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| **Validation Report****Validating the HCEU Competence Matrix ‘Professional Care’ in [country]** |
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| Date of finalisation: (DD.MM.YYYY) (*if applicable*) version number: …www.project-hceu.eu |

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**Validating the HCEU Cometence Matrix ‘Professional Care’**

More than any other sector, already today the healthcare sector is dependent on the mobility of workers from across Europe and even on an international scale in order to overcome skill shortages that are strongly influencing this sector in EU Member States. So far, the mobility of skilled workers is strongly hindered by highly complex and time-consuming validation and recognition processes and by missing transparency among healthcare qualifications within the European Member States. The HCEU (HealthCareEurope) Competence Matrix ‘Professional Care’ makes a major contribution towards transparency of healthcare qualifications across borders and supports processes to formally recognise and validate healthcare qualifications acquired abroad as well as through in- and non-formal learning within different healthcare recognition and validation systems in the European Union. The Competence Matrix is based on the highly awarded and in multiple cases already practically applied ‘VQTS’ (*Vocational Qualification Transfer System*) model. The VQTS model does not focus on the specificities of national VET systems but uses learning outcomes and work processes to enhance transparency. It provides a ‘common language’ to describe competences and their acquisition and a way to relate these competence descriptions to concrete qualifications/ certificates and competence profiles of individuals.

The HCEU Competence Matrix ‘Professional Care’ was originally developed in the course of an Erasmus+ project co-funded by the European Union and active from 2015 to 2018. In this context, the HCEU Competence Matrix presented here is based on the parameters of professional care (in the field of General or Registered Nursing and Elderly Care) in the project partner countries Germany (originally represented by DEKRA Akademie GmbH, TU Dresden and Verein für internationale Jugendarbeit), Austria (3s), Greece (DEKRA Akademie EPE and TEI-A), Hungary (DEKRA Akademie Kft.) and Poland (Interpersonnel Polska Sp. z o.o., Jagiellonian University, Polish Nurses Association). Starting from there, in [date] a validation process was conducted for [country] to assure the applicability and appropriateness of the HCEU Competence Matrix ‘Professional Care’ also in this country. We assume that the major competence areas of healthcare professionals working in ‘Professional Care’ are already covered by our HCEU Competence Matrix ‘Professional Care’., Nevertheless, we had to make sure that the entire set of relevant competences applied in the reality of ‘Professional Care’ and incorporated in the country´s curricula is shown in the HCEU Competence Matrix. Therefore, a specific validation process was executed by [add the involved organisation(s)] originally suggested and developed by the initial HCEU project consortium.

The validated HCEU Competence Matrix ‘Professional Care’ is expected to make a major contribution to the work of VET providers and recognition bodies/authorities involved in transnational mobility of healthcare professionals. In this way the HCEU matrix will facilitate the relation to the European and non- European labour market and thus will help to overcome skill shortages and high unemployment rates through fostering mobility of healthcare professionals.

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## Why could the HCEU Competence Matrix ‘Professional Care’ be helpful in [country]?

Provide a short rationale of why you have decided to apply the HCEU Competence Matrix ‘Professional Care’ in your country. Describe your expectations and hopes related to the matrix.

## The situation of professional care in [country]

### 2.1 The demand for care professionals

Give a short overview of the demand situation concerning healthcare professionals in your country (e.g. lack of qualified professionals).

### 2.2 Qualifications in professional care

Describe the qualifications in ‘Professional Care’ (i.e. General/ Registered Nursing and Elderly Care) available in your country. Sketch the general level of responsibility these qualifications have.

### 2.3 Education and training in professional care

Describe the different opportunities of education and training in ‘Professional Care’ your country.

## The validation process

### 3.1 Validating the HCEU Competence Matrix ‘Professional Care’

Describe how you validated the HCEU Competence Matrix ‘Professional Care’ (e.g. by organising focus groups). You could name the date, place and number of participating experts/stakeholders, their professional background, the topic(s)/agenda of the focus group(s), how the event worked out and a summary about the most important discussions.

### 3.2 Expanding the HCEU Competence Matrix ‘Professional Care’ (optional!)

If the validation process highlighted a demand for expanding the HCEU Competence Matrix ‘Professional Care’, we asked you to clarify the details of this required extension by conducting additional expert interviews. In the following, please describe the process of how you organised these interviews ( e.g. procedure, professional background of your interviewees, kind of interviews (on the phone, in person, written version, number, etc.). Highlight the most interesting outcomes of the interviews, i.e. describe the experts’ opions concerning additional competences and steps of competence development that have to be added to the CM.

## Results of the validation process of the HCEU Competence Matrix ‘Professional Care’

### 4.1 General results of the CM Validation Workshop(s)

Describe the outcome of validating the CM by conducting a Validation Workshop with focus group discussions. If most of the experts confirmed the applicability of the existing HCEU Competence Matrix for your country without major changes, give evidence on the experts’ feedback including hopes and expectations they expressed when it comes to applying the HCEU Competence Matrix in their context on a national level.

### 4.2 New competence areas of the HCEU Competence Matrix ‘Professional Care’ (optional!)

In case the experts in the focus group(s) suggested one or several additional competence areas for the HCEU Competence Matrix ‘Professional Care’, you had to conduct additional expert interviews for clarifying the missing work tasks and related steps of competence development. In this chapter, please give an overview of the additional competences of ‘Professional Carers’ in your country as they were suggested in the expert interviews. Sketch a draft design for the additional competence area(s) with its work tasks as well as its steps of competence development and add them to the CM (cf. Competence Matrix in word in the HCEU CM Transfer Kit) in a different colour in order to highlight your changes/extensions.

## Resumee

In this final chapter, give a resumee of the CM validation process and consider giving recommendations on how to implement and apply the CM in your country.

## Annexes

(You could annex):

* the invitation to your CM Validation Workshop
* the CM Validation Workshop Agenda
* (if applicable) the CM Questionnaire for additional expert interviews
* the original CM BEFORE the validation process
* the NEW adapted CM version with the highlighted suggested changes or extensions after the validation process
* pictures of you CM Validation Workshop event