



"Validation as a Tool against Uniformity "

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Outline of the presentation

- **Brief overview of AE in Latvia**
- **Learning Society Paradoxes**
- **Validation of prior learning – a cornerstone in the LLL strategy**
- **A case of non-formal learning in quality management**

LAEA

- **Established in 1993**
- **Is a non-governmental**
- **Non profit national umbrella organization of providers of adult education in Latvia, mostly non-formal AE**
- **At present the LAEA has 80 Member organizations**

Non-Formal Adult Education Providers in Latvia

- **Latvia Municipal Adult Education centre - provides different courses for municipal employees;**
- **Professional Associations - provide courses for definite area employees;**
- **Local/Municipal Adult Education centres**
- **Private adult education centres, incl. learning at a workplace**
- **Employment services - courses for unemployed and job seekers;**
- **Vocational Education institutions**

What is LS?

Learning society is a system of social relationship which provides high level of innovation and each individual is empowered and enabled to develop his/her own potential by acquiring, implementing and creating new knowledge. Lifelong learning is the best way for quality self-realization in the situation of constant changes and challenges.

Learning Society Paradoxes

- The amount of knowledge and demand for knowledge increases fast while time to acquire it is limited. Thus within LLL not only the amount of acquired knowledge per person should increase but also quality of knowledge should correspond to the social and economic needs of LS. It means that within LLL new and more effective learning patterns should be implemented otherwise it will bring to waste of human's life resources without enhancing the efficiency of employment, citizenship or personal growth.

Learning Society Paradoxes

- **The dynamic changes of the contemporary society influence people's lives quicker than they are able to comprehend changes and adopt to them. Thus, LLL should succeed to develop pre-emptive understanding of the need and preparedness for change in line with flexible self-determination skills and education policy should strive to help to balance individual and societal learning needs.**

Learning Society Paradoxes

- Within recent years employers claim that education programs are irrelevant for labour market needs. The paradox remains in the fact that high unemployment remains in highly qualified professions that show lack of dialogue and cooperation between education providers and employers. Within LLL this gap should be overcome by *firstly*, expanding learning environment and *secondly*, widening cooperation with employers in validation of prior learning thus strengthening an understanding of value of learning as a resource for quality living

Learning Society Paradoxes

- **Effective LLL experience more and more alienates learning from traditional education. Namely, LLL should provide more flexible and transferable skills that help an individual in a short period of time and resources to adapt and demonstrate self-efficacy within constant changes in labour market and social life.**

Learning Society Paradoxes

- **The challenge of future for LLL is to teach an individual to create and generate new knowledge by way of problem-solving, including non formal and informal learning situations. Thus, providing an individual an experience of apprehended self-directed learning on every day basis.**

Learning Society Paradoxes

- **The more people use different complicated technologies, the more there is a need for paying attention to the problems of illiteracy and lack of basic skills. Thus, their participation in community life and employability is threatened.**
- **Growing share of investments in education do not support tendency of inclusion.**
- **Increasing amount of students within limited fields of studies is not relevant for development of knowledge-based economy.**

Validation of prior learning – a cornerstone in the LLL strategy

- **Enables people:**
 - To identify individual starting point of further learning and gain entry to a programme at a particular level,
 - To achieve credits towards qualification or achieve full qualification based on competences.

cornerstone in the LLL strategy

- **Serves to motivate reluctant adults,**
- **Adds value to prior learning,**
- **Saves time and money by reducing the need to repeat what has already been learnt**
- **Enables society to benefit from skills acquired at no public cost.**

Training and consulting company "Zygon Baltic Consulting" (ZBC)

- **Established in 1998;**
- **Mainstream activities:**
 - **Project management;**
 - **Quality management;**
 - **Human resource management;**
 - **Strategically management;**
 - **Risk management;**
 - **Personnel Certification centre.**

ZBC Training Centre

Provision of different courses and seminars ~ 6000 participants;

In Quality management course ~ 2900 participants

ZBC Personnel Certification Centre

- Accredited in October 2006
- Clearly defined criteria for recognition of competences of the auditor of inner quality system management
- Clearly defined demands for examination
- Issues certificates for :
 - Quality system leader;
 - Inner quality management Auditor

Certificate is valid for 5 years providing that person is working in the field

criteria for recognition of competences of the auditor of inner quality sistem management

- **Higher education and 4 years profesional experience incl., at least 2 years experience in quality assurance**
- **Secondary vocational education and 7 years profesional experience incl., at least 2 years experience in quality assurance**
- **Attendance of specialised courses**

Content of examination

- **Knowledge and skills in:**
 - Standards NE ISO 9001, NE ISO 190011;
 - Methods for auditing quality management system;
 - Implementation of knowledge and skills in a “workplace” situation;
 - Implementation of persuasion skills

Methods of examination:

Test, situation analyses, written answers, oral session.

Why do we need validation of prior learning?

Increasing value of learning by raising quality of life through personal fulfillment and enterprise, employability, adaptability and responsibility, active citizenship and social inclusion

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Thank you for your attention!

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