



2012 CEL/ELC Forum

Rethinking Multilingualism: Challenges and Opportunities

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Institut Libre Marie Haps, Brussels

SESSION TWO

Informal/Non-formal language learning, especially with regard to the validation of learning outcomes by enterprises

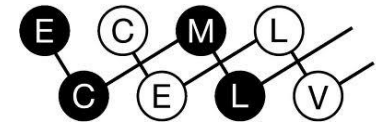
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Languages and business quality: the LINCQ project

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- 2 year development project



- Programme 2012-2015 : *Learning through languages. Promoting inclusive, plurilingual and intercultural education*

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The project aims to:



- raise awareness of non-formal and informal language learning (NF-IFLL), and its assessment and recognition in the corporate world.
- encourage the business community to recognise plurilingualism as a key aspect of corporate culture.



The project targets:



- private and public sector employers and employees
- employer and employee representatives
- corporate human resources and training departments
- recruitment professionals, training and development organisations
- quality certification organisations



Why is NF-IFLL important? For individuals...



- multicultural and multilingual society
- Limitless, borderless, and instantaneous learning opportunities
- global and interconnected world
- *digital natives*



Why is NF-IFLL important? For individuals...



- more frequent job transitions likely throughout an individuals' lifetime
- acquire higher and more relevant skills to increase employability
- Up-grade self-esteem: awareness of the value of one's language skills makes individuals more confident when applying for jobs



Why is NF-IFLL important? For the corporate world...



- Loss of contracts as a result of a lack of language skills >> up to €13.5 millions
- Knowledge of foreign languages matters for business operations or competitiveness on the market for 90% of enterprises
- By 2030 the top six world economies could be China, USA, India, Japan, Brazil and Russia

- Europe 2020 flagships "An agenda for New skills and Jobs“, "Youth on the Move“
- Council Recommendation on the validation of non-formal and informal learning:

Ensure, by 2015, that a national system of validation of non formal and informal learning is established providing the opportunity for citizens to

- have their skills, knowledge and competences acquired through non-formal and informal learning, including via open educational resources, validated*
- obtain a full or partial qualification on the basis of validated non-formal and informal learning experiences*

- existing tools and approaches developed by the COE Language Policy Unit and EU:
 - Common European Framework of Reference for Languages (CEFR)
 - European Language Portfolio (ELP)
 - Europass language passport

But...

- insufficient exposure among potential future employers
- lack of awareness of current practice in language evaluation, in particular the importance of informal and non-formal learning and assessment

What are the outputs?

- Explanatory guidelines to illustrate the features of NF-IFL and its assessment
- Examples of effective means to assess language expertise
- Indications of the potential to integrate multi- and plurilingualism into corporate quality programmes



Plurilingualism in the corporate quality framework



- what are the current practices regarding assessment of NF-IFLL in the business world ?
- develop targeted tools for the evaluation and recognition of NF-IF linguistic experience.
- encourage the adoption of multilingualism in the business world and a plurilingual environment as an element and key image of corporate culture



LINCQ in the framework of the ECML 2012 -2015 programme



- *to develop inclusive, plurilingual and intercultural pedagogic approaches ,which reach beyond the foreign language classroom.*
- *to maintain and enhance linguistic and cultural diversity in Europe and to promote the learning and use of languages as a means to support intercultural dialogue, social cohesion and democratic citizenship, and as an important economic asset in a modern knowledge-based society.*
- *Social cohesion, intercultural dialogue and democratic citizenship, together with economic prosperity, represent important aims in building a more humane and inclusive Europe*



Thank you for your attention!

LINCQ Website:

<http://www.ecml.at/l1/tabid/790/language/en-GB/Default.aspx>

- CEDEFOP: *European guidelines for validating non-formal and informal learning*, (Cedefop, 2009)
http://www.cedefop.europa.eu/EN/Files/4054_en.pdf
- CELAN: Languages strategies for competitiveness and employability
<http://www.celan-platform.eu/>
- ECML: Programme 2012-2015 - *Learning through languages. Promoting inclusive, plurilingual and intercultural education*
<http://www.ecml.at/Programme/Programme20122015/tabid/685/language/en-GB/Default.aspx>
- ELAN Study: "Effects on the European Union Economy of Shortages of Foreign Language Skills in Enterprise" (European Commission, 2006)
http://ec.europa.eu/languages/languagesmean-business/files/elan-full-report_en.pdf
- *Languages for Jobs - Providing multilingual communication skills for the labour market* (European Commission, 2011)
http://ec.europa.eu/languages/pdf/languages-for-jobs-report_en.pdf
- LINCQ: Languages in Corporate Quality (ECML, 2012)
<http://www.ecml.at/l1/tabid/790/language/en-GB/Default.aspx>
- *Proposal for a Council recommendation on the validation of non-formal and informal learning* (European Commission, 2012)
http://ec.europa.eu/education/lifelong-learning-policy/doc/informal/proposal2012_en.pdf