Proyecto Regional de
Formación, Orientación
e Inserción Laboral
Centroamérica y
República Dominicana

Regional competence certification process: homologation of technical competency standards, curricula design and training of staff	
Purpose	Harmonize and apply the agreed technical and methodological instruments, at a regional-level, to train professionals and entrepreneurs with a focus on gender, economic development and regional integration.
Justification	The implementation of policies on professional training is fundamental to support the labour integration of vulnerable groups in the region and to transform education in a real vehicle to overcome poverty. The services offered by professional training institutes (tripartite institutions regulating the professional training in Central America) allow people to improve their labour capacities and to increase their possibilities of finding a better job and a quality of life.

Professional training and labour integration are two main working topics for the ILO in Central America and the Dominican Republic where special attention is placed to marginalized groups, such as women or young men with low education levels and workers in the informal sector.

Under the Project for Strengthening Integrated Systems of Vocational and Professional Training, and Labour Insertion (FOIL according to its Spanish name), the ILO supports professional training institutions in the Central American sub-region (Costa Rica, Guatemala, Honduras, El Salvador, Nicaragua, Panama) and the Dominican Republic to develop labour competences. This work is done in collaboration with the **Regional Network of Training Institutions** which was established in 2004 and which includes tripartite representation in order to jointly develop cooperation and exchange programmes, and to standardize and improve technical professional training according to labour market needs.

The regional network defined in 2008, as a main priority, the **development of technical labour competency standards and curricula design regionally homologated. The network** considered it fundamental to generate common minimum quality standards to advance **mutual recognition of vocational and professional training provided by the various institutions parties to the network.** This recognition is an important step in the **mobility of skilled workers in the region and hence for regional integration.** |
| **Main results** | **1. Regional methodologies**
The process of homologation of technical instruments entailed the generation of homologated and standardized **regional methodologies** for the formulation of:
- Technical standards for labour competences
- Development of curricula
- Competence evaluation systems

2. Regional development of technical competency standards and curricula.
Between 2008 and 2009, the Network identified the following as priority sectors for the homologation of standards and curricula design: training of trainers, construction, tourism, agriculture, agribusiness, renewable energy, cleaner production and sustainable development. By March 2010, it was possible to publish a total of **22 standards of technical competences with their respective curricula design**.

Sector	Norms and designs
Construction	Mason
Mason's assistant
Carpenter
Electrician
Steelmaker
Plumber
Tourism	Bartender
Chamber person
Waiter/ waitress
Tourist guide
Cooker
Trainers' traineer	Facilitator of Professional Training
Supervisor of the Professional Training
Curricula designer
Appraiser of Professional Training
Agriculture	Greenhouse producer
Banana grower
Agribusiness	Dairy processor
Fruits and vegetable processor
Renewable energy	Installer and repairer of wind systems
Installer and repairer of photovoltaic systems
Clean production	Organic producer

In 2010, the Network defined its priority area of work to be the generation of technical and methodological tools in "green jobs", as wells as the FOIL Project which is aligned with the Global Green Jobs Programme developed by the ILO. It has supported the actions prioritized by the counterparts. In 2012, work on the homologation of learning standards and curricula for **8 occupations in the green job sector** was achieved This work includes technical standards and curricula designs for the |

following jobs:

- [Organic producer](#)
- [Photovoltaic systems installer and maintainer](#)
- [Low voltage wind generation systems installer and maintainer](#)
- [Recyclable materials rescuer](#)
- [Forester](#)
- [Water treatment operator](#)
- [Environmental risk manager](#)
- [Watershed manager](#)

Each training institution has incorporated these regional instruments in their competence training programs, enabling the workforce to receive training in these areas. To achieve greater impact in creating green jobs and promoting sustainable enterprises, in 2012 the preparation of **2 modules on environmental liability and clean production** were also conducted and can be incorporated across the board in various institutes' training activities.

3. Prospective needs to define new rules

Since 2012, the Network defined as a new work priority the development of national procedures to adequately detect training needs in the green jobs sector. To achieve this, 36 staff members of training institutions located in the sub-region countries, have been trained in the prospective methodology developed by the National Industrial Training Service of Brazil (SENAI), which is based on the implementation of sectoral surveys to identify competence gaps in green jobs. Costa Rica, Nicaragua, Dominican Republic, Honduras, Guatemala and El Salvador have started such studies. The results of the application of this methodology will help identify new green jobs, the definition of training priorities, and the development of their respective learning standards and curricula design.

4. Regional standards bank

In November 2010, by using the regionally homologated methodologies, a compilation of all the technical standards and curricula designs were developed by professional training national institutions. This **data bank** includes a total of 213 technical competency standards and 44 curriculum developments which are available to the Network's institutions listed on its website: www.redifp.net.

5. Regional pattern of certification: training and outreach plan

Regionally produced outputs are of great importance given that they **establish minimum quality standards for all countries,** and that they constitute the basis for th**e certification process of occupations in Central America and the Dominican Republic** that have been promoted since 2008. In 2009, representatives from Ministries of Education and Professional Training Institutes of the Region defined a Regional Model for Certification of Labour Competencies. Its implementation started during that same year.

Work area	Results
Plan for training regional evaluators and inspectors	As part of the **Regional Model of Competences Certification**, in 2011, 26 staff members of vocational training institutions in seven regional countries were trained, examined and certified as competencies' evaluators. In the second half of 2012, a professional expert in certification was hired to improve the virtual course. The updated course is available on the Network's website: www.redifp.net (User: Visitor; Password: 12345red)
Release and approaching Plan for social actors of the **Regional Model of Evaluation and Certification of Labour Competence**	Social actors were invited to do work on certification of labour competences through their participation in a tripartite regional workshop were best practices from the government, employers and e workers were presented in Guatemala 2012. The participants supported a Plan of Action for the consolidation of the Regional Model of Competences Certification which were approved by FOILduring 2013.
Plan for the instrumentation of the regional certification of occupations	The design of a part-time course on competences evaluation instruments was carried out for the network of Central-America, Panamá and Dominican Republic Professional Training Institutions. It was available in the website in October 2013 www.redifp.net

Collaborators	The ILO through the **FOIL/AECID Project** and in collaboration with the Regional Network of Professional Training Institutions (Guatemala, Honduras, El Salvador, Guatemala, Costa Rica, Nicaragua, Panama, Dominican Republic).