# TALQ

**TRANSPARENCY IN ART LEVELS AND QUALIFICATIONS**

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# The Project

The TALQ proposes a research activity to map national qualifications and certificates to ESCO-based international profiles. The investigation activity will represent the basis to identify and test possible procedures, approaches and quality criteria shared and applicable at European level. The project's activities will be developed according to the policies related to the European Qualifications Framework (EQF), thus linking international profiles to EQF.

The targeted profiles selected belong to _ISCO 08 / 3435 / Artistic and cultural associate professionals not elsewhere classified_. Ideally, the project focuses on the following ESCO profile: lighting technician, lighting operator, lighting designer.

TALQ project aims at providing an exhaustive mapping in at least 10 eligible countries, starting from a quick scan of the whole EU.

TALQ will search and analyse contents and structures of existing training and formal education systems, matching them with information on labor market and qualifications and mapping them against the ESCO competences of the chosen profiles. The process of defining the EQF level will be based on the work of a group of experts chosen by the stakeholders and will use a quantitative as well as a qualitative approach to reach consensus. Moreover, TALQ will take advantage of the investigation to develop a common set of quality assurance principles and quality criteria for the assessment, validation and award of qualifications procedure. The aim is to implement a standard pattern that can be applied and customized to other similar profiles within and outside the sector of reference.

The project is led by the Accademia Teatro alla Scala in collaboration with STEPP vzw and the Social partners UNI Europa and Pearle* (Sectoral social dialogue – Live performance).

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# The Structure of the Research

## Milestones

1. Identifying training programs (including alternatives like recognition of prior learning) and gathering information (core data) through desk study and selected interviews.

2. Identifying professional profiles where they are available in order to check also which is the reality of the sector in each country.

3. Analysing the content by "comparing them with / translating them in" the ESCO competences.

4. Comparing the 3 profiles with the EQF descriptors and defining the level.

> INTERIM STAND I - Based on the previous steps, researchers aim at reaching a common denominator on the three levels/professions. Researchers will firstly deliver a fixed profile and, as an alternative, a variable profile which will be described through a 70% fixed-competences (which define the level) and a 30% variable-competences, to ensure the safeguard of cultural identity and of local traditions and peculiarities.

5. Checking and analyzing assessment methods, classifying them against a list of standard assessment procedures.

6. Checking and analyzing quality measures taken in the different institutes and, where applicable, on a national level.

7. Classifying assessment/quality measures against a set of quality measures developed based on the principles set out in ISO/IEC 17024 as well as against the quality measures used in the different countries.

8. Delivering of an ideal framework that takes no account of the practical and financial restrictions and of a realistic framework that fits the actual situation.

> INTERIM STAND II - Proposing both the ideal and the realistic quality frameworks.

9. The last section of the project will be carried out through tables of discussion together with the stakeholders' representatives in order to get to a final report on the common position.

> FINAL STAND – Formalization of the report. Final meeting with the stakeholders and with the Agency to share the outputs and outcomes of the project.

# Intermediate state of the project

The intermediate state of the project has been discussed and presented in Brussels on April 24th and 25th in the frame of two different meetings. A first appointment has been hosted by UNI EUROPA and fostered a discussion between invited experts about the results of the research. The day after, the results have been further presented to the Social Dialogue Committee meeting at Albert Borschette Congress Center.

The table of experts aimed at collecting feedbacks about the intermediate stand of the work. The researchers presented their work proposing some key-issues to be discussed in the light of everyone's' national specificity in order to collect useful elements to design a "possible common frame of reference". The table of experts has been composed by the Researchers of the project, the Representatives of the Commission/EU Agency and a list of invited experts.

Moreover, the same intermediate results have been shared to the selected partners identified within UNIMEI and Pearle* affiliates according to the 10 countries investigated by TALQ. This, in order to formally "set" a group of stakeholders

who are officially able to intervene at any time in the development of the outputs.

The group of experts has been based not only on the national participation but on their recognized expertise in the field. The Researchers' approach has been oriented to share the adopted methodology and to propose the outputs as open to everybody's considerations/corrections/suggestions.

Finally, the day after, in the frame of the Social Dialogue Committee meeting, TALQ researchers presented the state of the project, including experts' feedbacks, to the whole forum of the UNI MEI and Pearle* affiliates.

The methodological approach for testing key criteria and procedures followed a series of steps, leading to Interim stands and to the above mentioned table.



Researchers identified training programs and gathered core data through desk study, questionnaires and selected interviews. This action has be carried out through two different steps: a quick scan of all the EU countries and an in-depth research focused on 10 countries, selected on the basis of the relevance of the collected responses, safeguarding the geographical coverage of the EU. The selected countries have been: Belgium, Bulgaria, Czech Republic, Finland, France, Germany, Italy, Netherlands, Romania and Sweden. In those countries for which an ESCO translation is already available, training providers have been able to match themselves with the expected profiles, thus facilitating the work; in other cases, a specific support has been provided by the researchers in order to facilitate the approach to ESCO profiles (including optional and compulsory competences) and the following

comparison with the own delivered training programs. The phase has been carried out remotely mainly, providing two digital questionnaires (one addressed to Training Institutions and another one to Social Partners and Professional Associations) to the contacted institutions and guaranteeing online support to the compilation. The preparation of the questionnaire as well as the online support have been directly managed by the researchers. A first analysis of the collected data has been possible digitally (through the SurveyMonkey online service) and then developed in the researchers' further reporting.

Thanks to the support of the Social Partners and of the Institutions leading the Sectoral Social Dialogue (UNI MEI and Pearle*), the researchers identified professional profiles (where they are available) also taking into consideration the work already developed by the Skills Council, in order to check which is the reality of the sector in each country.

By "comparing profiles with / translating profiles in the ESCO competences, this action led to a matrix where researchers joined the competences of the three profiles getting a comparison with identical descriptions. Those matrix include both optional and relevant competences which corresponds to the ESCO proposal to a good extent.

Researchers reached a common denominator on the three levels/professions, delivering a variable profile described through a 70% fixed-competences (which define the level) and a 30% variable-competences, to ensure the safeguard of cultural identity and of local traditions and peculiarities. Moreover, EQF descriptors have been properly compared.



In the second part of the project, researchers will get in depth with the following actions, based on the previously collected information:

- Checking and analysing assessment methods, classifying them against a list of standard assessment procedures

- Checking and analysing quality measures taken into account under a double perspective:

  ✓ PROCESS EVALUATION: belonging to the training process and including aspects related to workplace learning.

  ✓ FINAL EVALUATION: the core-objective of the research.

- Developing a framework adapted to the targeted qualification structures.

- Delivering of an ideal framework that takes no account of the practical and financial restrictions and of a realistic framework that fits the actual situation. The resulting quality framework will represent the "ideal" quality standard for certifying bodies in EU.

Proposing both the ideal and the realistic quality frameworks researchers will share and discuss results in the frame of a transnational meeting involving the partnership and some key-actors which will be identified according to a specific risk assessment based on the critic aspect of the work carried out until this stand. Interim results will be shared also with the Agency in the frame of the meetings expected by the Guidelines of the call.

# Interim Report

The interim report of the TALQ's Research is now available online at the following link:

https://talqproject.org/research/interim-report/

Together with the report, the researchers published an appendix including a scan on VET systems in EU based on CEDEFOP.

# Links and contacts

## TALQ WEBSITE

https://talqproject.org

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## LINKEDIN COMMUNITY

TALQ - Transparency in art levels and qualifications

https://www.linkedin.com/groups/12007045

## E-MAIL TO

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