

***Tempus NMPLIS Study School
Parma, Italy, 13-16 June 2011***

**Information Professionals Associations and
Professional Certification of Competences:
the Italian case**

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Certification of competences in Europe: why?

- **European Union:** 25 nations / states with different rules for education, training, employment
- **Since 2000:** LISBON CHART FOR EDUCATION, CONTINUING EDUCATION AND EMPLOYMENT
- Many European governments have signed the Lisbon Chart, not all of them
- **The way forward is still hard:** still no easy matter to recognize education of citizens coming from other member states; reciprocity is a missing point, a big gap that neutralizes the Schengen Treaty (free mobility of goods, money and people inside Euro Zone)

European Qualification Framework

- EQF is a EU initiative that originated from the necessity of making publicly available the professional qualifications of member states and fostering mobility
- EQF is divided into 8 levels corresponding to growing educational complexity
- Positioning depends on the combination of KNOWLEDGE-SKILLS-COMPETENCES
- For information professionals, the EQF number is typically 5 (value 5 for Knowledge and Competences and value 4 for Skills)
- (Source: ISFOL website)

European Qualification Framework

European Commission - Education & Training - lifelong learning policy - The European Qualifications Framework (EQF) - Mozilla Firefox

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http://ec.europa.eu/education/lifelong-learning-policy/doc44_en.htm

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The European Qualifications Framework (EQF)

The European Qualifications Framework (EQF) acts as a translation device to make national qualifications more readable across Europe, promoting workers' and learners' mobility between countries and facilitating their lifelong learning.

The EQF aims to relate different countries' national qualifications systems to a common European reference framework. Individuals and employers will be able to use the EQF to better understand and compare the qualifications levels of different countries and different education and training systems.

Agreed upon by the European institutions in 2008, the EQF is being put in practice across Europe. It encourages countries to relate their national qualifications systems to the EQF so that all new qualifications issued from 2012 carry a reference to an appropriate EQF level. An EQF national coordination point has been designated for this purpose in each country.

Shifting focus

The core of the EQF concerns eight reference levels describing what a learner knows, understands and is able to do - 'learning outcomes'. Levels of national qualifications will be placed at one of the central reference levels, ranging from basic (Level 1) to advanced (Level 8). This will enable a much easier comparison between national qualifications and should also mean that people do not have to repeat their learning if they move to another country.

The EQF applies to all types of education, training and qualifications, from school education to academic, professional and vocational. This approach shifts the focus from the traditional system which emphasises 'learning inputs', such as the length of a learning experience, or type of institution. It also encourages lifelong learning by promoting the validation of non-formal and informal learning.

This reflects a wider shift within which the EQF is acting as a catalyst for reforms: most Member States are now developing their own National Qualifications Frameworks (NQFs) based on learning outcomes. Several countries (IE, MT, UK, FR and BE-Flanders) already have one in force.

Easier comparison

At present, an enterprise in France may hesitate to recruit a job applicant from, say, Sweden, because it does not understand the level of the qualifications presented by the Swedish candidate. But once the EQF is fully implemented, a Swedish person's certificates will bear a reference to an EQF reference level. The French authorities will have already decided where their own national certificates in the field concerned lie, so the French enterprise would use the EQF reference to get a better idea of how the Swedish qualification compares to French qualifications.

An EQF advisory group brings together representatives from national authorities and other stakeholders to help with the implementation of the framework. Its work is complemented by the EU-wide Learning Outcomes Group which supports debate and peer learning on relevant issues, focusing

Lifelong Learning Policy

- Strategic framework for education and training
- Mobility and lifelong learning instruments
- School education
- Higher education
- Vocational education and training
- Adult learning
- Research and analysis

Lifelong Learning Programme

- Lifelong Learning Programme overview
- Erasmus for higher education
- Leonardo da Vinci for vocational training
- Comenius for school education
- Grundtvig for adult education
- Jean Monnet for European integration

External Programmes and Policies

In depth

- European framework for key competences
- European Qualifications Framework
- Europass
- European Credit Transfer and Accumulation System (ECTS)
- European Credit system for Vocational Education and Training (ECVET)
- Quality assurance in vocational education and training
- Validation of non-formal and informal learning
- Guidance
- Diploma Supplement
- National Recognition Information Centres

European Qualification Framework


European Commission - Education & Training - lifelong learning policy - Europass - Mozilla Firefox

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http://ec.europa.eu/education/lifelong-learning-policy/doc46_en.htm

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European Commission - Education & ...



Lifelong Learning Policy

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External Programmes and Policies

- Overview
- Co-operation with industrialised countries
- Erasmus Mundus
- Tempus

More Information

- Reports and studies
- Education and training in the Member States

Dissemination and Exploitation of Results

Europass

A direct public service to make qualifications and skills better understood throughout Europe.

People who are looking for a job – whether in their own country or abroad – need to be able to present their qualifications and skills in a way that employers can correctly understand and appreciate.

The Europass service, available to individuals through a network of national centres and an [on-line portal](#), aims to make this process easier.

There are a number of elements.

CV service

The portal – run by the European Centre for the Development of Vocational Training (Cedefop) and available in 26 languages – provides an interactive tool to complete the **Europass CV** and the **Europass Language Passport**.

The Europass CV highlights people's skills and abilities, including those acquired outside of formal education and training. Language skills are described with the help of the commonly used [reference framework established by the Council of Europe](#).

Users can download the CVs that they create in several formats, including XML which enables direct uploading to on-line employment databases.

On average, around 7 000 CVs are created using the service every day.

Other Europass documents

Europass Mobility records a learning experience abroad, such as an academic exchange or a stage in a company – making it more visible for employers.

The **Europass Diploma Supplement** is extremely valuable for academic recognition. Developed by the European Commission, the Council of Europe and UNESCO, it describes in a standardised way the nature, level, context, content and status of any higher education courses that an individual has successfully completed.

Read more about the [Diploma Supplement](#).

The **Europass Certificate Supplement** explains vocational training certificates in terms of skills and abilities, enabling employers to better appreciate what their holders can do.

More information

- [A summary of the EU legislation establishing Europass](#)
- **Legal text:** Decision 2241/2004/EC of the European Parliament and of the Council on a single Community framework for the transparency of qualifications and competences (Europass)
[cs](#) [da](#) [de](#) [es](#) [et](#) [el](#) [en](#) [fi](#) [fr](#) [hu](#) [it](#) [it](#) [lv](#) [mt](#) [nl](#) [pl](#) [pt](#) [sk](#) [sl](#) [sv](#) (December 2004)
- **European Commission Report:** the first evaluation of the Europass initiative, COM(2008)427
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In depth

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From ECIA to CERTIDOC

•**1997:** The European Associations in Information and Documentation (together as ECIA) proposed to the European Commission the DECID project (Développer les eurocompétences pour l'information et la documentation).

•**1998:** The project was renamed in DECIDoc (Développer les compétences pour l'information et la documentation), and obtained financial support for the next 3 years.

•**1998-2001:** DECID + DECIDoc had as objectives the analysis of the jobs of the information and documentation sector, in order to:

- Define common tools based on shared standards

- Recognize, identify, and evaluate competences of the I&D sectors

- Also the Associations ASD (Switzerland), InfoDocRom (Rumania), SKIP (Czech Republic) participated in the project, headed by the French Association ADBS.

•**ACHIEVEMENTS:**

- 1999:** First edition of the Euroguide I&D in French (Euroréférentiel I&D) and English (Euroguide LIS). Other 7 official translations followed.

- 2004:** Second edition of the Euroguide I&D, enlarged, published in 2 volumes

CERTIDOC – The basic idea

- To define the common traits of Information and Documentation Work (I&D), including all the knowledge workers: archivists, documentalists, librarians, records managers, cybrarians, information centre managers, information managers, evaluators, knowledge managers, and others.
- To recognize and appreciate competences and skills typically done by information specialists, in a way that evaluation of these elements can be part of an improved advancement in career.
- To link this action to the 2000 Lisbon Chart for Education, Continuing Education and Employment, as to effectively improve the European competitiveness on the Global Labour Market in the Knowledge Society.
- To allow for an increased workers' mobility and continuing education inside and over all Europe, provided that common parameters are set for:
 - Educational level recognition
 - Working experience
 - Personal portfolio

CERTIDOC – How certification works (1)

- There are 4 certification levels:
- Level 1: INFORMATION/DOCUMENTATION ASSISTANT = a professional who uses tools at his disposals and has a basic knowledge of the working sector.
- Level 2: INFORMATION/DOCUMENTATION TECHNICIAN = a professional who knows how to use basic tools effectively and can do specialized tasks, analyze emerging needs and suggest improvements of services
- Level 3: INFORMATION/DOCUMENTATION MANAGER = a professional who masters professional techniques, can discuss about them and use them in practice; this professional can evaluate a situation, express informed opinions, develop new tools.
- Level 4: INFORMATION/DOCUMENTATION EXPERT = a professional who masters methodology as to conceive new systems, manage information both inside the organization where is working, or in a wider network
- Attribution of levels occurs by matching request from the candidate and examination of the Jury

What does an information professional do?

- Indexing, cataloguing
- acquisitions
- Coordinating activities
- Organising events
- Checking shelves
- Collaborating with institutions
- Informing / educating users
- Reference work
- Human resource management and training
- Financial management
- Bibliographic referencing
- Loans, information desk, online referencing...
- Library project planning
- Documents preservation
- Fund raising
-

Competences declaration in Italy: ISFOL and professional competences

• SKILLS / ATTITUDES FOR INFORMATION PROFESSIONALS

- Ranking information
- Understanding written information + written interaction
- Flexibility in classification
- Understanding verbal communication + verbal interaction
- Selective attention, distributed attention
- Deductive + inductive skills, quick and flexible conclusions, problem-solving
- Remembering information, visualizing information
- Generating original ideas
- (source: ISFOL-ISTAT survey on professions 2009)

ISFOL List of competences

•KNOWLEDGE

- Italian language
- Services to customers and people
- Office work
- Foreign language(s)
- Communication and media
- Psychology
- Legislation, institutions
- Informatics
- Financial, and Human resource management
- Sociology, Anthropology, etc. (various disciplines)
- (source: ISFOL-ISTAT survey on professions 2009)

ISFOL list of skills

.SKILLS

- Cognitive skills
- Alpha-numerical language skills
- Relational skills
- Problem solving
- System control and analysis
- Process planning, management and monitoring
- Human resources and equipment management
- (Source: ISFOL-ISTAT survey on professions 2009)

Certification in Italy – AIDA

The vision of AIDA – Associazione Italiana per la documentazione avanzata (Italian Association for documentation)

YES TO CERTIDOC, because:

- it is demonstrable: professionals declare their competences and skills and these are examined independently of corporations
- it is easy: certifications are issued by a technical body
- it is periodically tested: I&D professions are continually evolving
- it is independent of corporate judgement: it is the professional asking for proof
- it is realistic: education alone cannot make a professional, who becomes complete after a period of working practice
- it is inspiring: the professional undergoing the certification process can be suggested of doing specific training or education courses in order to reach the expected validation level.

AIDA expects that professional certification will determine a qualitative improvement of the I&D professions and their recognition at a wider level

Other LIS Associations supporting CERTIDOC

- AIDB (Italian Association of Documentalists for Patents),
- GIDIF-RBM (Italian Group of Pharmaceutical and Biomedical Documentalists),
- IAML Italia (International Association of Music Libraries, Archives and Documentation Centres)

Certification in Italy - AIB

The vision of AIB - Associazione italiana biblioteche (Italian Library Association)

- **Since April 1998:** AIB has started an internal Registry of the professionals operating in Italy in all kinds of library institutions -
- **2006:** at the 53rd AIB National Congress, the Association hosts AIDA representatives as guest speakers, to present the CERTIDOC project
- No official position has been taken by AIB in favour of CERTIDOC ever since
- Despite information displayed on the Association website, AIB has preferred continuing going along a different path, inside the COLAP, an Italian Committee for the recognition of the professions that do not have a legal status in the country
- **November 2010:** the Association changes its rules of procedures and is ready to be officially recognized by the government as a professional association
- The Professional Registry ceases to have its validity and a new form of validation has been approved and will be in force since 2011

AIB does not support officially CERTIDOC as an instrument for the certification of the I&D professions

The Consortium of Free Professional Associations

CoLAP - Sito Ufficiale - Mozilla Firefox

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http://www.colap.it/homepage.asp

colap - Cerca con Google

CoLAP - Sito Ufficiale

AIB. Attività nel CoLAP. (AIB-WEB)



CoLAP

Coordinamento Libere Associazioni Professionali



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Comunicati Stampa 31/05/2011 — Si è riunito ieri 30 maggio presso il Ministero dello Sviluppo Economico il... 26/10/2010 — Il Ministro Meoni scrive al Presidente CoLAP: bene il lavoro del Coordinamento. I... 22/10/2010 — Professioni/CoLAP: pieno consenso politico ed istituzionale alla regolamentazione... 22/10/2010 — Professioni/CoLAP: siglato protocollo di intesa CoLAP, Cgil, Cisl e Uil e Associazioni... 22/10/2010 — Napolitano: la regolamentazione delle professioni come garanzia di qualità Si...

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IL COLAP E' SOCIO UNI
Dal 10 maggio 2011 il Colap è Socio Effettivo dell' UNI-Ente Nazionale Italiano di Unificazione.

Lo Statuto del CoLAP
L'ultima edizione dello Statuto del CoLAP è stata approvata dall'Assemblea degli associati in data 11 settembre 2008

Il Manifesto del CoLAP
L'ultima edizione del Manifesto del CoLAP è stata approvata dall'Assemblea degli associati in data 28 giugno 2001 e contiene i "Principi della riforma delle libere professioni"

Primo Rapporto CENSIS sulle Attività Professionali

IL GIORNALE DELLE PARTITE IVA
Il nuovo mensile dedicato al mondo delle professioni.
Convenzione Colap: grande opportunità per le associazioni.

Grande Evento COLAP
COMPETE.R.E. - Competenze Riconosciute nell' Economia
Roma, Villa Miani 22 Ottobre 2010

CICLO DI SEMINARI COLAP - Una riflessione verso una riforma duale delle professioni
Il CoLAP ha organizzato nel primo semestre 2009 un ciclo di quattro seminari per approfondire il tema della riforma duale delle professioni

Martedì 14 Giugno 01:17:30

CoLAP

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Newsletter Sempre aggiornati con la Newsletter del CoLAP

(In)formazione Corsi, Seminari, Convegni, Tavole rotonde...

Ci siamo spostati! CoLAP è ora in Via Catania 64, sempre a Roma

Chi siamo Chi è il CoLAP? Cosa si propone? Una breve sintesi di una lunga attività.

Convenzioni/Accordi Convenzioni e accordi stipulati dal CoLAP

Bacheca ...dove scambiare opinioni con il CoLAP e con altri navigatori

Does certification work?

Just a few professionals have undergone the certification process until now - why?

Final considerations

To be effectively implemented, it seems that a certification scheme should:

- a) become a prerequisite for professionals entering an I&D profession
- b) be recognized by all professional associations in the country
- c) be flexible enough to allow for any changes in a flexible labour market, in a short timespan
- d) be linked to EQF / education

ONE? MORE? ALL OF THE PREVIOUS STATEMENTS?

Suggestions from your experience

Please share your experience with us.
Are your professional competencies / competences
certified in your country?
How?

Thanks a lot for your attention!

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