



companies

6. Paid work

Competence training

Job applying training

Learning – work project

Individual support with following a regular course

My Future: Individual support towards work

5. Paid work with help

Volunteer work

Internship

Pré VPL training How to present yourself: 'Express yourself!'

VPL Competence training

4. Unpaid work

Assertiveness training

Sports

Intercultural meetingsmorning

Remedial Teaching

Cycling course

Dutch conversation lessons

Computer course

3. Participation in organized activities

Intercultural meetingsmorning

2. Social contacts outside

Contact

Confidante

1. Isolated

Who are we

The International Women Center is a local voluntary center that works with a certain method which implements VPL. We developed a method which is called the Participation Ladder Model which gives women the ability to make steps on the ladder from isolated up to paid work by following courses and trainings and develop through social activation to re-integration. Our target group consists of migrants includes the disadvantaged, characterized as unemployed, lacking formal education, immigrants (refugees), young women and women over the age of fifty. (Immigrant) women experience more distance to the labor market. Our aim is to help women integrate, participate, emancipate and become aware of their own abilities and talents within society. (more information: www.ivcdenhelder.nl)

We recognize validation and its wider benefits for the society. In order to be successful we have a large network cooperation with stakeholders, social partners, across sectors and institutions. The inflow of participants comes from mouth to mouth information, women shelters, integration office, the voluntary work center, congregation, re-integration partners, educational institutes and health institutions, the outflow of participants goes to employers, education institutes, formal higher education centers, work placements. All the social – cultural religious organization in the area are implemented at the center by the Platform Honor Violence.

Who am I

My name is Marlies Pfann. I'm the director of the International Woman Center.

The IVC Participation Ladder Model

The IVC Participation Ladder Model is an innovative model that is appreciated in Europe. It is a model for a structured, coherent and well developed validation activity in non-formal setting. It is a scientific acquisition.

Chronological order

In 2009 the International Women Centre in Holland started to work with Validation of Prior Learning training and invented and digitalized the IVC PL Model. In 2013 drs. Ruud Duvekot, expert personalized learning is doing research in the IVC in the form of surveys. He examines the value of VPL training for the individual, whether the VPL training contribute to improving the employment prospects, but more importantly that the trainings have helped participants consciously have to make their choices. It's about their awareness.

In 2014 Marlies Pfann was invited to give a workshop on the process of the IVC to the Worldwide Biennale VPL.

In 2015 Henk Hijink, chairman of the Foundation Live Long Learning approached Marlies and asked her to fill in the survey that was held EU wide about the experiences of organizations that were working with Validation of Prior Learning. So she filled in the survey and was chosen by Francesca Operti, Project Officer at AVA to participate in a depth interview. The IVC was selected again and Henk asked Marlies to come to the expert seminar in Oslo Norway to represent the International Women Center as an example of best practice in Europe.

2016 presented our validation projects and our results, challenges for a systematic and structured process of validation of non-formal learning as best practice on the expert seminar of adult education in Oslo Norway.

How does it work: Fragmentation

The Participation Ladder Model:

The Participation Ladder is an instrument that is used to determine how far a person is participating within society. The ladder has several steps from isolated to paid work. By using our Participation Ladder method, participants are able to make steps on the ladder by following courses and trainings and develop through social activation to re-integration. Within the re-integration trainings the participants make steps to unpaid work (voluntary work), education, internship and even paid work.

The participant follow-up system

Along with placing activities, trainings and courses on the participation ladder, all participants are placed on the participation ladder. To achieve this, a form has been created that gets filled in by the coordinator of the participation ladder, on two specific dates. Everybody who is involved with the IVC gets placed on the participation ladder, including, interns, volunteers and women who follow courses and trainings. This has created a clear view on how the progression along the participation is achieved and also how much the courses and trainings help work towards progression on the participation ladder. Everybody on the participation ladder receives individual attention and has a personal test moment twice annually.

The pré VPL training 'Express Yourself!'

In order to prevent stagnation on the ladder, the IVC developed an pré VPL training filled with interactive games and lessons in order to learn not only the basic knowledge of the language but how to react adequately on different situations in a 'European' way. Participants train their language (verbal and non-verbal / trans culture elements) and presentation skills.

The Competence Awareness VPL training (based on the Swiss method of CHQ). The final stage is formed for the outflow to paid work by the VPL training. The participant is aware of her own skills, talents and abilities and seek evidence for this. This is documented in a portfolio. After an assessment, a match is made between supply and demand and the participant flows out.

Permeability

In order of the permeability the IVC projects well-structured systems to develop validation process as coherent, transparent and structured. Therefore we use our own models; 1. The Participation Ladder Model 2. The Participant Follow –up System, 3. the pré VPL training Express Yourself and 4. the Competence Awareness VPL training (based on the Swiss method of CHQ).

We use legitimated standards and criteria which are nationally legitimate and widely recognized. We use tests, presentations, discussions, search for evidence, portfolio writing, assessments and certificates (CHQ).

drs. M.S.T. (Marlies) Pfann Director International Women Center Den Helder www.ivcdenhelder.nl +31 650465692