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## Knowing interest – showing skills

ProfilPASS method – presentation at the conference of PROVIDE 17th and 18th September

DE/13/LLP-LdV/TOI/147622

German Institute for Adult Education  
Leibniz Centre for Lifelong Learning



Lifelong Learning Programme

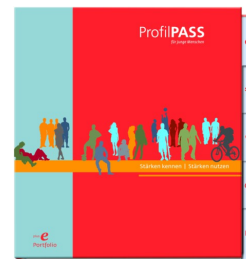
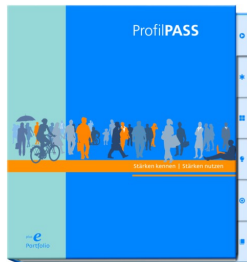


# What is ProfilPASS?

## ProfilPASS

- ⇒ Tool for assessing and documenting individual skills and competences **systematically based on the biography**
- ⇒ Focus of interest: informally acquired **competencies**
- ⇒ ProfilPASS can prepare the validation of skills

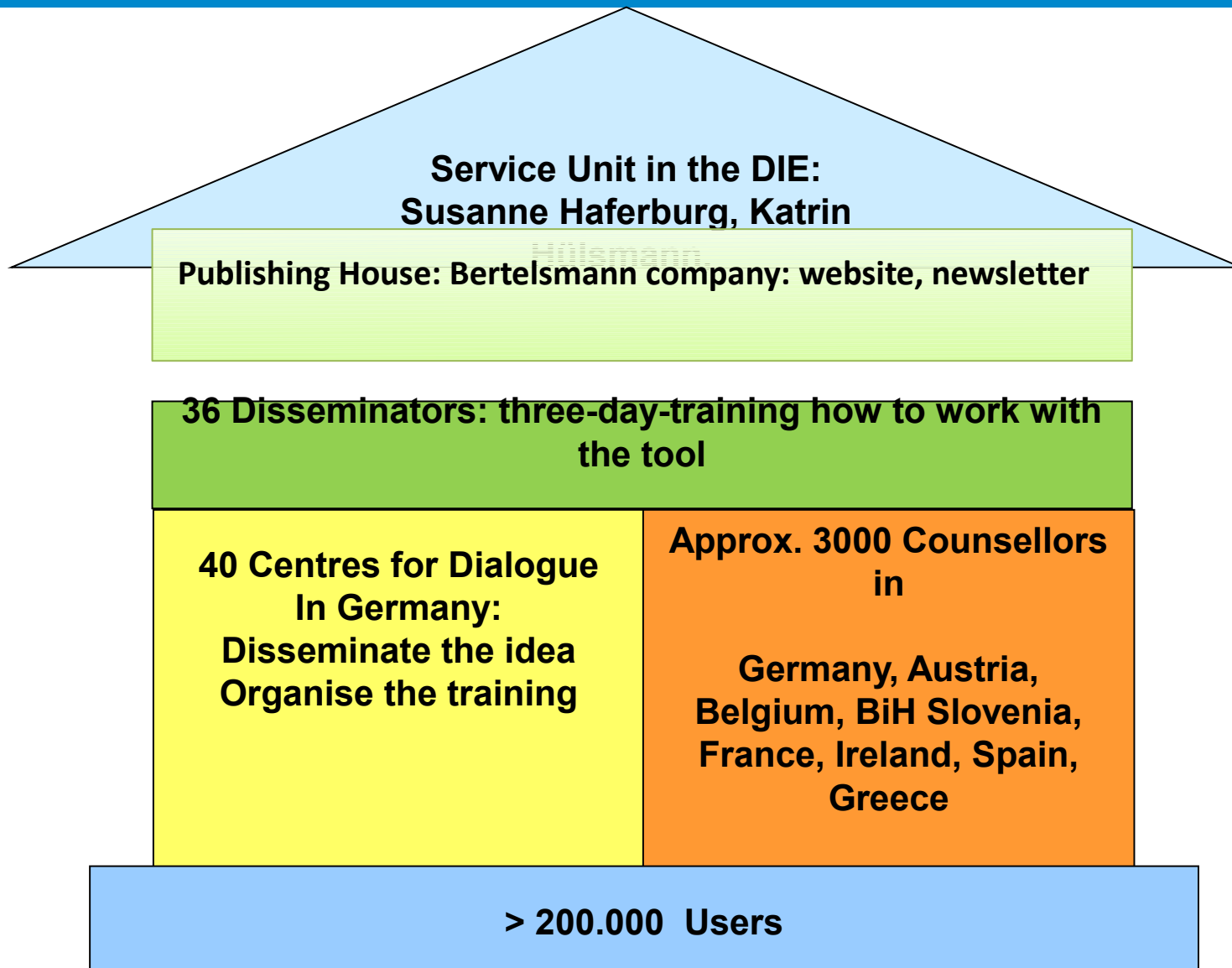
The ProfilPASS process is supported by qualified **ProfilPASS counsellors**



# What is ProfilPASS?

- Funded between 2002 – 2012 by the German federal Ministry for Education and the ESF
- Since 2007: Service Unit at the German Institute for Adult Education (DIE) for development, support, quality assurance
- Distribution and marketing by publishing company W. Bertelsmann [www.profilpass.de](http://www.profilpass.de) / [www.profilpass.eu](http://www.profilpass.eu)
- KISS project – dissemination in BiH, Slovenia, France, Spain, Ireland, (Chile, Greece)

# Infrastructure of the ProfilPASS System



## Qualified ProfilPASS counselors outside Germany

country	Number
Belgium	1
Bosnia	65
Chile	7
France	5
Greece	1
Ireland	2
Luxemburg	3
Austria	52
Slovenia	5
Spain	3

# Main Features of ProfilPASS

- Systematic method to value and document one's own abilities and competencies
  - ProfilPASS supports users:
    - to analyse their activities with a focus on what they have learned by doing what
    - to become aware of one's own personal strengths to learn to communicate about those competencies
    - To develop new competences

## ProfilPASS

- takes all forms and places for learning into account,
- involves all target groups,
- is development-oriented,
- is open-minded regarding its outcomes,
- is resource-oriented,
- is voluntary, and
- encourages self-reflection
- stimulates the development of new competencies

# Who uses ProfilPASS?

## »People at cross roads«

- Job-seekers
- Job-returnees
- Students at the transition from university to work
- Entrepreneurs
- Volunteers
- Employees
- People at the transition from work to retirement
- People with a background of immigration
- People endangered by unemployment
- Young adults at the transition from school to work



## Focus

Competences are deduced from activities

## Leading Questions

→ What have you done in your life?

→ What did you learn from these activities?

**1. Step: selection of fields**

**2. Step: description of activities**

**3. Step: abstraction of activities**

**4. Step: self-evaluation**

# Fields of Activity

1. school
2. hobbies, sports and other Interests
3. home and family
4. professional education
5. military service, volunteer work
6. Professional life, work experience placements, jobs
7. political and civic commitment
8. extraordinary circumstances

# What benefits does ProfilPASS provide?

- **Visualization** of personal competences
- Increase of **self-esteem** by becoming aware of personal competences
- Improvement of **ability to communicate** about competences and skills
- Express **individual objectives** and steps of action with regard to further plans for life and/or work

# ProfilPASS Certification of Competence



Mr./Ms.

born

residing at

has in the time from

until

undergone the competence review with the [ProfilPASS](#).

He/she has determined the following competences within the scope of an advisor-supported self-assessment process.

Advising institution (stamp)

Advisor (signature)

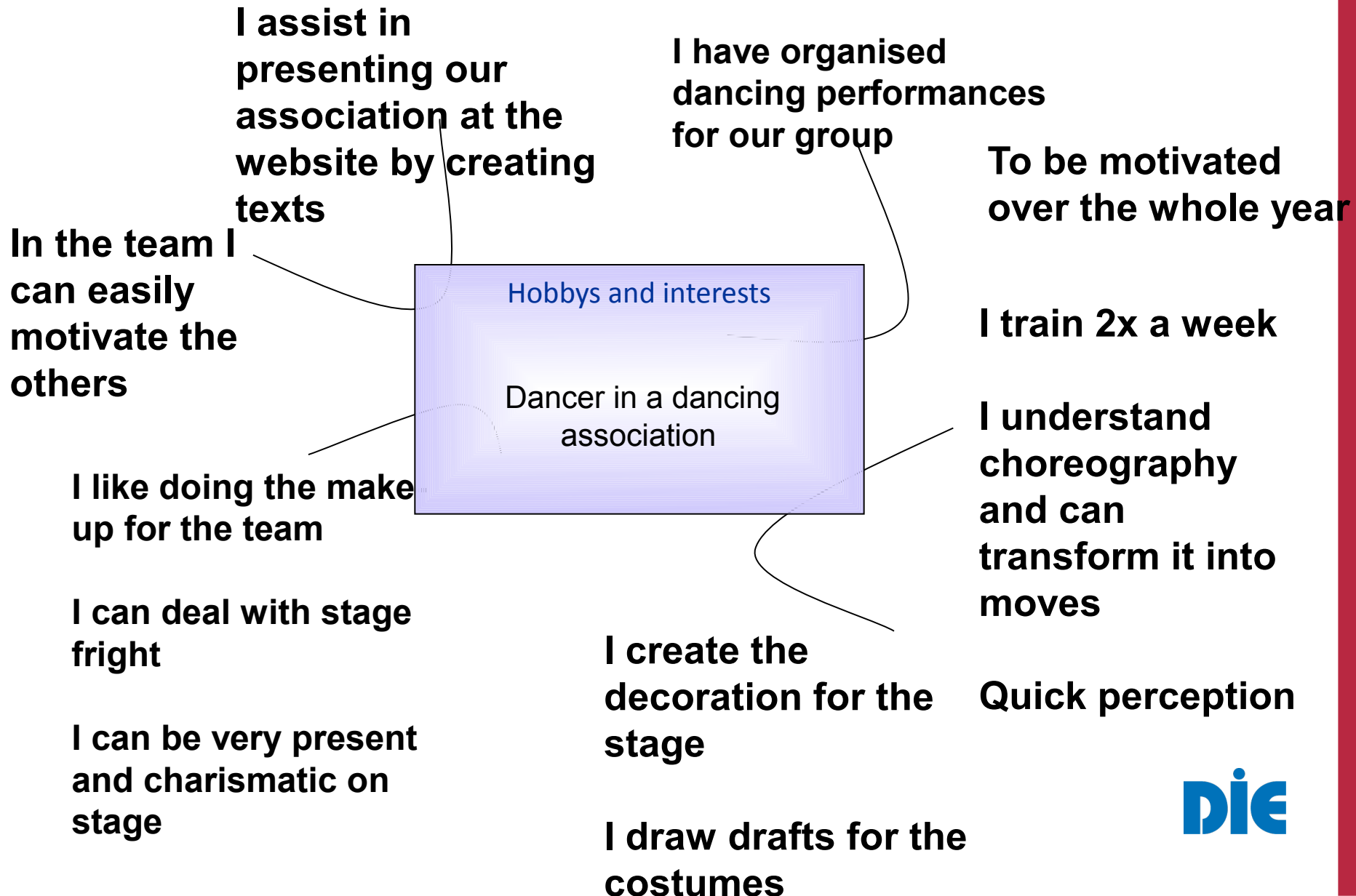
The **ProfilPASS** is a tool for self-exploration and systematic mapping of individual skills and competences in the process of life-long learning with professional advisor support. In addition to the visualisation of learning processes, it primarily serves as an aid for individual reflection with regards to a person's private and professional path in life.

The **ProfilPASS** was developed by the German Institute for Adult Education - Leibniz Centre for Lifelong Learning (DIE) and the Institute for Developmental and Structural Research (ies). It was funded by the German Federal Ministry of Education and Research and the European Union.

For more information please visit [www.profilpass.eu](http://www.profilpass.eu).



## Step 2: description of activities



## step 3: abstraction of activities

1. I have a strong persistence (stamina). (Training, difficult phases in Teams)
2. With view to high expectations I can concentrate myself very (performances, presentation in the job).
3. I like organising things (dance performances, events at the job)
4. I can transform ideas of other people creatively (costumes, make-up, presentation in the job)
5. I can work hard and with discipline (dancing)

## Step 4: Evaluate

**Level A**

**dependent: I can do it with guidance of another person or by following written instructions**

**Level B**

**Autonom : I can do it indipendently under similar circumstances**

**Level C1**

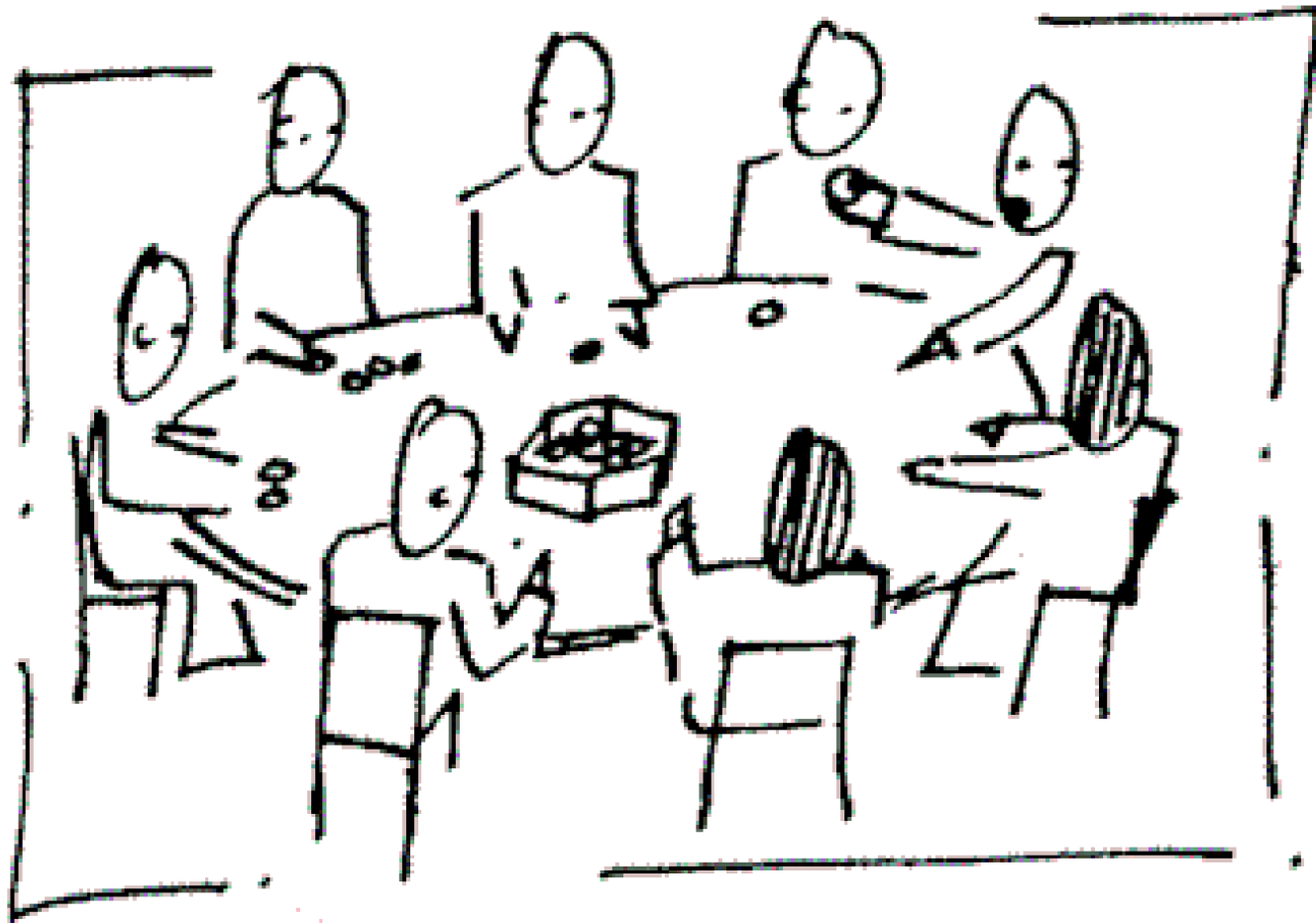
**Adaptable: I can do it indipendently in a different context (situation, circumstance, location, work field)**

**Level C2**

**Leadership: I can do it indipendently in a different context, explain and present it**



# How can we proceed?



# How can we proceed?

- Development of the ProfilPASS for refugees
- combination with validation tools