WORKSHOP D-1

Professional certificate in working life - ETSC

Nordisk Netværk for Voksnes Læring | Fræðslumiðstöð atvinnulífsins | University of Iceland | Símenntt | EPALE | rannís | Nordplus

Visible and Verified Skills Have Value

Professional certification in working life

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Why

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In a fast-changing labour market, it is important to know what skills are needed for different jobs and to make skills visible

This has value for employers, employees and society

How
The tool

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Upskill – Reskill
The magic words

Changes in the Labour Market
- New occupations
- Existing occupations change
- Occupations disappear

Important

Visible
- Required Skills
- Existing Skills
- Skills Gaps

Benefits

Tool

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FAGBRÉF
Matvælavinnsla

Hefur fengið staðfesta hæfni sem sérþjálfaður starfsmaður í matvælaiðnaði.
Starfaprófíll FA: Sérþjálfaður starfsmaður í matvælaiðnaði nr. 18-19-04-006.
Starf á hæfniþrepi 2*

STARFSTENGD HÆFNI

Sérþekking í matvælavinnslu
Gæði í kjötvinnslu
Skráning, lagerhald og afgreiðsla
Öryggi í matvælavinnslu
Almenn starfshæfni
Samskipti og samvinna

Reykjavík 19. júní 2026
Hildur Betty Kristjánsdóttir

ISTARF21 7414 Útgáfa 2026 - 12 Nánar á www.frae.is

Company
- Competitiveness
- Targeted Competence Development – Cap training

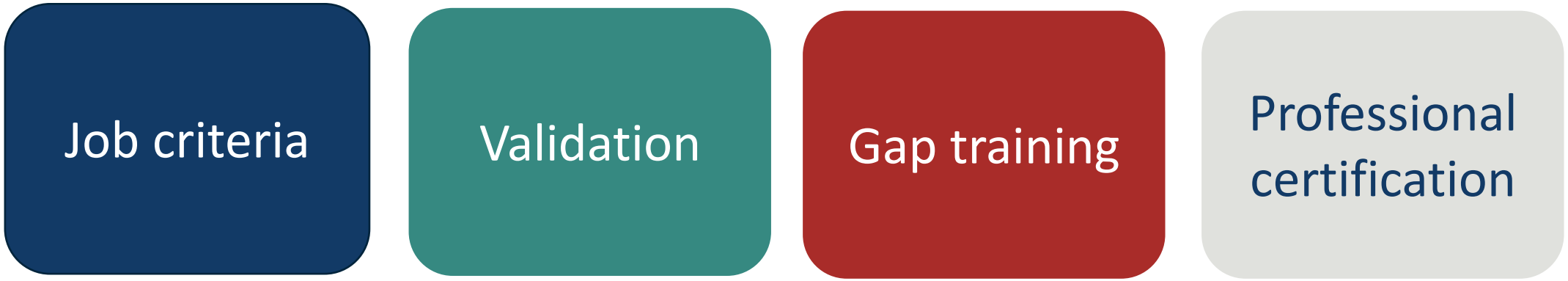
Employees
- Labour Market Mobility
- Professional Development and/our Career Development

Society
- Increased Productivity
- Greater Inclusion
- More Employment Opportunities

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- Existing competences confirmed through validation, followed by on-the-job training if/as needed.
- When full competence is reached according to job criteria / standards, a certificate on an NQF level is issued by the Education and Training Service Centre (ETSC).





Information about the process and requirements
Individual applies for participation.

VPL – Validation

Meets qualification criteria

Meets some of the eligibility criteria

Individualized job training

Confirmation of competence

Professional certification for a specific job

Working with different Industries – sectors

Consultation

Assess the willingness to implement the tool and evaluate outcomes.

Willing and able

Where do we start?

Define priorities and ensure effective implementation

Implementation

Ensure implementation complies with established quality standards.
Pilots

Evaluation of results

Assess outcomes using a standardized approach across companies and occupational sector

The main question
Do this tool create benefits for **businesses, employees**, and **society** as a whole

Financing

Approximately 15% of the implementation funding is allocated to ETSC.

Development and design of the system
Quality assurance requirements and a coordination centre

Analyse the competence
Requirements for job and link them to the appropriate ISQF

Payment for implementation
Implementation of validation of prior learning and workplace training, if required.

System maintenance
Implementation monitoring, and issuance of vocational certificates.

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Sectoral Training Funds

Sectoral Training Funds

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The Education Fund
Public funding

Based on provisions in collective agreements, and the funds support individuals and companies through education, workplace training, and skills development.
The funds are jointly governed by the social partners

The role of the Education and Training Service Centre (ETSC) in the system

1. Information

- Give information to professions and develope the system
- Assist with implementation

2. Issueing certificates and gather statistics

- Issue a professional certification in working life
- Keep track of results and statistics

3. Validity of results

- Quality requirements
- Coherent methodology – manuals
- Coherent competency criteria
- Training of assessors and project managers
- Recognize responsible parties

4. Analyse job skill requirements

- Update competency requirements
- Link to independence, responsibility and job roles

Joint project by social partners

The Icelandic Confederation of Labour
Confederation of Icelandic Enterprise





Joint project by social partners
General labour market

During the period from September 2026 until the end of 2027, a collaborative initiative between theIcelandic Confederation of Labour (ASÍ) and the Confederation of Icelandic Enterprise (SA) will focus on strengthening the competitiveness of both companies and employees in the Icelandic labour market.

This will be achieved through the expanded use of validation of prior learning (VPL) and workplace-based training to validate occupational competence.

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Objectives for the project

1. **Increase the number** of sector using Occupational Skills Certificates to validate occupational competence.
2. **Evaluate the outcomes** of projects in cooperation with company's and employees.
3. **Increase the number of training providers** who validate occupational competence.
4. **Evaluate implementation results** and make decisions on future development based on the findings.

The ETSC will coordinate project implementation on behalf of and in cooperation with the steering croup and also work close with the sectoral working groups.

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Benefits for Employers and Alignment with Collective Agreements

Maj-Britt Hjördís Briem
Confederation of Icelandic Enterprise

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Icelandic labour market



1. **High labour force participation**
2. **Low unemployment**
3. **High trade union membership**
4. **Wages set in collective agreements**

Cooperation between the social partners is an important part of how we introduce changes in working life.

For employers, access to the right skills is essential for competitiveness. For employees, opportunities to develop and use their skills matter for their careers.

Common vision



1. **Job skills are visible and validated**
   A skills assessment can identify what the employee already knows and what additional training is needed

2. **Salary systems linked to measurable performance factors**
   Assessment must be consistent, and the skills being recognised must be relevant to the job.

3. **Objective job assessment**
   Clear criteria for pay and salary development

4. **Clearer incentives for employees**
   To develop in their jobs

Changes to collective agreements



1. **Collective agreement for general workers**
2. **Collective agreement for technical workers**
3. **Collective agreement for workers in service and commerce**
4. **Follow-up by the social partners**



Benefits from a company and working life viewpoint



1. **Overview of employees' competences**
   Jobs are done by people with the right skills
2. **Visible competence standards**
   For job development and recruitment
3. **Targeted competence training**
   In line with skills needs and rapid changes in technology
4. **Facilitating decisions**
   Linked to job development and salary

Professional certification can contribute by giving workplace learning clearer recognition and a practical purpose.



Benefits for Employees and Alignment with Collective Agreements

Jakob Tryggvason
The Icelandic Confederation of Labour





A strong labour market is built on a skilled and competent workforce

https://www.rafmennt.is