



Life long learning/Adult learning and APL

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National Strategy on LLL

- 2005-2010: Project Directorate Learning& Working (PLW)
- Interdepartemental Project Directorate:
 - Cooperation Min. of Education, Culture and Science and Min. Social Affairs and Employment
- Goals PLW:
 - Upgrade qualification level of labour force;
 - Develop sustainable infrastructure for LLL, incl APL



Approach PLW

- Actions and results first, policy development later
- Stimulate regional/sectoral partnerships:
 - providers of training, education and APL
 - enterprises
 - local and regional government organisations
- Specific targets: numbers of participants for work based learning
- Learning and working desks



Results PLW-projects

- 2005-2007: 80.000 participants WBL/APL
- 2008-2010: 90.000 participants WBL/APL
- 44 learning and working desks



Situation from 2011

- 1st January 2011: end of project directorate
- Division of tasks between Ministry of Education and Social Affairs
- Cooperation continues: policy development
- Ministry of Education responsible for APL



Agenda APL

- Stimulate quality and quality control of APL
- Continuation of development of APL as:
 - instrument of the labour market: career guidance
 - instrument for entry in education
 - demand driven approach



APL and labourmarket

Recent research:

- about 45% of big (500+) companies/organisations use APL for employees
- about 30% of medium size (200-499) companies/organisations use APL
- about 15% of small companies (100-199) use APL



APL and employability

Recent research findings:

- People who participate in APL are more satisfied about and more active with regard to their career.

APL as katalyser.

- APL has a positive effect on self-perceived employability and the objective career progression.

Career guidance, especially by the (direct) supervisor plays an even more important role.

- results especially in the age group 40-50 and people working for one employer during their career.



APL from a governmental perspective

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APL in the Netherlands: Overview

- National standards
- Open market
- APL-result: 'Certificate of Experience'
- For labor market directly or towards education
- Available for everyone



APL in the Netherlands: Steps

- Intake / Quick-scan
- Assessment standard
- Portfolio:
 - Self assessment
 - 360 degree feedback
 - Evidence
- Workplace scan / assessment
- Interview by assessors

=> Certificate of Experience



Role of the government

- Financial facilities and stimulus activities
- Communication
- National Expertise Centre APL
- National APL-Register
- Quality framework



LINKS

- [APL Animation](#)
- [Publicity Campaign](#)



Success factors

- National agreement on Quality Code for APL in 2006
- Involvement of all stakeholders
- Infrastructure for LLL
- Market-oriented product
- Inclusion in collective labor contracts



Challenges

- Quality of APL-procedures
- Quality and uniformity of external quality control
- Number of participants
- Flexibility of education & training



Thank you!

Questions?