



## Newsletter n°3 June 2018

### Continuous improvement of the evaluation of Employability

All information about the project will be soon available on the project web site : [www.assess-pro.eu](http://www.assess-pro.eu)

#### ABOUT THE PROJECT

Since the last partners meeting organized in Romania Depuis la dernière rencontre organisée en Roumanie, Ipartners are working on the implementation of the « **Guide of recommendations for pour une amélioration de la gestion des parcours d'accompagnement vers l'emploi** », this production being piloted by the University of de TARGU MURES

THE guide is dedicated to trainers, advisers , Manager of Human Resources in order to develop the continuous evaluation process inside their organizations through existing programs or projects in partners countries

It will also present the ASSESS evaluation tool that enables and facilitates the implementation of the approach that duplicates and transfers towards the Evaluation of Employability the Continuous Improvement process of Quality Management. **Evaluation has to be considered as being part of the dynamic process** of client's accompaniment and not « apart » and organized beforehand or after at the end of the training or accompaniment path . The aim of evaluation is , like in Quality Management approach ,on one hand to measure and follow up evolutions and progress to be valorized and on the other hand to readjust on going the action plan and activities to be developed till the access to employment .

In the meantime, INFODEF, will pilote and coordinate the production of « **ASSESS evaluation tool for continuous evaluation of competences towards employment**

#### ASSESS : A Quality management approach to develop continuous improvement of Employability

As recommended by the European Quality Approach for Vocational Education and Training ( EQAVET) we have involved stakeholders and companies in all steps of the process. The process approach of continuous evaluation is based on the « continuous improvement spiral « implemented in Quality Management process that is developed around the 4 phases of the « **Demming wheel** » PDCA) as following :

- The identification of the client's competences in order to put them in perspective with competences expected by the company will allow us to plan ( **Plan**) the different steps before accessing the job targeted .
- **the implementation** of activities and training both formal and unformal ( **DO**)
- **The evaluation** of progress and **measure of** gaps filled in ( **Check**)
- **Actions and means to dedicate ( Act)** in order to reach the objectives fixed and to plan further actions knowing that this step will be again followed by an evaluation and so on till the end of the accompaniment path

All productions will be available in english language before summer that will be dedicated for translations into partners' countries languages.

From early September till the end of the project in December 2018, we are waiting for your demand and stay at your disposal for testing the project tools and help you to integrate them in your on going actions and programs .

Partners will meet on 24th September 2018 in Carcasonne. This meeting will be followed by an open dissemination event on **25th in order to present the project results** . In this occasion institutions, training organizations and enterprises will have the opportunity to be candidates to experiment the products inside their organiza-



## WHO IS THE PROJECT FOR?

All the professionals working with groups at risk of exclusion for their integration in the labour market : trainers, advisers, training organizations, members of associations supporting return to employment , enterprises of the social economy



## THE PARTNERS

### France

**CFPM** ( Centre de Formation Professionnelle du Midi ) , vocational training centre—Project coordinator

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### Romania

**Universitatea Petru Major** , Institution specializing in higher education in vocational training)

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### Spain

**INFODEF** (Private training center specialized in helping people to strengthen the development of skills linked to local needs or professionalization)

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### Sweden

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**Folkuniversitetet**



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