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# Introduction EVC Centrum Vigor

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Director





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**Congratulations!**

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Today is the first day  
of the rest of your life!



**EVC Centrum Vigor**

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# Theme: **Power** of **VNFIL** according to **Vigor**

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**VNFIL** as a means for **short** and **effective** fit of market **demand** and competence **supply**

Because **experience** is always much **more** than what a **diploma** represents

# Overview EVC Centrum Vigor

- Started in 2002, Launching customer Corus Steel (today Tata Steel)
- VPL Centre Vocational Training in close cooperation with ROC Nova College (2003 – 2011)
- 2010 – now completely independent
- 58 active VNFIL assessors
- 9 counsellors
- 2016 + 250 assessments; until 2017-04 + 200
- Preferred supplier for Dutch Government, Dutch municipalities and Waterships



# Target groups / professional domains

- Health care (industry recognition in disabled care)
- Personal 'Curators' (Support people who have lost (financial) control)
- Civil Servants
- People with low chances on the labour market
- Head teachers in primary education
- Youth care
- infrastructure industry
- Jailors
- And many more



- Validation of prior learning
  - Intra disciplinary competences → current and potential EQF level
  - Vocational competences
  - Competence rating
  - Career prospect
- Training programs
  - Project leader of your own future
  - Leadership and management
  - Coaching and counselling
  - VNFIL Assessor
- Consultancy on talent management

# Involvements

- EQF/NLQF
  - With Cinop
- ECVET
  - Health care (Nurse level 3)
- e-CF (European Competence Framework IT)
  - Describing functions, tasks and competences in the ICT field)
- Mobility Centers
  - With Health care organisations



- Outside-in approach: the ambition and potential of the candidate connected to labour market
- Unburden candidate: 12 – 16 hrs. effort
- Develop portfolio in close cooperation with candidate
- Vocational competences next to current and potential EQF-level
- Experience Certificate is a “Proud document”

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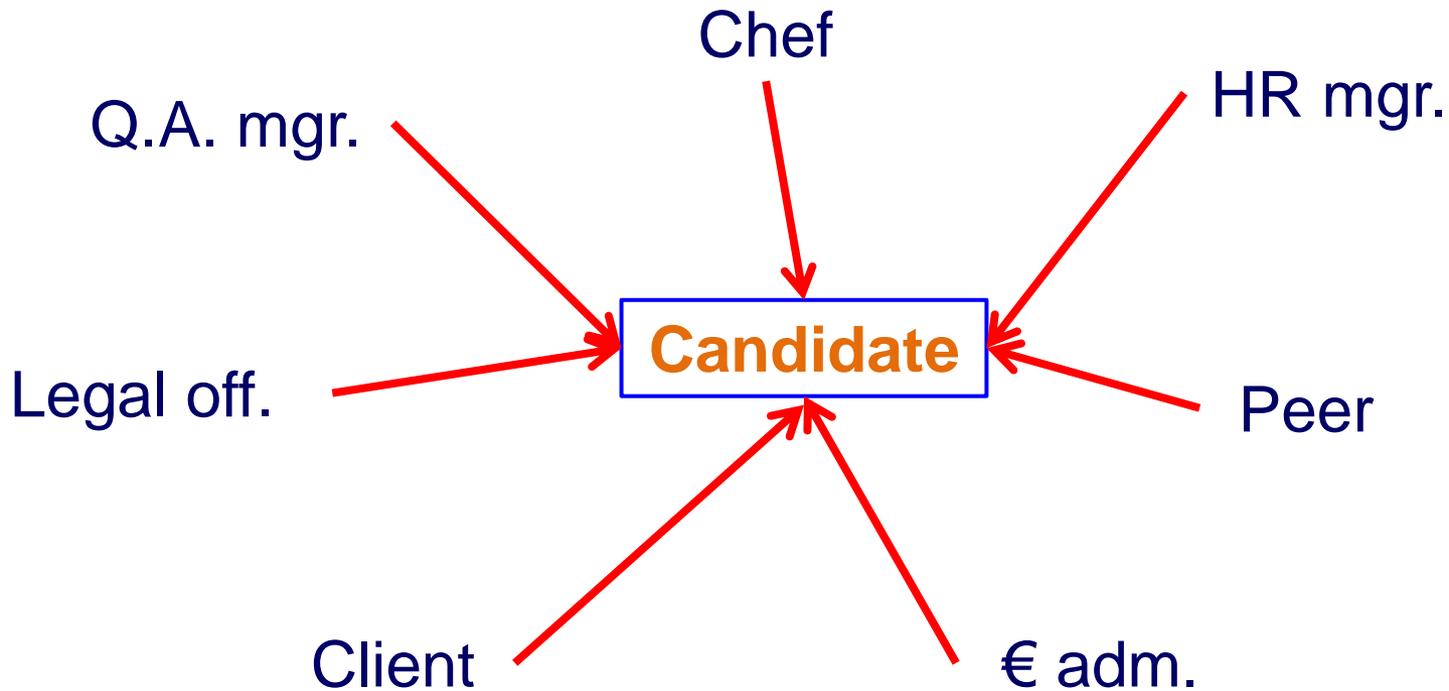
# Primary question

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The **primary question** we address:

- What valuable or hazardous things do you dare to **entrust** to somebody?
  - From the perspective of client's **stakeholders**:
    - What Performance **Indicators** are key?

# (K)pi's from stakeholders



# Holistic view on participant



EVC Centrum Vigor



- Stretching **limits**
- Everyone learns every day, **unconsciously competent**
- The Vigor approach makes this **transparent**
- A “Portfolio-driven VPL approach” restricts to what is known already. Vigor also takes **potential** in account
- The **client** is Vigor’s **focal point**, not the qualification
- Vigor empowers **employability**



# The Vigor Process

## Phases :

1. Optional: Developing of tailor made job-profiles
2. Intake / Experience inventory / portfolio development
3. VNFIL-assessment → Experience certificate (including registration in Dutch National VNFIL register and Certificate or Diploma for professional competences)
4. Personal Development Plan / learning contract.
5. Tailor made learning by working.
6. Optional “Re-assessment”

## Who is involved:

1. Specialist
2. Councillor (has the overview)
3. Vocational Expert & Intra-disciplinary expert
4. Councillor / employer
5. Employer
6. Go to phase 2





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# Questions

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**EVC Centrum Vigor**



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**Thank you for being our audience**

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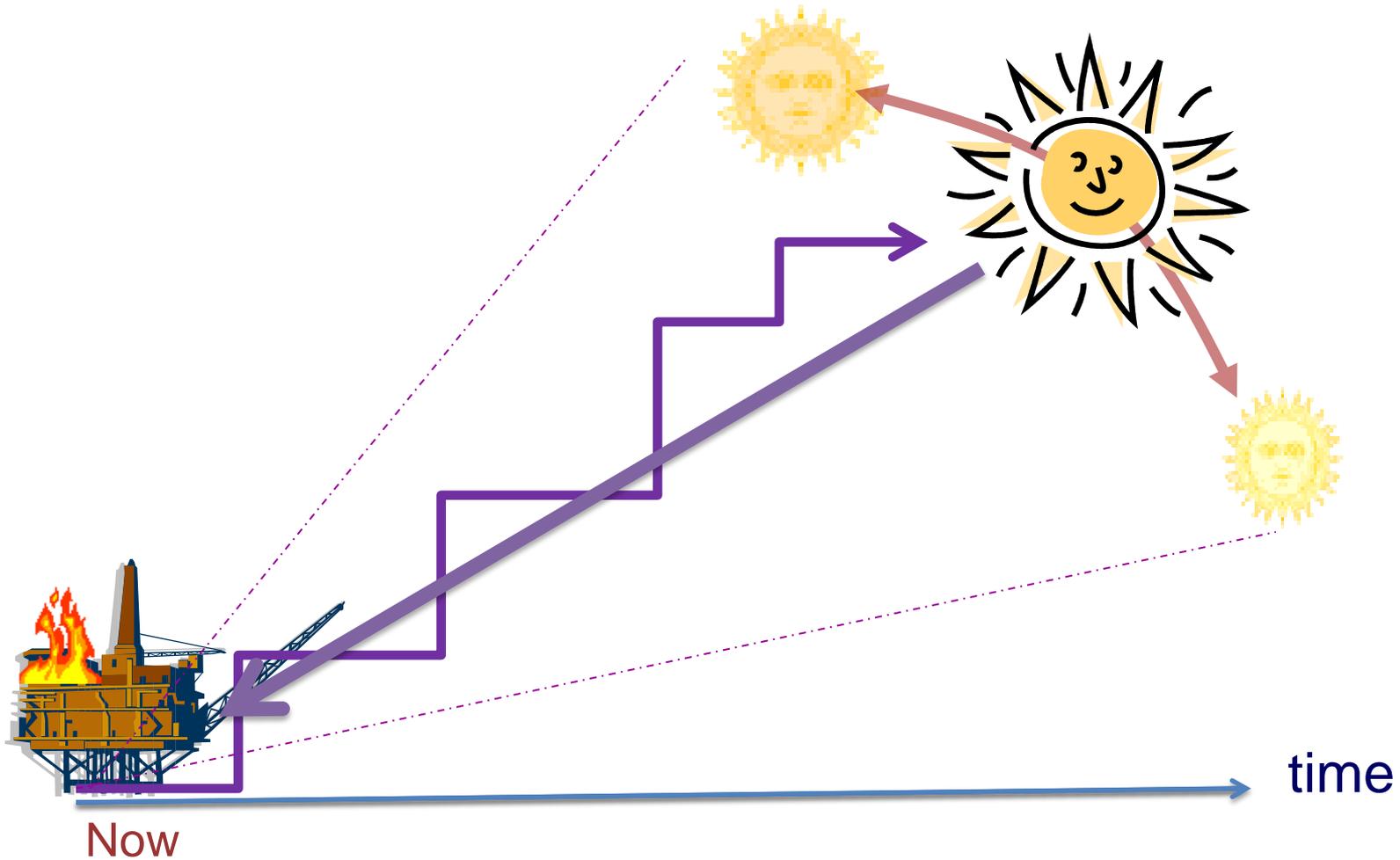
**EVC Centrum Vigor**

# To know about Vigor (8 - 8)

## 3 complementary domains

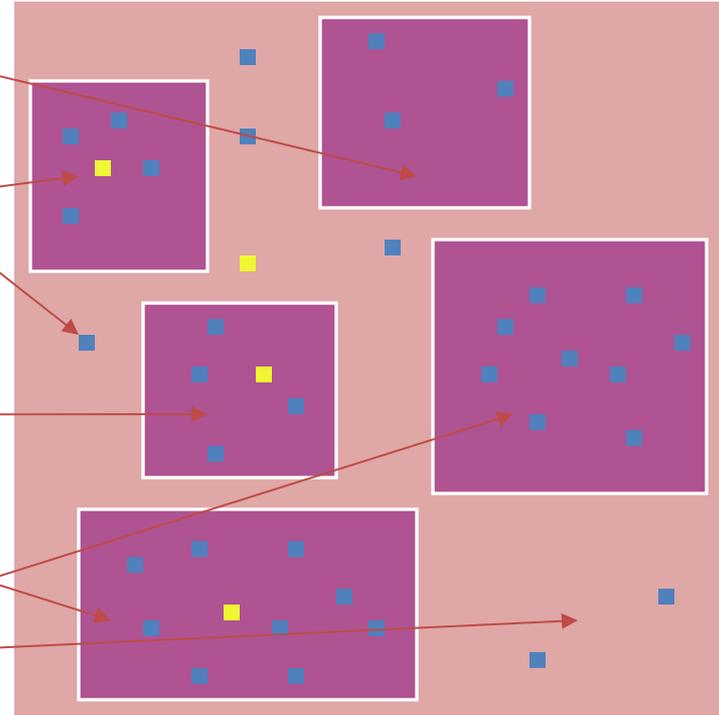
Professional role		
Occupational domain	Acting professionally	Professional standard
Typical products / results	Success indicators from stakeholders	Success indicators / craftsmanship
<p><b>Concerning</b></p> <ol style="list-style-type: none"> <li>1. Policy / Innovation</li> <li>2. Design and planning</li> <li>3. Implementation</li> <li>4. Operation and management</li> </ol> <p>Related to EQF levels 1 - 8</p>	<p><b>Supra professional competencies:</b></p> <p><b>9 competence areas:</b>            Communication; Problem solving; Independency; Result driven; Initiative; Flexibility; Service driven; Cooperation; Leadership</p> <p><b>Stakeholders:</b> principals; executives; employees; colleagues / peers; users; customers; suppliers; et cetera</p> <p>Related to EQF levels 1 - 8</p>	<p><b>Testimony of skills:</b></p> <ol style="list-style-type: none"> <li>1. transparency</li> <li>2. reliability</li> <li>3. safety</li> <li>4. durability</li> <li>5. environment</li> <li>6. innovation Power</li> <li>7. transfer</li> </ol> <p>Related to EQF levels 1 - 8</p>

# “Project leader of your own future”



# Live Long Learning: You **always** learn!

- Individual
- Training institute
- Work
- Free time / sports

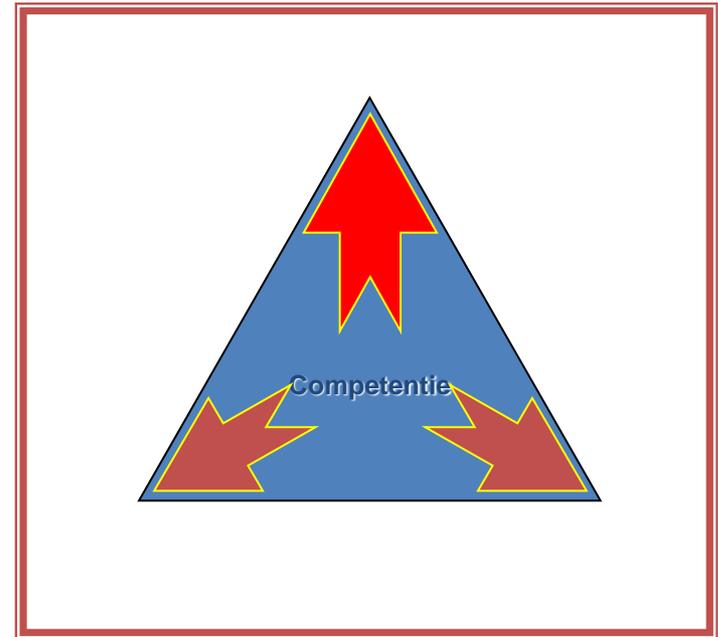


# CV / Portfolio / Scuba diving log

Whom do you dare to dive with?

The form is titled 'Tauchgang Nr.' and 'Datum'. It includes a 'Tauchplatz' field and a map icon. Below these are sections for recording pressure ('bar'), weight ('kg'), and water type ('Süßwasser' or 'Salzwasser'). There are also fields for 'Sichttiefe' (visibility), 'Gründtiefe' (bottom depth), and 'Tiefe' (depth). A watch icon is present, along with a 'Sicherheitsstopp' (safety stop) section. The form also has a 'REP.' field and a 'h' field for time. At the bottom, there are checkboxes for 'Instructor', 'Dive master', and 'Buddy', and a signature line for 'Richard Hüttmann'.

Competence:  
What risks do  
you - well  
argumented -  
dare to take  
with  
somebody  
else?



Competentiebegrip

# Towards new labour relations WE

- Slaves, masters; farmers and nobility
- Workers and Bourgeoisie (1800 - 1870)
- Workers and Capitalists (1870 – 1945)
- Employees and Bosses (1945 - 1985)
- Co-worker and Leaders/principals (1985 - 2008?)
- (Germs: team members, freelancers, networkers, facilitating leadership ....)
- Future: Contractors and en Clients?

In present: anachronisms



# Where ar you?

