



German Experience in the Recognition of Prior Learning

May 22, 2025, Tashkent



Implemented by:



Making Skills Visible...



Dental technician

Alaa Kheralah arrived in Germany as a refugee from Syria in October 2014. He received recognition for his dental technician

Alaa Kheralah

Zahntechniker/-in (Poliklinik für Kieferorthopädie)



Custom tailor

Judith Yawa Aggor-Edorh has lived in Germany since 2004, started a family here and also obtained recognition for her

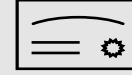
<https://www.anerkennung-in-deutschland.de>

Validation and Recognition of Professional Competencies in Germany

- I. Legal Framework
- II. Organisational Aspects
- III. Validation Methodology
- IV. Validation Results



CERTIFICATION



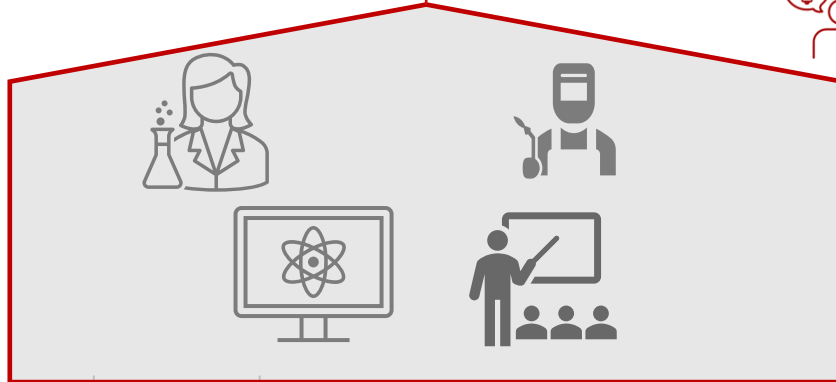
Examination

Validation



PROFESSIONAL

STANDARD



I. Legal Framework

- **EU Council Recommendation** (December 20, 2012) on the validation of non-formal and informal learning ([2012/C 398/01](#)) to establish validation systems by 2018

Goals:

Improvement of **employability**; Increasing **mobility**; Enhancing **LLL** motivation; Reducing “**brain waste**”

- **Germany:**

De facto recognition of **working experience**:

Access to examination § 45 (2) of the Vocational Training Act (BBiG)

- ✓ **Final examination** -> professional experience > **1,5** formal training duration

- ✓ Advanced examinations at NQF Level 6 (**Bachelor Professional**/Master, Technician, Economist) based on 5–6 years of work experience

Participation in general examination
Admission by the Chamber!



Source: <https://www.management-qualifizierung.de/bachelor-professional>

I. Legal Framework

Validation of Professional Competencies in Germany

- ✓ **Formal international qualifications:** Federal Recognition Act (April 2012)
- ✓ **Non-formal and informal competencies:** Project ValiKom Transfer (до 31.10.2024):
32 Chambers; 47 professions, 2.722 participants
- ✓ **July 2024:** Law on Validation and Digitalisation of Vocational Education (BVaDiG).

Individual Validation of Professional Competencies

I. Legal Framework

April 2012: Law on the Recognition of Foreign Professional Qualifications:

✓ **§ 14 BQFG** Other equivalence **assessment procedures** in the **absence of documentation**

✓ **Key questions:**

- **Who** is assessing the professional competences?
- **Who** develops tasks and documentation?
- **Who** finances?
- What **testing methods** can be used?
- ...

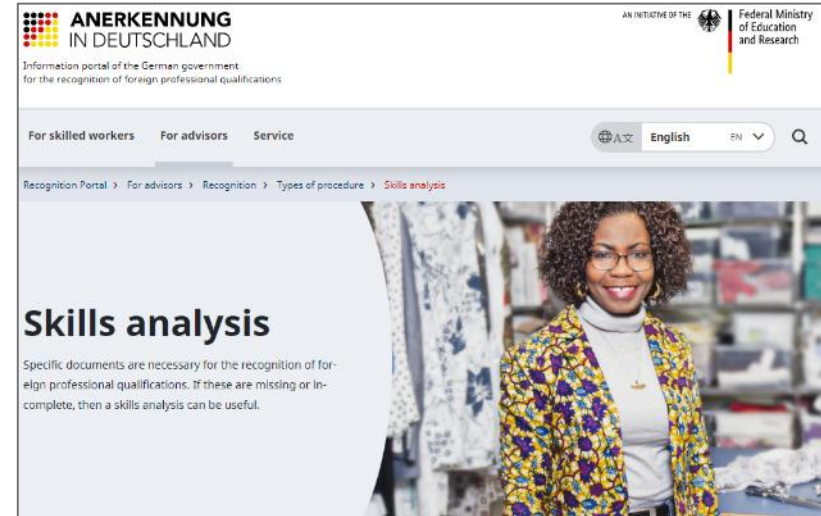


I. Legal Framework

September 2011: Project Prototyping Transfer
Federal Ministry of Education and Science (BMBF)

- **BIBB** (Federal Institute for Vocational Education and Training)
- **CCIs and Chambers of Crafts** as organisations responsible for the recognition
- **University of Cologne** (academic support)

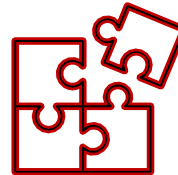
Developing and piloting a **validation process** of **professional competences** of people with **international qualifications**



II. Organisation

Individual consultations

- Review of documents by the Chamber
- Correct **identification of profession** and **specialisation** based on
 - ✓ Education
 - ✓ work experience
 - ✓ and career prospects
- If necessary, an **interview with a specialist**
- ✓ Possibility of **additional qualification** in case of partial recognition



Im Handwerk sind dies:

- Elektroniker für Automatisierungstechnik (Handwerk)^[2]
- Elektroniker/in für Energie- und Gebäudetechnik^[3]
- Elektroinstallateur, der Vorgängerberuf des Elektrikers - Energie- und
- Elektroniker für Informations- und Telekommunikationstechnik^[4]
- Informationselektroniker
- Systemelektroniker (Ausbildungsberuf wird ab dem 1. August 2021 nicht

und in der Industrie:

- Industrieelektriker
- Elektroniker für Automatisierungstechnik (Industrie)^[7]
- Elektroniker für Betriebstechnik
- Elektroniker für Geräte und Systeme^[8] (ehemals Systemelektroniker)^[9]
- Elektroniker für Maschinen und Antriebstechnik^[10]
- Elektroniker für Luftfahrttechnische Systeme^[11]
- Elektroniker für Gebäude- und Infrastruktursysteme^[12]

II. Organisation

- **Financing of the validation process**

- Workshops
- Materials
- Expert's working time

In Germany: Job Agency or other organisations

- **Involvement of well-regarded professionals**
(1 professional expert/assessor and 1 observer,
usually a representative of the Chamber)
 - Recognition of validation results by the companies



Brigitte Eppinger, Head of the Tailors Guild
Photo by Natalia Grekova

II. Organisation: Four-eyes principle

■ Requirements for **Experts/Assessors**:

- ✓ **Education and work experience** in a profession at least at the level of the qualification being tested
- ✓ Preferably, current professional activity
- ✓ **Personal characteristics, social competences:**
 - Credibility, fairness
 - Openness to new experiences:
People from diverse social backgrounds and cultures;
Different methods of solution
 - Creation of a comfortable testing atmosphere

■ **Role of the Observers**

- ✓ Organisation, facilitation, documentation



Carpenter Master/Meister **Helmut Katz**,
Member of the Mannheim Carpenters' Guild
Photo by Natalia Grekova

III. Methodology

- **Self-assessment** / reflection on occupational standards
- **Preliminary interview** with an expert
(1-1,5 hours, > 50% of professional competences -> recommendation for practical skills assessment)
- **Testing tools: Strong practice orientation (not an 'exam'!)**
 - Practical assignments (e.g. customer order)
 - Professional discussion
 - Test work in the company (with observation and documentation)
 - Typically **individual testing**

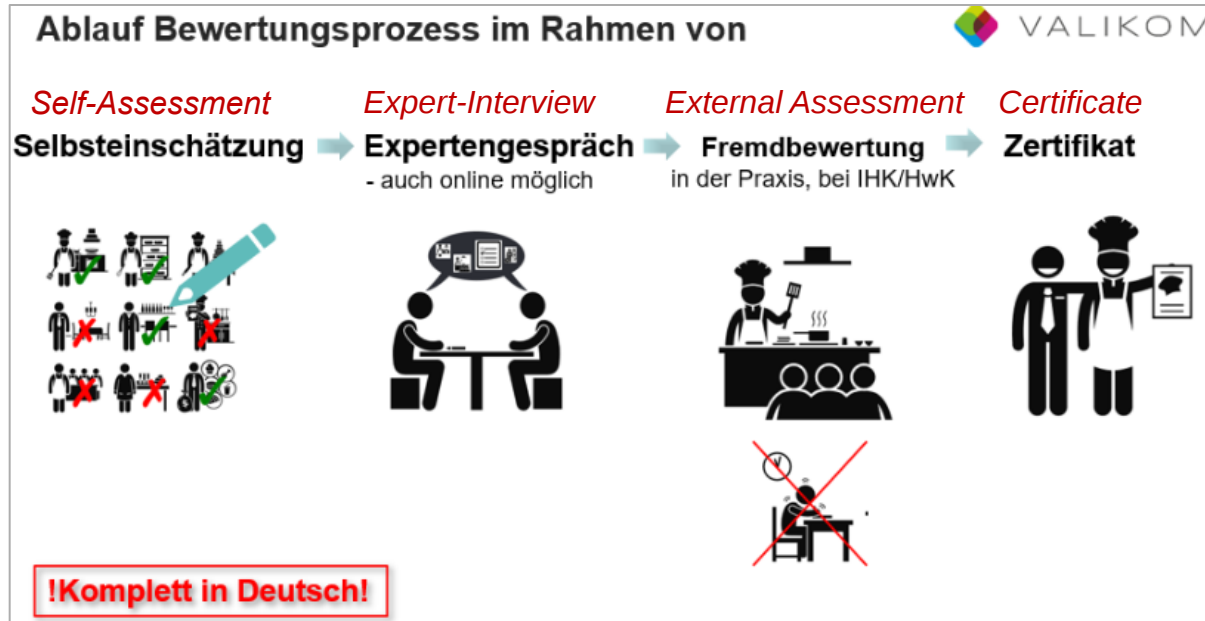


Test for electronic technicians with Gerhard Specka
Photo by Natalia Grekova

III. Methodology

Step 1: Identify the right corresponding profession!

- My experience?
- My education?
- What do I want to do in the future?



III. Methodology

Self-Assessment of professional competencies – digital tool

Übersicht der Berufe : Meine Berufserfahrung

Professional fields

Display all Agriculture & Landscaping Construction & Wood Metal & Plastic Health & Personal Hygiene IT & Electronics Hospitality & Foodstuffs Logistics Textiles Cleaning Automotive Trade

Would you like to know which profession matches your experience?

Alteration tailor

Care assistant to older people

Plant mechanic for sanitary, heating and air conditioning systems

Construction finishing worker - specialising in tiles and mosaics

Do you want to expand your professional vocabulary?

DE EN FR ES PT PL PY BG RO TR E

Как часто ты выполнял(-а) такую работу?



KOMPAKTE FORM SCHNEIDEN

Стрижки прогрессивных форм

0

раз
Никогда

1-9

раз
Редко

10-49

раз
Часто

50 +

раз
Очень часто



HAARE DAUERHAFT WELLEN

Долговременная завивка волос



KUNDEN BERATEN

Консультирование клиентов



HAARE HELLER FÄRBen

Окрашивание волос в более светлые тона



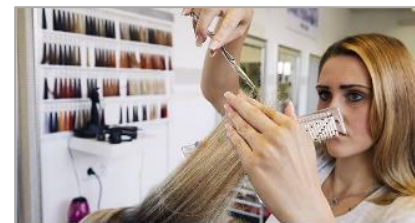
HOCHSTECKFIGUREN ERSTELLEN

Создание высоких причесок



FASCHIONSMITT SCHNEIDEN

Фасонные стрижки



ANSTIEGENDEN SCHNITT IN LÖSUNG SCHNEIDEN

Стрижки типа «нарастающий каскад»



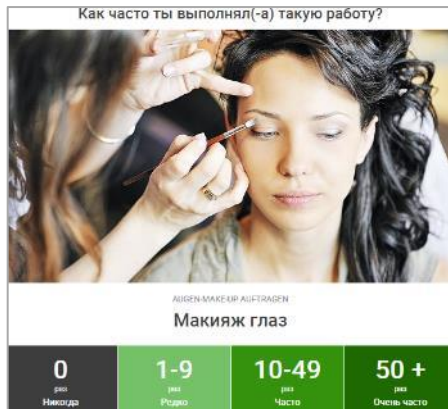
AUGENBRAUEN UND WIMPERN FÄRBen

Окрашивание бровей и ресниц



LIPPEN SCHMINKEN

Макияж губ



Как часто ты выполнял(-а) такую работу?

AUGEN MAKE-UP AUFTRAGEN

Макияж глаз

0

никогда

1-9

редко

10-49

часто

50 +

очень часто



GESICHTSFORM MODELLIEREN (CONTOURING)

Моделирование формы лица (контуринг)

Результат твоего

СТУПА ИЛИ РАСПЕЧАТАЙ
ИМЕТЬ ДОСТУП К СВОИМ

Самооценивание

МОЙ ОПЫТ ПО СПЕЦИАЛЬНОСТИ
ПАРИКМАХЕР (М/Ж)

Закключение

СФЕРЫ ДЕЯТЕЛЬНОСТИ ПРОФЕССИИ



III. Methodology

Self-Assessment **Professional Competencies** ↔ Up-to-date **Occupational Profile**



<https://www.bibb.de/en/40.php>

<https://web.arbeitsagentur.de/berufenet/>

Preparation for the validation?

III. Methodology

Formulation of tasks based on the occupational standard



III. Methodology

Formulation of tasks: Close to real work situations!

Independent planning, performance and control



III. Methodology

Validation Instruments	Knowledge	Motor Skills	Cognitive Skills	Communicative Skills
Professional discussion (order-related, situational, hypothetical case)	✓		✓	(✓)
Practical task/customer order	(✓)	✓	✓	(✓)
Trial work in the company	(✓)	✓	✓	(✓)
Presentation of work results			✓	✓
Digital or written tests	✓		(✓)	

Combination of different instruments is possible!

Quality criteria for tests/tasks:

- ✓ **Validity**
- ✓ **Reliability** (min. error)
- ✓ **Objectivity**
- ✓ **Cost-effectiveness**

III. Methodology

Instrument: Trial work in the company

Example: Standardised 1-week validation for Dental Technicians



<https://bernd-schenk.de/>



<https://www.spiegel.de/karriere/fluechtlinge-auf-jobsuche-so-werden-berufsabschluesse-anerkannt-a-1056895.html>

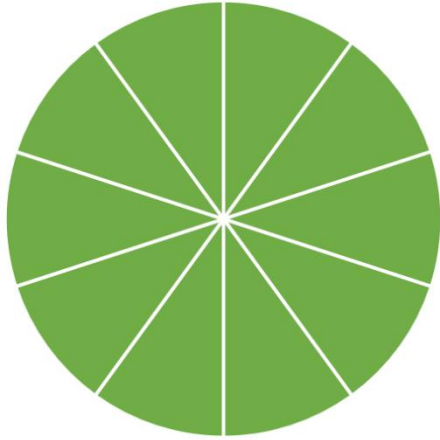
III. Methodology

Assessment criteria for results documentation during the test

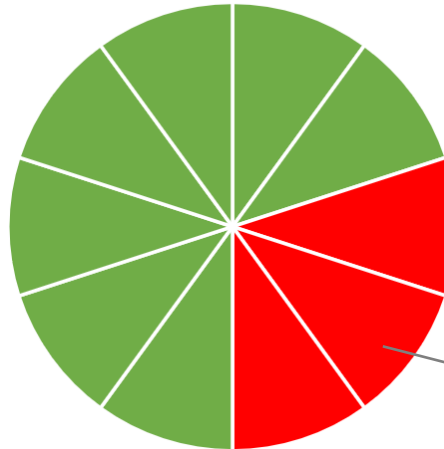
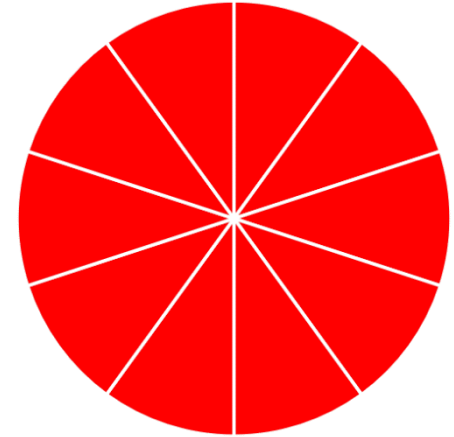
Work activity	Observation Criteria/ Expected Performance	Completely/ predominantly compliant	Not compliant	Comments, justifications
Customer service	<i>Friendly and polite greeting of the customer</i>	✓		
	<i>Neat appearance</i>		✓	
	<i>Advised the customer professionally</i>	✓		
Hair cutting	<i>Customised modern cutting techniques</i>	✓		
	<i>Shortened the hair to the agreed length</i>	✓		
Permanent wave			✓	<i>If no experience, will be included in the additional qualification</i>
Decorative cosmetics and manicure			✓	K.O. Criterion: lack of hygiene measures (instruments not disinfected)
Planning of operational processes/Salon management	<i>Scheduled client's appointment and registered in the system</i>	✓		(task simulation)
	<i>Ordered the required materials and registered in the system</i>		✓	(task simulation)
Marketing	<i>Calculated the correct price for the service</i>	✓		
	<i>Proposed suitable advertisement for the hairdressing salon</i>	✓		

IV. Validation results

Full recognition



No recognition



Part recognition

Additional qualification –
a key factor for making
validation work in
practice

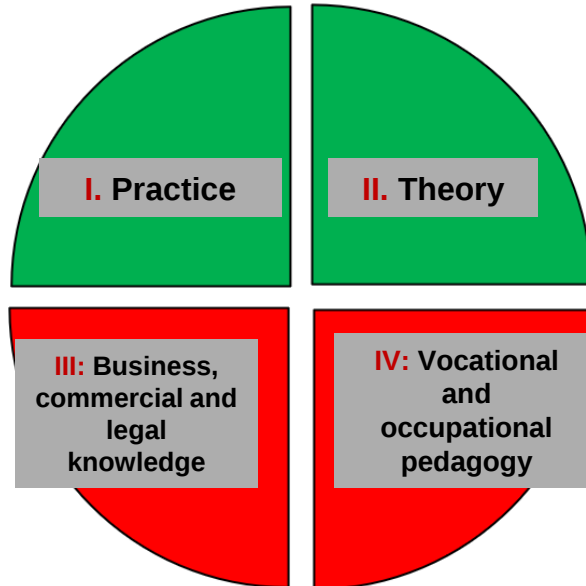
Additional qualification:

Core element of the recognition process

Objective: full recognition of the qualification

Instruments:

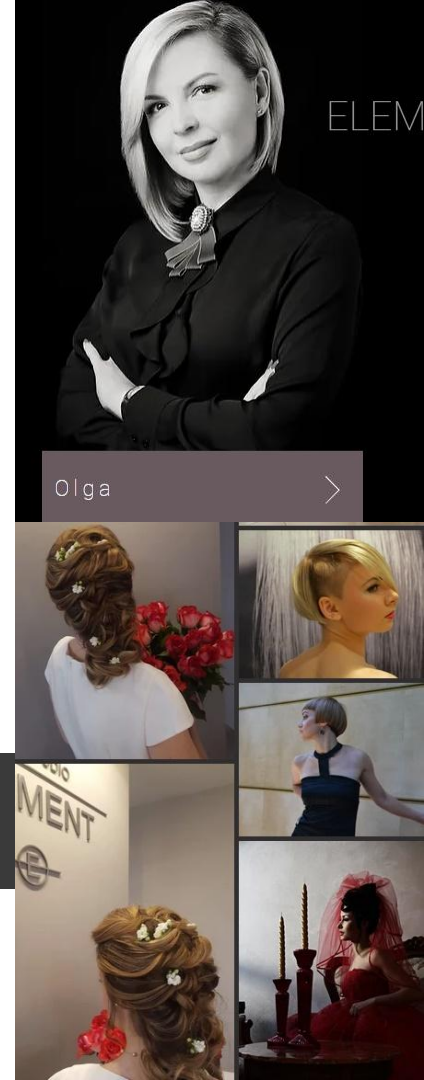
- In-company training
- Training centre
- Virtual training
- Self-study
- ...



First recognition at
“Meister”'s level (NQF 6) =
Bachelor Professional

Photo:

<https://www.element-studio.de/>



Success factors

- ✓ **Training of validation experts**
- ✓ Scientific and organisational support
- ✓ Create a **validation guide** with task examples and documentation templates
- ✓ **Pilot in several professions**
- ✓ Improvement of the process/Lessons learnt
- ✓ **Funding sources** for low-income people
- ✓ **Popularisation** of the validation process among companies and interested individuals

References

1. BIBB / Netzwerk Prototyping. **Ergebnisse aus dem Projekt Prototyping.**
https://www.anerkennung-in-deutschland.de/assets/content/Medien_Dokumente-Fachpublikum/pro-netqa-ergebnisse-projekt-prototyping.pdf
2. Wirtherle, M., Ortner, L., Kögler, H. et al. (2023). **Validation as a (second) chance for professional development.**
In: Gerholz, K.-H., Annen, S., Braches-Chyrek, R., Hufnagl, J., & Wagner, A. (Eds.), *bwp@ Spezial HT2023: Hochschultage Berufliche Bildung 2023*, pp. 1–21.
http://www.bwpat.de/ht2023/wirtherle_etal_ht2023.pdf
(Accessed on: 22 January 2024)
3. IQ Fachstelle Beratung und Qualifizierung (2016). **Praxishandreichung: Migrationsspezifische Verfahren zur Kompetenzfeststellung.**
Bonn: Forschungsinstitut Betriebliche Bildung (f-bb).
4. Netzwerk IQ Hamburg (Ed.). (2017). **Handwerkliches Können nutzen! Mit individueller Qualifizierung zur vollen Anerkennung ausländischer Berufsabschlüsse.**
<https://hamburg.netzwerk-iq.de/resource/blob/779728/fdbc7ce93948673362e3fa913b9b5d00/handwerkliches-koennen-pdf-data.pdf>

Contact

Natalia Grekova

E natalia.grekova@giz.de

M +998 93 111 0470

I www.giz.de



www.giz.de

**Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH**

Registered offices
Bonn and Eschborn

Friedrich-Ebert-Allee 36 + 40
53113 Bonn, Germany
T +49 228 44 60 - 0
F +49 228 44 60 - 17 66

Dag-Hammarskjöld-Weg 1 - 5
65760 Eschborn, Germany
T +49 61 96 79 - 0
F +49 61 96 79 - 11 15

E info@giz.de
I www.giz.de