



Employment
4 Inclusion

NON-FORMAL TRAINING FOR IMPROVING EMPLOYABILITY OF MNAR

Title: **PROJECT 44 POINTS = JOB**

Type of resource: Program

Country: Denmark

Language: English

Short Description

The method 'Project 44 points = job' provides a point system that translated the company's professional standards and requirements into a tool that can measure and visualise the participant's progression. It is developed by the municipality of Gribskov in collaboration with KHRS (a service enterprise offering a wide range of services in particular within the hotel industry), the local language school, and other central partners. Upon reaching 44 points and completing 4-weeks of internship, the participants were guaranteed ordinary employment with KHRS.

The participants' progression is assessed in classrooms designed completely like hotel rooms, thus creating training settings similar to the settings of the workplace. In this way, the refugees' access to employment will be boosted.

PDF file: https://www.nyidanmark.dk/nr/rdonlyres/4556e82c-8d08-4a3d-ab76-245a88a42a5b/0/metodehaefte_gribskovmodellen.pdf

Title: **OCN-Method**

Type of resource: Program

Country: Denmark

Language: English

Short Description

Open College Network (OCN) is an example of a method to assess and document competencies within the working life. The OCN-method is a way to receive certificates on formal as well as informal learning achieved through e.g. employment training, courses and after school classes. The tool can be useful for employers for the preparation for educations and upgrading of skills, but the documentation is not recognized within the formal educational system.

Webpage: <https://ocn-danmark.dk/>

Title: QUALIFICATION CARD

Type of resource: Progression Tool

Country: Denmark

Language: English

Short Description

The "Qualification card" is a progression tool used to measure the trainee's development of skills in relation to being able to perform the various tasks at the associated workplace. The tool thus gives the employer the opportunity to carry out a continuous and systematic assessment of the trainee's progression during the traineeship.

The qualification card can be used actively in the ongoing dialogue between employer and trainee during the overall course. The qualification card uses a scale ranging from the lowest level 'Not yet completed' to the highest 'In goal'. By assessing the level of competence for the individual training areas, it will be possible to give the trainee constructive feedback on the execution of work tasks and the overall progression. Moreover, it improves the employability of the MNAR, because they can make visible their abilities within a certain branch.

The qualification card has been developed within different branches/ sectors. Find attached a pdf file, which is an example (in English) of the qualification card within housekeeping developed in cooperation with BC Hospitality Group.

Qualification card_Housekeeping Attendant_BC Hospitality Group.pdf.