



WP03. Mapping existing solutions for recognition and validation of knowledge, skills and competences available for the adult learning CSOs in all Partner countries.

AER-V

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Working Paper

- the report on mapping existing solutions for recognition and validation of knowledge, skills and competences available for the adult learning CSOs

FAIE (ed.)





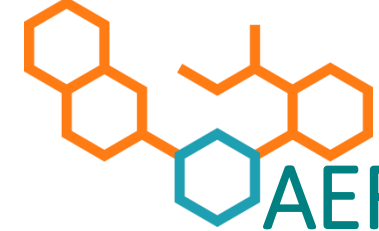
AER-V: THE REVIEW OF THE CHOSEN, POTENTIAL BENCHMARKS – COMPETITORS

1. The ECQA Certified EU Project Manager.
2. The PM² Alliance Certification programmes.
3. The PMI Certifications.



1.The (Professional) ECQA Certified EU Project Manager

Two levels of certification



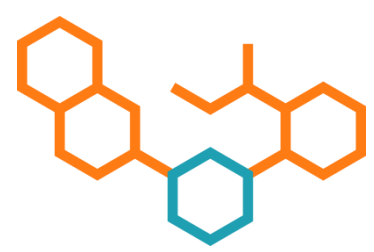
AER-V: The (Professional) ECQA Certified EU Project Manager (1) – the provider



The **European Certification and Qualification Association (ECQA)**, a non-for-profit association created at a European level.

- ECQA was initiated in 2003 within an European, partnership project co-funded by the European Commission within the framework of the LEONARDO DA VINCI project. The latest news on the ECQA webpage comes from March 2019.
- Professions/job roles – the Job Role Committee - Skill Cards – the list of the ECQA Certified EU Project Managers - the list of the The ECQA Certified Training Organisations and ECQA Certified Trainers...
- Training course material, e-Learning platform, examination test question pool - administered and updated by JRC...
- The ECQA Membership scheme (?)





AER-V: The (Professional) ECQA Certified EU Project Manager (2) – in general



- Unified qualification and certification schemes for EU Project Managers.
- Candidates may obtain two levels of certification:
 - > ECQA Certified EU Project Manager
 - > Professional ECQA Certified EU Project Manager
- Target groups: project managers, administrators, financial personnel, proposal writers...
- Skills and competences needed to successfully plan, implement and monitor European funding programmes and projects.
- The qualification and certification for EU Project Managers is divided into 4 units, eleven modules (1. Introduction into EU projects; 2. Project objectives and finance; 3. Cooperation; 4. Quality management).
- Participants who have obtained the ECQA Certified EU Project Manager certification may upgrade to the Professional certificate (level 2) that additionally confirms the practical experience in the field.





AER-V: The (Professional) ECQA Certified EU Project Manager (3) – Validation of the prior learning/Formal prerequisites



- Level 1: NO
- Level 2: YES

The candidate must have passed the online test for ECQA Certified EU Project Manager successfully.





AER-V: The (Professional) ECQA Certified EU Project Manager (4) – training offer

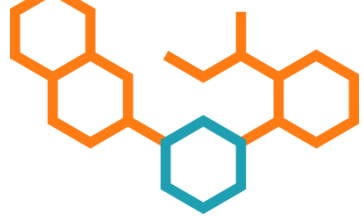


YES.

Delivered by The ECQA Certified Training Organisations and ECQA Certified Trainers – listed on the webpage: <https://www.ecqa.org/index.php?id=83>

Prices?





AER-V: The (Professional) ECQA Certified EU Project Manager (5) – examination and certification

- **Level 1: The ECQA Certified EU Project Manager:**

Online exam, using a central Exam Pool of Multiple Choice Questions.

The exam is modular; a minimum of 66% must be answered correctly to pass one element.

The Exam takes about 3 hours and 110 questions have to be answered.

Successful participants who pass at least 8 out of 11 elements may apply to be listed on the ECQA web site as ECQA Certified EU Project Managers.

- **Level 2: The Professional ECQA Certified EU Project Manager.**

An assessment of evidences of practical experience in the field by an external board of reviewers.

The evidences provide a proof of practical competence and illustrate that the person has been capable of applying best practice principles of EU Project Management in his/her professional career.

Prices?



AER-V: The (Professional) ECQA Certified EU Project Manager (6) – continuing certification requirements

NO



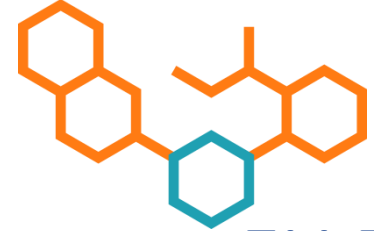
AER-V: The (Professional) ECQA Certified EU Project Manager (7) – relevance for the CSO sector

YES

Relevant for all entities and persons working in the field of European projects realisation.



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AER-V: The (Professional) ECQA Certified



EU Project Manager (8) – key conclusions & recommendations

- The certification system was funded similar way the AER-V Partnership is intended to proceed. It was developed within an EU Funded project (2003) and kept active by 2019. By 2012 more than 700 certificates have been issued for ECQA Certified EU Project Managers (the latest data from the marketing papers available) – which seems quite an achievement. In general, the ECQA developed job roles for several professions, not only the EU project manager profession (there were 18 job roles described in 2010).
- Right now it is hard to tell (just looking at the webpage) if the organisation/certification still functions. The EU project manager courses, based on these developed by the ECQA, seem to still be offered by some of the ECQA certified training providers listed on the webpage, still it isn't clear if the Certification is still available. The latest news on the ECQA webpage comes from March 2019. Latest eLearning with Webinar related to the EU Project Manager certification was offered in May 2016; most recent FB note on the open FB group comes from January 2018.
- The training offer was directed both to the 'newcomers in the world of EU projects' (*"Learn to swim before you jump into water!"*) and to the experienced managers of EU projects (*"Learn and exchange! We can always learn something new and improve our skills by examining the best practices of others"*). The question is how was it made to take both the beginners and the experienced ones training needs in the same training programme.

>> For the future AER-V plans - in exchange for certifying multiple job roles, the partnership could focus on and develop just the international projects management field.

Probably it would be possible to learn more addressing the ECQA certified organisations/trainers – in the field of EU project management - directly.

Taking into account the AER-V Partner countries, the ECQA member-entities are listed in Austria (where the ECQA is also registered as a GmbH, and the certified trainers could be found in Denmark and Austria.



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2. The PM² Alliance Certification programmes

Three levels of certification



AER-V: The PM² Alliance Certification programmes (1) – the provider



The PM² Alliance - an international, not-for-profit organisation. Founded by PM² practitioners.

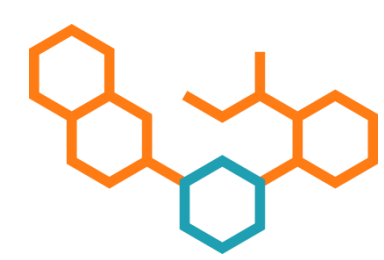
- The PM² Manifesto for Europe.

We, the Signatories of the PM² Manifesto:

- BELIEVE THAT
— **the future of project management depends on the community of project managers working together**
- KNOW THAT
— **effective project orientation is the key for organisations and society to deal with the many challenges of our times**
- ARE CONVINCED THAT
— **project management doesn't need to be complicated, sophisticated or require a large upfront investment**
- AGREE THAT
— **the time has matured for the adoption of a common project management methodology for Europe**

- The PM² Alliance Membership scheme.





AER-V: The PM² Alliance Certification programmes (2) – in general



- **The Project Management Methodology PM²** (“P-M squared”) developed by the European Commission.
- It is being described as open, free, and common Project Management Methodology for Europe, lean and easy to implement, suitable for any type of project, based on operational experience from projects run within the European Institutions. Incorporates elements from a wide range of globally accepted project management best practices, standards and methodologies such as PMBoK Guide, PRINCE2[®], IPMA-ICB.
- The PM² Methodology offers:
 - A Project Governance Model (decision making)
 - The PM² Lifecycle (4 project management phases)
 - The PM² Processes
 - The PM² Artefacts (project templates + guidelines how to use them)
 - The PM² Mindsets (attitudes and behaviours).
- 3 certification levels.
- Certified (Affiliated) PM² training providers and Certified PM² trainers.
- The PM² Guide, Key PM² Artefacts templates, PM² Tools & Techniques, .. Available through EU Login



AER-V: The PM² Alliance Certification programmes (3) – Validation of the prior learning/Formal prerequisites



- Level 1: NO

1a. The PM² Basic Certification,
1b. The PM² Essentials Certification,

- Level 2: NO

2. The PM² Advanced Certification,

- Level 3: YES

3a. The PM² Expert Certification:

Formal prerequisites: 1. PM² Essentials Certification; 2. PM² Advanced Certification; 3. Completion of the relevant PM² Expert Training; 4. Completion of the online PM² Expert Assessment Process; 5. Online PM² Expert Certification Exam.

3b. The PM² Trainer Certification.

1 & 2 as above; 3. Valid PM² Alliance Membership; 4. Project Management domain knowledge; 5. Training/teaching experience; 6. Completion of the PM² Alliance TtT Programme 7. Completion of the online PM² Trainer Exam.





AER-V: The PM² Alliance Certification programmes (4) – training offer



- Level 1: YES/NO

The general training offer of the certified PM² training providers is available. Participation in the training is not obligatory to participate in the exam/get certification.

- Level 2: YES/NO/Recommendation

As above + achieving a PM² Essentials Certification and following an advanced PM² preparation training from one of the Affiliated Training Providers is recommended before taking the exam.

- Level 3: YES/YES

The general training offer of the certified PM² training providers is available. Participation in former trainings is obligatory to participate in the exam/get certification.





AER-V: The PM² Alliance Certification programmes (5) – examination and certification



1a. The PM² Basic Certification: On-line exam based in 100% on the The PM² Guide. Fee: For Students & PM² Alliance members 80 €; For non members - 150 €,

1b. The PM² Essentials Certification: On-line exam based in 100% on the PM² Guide & Key PM² Artefacts templates. Fee: For PM² Alliance members - 180 €; For Professional PM² Trainers - 210 €,

2. The PM² Advanced Certification: On-line exam based in 100% on the PM² Guide & Key PM² Artefacts templates & PM² Tools & Techniques. Fees: For PM² Alliance members - 230 €; For non members of the Alliance - 290 €; For PM² Essentials Certification holders – 80 €; For non members PM² Essentials Certification holders - 190 €,

3a. The PM² Expert Certification: Online Case Assessment + an online Exam. The exam is taken after the successful completion of the case assessment. Exam is based on a balanced mix of advanced PM² knowledge and situational judgement type of questions. Publications: PM² Guide, All PM² Artefacts templates, Project Management Tools & Techniques + In class material (received during the PM² Expert Training). Fees: For PM² Alliance members - 1100 €; For PM² Certified Trainers - 650 €,

3b. The PM² Trainer Certification: In class or online proctored exam. Fees: PM² TtT seminar included – for Professional PM² Trainers - 1700 €; PM² TtT seminar included - For University Educators – 900 €; Online Exam – For University Educators who have completed the TtT Seminar only – 300 €.



AER-V: The PM² Alliance Certification

programmes (6) – continuing certification requirements



NO



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AER-V: The PM² Alliance Certification programmes (7) – relevance for the CSO sector



YES

The certification is not dedicated to CSO, however it has general applicability for all EU projects realisers of any sector.





AER-V: The PM² Alliance Certification



programmes (8) – key conclusions & recommendations

It is worth to take a closer look on the possibility offered to join the PM² Alliance Association and obtain the PM² Alliance Membership.

There are different types of membership offered: for Individuals, SME's, Institutions and Students:

- Professional Membership (individual membership; €160/2 years),
- Discounted, For Academics & Public Servants Only (individual membership; €60/year),
- Student membership (individual membership; €40/year),
- Organisational Membership (group membership, €450/year).

Among the membership benefits there are mentioned:

- Membership Certificate
- Professional Designation
- Listing in the PM² Alliance's Members' Directory
- Participation to the PM² Alliance's Conference
- Discount for participation in Workshops and Seminars
- PM² resources
- A Mentor Program
- Access to PM² Alliance's Publications and Newsletters
- Reduced-price opportunities to market services through PM² Alliance's network and reach
- Members Only Awards Program
- Special pricing for events and services offered by PM² Alliance's associates
- PM² Certifications at a members-only price.

There are no 'Continuing certification' scheme offered.

General conclusion: it was really difficult to find this offer. Maybe the offer is better known among the Horizon 2020 realisers, since it seems to be profiled especially for this scheme EU projects realisation.





3. The PMI Certifications

8 knowledge and competency areas



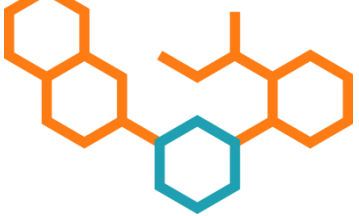
AER-V: The PMI Certifications (1) – the provider



The **Project Management Institute**.

- Founded in 1969 in Philadelphia, Pennsylvania, USA; celebrated 50th anniversary in 2019.
- „*Project Management Institute (PMI) is the world's leading association for those who consider project, program or portfolio management their profession*”.
- Recognises/validates competences related to: project management, programme management, project portfolio management.
- PMI Membership scheme.





AER-V: The PMI Certifications (2) – in general



- Offers 8 certifications that recognize knowledge and competency:
 - Project Management Professional (PMP)®
 - Portfolio Management Professional (PfMP)®
 - PMI Agile Certified Practitioner (PMI-ACP)®
 - PMI Professional in Business Analysis (PMI-PBA)®
 - Program Management Professional (PgMP)®
 - Certified Associate in Project Management (CAPM)®
 - PMI Risk Management Professional (PMI-RMP)®
 - PMI Scheduling Professional (PMI-SP)®
- Validates/certifies globally.
- Has chapters located in over 80 countries. Chapters are open to PMI members and led by volunteers.
- Works according to recognized standards, certifications, communities, resources, tools, academic research, publications, professional development courses and networking opportunities.
- PMI Registered Education Providers, PMI Talent Triangle, Continuing Certification Requirements (CCR) Program ...

>> Further characteristics relate to one of the certification types (most relevant for the AER-V context): **Project Management Professional (PMP)**®



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AER-V: The PMI Certifications (3) – Validation of the prior learning/Formal prerequisites



>> Project Management Professional (PMP)[®]

- The candidate must you meet the following sets of PMP Certification requirements concerning prior education and experience:
 - A four-year degree,
 - Three years of experience of leading projects (4,500 hours leading and directing projects),
 - 35 hours of project management education/training or CAPM[®] (Certified Associate in Project management) Certification,

Or

- A high school diploma or an associate's degree (or global equivalent),
- Five years experience in leading projects (7,500 hours leading and directing projects),
- 35 hours of project management education/training or CAPM[®] Certification.



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>> Project Management Professional (PMP)[®]

There are:

- Online courses - project management and related – offered,
- Traditional courses by PMI Registered Education Providers.

The number of training hours depends from a course.

The training offer is presented according to the PMI Talent Triangle (technical/leadership/business and strategic competences).

The courses are also divided by levels of advancement: foundation – intermediate – advanced.

To prepare to the exam, courses covering the subjects covered by the **PMBOK[®] Guide** (*A Guide to the Project Management Body of Knowledge*) are recommended, since the exam tasks are related to the PMBOK[®].

The main subjects covered are: project life cycle and organisation; project management proces; project integration management; project scope management; project time management; project costs management; project quality management; project human resource management; project communications management; project risk management; project procurement management.

No specific admission criteria. Open recruitment.

The average price of the on-line course range from 40 to 1400 \$ (the PMI members get a discount).



AER-V: The PMI Certifications (5) – examination and certification



>> Project Management Professional (PMP)[®]

- The exam is being prepared by PMI; has a computer - test form, includes 200 questions. It is recommended to take it in English. The exams are organised by PMI certified providers. The exam lasts 4 hours.
- To take an exam, the steps are as follows:
 1. Fulfill Eligibility Criteria
 2. Complete Application
 3. Application Review
 4. Payment
 5. Passing an exam.
- The exam covers 3 domains: People (for ex. manage conflict, lead a team, support team performance), process (for ex. asses and manage risks, engage stakeholders, plan budget and resources) and business environment (for ex. evaluate and deliver project benefits and value, support organisational change). Percentage of items in the test: 42%, 50%, 8%.
- The price: \$ 555 (for non PMI members).





AER-V: The PMI Certifications (6) – continuing certification requirements



>> Project Management Professional (PMP)[®]

Everyone who earns a PMI certification must actively maintain their certification(s) through participation in the **Continuing Certification Requirements (CCR) Program** and renewal of their certification(s) every 3 years.

Partaking in professional development and learning activities allows certification holders to earn **Professional Development Units (PDUs)**. There are two types of professional development units (PDUs) that you can claim towards renewal — [Education](#) and [Giving Back to the Profession](#).

To maintain certifications require you to earn a certain number of PDUs over a 3-year cycle. For example, (PMP)[®] - 60 PDUs in every 3 areas of the **PMI Talent Triangle** (since 2016).

The process of renewal:

Earn the required amount of Professional Development Units (PDUs) to meet the Continuing Certification Requirements (CCR) for specific certification >

> Enter the PDUs in the online CCR system > Pay the renewal fee.



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AER-V: The PMI Certifications (7) – relevance for the CSO sector



YES.

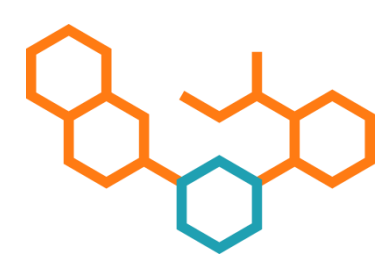
PMP certification is a recognized certification system, offering a lot of training to improve professional skills.

In addition, to maintain the certificate you must regularly improve your competences.

On the other hand it seems PMP is mainly developed for business requirements. It doesn't mean it cannot be adapted to the needs of the Civil Society Organisations active in the adult learning education.



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AER-V: The PMI Certifications (8) – key conclusions & recommendations

- Solutions recommended to use or the FIRST Network:

PMP certification is a recognized certification system, offering a lot of training possibilities and options to improve and develop project management skills >> recommendation: offering various possibilities of skills upgrade (courses, self-learning, volunteering...etc.).

In addition, to maintain the certificate you must regularly upgrade and improve your competences >> recommendation: to introduce continuing certification requirements.

On the basis of the research activities and close relations with the business sector – the knowledge (PMBOK® Guide) – examination requirements – continuous certification requirements are constantly updated and adjusted to the evolution of the profession and the real market needs >> recommendation: to follow this solution!

- Challenges for the FIRST Network:



It seems PMP is mainly developed for business requirements. It doesn't mean it cannot be adapted to the needs of the Civil Society Organisations active in the adult learning education. >> 1st TIPPM – the 'Talent Triangle' rewritten for IPM in the LLL competences (already done; may be updated).

Costs. PMI is not-for-profit organisation, but its membership and learning/competences validation offer is costly >> This would be a challenge for the CSO sector. There is a need to develop solution for reducing the costs of getting trained/validated – while keeping the budget for FIRST Network operations.



Thank you for **your** attention!

AER-V 2020