

EUROPEAN OBSERVATORY  
OF VALIDATION OF NON FORMAL & INFORMAL LEARNING

**Bibliographical review**

**Iceland - 2008**

Fræðslumiðstöð atvinnulífsins (2007). *Tillögur um þróun raunfærnimats*. Reykjavík: Fræðslumiðstöð atvinnulífsins (Education and Training Service centre). Accessible on [http://www.frae.is/files/%7B9286df37-0e35-41e2-a308-8c8d1a6f6ad8%7D\\_tillögur%20um%20þróun%20raunfærnimats.pdf](http://www.frae.is/files/%7B9286df37-0e35-41e2-a308-8c8d1a6f6ad8%7D_tillögur%20um%20þróun%20raunfærnimats.pdf)

**Summary:** Recommendation on the development of the validation of non-formal and informal learning (VNIFL) in Iceland. This document includes general discussion and recommendations from the Education and Training Service Centre on the development of the validation of non-formal and informal learning in Iceland. These recommendations were delivered to the Ministry of Education, Culture and Science in 2007.

Fræðslumiðstöð atvinnulífsins (no date). *Validation of non-formal and informal learning in Iceland*. Reykjavík: Fræðslumiðstöð atvinnulífsins (Education and Training Service centre). Accessible on [http://www.frae.is/files/%7Bab4087d5-f333-4573-aced-9a2110fe9ade%7D\\_frae\\_bæklingur.pdf](http://www.frae.is/files/%7Bab4087d5-f333-4573-aced-9a2110fe9ade%7D_frae_bæklingur.pdf)

**Summary:** This document is in English and it includes instructions on the validation process.

Hult, Å. and Andersson, P. (2008). *Validering i de nordiska länderna. Policy och praktik*. Malmö: Nordiskt Nätverk för Vuxnas Lärande. Accessible on [http://www.nordvux.net/download/2713/valid\\_nord\\_rap.pdf](http://www.nordvux.net/download/2713/valid_nord_rap.pdf)

**Summary:** This document is in Swedish. It gives an overview over the policy and practice used within the Nordic countries regarding the VNIFL.

Jónasdóttir, I. (2007). Ávinningur af þátttöku í Leonardo-verkefni. In *Gátt, ársrit um fullorðinsfræðslu og starfsmenntun*. Reykjavík: Fræðslumiðstöð atvinnulífsins, 4, 73-75. Accessible on [http://www.frae.is/files/%7Bbd6a8c6b-bb4b-4d7e-92e1-e4bcab96dfbf%7D\\_gátt2007\\_73-75.pdf](http://www.frae.is/files/%7Bbd6a8c6b-bb4b-4d7e-92e1-e4bcab96dfbf%7D_gátt2007_73-75.pdf).

**Summary:** This article discusses the benefits of the validation of occupational competence within the banking sector in Iceland. This was a part of the Leonardo da Vinci project called *Value of Work*. Employees, participating in the validation process, gained more self-confidence and were motivated to make full use of their competencies and to develop them further. Companies, participating in this process, gained the opportunity to match their employees' competencies and tasks more accurately.

Kjartansdóttir, I. and Vignir, H.E. (2007). Þori ég, vil ég, get ég. In *Gátt, ársrit um fullorðinsfræðslu og starfsmenntun*. Reykjavík: Fræðslumiðstöð atvinnulífsins, 4, 68-69. Accessible on [http://www.frae.is/files/%7B72ef2921-df8d-43ef-a60c-8e6bdb8efc5b%7D\\_gátt2007\\_68-69.pdf](http://www.frae.is/files/%7B72ef2921-df8d-43ef-a60c-8e6bdb8efc5b%7D_gátt2007_68-69.pdf).

**Summary:** Real competency is the total competency that the individual has acquired by various means, for example, through work experience, vocational training, formal schooling, extracurricular studies, social activities, and family life. Validation of real competencies is based on the idea that education takes place in all kinds of circumstances and context. This year IÐAN, and the FA Centre reached an agreement on validation of real competencies in trades under a project titled Do Better (Bættu um betur). There are numerous people on the labour market with plenty of skills but little formal education. The aim of this project is to enable individuals to grow and improve their position on the market. Experience has taught us that support and

encouragement from study and career counsellors are of vital importance for all those involved in the real competency assessment and in the first steps taken after that.

Lárusdóttir, F.M. (2007). Raunfærnimat í atvinnulífinu – The value of work (VoW). In *Gátt, ársrit um fullorðinsfræðslu og starfsmenntun*. Reykjavík: Fræðslumiðstöð atvinnulífsins, 4, 70. Accessible on [http://www.frae.is/files/%7Ba4459f3f-26c8-466d-b55f-f5dae1c11771%7D\\_gátt2007\\_70.pdf](http://www.frae.is/files/%7Ba4459f3f-26c8-466d-b55f-f5dae1c11771%7D_gátt2007_70.pdf).

**Summary:** In this article the Leonardo da Vinci project *Value of Work* is described. The aim of the project was to open gateways to education and training, making it easier for people with little formal education to develop their competencies and, by this process, to secure their position in the labour market.

Lárusdóttir, F.M. (2008). Raunfærnimat – Hver er staðan í dag? In *Gátt, ársrit um fullorðinsfræðslu og starfsmenntun*. Reykjavík: Fræðslumiðstöð atvinnulífsins, 5, 66-69. Accessible on [http://www.frae.is/files/RaunfaerniFML\\_2055543459.pdf](http://www.frae.is/files/RaunfaerniFML_2055543459.pdf)

**Summary:** Validation of competences has developed rapidly in Iceland for the past four years, and the standards here are now similar to those set by the neighbouring countries. The article includes a summary of this development, the status today, and what conclusions can be drawn from the process. Validation of competences is an evaluation and an assessment of the real competences of an individual, regardless of how or where these competences were acquired. The Ministry of Education signed an agreement with the Education and Training Service Centre (FA) where FA takes on to develop a frame of validation of competences in co-operation with interested parties.

Magnúsdóttir, S. (2007). Menntastefna er atvinnustefna. Nauðsynlegt að þróa mat á raunfærni. In *VR blaðið* 5;29, 10. Reykjavík: VR. Accessible on [http://www.vr.is/Uploads/VR/vr\\_bladid/vrbladid\\_5tbl\\_2007.pdf](http://www.vr.is/Uploads/VR/vr_bladid/vrbladid_5tbl_2007.pdf).

**Summary:** The author discussed the necessity of a constant and strategic development of VNIFL in Iceland and the benefits both for employees as well as employers as it provides opportunities to match individual competences and job tasks within organisations.

Ragnarsdóttir, H. (2007). Vakning og hvatning. Reynsla mín af raunfærnimati. In *Gátt, ársrit um fullorðinsfræðslu og starfsmenntun*. Reykjavík: Fræðslumiðstöð atvinnulífsins, 4, 72. Accessible on [http://www.frae.is/files/%7Bb81aab82-5ee5-4a58-8a34-8d00c0cd2d2f%7D\\_gátt2007\\_72.pdf](http://www.frae.is/files/%7Bb81aab82-5ee5-4a58-8a34-8d00c0cd2d2f%7D_gátt2007_72.pdf).

**Summary:** The author describes her experience from participating in the LdV project *Value of Work*, where she had the opportunity to gain an overview over own competences and figure out, where her strong sides were and where her weak sides were. She was surprised over the experience she had gained over the years and with an increased self-confidence, she enrolled in an upper secondary school where she is determined to finish her grade with the aims of going to the university to study.

Samtök starfsmanna fjármálafyrirtækja (2008). *Að meta gildi þess að vinna vel*. In a journal of the Union of employees within the financial sector, March 18th. Reykjavík: Samtök starfsmanna fjármálafyrirtækja. Accessible on [http://www.ssf.is/files/SSFBladid\\_Mars2008\\_1057314422.pdf](http://www.ssf.is/files/SSFBladid_Mars2008_1057314422.pdf)

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**Summary:** This article discusses the benefits of the validation of occupational competence within the banking sector in Iceland, whereas the LdV project *Value of Work* is described and its benefits for employers as well as employees.