TT Joint Qualifications
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Board Member of
- EBTN - European Banking & Financial Services Training Association
- FEDERMANAGEMENT - Italian Federation of managers and experts

Effebi Member of
- EfVET - European Forum of Technical and Vocational Education and Training
European Labour Market 
challenges and the role of VET

- High youth unemployment
- Skills shortages and mismatch
- Need for higher level of soft skills

**Joint VET Qualifications** have the potential to address these challenges and ensure that VET respond better to European labor market needs.
MISSION of JQ TT

Knowledge Triangle:
- Education
- Innovation
- Research

Benchmarking tool:
- Mutual Recognition
- Transparency

Soft Skills development

Mobility:
- Working
- Learning
THEMATIC TEAM CHART

Updates on Action Plan

Good Practices

Project Ideas

Policy issues
JEQ TT Initiatives

1. Desk Research using benchmarking tools
   • Map existing practices & indicate Sectors

2. Develop a reference model
   • Identify most successful Joint Qualifications to build a model

3. Quality Assurance Framework
   • Setting up a strategy to set up QAF addressing VET students and VET providers
Involving Stakeholders

- Involve stakeholders for the implementation and recognition of Joint Qualifications across Europe.

Dissemination

- Through workshops, webinars and seminars

EU Funding

- Identify EU funding opportunities to implement initiatives
DEFINITION

JOINT QUALIFICATION:

1) Connected to the triangle of **industry-education-community/society**

2) Has an **international/transnational** value (which could include strong work-based learning and a mobility components)

3) Follows **Quality Assurance** and proper **recognition** through European tools
Objectives of JQ TT:

✓ Support VET providers in developing JQ

✓ EfVET Ass. for Accreditation of Quality of JQ

✓ Expand Networks (experienced Members)
1) Setting up **Quality Standards** as voluntary initiatives by EfVET.

(How the qualification should be **designed** and **executed**.)
2) Accreditation of the VET Providers
to recognize the **Quality of Qualifications** they provide.

(It is not a certification tool for individuals)
3) Aims at creating added value to the Quality and Transparency of VET Providers

(Facilitate employability and mobility of employees in EU)
THEMATIC TEAM CHART

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Platforms of Vocational Excellence

Strongly involved at local level…

Partnerships for WBL, Skills anticipation, Apprenticeships

Providing both Initial and continuing VET

Incorporating supporting job-creation, start-ups,

Quality feedback loop, learner tracking

Technology diffusion

Cost-sharing and sustainable funding

Innovation HUB

Flexible pathways with Schools and Universities

Regional development, Smart Specialisation, Knowledge triangle
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Policy issues
Exchange of Good Practice!

01
Previous Experience in JQ
Good practices presentation in JQ

02
JQ Benchmarking tool
Questionnaires; Spider graph, etc. to enhancing transparency and mutual recognition in accordance with European Tools (EQF, ECVET, EQAVET,)
THANK YOU FOR YOUR ATTENTION!

Mario Spatafora
EFFEBI Association
European Banking and Financial Services Training Association - EBTN

International no-profit Association - registered in Brussels (BE)

composed by:

25 Full Members

and 17 Associate Members
EBTN
MISSION & VISION

✔ to become the standard-setting body for the accreditation, certification and qualification of knowledge, skills and competences in the European financial services sector.

✔ EBTN aims to define professional education standards in Europe
Full Members

1. Febelfin Academy (Belgium)
2. Effebi Association (Italy)
3. Institute of Financial Services (Malta)
4. Banking Institute of the Association of Russian Banks (Russia)
5. IBE NBS - Institute of Banking Education of the National Bank of Slovakia (Slovakia)
6. International Banking Institute (Bulgaria)
7. FS - Frankfurt School of Finance & Management (Germany)
8. Finance Finland (Finland)
9. ABIFormazione (Italy)
10. Hellenic Banking Institute of the Hellenic Bank Association (Greece)
11. The Bank Association of Slovenia (Slovenia)
12. International Banking Institute Saint Petersburg (Russia)
Full Members

15. Institute of Financial Services (Cyprus)
16. IBR-RBI - Romanian Banking Institute (Romania)
17. IEF - Institut d'Estudis Financiers (Spain)
18. NIBE-SVV - Dutch Institute for Banking Insurance and Investment (Netherlands)
19. UBS-ASB - Association of Serbian Banks (Serbia)
20. Bankárképzó - Institute for Training and Consulting in Banking (Hungary)
21. WIB - Foundation Warsaw Institute of Banking (Poland)
22. Chartered Banker Institute (UK)
23. IFB - The Portuguese Bank Training Institute (Portugal)
24. The Institute of Banking (Ireland)
25. CFPB - Centre de Formation de la Profession Bancaire (France)
26. LIBF - The London Institute of Banking & Finance (UK)
1. ABIT - Academy of Banking & Information Technology (FYROM)
2. ABL - Association of Banks in Lebanon (Lebanon)
3. AICB - Asian Institute of Chartered Bankers (Malaysia)
4. BIBM - Bangladesh Institute for Bank Management
5. CISI - Chartered Institute for Securities and Investment (UK)
6. EBI - Egyptian Banking Institute
7. HKIB - The Hong Kong Institute of Bankers
8. IIBF - Indian Institute of Banking & Finance (India)
9. ISEB - The Higher Institute for Banking Studies (Lebanon)
10. KBA - Kosovo Bankers' Association
11. RBA - Retail Banking Academy (UK)
12. WSBI-ESBG - World Savings and Retail Banking Institute/European Savings Bank Group (Belgium)
The TRIPLE E STANDARD

The Quality Standard for professional qualifications in the European Financial Services Sector (FSS)
Analysis and evaluation of good practice in the design, development and implementation of Vocational Qualifications within the FSS

Guidelines and methods for defining the “Triple E Qualifications” (EQF, ECVET, EQAVET)

Quality standards and evaluation criteria and tools for the application of ECVET to FSS qualifications

Test the Guidelines for designing the Triple E Qualifications

Eu Qualification EFCB (European Foundation Certificate in Banking)
10 features of TRIPLE E qualifications

• **Relevant** for the sector: embedded in business processes, business roles
• **Transparent**: show what they stand for
• **Reliable**: deliver what they promise
• **Fair**: adequate reward for the effort needed
• **Flexible** for individuals and organisations (building blocks)
• **Efficient**: offer good return on investment to individuals and organisations
• **Supporting life long learning orientation**
• **Formative** for the future market skills
• **Inclusive**: accessible
• **Known, supported and applied** by the sector
TRIPLE E TRIPLET
features, body, infrastructure

Infrastructure (EQAVET)
- Institutional accreditation
- Public information
- Sectoral qualifications board
- European skills and qualifications anticipation

10 features
- Relevant
- Transparent
- Reliable
- Fair
- Flexible
- Efficient
- LLL
- Formative
- Inclusive
- Known Supported Applied

Body (EQF, ECVET)
- LOs
- Units
- EQF/NQF level
- Triple E points
- CPD
- Assessment
- Validation
- Updating
- Accumulation and Transfer of LOs
 Outputs of the Project

✓ First time **collaboration** between VET actors, employers and social partners resulted in the development of comprehensive **guidelines for Professional Qualifications in the FS sector** (consultive process with over over 350 stakeholders)

✓ Remodelling of **European Foundation Certificate in Banking EFCB** in accordance with the Guidelines for the Triple E Qualifications
designed to help young bankers to develop their professional careers in a reliable and recognised way.
Up to now more than 16,000 certificates delivered through Europe

17 Accredited Institutes

Fostering work mobility within the European financial services market
FIRST: FInancial seRviceS
EQF Translators in EU
FIRST: FInancial seRviceS EQF Translators in EU

✓ Define practical and meaningful Translator for the universal EQF Descriptors.

✓ Make EQF level Descriptors more operational and user friendly.

✓ Provide a shared interpretation of EQF to be adapted to the language and work environment of the FSS.
FIRST

EQF - FSS Translator

Knowledge, Skills and Competences
<table>
<thead>
<tr>
<th>Level 3</th>
<th>Knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EQF Descriptor</strong></td>
<td>Knowledge of facts, principles, processes and general concepts, in a field of work or study</td>
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</tbody>
</table>
| **FSS EQF Translator** | - Lists the basic features of the current macro and microeconomic situation  
- Explains the basic functions of banks and financial institutions in financial intermediation process  
- Identifies the key elements of the regulatory, legal and compliance framework applicable to FSS, including code of ethics.  
- Lists the specific regulations and procedures which are relevant to his/her job  
- Describes the basic features and functions of core financial products and services  
- Defines what risk is in a financial institution and explains how it influences his/her performance on the job |
<table>
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<th>Skills</th>
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<tr>
<td><strong>EQF Descriptor</strong></td>
<td>A range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information</td>
</tr>
</tbody>
</table>
| **FSS EQF Translator** | - Finds and applies legal, regulatory and micro and macroeconomic information based on precise instruction  
- Delivers financial products and services and/or supportive technical services according to relevant legal, regulatory and procedural provisions  
- Assesses clients’ basic financial needs and relate them to banking and financial products and services  
- Reconcile the risk profile of a client with the products and services offered to the client |
<table>
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<tr>
<th>Level 3</th>
<th>Competences</th>
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</thead>
<tbody>
<tr>
<td>EQF Descriptor</td>
<td>Take responsibility for completion of tasks in work or study. Adapt own behaviour to circumstances in solving problems</td>
</tr>
</tbody>
</table>
| FSS EQF Translator | ▪ Complies with adopted rules and procedures  
▪ Adapts professional behaviour to the requirements of FS in a supervised context and to the code of ethics  
▪ Is client centric in his/her professional role, oriented to the quality improvement of services provided to the client  
▪ Acts, respecting the risk profile of the clients and understanding of how his/her performance is influenced by risk factors |
BIF: Banking & Insurance & Financial Network
Facilitate the **mobility** of the individuals involved in a training pathway.

Assess and Validate **learning outcomes** achieved in lifelong learning through ECVET System.

Develop a **methodology for assigning ECVET credit points** to training programme / qualifications in the BIF sectors (JADE Methodology).

Create a **User Guide** aimed to provide a useful and comprehensive orientation guidance to the ECVET system.
Project BIF
The J.A.D.E. methodology
The J.A.D.E. methodology

Job relevance

Expresses how much the unit contributes to the qualification in terms of professional and occupational performance of the learners.

It shows how much LO of the Unit are critical for performing a job and how specialized they are. It also contains employability aspects.

Articulation

Represents the balance between the three categories of LO (K, S, C). The more the three categories are balanced in the unit assessment the higher the score.

The right balance can be different for various types of qualifications; however it is recommended that all the three categories are represented, with an emphasis on skills and competences.
The J.A.D.E. methodology

Is based on the eight reference levels of The European Qualifications Framework (EQF) to which the qualification had been assigned, ranging from basic (level 1) to advanced (level 8).

It reflects the degree of advancement of the qualification and its units.

Encompasses the complexity of LO and the intellectual (qualitative) effort required to reaching them.

While evaluating difficulty one can also take into consideration pass rates of the examinations.

(the units with lower pass rate are recognized as more difficult).

<table>
<thead>
<tr>
<th>EQF level</th>
<th>Difficulty</th>
</tr>
</thead>
</table>

Job relevance  
Articulation  
EQF Level  
Difficulty
QUADRO

Quality Development Roadmap for training in the financial sector
Structure of the HANDBOOK

- Importance of quality assurance for vocational education and training
- The need to respond to European developments and recommendations stated in the EQAVET framework
- Creation of a quality management system in line with EQAVET in VET organizations
- Overview of quality assurance instruments, which are adjusted to a framework according to quality dimensions and quality levels
- Guidelines for implementations of different tools
- Description of selected instruments
Updates on Action Plan

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THANK YOU FOR YOUR ATTENTION!

Mario Spatafora
EFFEBI Association
Banking Association operating in the field of Organizational management and HR development since 1978
Effebi Activities

European Projects

- Education & Training
- Social Inclusion
- Quality Assurance
- ICT

Education & Training

- Laboratories
- Workshops
- Seminars
- Conferences
CRES Activities

1. Studies and Researches
2. European Projects
3. Exchange of experiences
4. European Professional Qualifications
5. Training activities, Consultancy
6. International Seminars, Workshops, Publications
7. Quality Assurance
8. Workshops, Publications
CRES Members

PROMOTERS & FOUNDERS

• Effebi Association (IT)
• Multimedia Academic Global (IT)

MAIN FOUNDERS

11 Centres of Excellence from 9 different countries (EL, ES, DE, RO, PT, MT, SE, RU)