

Proposal for an IMIS - CPHC “VALUE” Pilot
VALUE = Validation and Accreditation of Lifelong Updating and Experience

Objective

To bring alumnus contact and update programmes, continuous professional development programmes and workforce updating programmes together in mutually beneficial and commercially viable and sustainable networks.

Programme components

1) Alumnus contact and update programmes

Participating Universities would offer alumni a CV maintenance and validation service (beginning with the record of qualifications claimed on entry or gained while attending).

The CV would be maintained as the individual's record of subsequent professional experience and updating and be available to prospective employers, subject to permission, using the Experian “circle of trust” model.

Alumni would also receive details of updating programmes, activities and other facilities (e.g. libraries, equipment use etc.) offered by participants, not just their own previous University because many would be living and working in other locations.

2) Continuous Professional Development programmes

The participating professional organisations would use the CV maintenance and validation service for their continuous professional development recordings and accreditation, promote the updating programmes, activities and other facilities offered by participants to their members and provide professional accreditation as relevant.

3) Workforce updating, assessment and recruitment programmes

The staff of participating employers and staffing/recruitment agencies would have access to the CV service, updating programmes, activities and other facilities offered by participants.

Business Model and Benefits

1) Universities

Individual participants would register as “associate students” and pay to sit in on courses and/or use libraries and equipment. The programme would also be used to market modular update and other short course programmes and services, including to local employers.

2) Professional Organisations

Members of the participating organisations would pay to use local University facilities for Continuous Professional Development programmes and to maintain globally (not just nationally) recognised qualifications and accreditations. They would have favourable rates on residential modules. The organisations might also accredit University careers offices, HR departments and recruitment consultancies to help members manage their careers and CPD.

3) Employers

Employers would pay for participating staff to use local University facilities (libraries, equipment etc as well as courses) for workforce updating within national/international accreditation frameworks. Those with training operations/networks of their own could also use the programme to achieve economies of scale by marketing surplus capacity.

Pre-conditions for Success

1) Universities

Availability of suitable courses, libraries and facilities capable of generating revenues above the marginal cost of access.

Ability to manage access and funding restrictions so as to enable revenues to be re-invested in the exploitation of success, including forward positioning as a local, regional, national or international centre of lifelong learning and/or as suppliers of materials/modules to others.

Ability to participate in national/international branding and marketing

2) Professional Organisations

Availability of suitable mix of partners to enable operation to grow on positive cash flow with scalable or devolved administration, as far as possible using University staff and/or departments to run local operations under common quality control

3) Employers

Cost-effective access to reliable information to check the claimed experience and/or qualifications or current/prospective staff and/or contractors (including those put forward by suppliers) plus cost-effective access to staff updating courses and support facilities where and when needed.

4) General

There are issues of security and trust (both access to facilities and to CPD records).

There are many proposals for “learning records” assuming funding from “opm” (other peoples money) and many hierarchies of committees discussing them, usually bogged down with add-ons, “wibnes” (wouldn't it be nice if) and organisational politics.

The key to overall success is therefore to bypass the committees and test the concepts with a proposal that is commercially attractive to the participants, compatible with current proposals and targeted at providing *internationally* validated records of education, training and experience to evidential standards that are at least equivalent to those available for credit risk assessment.

5) Action

Identifying those sufficiently interested to put serious resource into working up a business case for decision and launch in summer 2005.

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