



ORGANISATION FOR ECONOMIC
CO-OPERATION AND DEVELOPMENT

Recognition of Non-formal and Informal Learning: Emerging Issues for a Research Agenda

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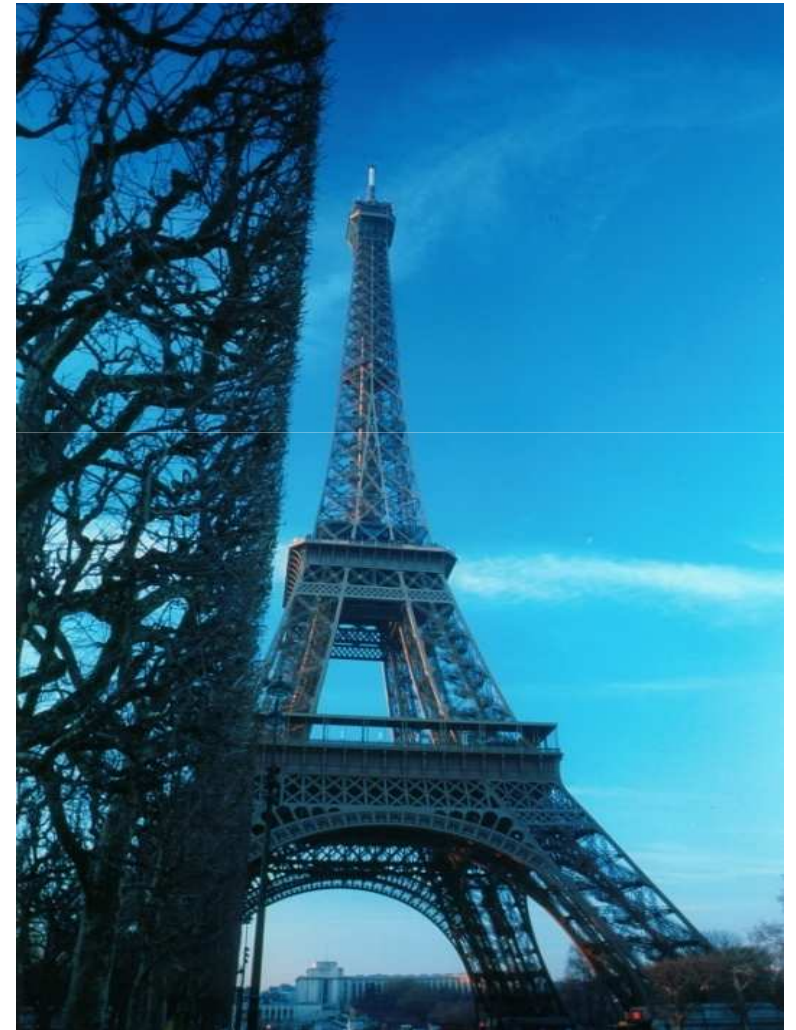
Centre for Educational Research and Innovation (CERI)

(the opinions expressed in this power point presentation are those of the author alone)*

Agenda for Today

Recognition of Non-formal and Informal Learning (RNFIL):

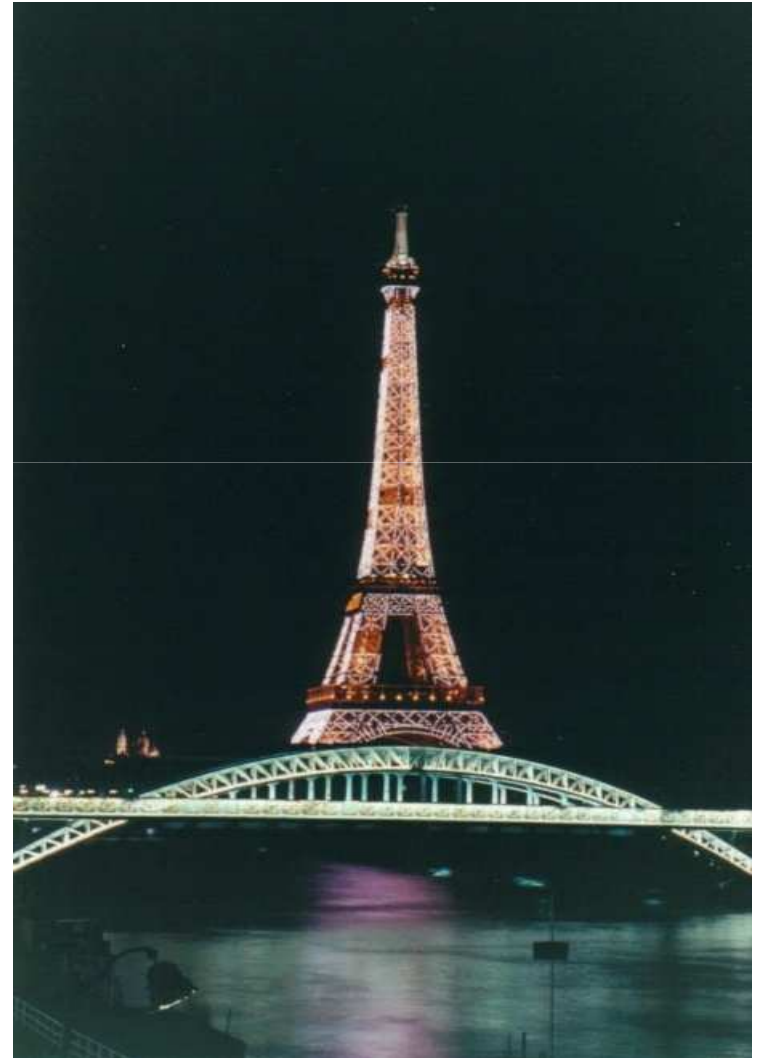
- Background
- Main Issues
- Rationale
- Costs and Benefits
- Food for Thoughts
- ... in 30 minutes ☹



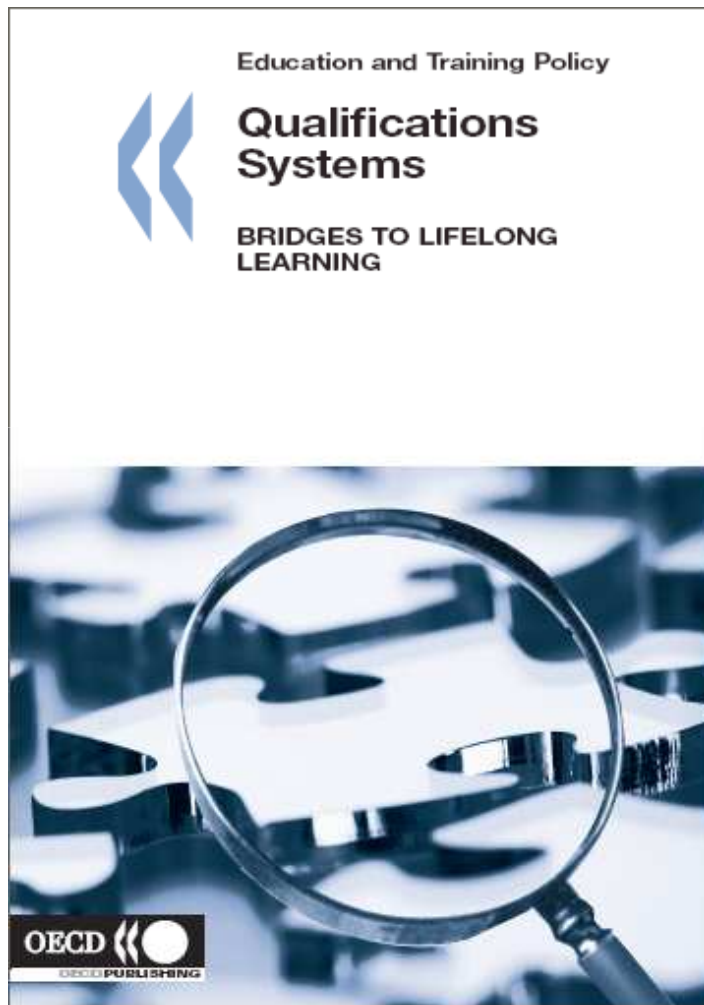
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Published in 2007



With Mike Coles (QCA)

For a summary see:

www.oecd.org/dataoecd/10/2/38500491.pdf

Main Conclusions in 2007

- Together with:
 - Qualifications Frameworks
 - Credit Transfer Systems
 - Involvement of all Stakeholders
 - Information and Guidance
 - ...
- ... recognition of non-formal and informal learning is a mechanism to promote Lifelong Learning



Participating Countries

22 countries on 5 continents
(16 review visits)

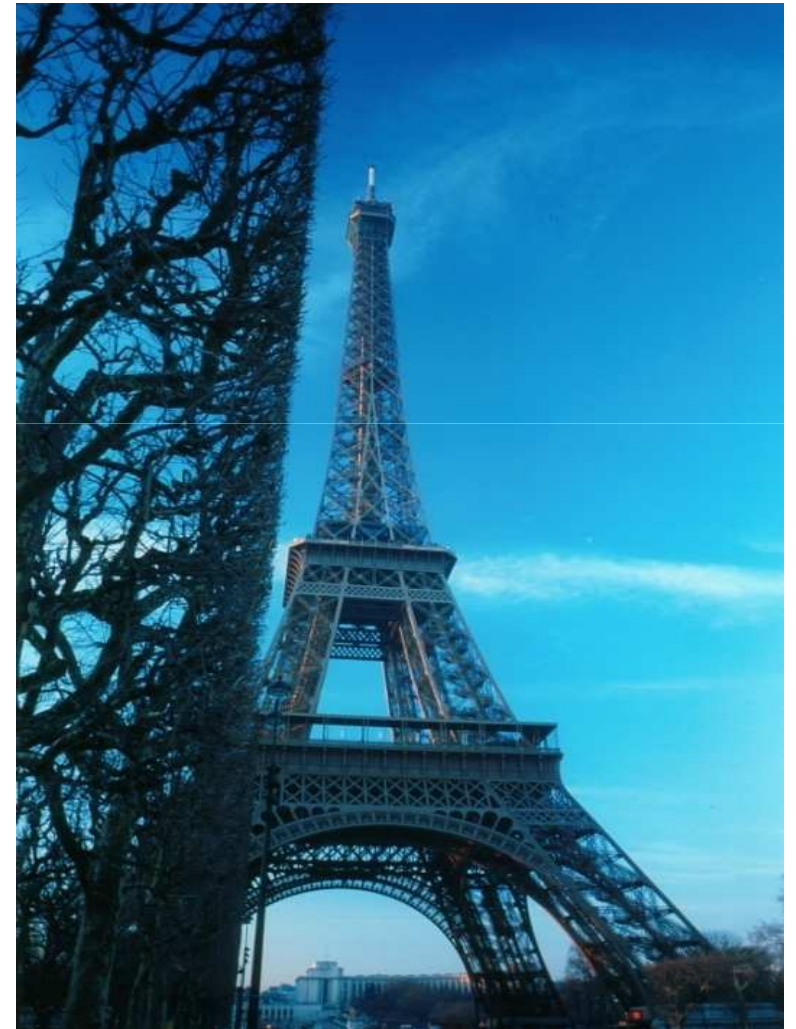
Australia, Austria, **Belgium-Flanders**, **Canada**,
Chile, Czech Republic, Denmark, **Germany**, Greece,
Hungary, Iceland, **Ireland**, **Italy**, **Korea**, **Mexico**, the
Netherlands, **Norway**, **Slovenia**, **South Africa**,
Spain, Switzerland and the **United Kingdom**

www.oecd.org/edu/recognition

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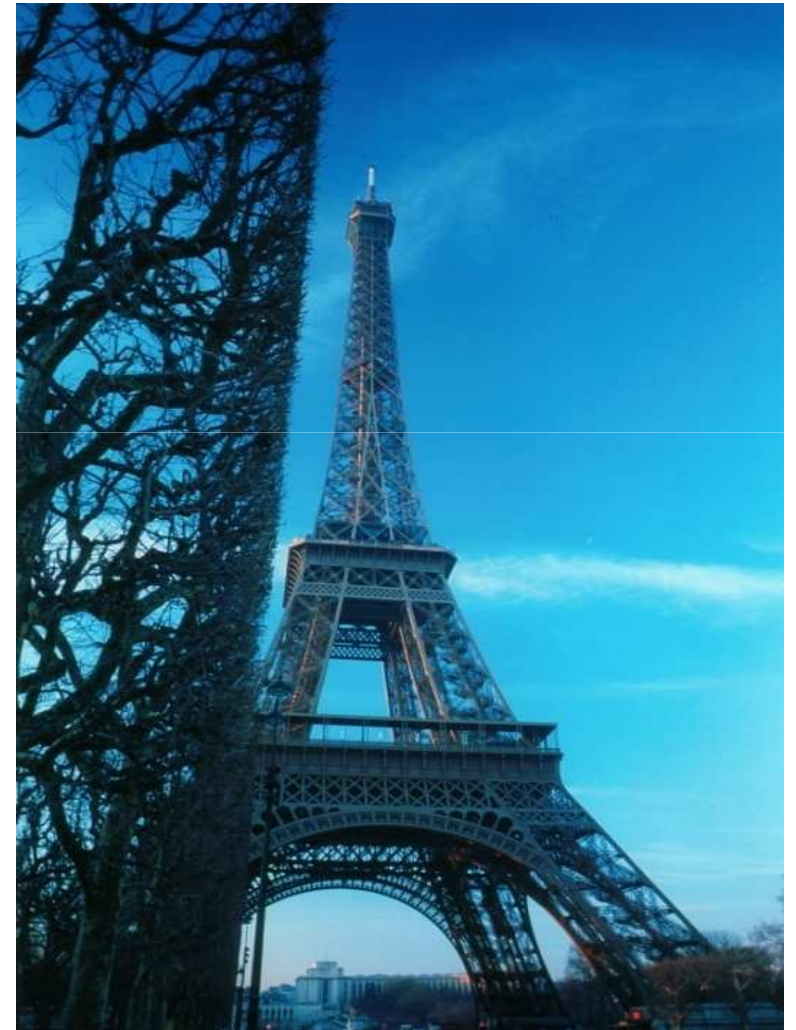
What is it?

- Recognising all learning, whatever the context (whether formal, non-formal or informal)
- RPL (Australia, South-Africa, Ireland...), PLAR (Canada), APL or APEL (UK...)
- EVC (Flanders, Netherlands...), VAE (France)
- Many definitions of NFIL ☹️
- Recognition too has many meanings (objectives in fact) ☹️
- Here: social recognition 😊😊😊

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Employers

- Employers do it all the time (practical or informal recognition)
- A lot of the NFIL is happening on the job
- Cost
- Skills shortages (availability or... visibility)
- Visibility of skills, knowledge and competences
 - Recruitment (Cost, employability)
 - Job matching (productivity)

Individuals and Employers

- Motivation (not starting from scratch)
- Regulated occupations (demand certifications)
- ISO process or bid for certain contracts (may require a fraction of the labour force that is certified)
- When there are massive layoffs, assessment may be a good start before reskilling
- Certificates awarded by vendors > Certification MOE

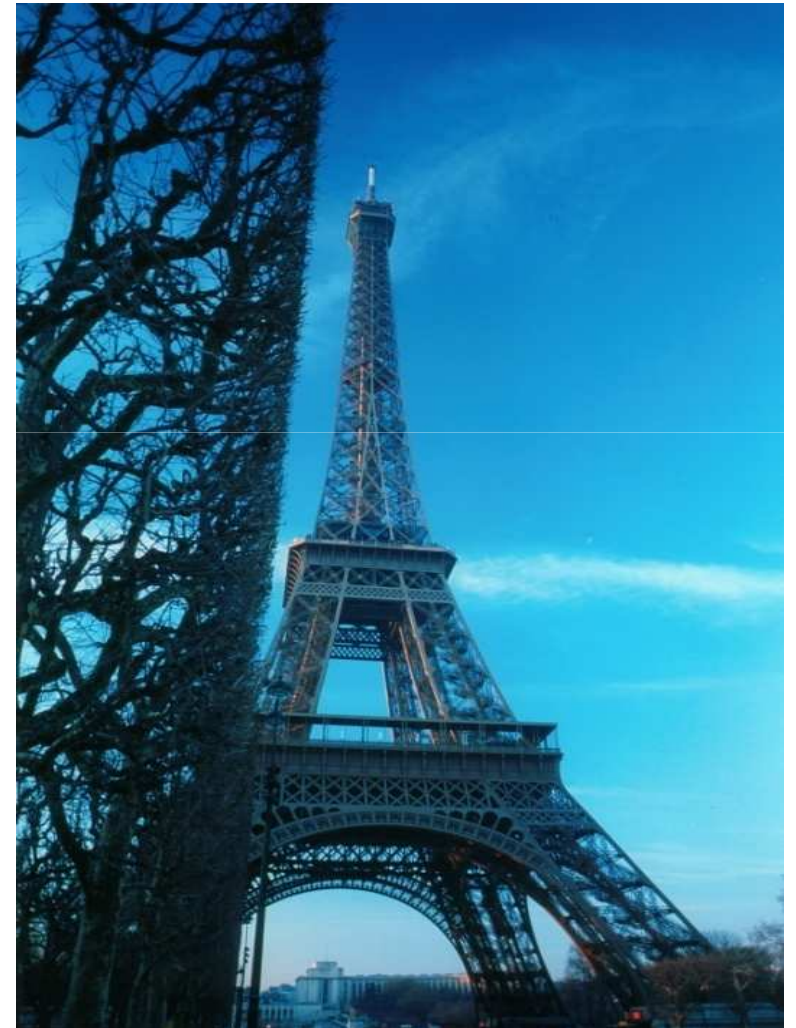
In Short

- What matters is what individuals know and/or can do rather than in the way they learnt it...
- Assumptions that there is a lot of untapped human capital out there
- Skills, knowledge and competences are more and more useful/necessary, in the labour market and beyond (visibility and trust)
- Hence the need for recognition systems

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Cost/Benefit Issues about Formalisation

Real question:

**Additional cost of formalisation
(certification typically)**

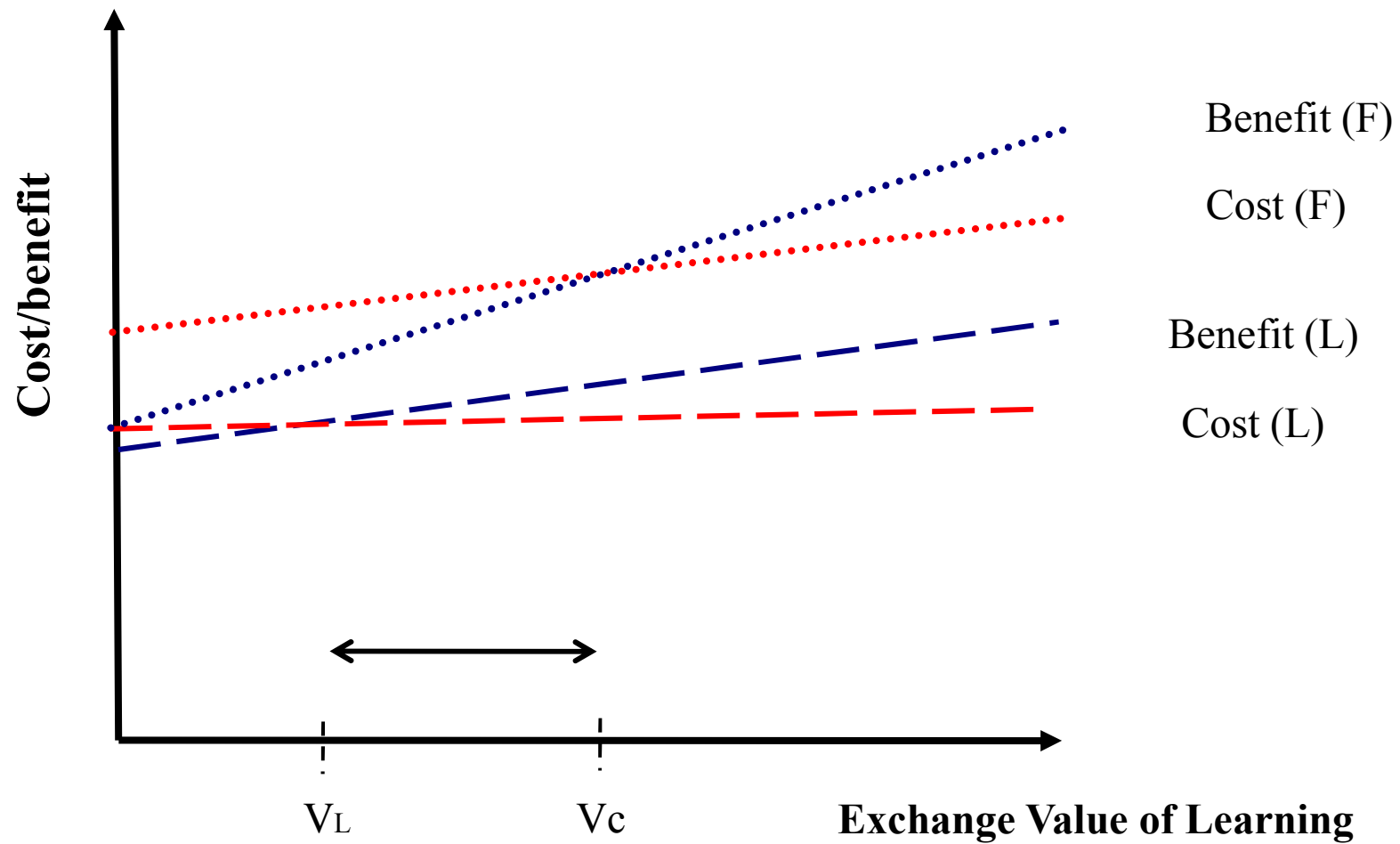
(assessment, quality assurance, issuing certificates...)

VS.

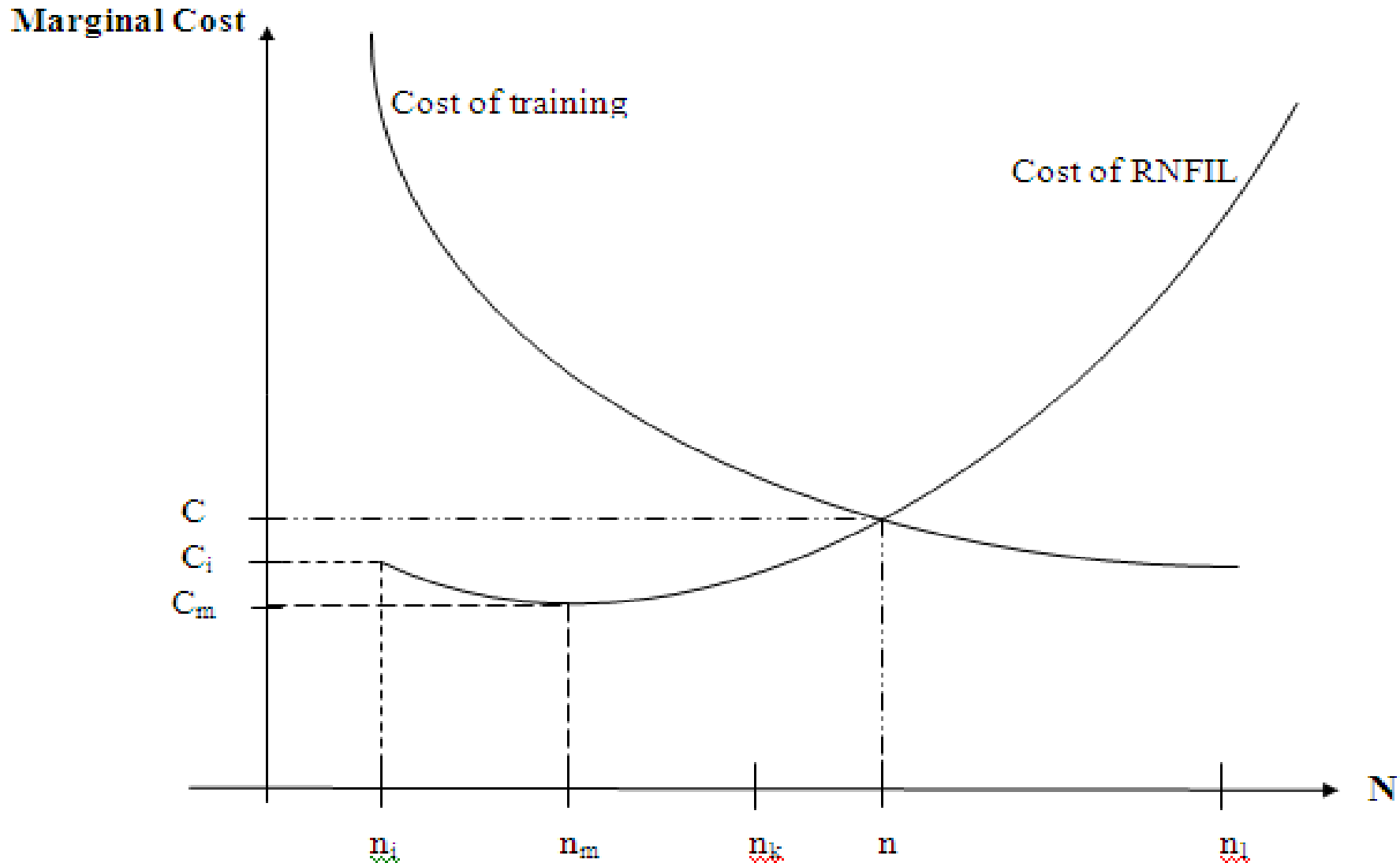
**Additional benefits of formalisation
(signalling, visibility, regulated occupations...)**

(work with John West)

Cost-Benefit Model

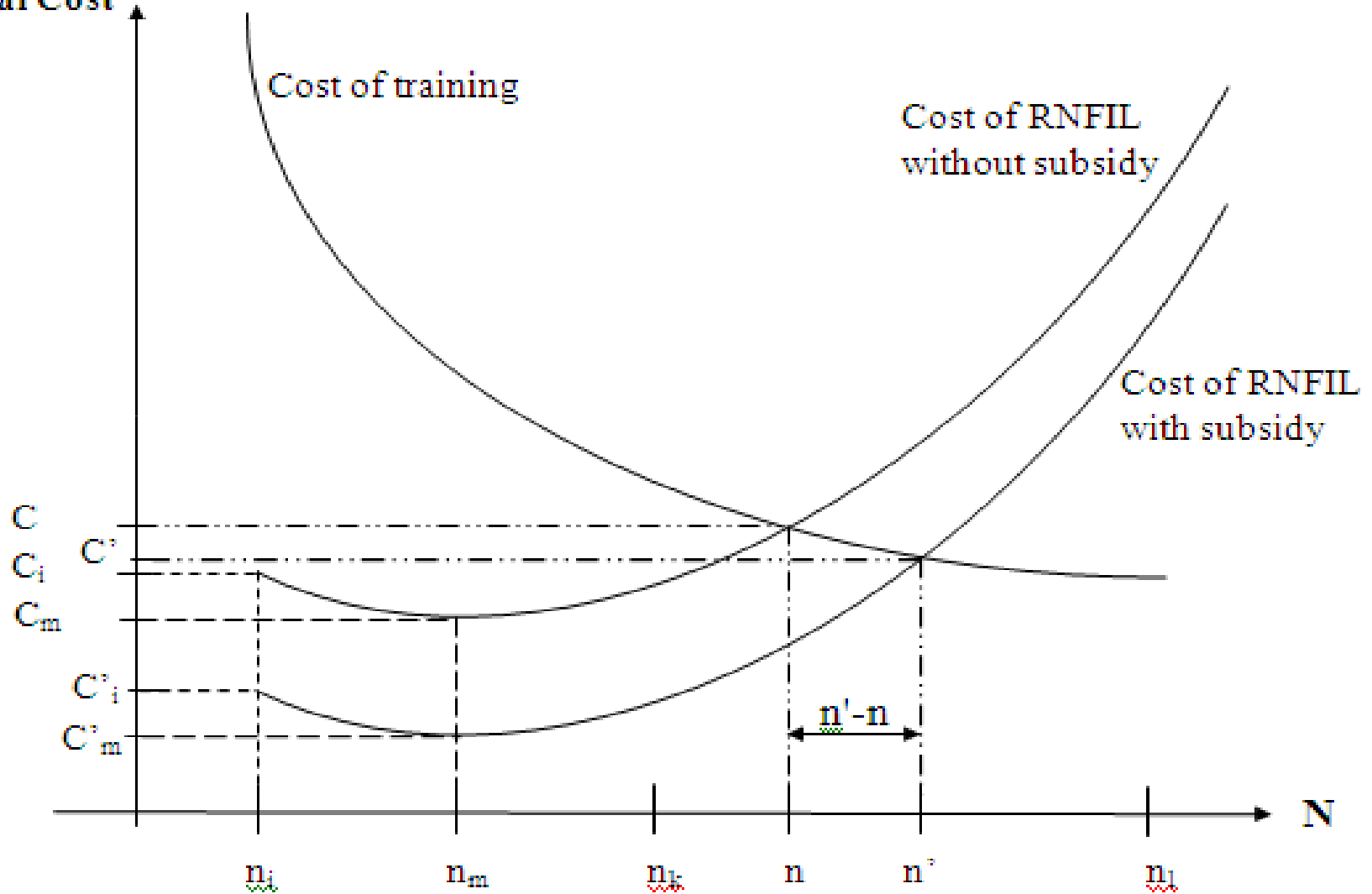


Recognition vs. Training



Recognition vs. Training

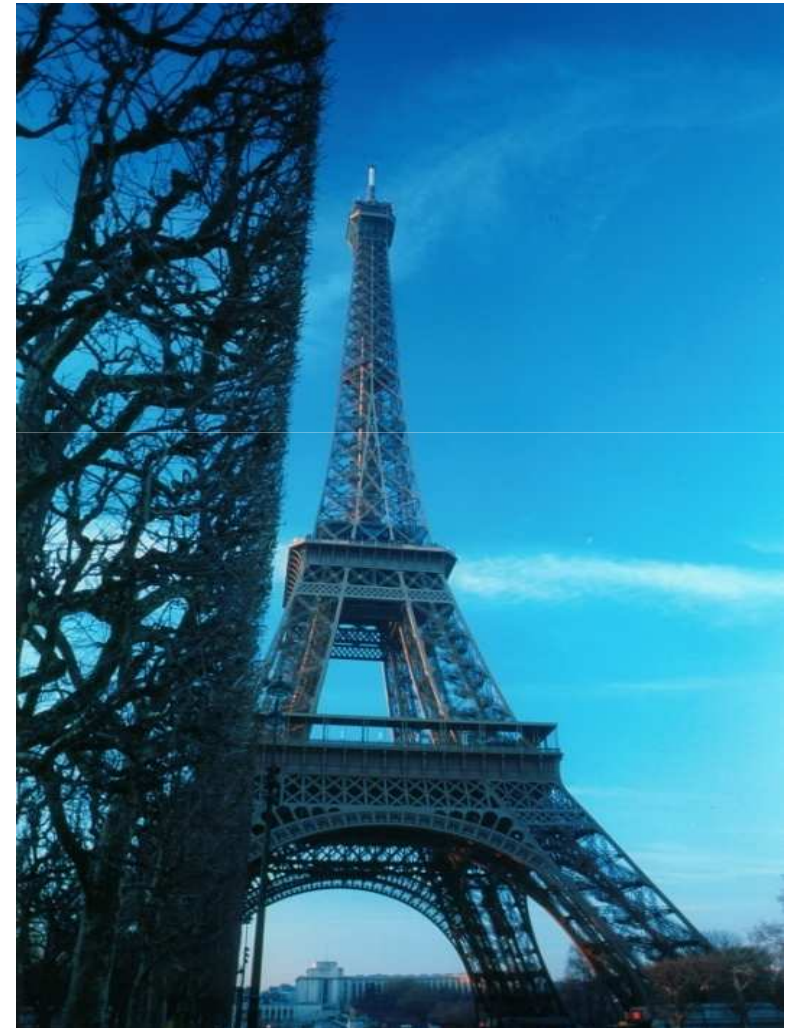
Marginal Cost



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Barriers

- It seems very promising, but the take up is small: Why is RNFIL not happening?
- Cost
- Stiffness
- Need for a culture shift
- In short: legitimacy and credibility
- And information and guidance

Food for Thoughts

- RNFIL is not free, not even always cheap (could be cheaper than training)
- Nevertheless, for some people, under some circumstances: excellent opportunity
- Therefore:
- All learning should be recognised
- In some instances, the recognition process could/should be formalised (certification)



M e r c i

Comments and questions please to:

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Please visit: www.oecd.org/edu/recognition