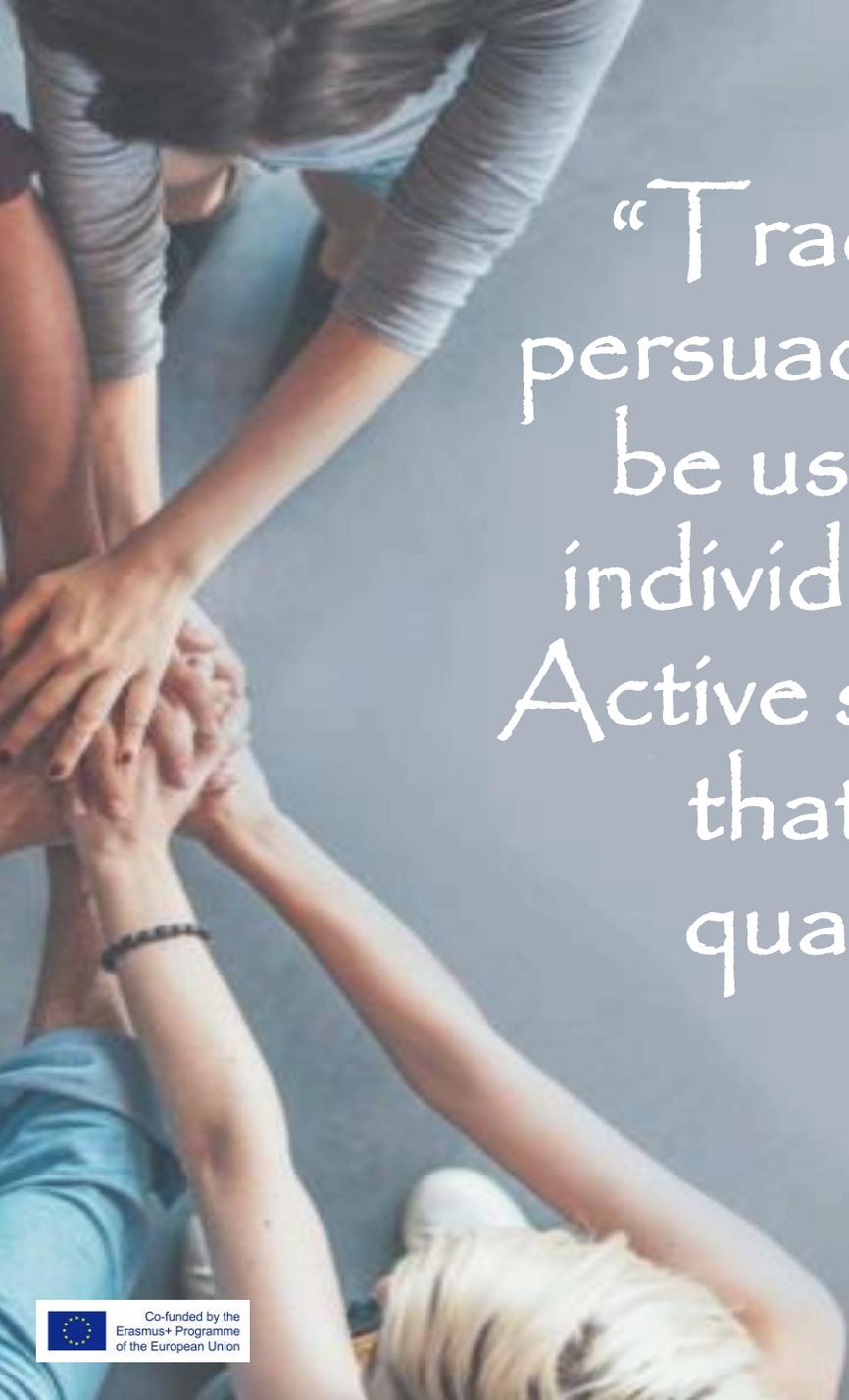
“I do think that the added value of this project is that it becomes more focused, more conscious and more visible. Which wasn't the case in the past, was it?”

National Advisory Group – Flanders



“I have got positive feedback from VPL candidates, even though someone expected more results.”

VPL professional - Norway



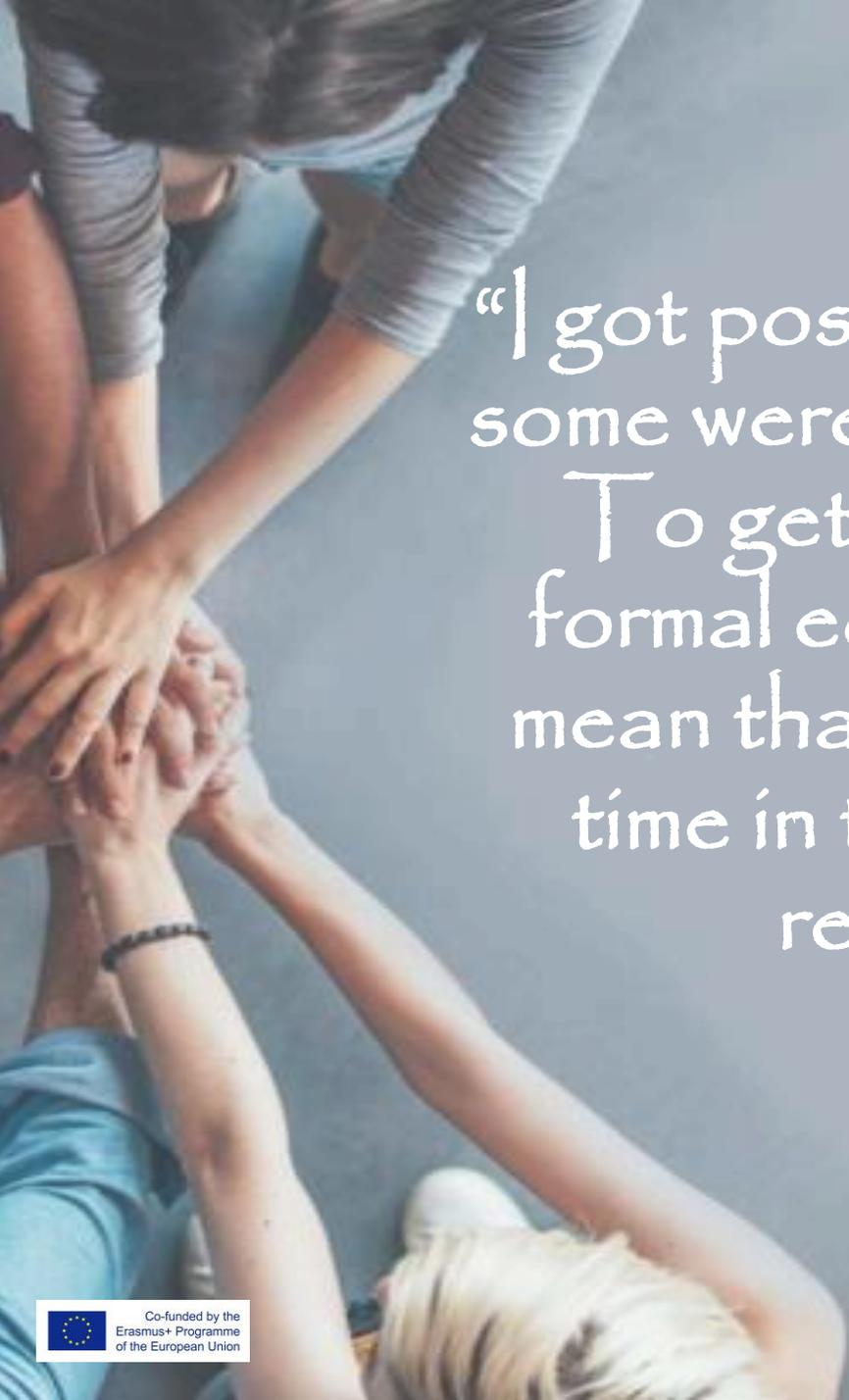
“Trade unions play an active role in persuading policy that validation should be used to empower and encourage individuals to complete a qualification. Active steps to encourage all individuals that work in the trades to obtain qualifications, VPL is one way.”

Iceland



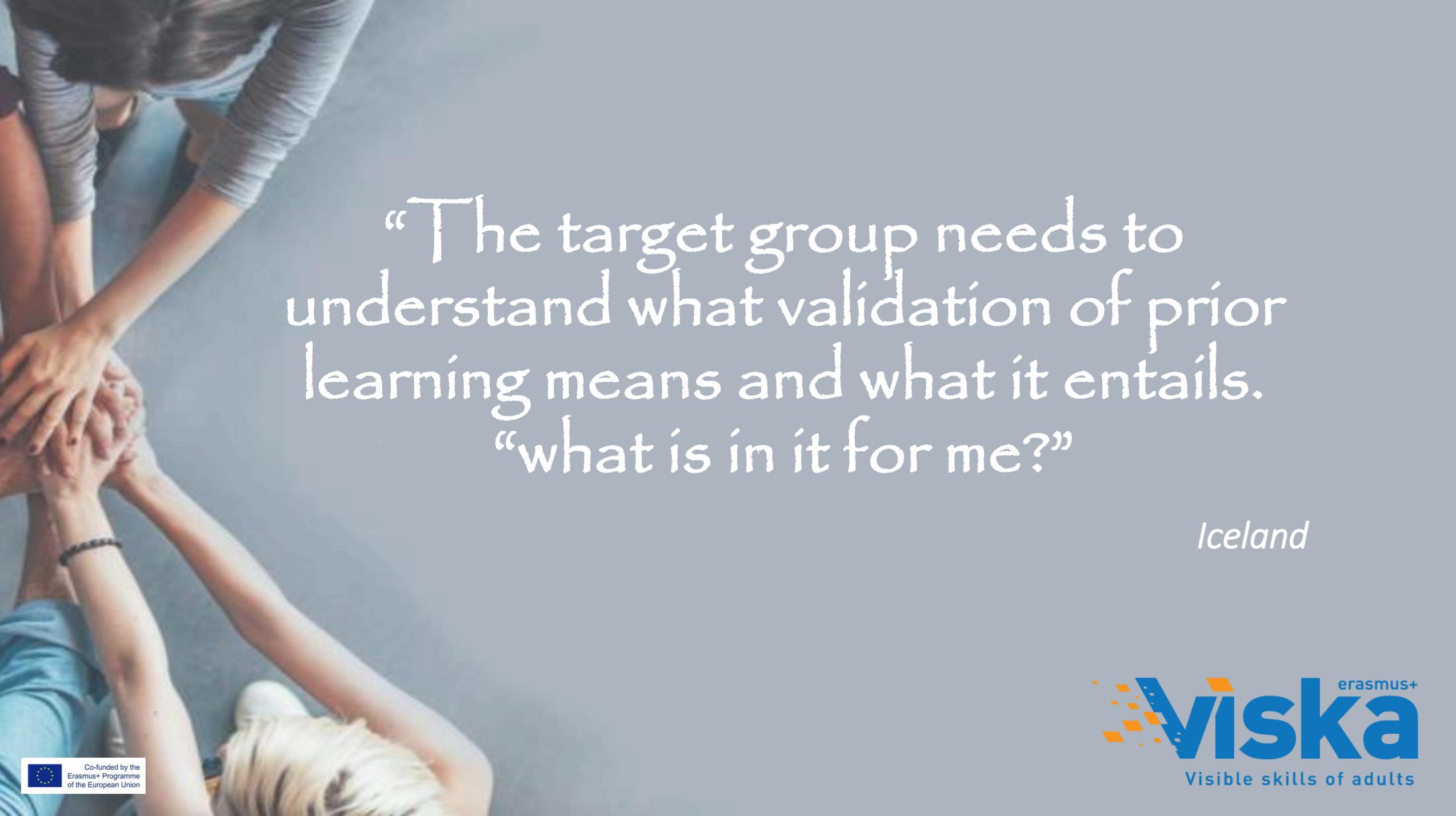
“Through such a project you can have more visibility, more focused approach, so therefore improvement.”

National Advisory Group – Flanders



“I got positive feedback from the candidates. But some were frustrated due to lack of use of results. To get the first year approved in a four-year formal education program does not necessarily mean that you may enter the second year at this time in the integration process. Other formal requirements may be an obstacle.”

VPL professional - Norway



“The target group needs to understand what validation of prior learning means and what it entails.
“what is in it for me?”

Iceland



“The international perspective broadens the view. Furthermore, existing networks and contacts around VPL for educational qualifications are intensified through VISKA.”

National Advisory Group – Flanders