



CASE STUDY SUMMARY: NETHERLANDS

Number	SUMMARY	SECTOR
CS1	CS1: Scouting & guiding county organisation: the CS describes how this organisation developed processes to recognise and validate their voluntary workers' competences, through collaborative work with official training organisations in order to define the NF-IFL competences involved at different levels of responsibilities. The CS describes some of the methodology and gives evaluative comments about the benefits to individuals as well as to the local and national organisation, which has been recognised as a "learning organisation". It highlights how this approach has become a model for other voluntary sector organisations. It finishes with a SWOT analysis on the whole approach.	WBL cross ref with 3 rd Sector/AE
CS2	CS2: Welfare sector: the CS describes how a training organisation in the welfare sector has piloted APL at the VET sector level (upper secondary vocational education) and at higher vocational education. The CS gives figures for the pilot and outlines the differences in approach, results and participants/ stakeholders' satisfaction with the process between the vocational education level and the HVE level, mentioning too the employers' points of view.	VET
CS3	CS3: Fire fighters: The case study describes a how the Dutch Fire fighting Department conducted a pilot with employees to introduce an APL procedure designed to identify competences acquired throughout the service. by Fire fighters who join After their secondary general education. The need for this initiative arose because Fire fighters are not allowed to continue working beyond 20 years of service, and because most of their training having been in-service training, there was a need for gaining national qualifications to support career change. The case study is helpfully structured into a cost and benefit analysis, as well as a mini SWAT analysis. It explains the processes involved, such as guidance provided to the Fire fighters (16 hours individual	Employer based / VET

	<p>guidance). It highlights issues such as costs and sustainability; it points to the existence of a 'training fund' (local communities and municipalities), which makes the setting up of this procedure possible. It explains that how the success of the scheme means that it has been adopted by the Fire Department at national level, as part of HR procedures. It also highlights the benefits to the individuals, in terms of self esteem and qualifications obtained (the two highest levels of upper secondary vocational education).</p>	
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