**AER-V**

**Recommendations for international project managers competences recognition and validation for lifelong learning**

**STRENGHTS**

* Official validation system standard collected have to be considered
* Good mixture between different teaching methods (also workshop, writing thesis, discussion, etc)
* The possibility to take into account work experience and previous knowledge, which leads to a shortening of the admission process. This ensures that different needs and requirements of the participants are taken into account
* The costs of certification can also be subsidised through different funding systems
* Differentiation among different levels / various possibilities of skills upgrade
* Presence of advising person
* To use prior learning validation in order to define not only competences they have but also lack of competences they need improve
* To value personal development activities
* To assess also motivation, life and professional experience, self-directed learning appreciation, among others

**WEAKENESS**

* Existing system don't fit with skills of PM in CSOs, but they're arranged for business sector
* Not compulsory for CSOs
* Expensive
* Some of them are devoted for member of specific groups/association (i.e. STOP Association, an NGO Trainers’ Association: contents fits with our topic)
* Self-assessment methodology seems to be useful but not attractive nor used by member of CSO

**OUR LIST!**

**What could be recommended (and avoid) for the development of a useful recognition and validation system?**

**1. Prior Learning**

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|  | **Group 1** | **Group 2** | **Group 3** |
| **Recommendations** | we need a model of competence or guideline for the validation,not necessarily the same target groups as the FIRST NETWORK – both experience and inexperienced (exchange programme – job-shadowing- work experience in lifelong learning, or get it by job-shadowing, as a partner -engaged in an association or free person | * + EQF: 5 or 6 (bachelor)
	+ recognition of non-formal education (professional courses, attending conferences, volunteer work)
 | - A bachelor degree- Prior experience in (project) management: > Basic level: just the motivation (5 sentences) and enthusiasm to learn.> Advanced level: prior experience in management (number and the type of projects managed; the role in the project – leader/co-manager – ‘what were your duties as a manager in this project’?; ‘Name a difficult situation you encountered – how did you handle’?) |
| **To avoid** |  | * + not about degree
 | - not too much restrictive- not limited to the offer of the certification provider- not limited to any specific area of studies |

**2. Training offer**

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|  | **Group 1** | **Group 2** | **Group 3** |
| **Recommendations** | System part of NGO services, - define lacks in current servicesNeed 1) low prices2) simple 2-level certification3) clear target groups (not divide in body and PMs) **--**we need certified trainers – financing is the challenge – depend on reputation and here need for a period to develop and gain reputation before we can have higher fees for training and certification- extra parallel Erasmus project with focus on pilot courses- many Erasmus+ mobility application to get grants for trainees  | * wide offer
* skills:
	+ soft skills
	+ mediation, communication, social skills
	+ emotional intelligence
	+ critical thinking, creativity
* three levels of offers
	+ 1st level: introductory (1st TIP PM)
		- funding programme and system of EU
		- not only technical skills
		- basics of project management
	+ 2nd level: intermediate
		- leadership skills
		- coordination and managing
		- specialisation possibilities for different sectors (adult education, youth, school education, vocational education, higher education)
	+ 3rd level: advanced
		- Case studies
		- Problem solving
		- Project-based learning
		- Mentorship?
* Methods:
	+ Mixture of different approaches (workshops, lectures, discussions, project development)
 | - To have a dedicated training offer, including the CSO specifics, including \*\*,- Possibility to pay for the course from a project grant, for ex. E+ KA1,- The reflect the current needs of the CSOs & the needs of the specific persons enrolled (‘tailored’ courses),- Blended methodology: on-line/ in class training + some mentoring; some assignments supervised….- Securing the content of the on-line training (not to ‘steal knowledge’) vs projects funded from public sources vs sustainability/exploitation of the projects results  |
| **To avoid** |  | * 1st level: introductory
	+ not only technical skills
 | - Not too much ‘expensive’/ some scholarship mechanism vs *discounts*, for ex. for small NGOs => well designed!- Exam based only on the ‘knowledge of the methodology’ |

**3. Examination**

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|  | **Group 1** | **Group 2** | **Group 3** |
| **Recommendations** |  | * 1st level: training, written exam (multiple choice, closed question)
* 2nd level: training, written exam (mixed multiple choice and open questions), project conception, proof of work experience (e.g. 2 international projects completed)
* 3rd level: training, portfolio, problem solving test, proof of work experience (e.g. 5 international projects / at least 1 coordinated project as junior project manager)
 | > Basic level: Knowledge of the ‘theory’ (knowledge of some procedures, processes, tools… + the knowledge how to use them, for ex. how to fill in the budget form,> Advanced level: Assessment of the practical knowledge also – could be done as case description/interview vs situational questions/ case study – how would you react?+ Skills to use project management supporting tools/platforms for ex. Ms Project type…. (the orientation should be included in the training course\*\*) => free of charge management tools especially.A certification should be offered, by both levels.? The pass/failure grade vs ‘the level’ of passing the exam: sufficient/good/very good/extraordinary => %%% |
| **To avoid** |  |  | - A solution to limit ‘cheating’ at the online/distance examination |

**4. Continuing certification**

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|  | **Group 1** | **Group 2** | **Group 3** |
| **Recommendations** |  | * Quantitative: proof of involvement in international projects (time-oriented)
* attend workshops, courses
* Mentorship for 3rd level certification
 | To have one☺After 2/3 years***Why should the manager re-certify? = Keep the certificate ‘active’*** |
| **To avoid** |  |  | - high fees for the renewal |

**5. Others**

**Group 1:** widening the network

certification offer on virtual courses and self-study can be cheaper