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***Recognition of informal language learning in  
the corporate world :***

***The project***

***Languages in Corporate Quality (LINCQ)***

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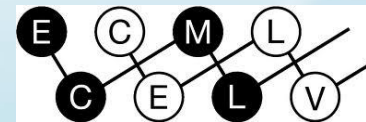
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# Languages in corporate quality

## LINCQ



- 2 year development project
- Programme 2012-2015 : *Learning through languages. Promoting inclusive, plurilingual and intercultural education*
- Projet website: <http://www.ecml.at/l1/tabid/790/language/en-GB/Default.aspx>



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# The project aims to:

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



# About Formal/non-formal/informal learning

## Formal learning

Learning that occurs in an **organised and structured context** (in a school/training centre or on the job) and is explicitly designated as learning (in terms of objectives, time or learning support). Formal learning is intentional from the learner's point of view. **It typically leads to certification.**

## Informal learning

Learning resulting from **daily work-related, family or leisure activities**. It is not organised or structured (in terms of objectives, time or learning support). Informal learning is in most cases **unintentional** from the learner's perspective. **It typically does not lead to certification.**

## Non –formal learning

Learning which is **embedded in planned activities not explicitly designated as learning** (in terms of learning objectives, learning time or learning support), but which contain an important learning element. **Non-formal learning is intentional from the learner's point of view. It typically does not lead to certification.**

Source: Cedefop, 2003



# The project targets:

- private 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...

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



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

- more frequent job transitions throughout an individuals' lifetime
- acquire higher and more relevant skills to increase employability
- Up-grading self-esteem. Awareness of the value of one's language skills make individuals more confident when applying for jobs



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

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



# NF-IFL & Europe 2020 strategy

- 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[...]*”

# Validation of NF-IFLL

- 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 (euphemism?) exposure in the business community ! (cf. Study>> 30 european companies)



# Plurilingualism in the corporate quality framework

- develop targeted tools for the evaluation and recognition of NF-IF linguistic experience.
- encourage the adoption in the business world of multilingualism and a plurilingual environment as an element and key image of corporate culture.



# What will be produced?

- 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



# References

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## Websites

- European Centre for Modern Languages (ECML)  
<http://www.ecml.at/Home/tabid/59/language/en-GB/Default.aspx>
- Languages in Corporate Quality (LINCQ), ECML  
<http://www.ecml.at/l1/tabid/790/language/en-GB/Default.aspx>



Thank you for your attention !

Languages in Corporate Quality (LINCQ), ECML

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