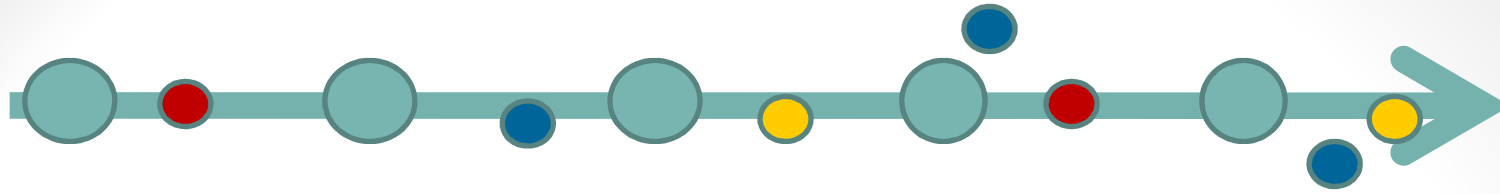


*FINAL CONFERENCE
BERGAMO, 21 MARCH 2013*

I CARE IMPLEMENTATION IN ROMANIA

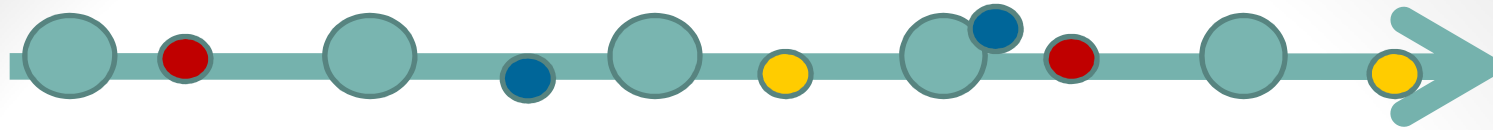
DANIELA RADU
AMBER BUSINESS CONSULTING ROMANIA SRL





SUMMARY

1. Care Operator & Family Assistant Tests – Implementation Steps
2. The Assessment Center - *Pro Vocatie*
3. Care Operator and Family Assistant Tests – The Assessment Process
4. Care Operator Test - Candidates' Profile, Assessors' Profile
5. Care Operator Test - Results of the Tests, Feedback from Assessors
6. Family Assistant Test - Candidates' Profile, Assessors' Profile
7. Family Assistant Test - Results of the Tests, Feedback from Assessors
8. Future use of I CARE Model



CARE OPERATOR and FAMILY ASSISTANT Tests Implementation Steps



AMBER Romania

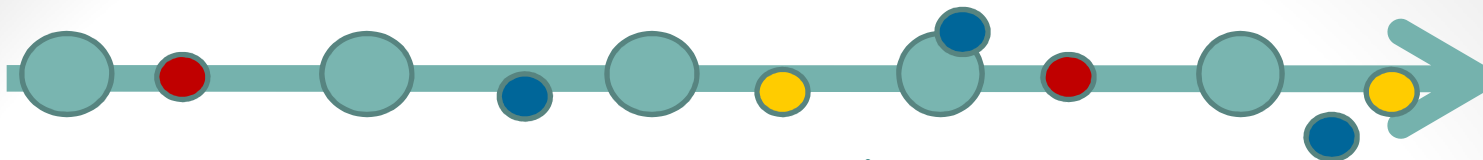
1. Identified the
Assessment Center -
Pro Vocatione



1. Translated and coordinated the
implementation of Care
Operator and Family Assistant
Tests, in close collaboration
with *Pro Vocatione*



2. Common meetings have been established aiming at presenting the project, the tests, the assessment methodology and the possible future collaboration based on a **MoU**
3. **Pro Vocatione** has agreed to implement the tests on a target group selected from their database of candidates (5 persons/each test, as indicated by the Assessment Methodology)
4. **Care Operator Test** has been implemented on 15th of June 2012
5. **Family Assistant Test** has been implemented on 26th of November 2012
6. **National Dissemination Workshop** has been organized on 12th of December 2012



THE ASSESSMENT CENTER - *Pro Vocatione*

Centrul de
RESURSE și FORMARE
în Profesiuni Sociale
**PRO
VOCATIE**

Existing assessment offer:
Care Operator (*Infirmiera*)
Family Assistant (*Ingrijitor...*)



Centrul de
RESURSE și FORMARE
în Profesiuni Sociale
**PRO
VOCATIE**

CRFPS **PRO VOCATIE** este o organizație nonguvernamentală care a creat în România primul **Centru de Evaluare a Competențelor** pentru ocupații din domeniul social. Toți oamenii, fără discriminare au dreptul, pe tot parcursul vieții, la educație, formare, calificare și certificarea competențelor. **Misiunea noastră** este să facilităm accesul la certificarea competențelor.

Formare Evaluare Consiliere Standarde Proiecte Parteneri Galerie

Evaluare

Începând cu anul 2003, Centrul de certificare Pro Vocație a obținut autorizție de la Consiliul Național de Formare Profesională a Adulților pentru următoarele ocupații:

- Asistent maternal (prima autorizație obținută în anul 2004) [Detalii ofertă](#)
- Asistent personal al persoanei cu handicap grav (prima autorizație obținută în anul 2004) [Detalii ofertă](#)
- Expert local pe problemele romilor (prima autorizație obținută în anul 2009) [Detalii ofertă](#)
- Formator (prima autorizație obținută în anul 2004) [Detalii ofertă](#)
- Infirmier (prima autorizație obținută în anul 2007) [Detalii ofertă](#)**
- Ingrijitor bătrâni la domiciliu (prima autorizație obținută în anul 2007) [Detalii ofertă](#)**
- Inspector resurse umane [Detalii oferta](#)

Adresa: Str. Dornei, nr. 53, sector 1, Bucuresti
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● ● ● [Pagina de contact](#)

Pro Vocatione is a Romanian NGO who established the **first Assessment Center of Competences for social services professional profiles**, in our country, in Bucharest. Their experts **have initiated the elaboration of occupational standards**, approved by NQA (National Qualification Agency), for **care operator**, social worker, personal assistant of a person with severe disabilities, foster parent, vocational counselor. They are **partner in 5 ongoing EU funded projects** (ESF – structural funds), for training and assessment activities **and in 3 transnational projects** (Coach' Inclusion, New skills in health and social work sector, Social Managers – Leonardo Programs).

Source: Pro Vocatione website <http://www.provocatie.ro/pdf/oferte/nou/infirmiera.pdf>



CARE OPERATOR and FAMILY ASSISTANT TESTS

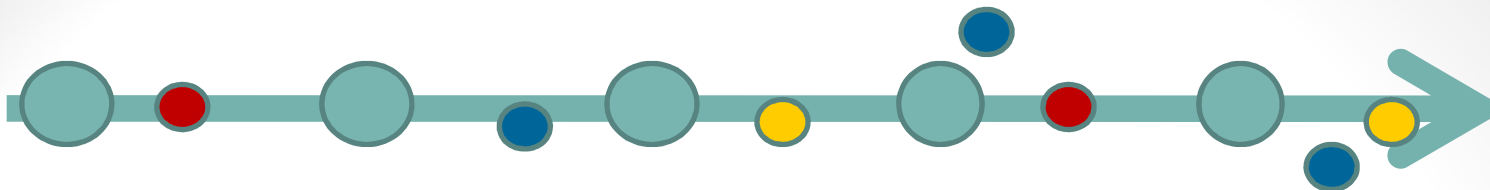
The Assessment Process

Equipment

- The tests were organized at Pro Vocatie HQ in the simulation lab has been equipped according to the recommended methodology;
- The simulation lab was similar to a hospital room, with furniture, aids and a dummy dressed up in a pyjama; a wheelchair and a walking frame were placed in a corner; containers for water and cleaning products, sponges and other cleaning supplies were placed close to the hospital bed;
- A computer with Microsoft Office installed was placed on a small table for the information technology exam (*only for Care Operator Test*).

Assessment process:

1. The assessors explained to each candidate the structure of the assessment test: simulation exercises, theoretical tests and the assessment methodology;
2. Each candidate (all women) introduced herself and described her education level, medical/social work experience (if any) and other relevant professional experience;
3. The tests (simulation and theory) have been applied to all candidates, according to the assessment methodology elaborated by project experts
4. After the testing phase, the assessors have sent the tests and the assessment results to AMBER for the elaboration of the final reports



CARE OPERATOR TEST - Candidates' Profile, Assessors' Profile

| No. | Name | Sex | Age | Level of Education | Italian level | Professional experience up to the testing / Context | Any other relevant information | Test Results |
|-----|-----------------------------------|--------|-----|---------------------|---------------|--|---|--------------|
| 1 | Besleaga Aurelia | Female | 46 | Secondary education | 1 | 2009-present - Care Operator, cardio surgery section, Floreasca Hospital 1,5 years - laundress at FORAJ S.A. 6 years - Care Operator at the Church of the village | - | 550 |
| 2 | Vicol Denisa- Ecaterina | Female | 32 | Secondary education | 1 | - | She took care of her bedridden mother, for 2 years | 380 |
| 3 | Moaga Valentina | Female | 41 | General education | - | 2001-present - Care Operator at General School Nov.-Dec. 2007-Training Course "Organization and quality in school sanitation" High School | She took care of her bedridden mother, for 1 month | 222 |
| 4 | Ionescu Liliana | Female | 41 | Secondary education | 1 | 2004-present - Cook at the General Directorate for Social Assistance and Child Protection District 6 Training Courses: Cook, Medical Nurse (2 years, Red Cross), Family Assistant | She took care of her bedridden mother (for 3 months) and of her father (cancer) | 438 |
| 5 | Mihaica Alina Veronica | Female | 34 | Higher education | 5 | After School - teacher general school Italian School - religion teacher Social Center - specialized educator | She helped her sisters taking care of an elder person | 318 |

Note! All Candidates had informal training/working experience

| Assessors | | |
|--------------------------------|------------------------------------|---|
| Name | Ciobanu Amalia | Toader Adriana |
| Age | 34 | 58 |
| Sex | Female | Female |
| Level of education | Higher education | Secondary education |
| Current professional position | Assessor | Assessor |
| Professional experience | 8 years in Training and Assessment | 8-9 years in Training and Assessment Over 25 years in Teaching |
| Any other relevant information | | Care Operator and Medical Nurse Teacher |



CARE OPERATOR TEST - Results of the Tests

| Score | Test Results | Candidates |
|---------|--------------|------------|
| Maximum | 550 | 555 |
| Minimum | 222 | 324 |

- Two candidates' scores were below the minimum required (222 and 318).
- All candidates stated that the medical related questions were outside their knowledge/work experience area.
- 3 candidates refused to perform the computer literacy test, due to complete lack of knowledge.

FEEDBACK from ASSESSORS

Strong points:

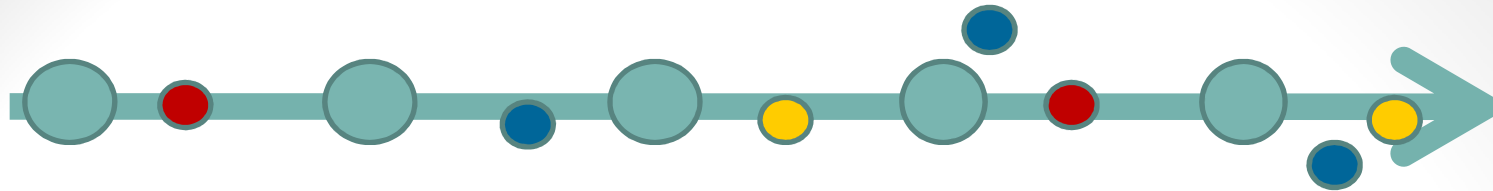
- Detailed scenarios/exercises;
- Complex and complete assessment methodology.

Weak points:

- Some scenarios were difficult to apply, due to the candidates' lack of experience in medical field (Care Operator in Romania is not entitled to perform medical related actions);
- The written test was difficult due to rich content in medical related questions.

Recommendations:

- Simplify the point awarding system for each scenario/exercise – oral evaluation may prove difficult while assessing the simulation scenarios/exercises;
- Adapt some exercises and the theoretical test to the Romanian professional profile (no medical related questions/exercises).

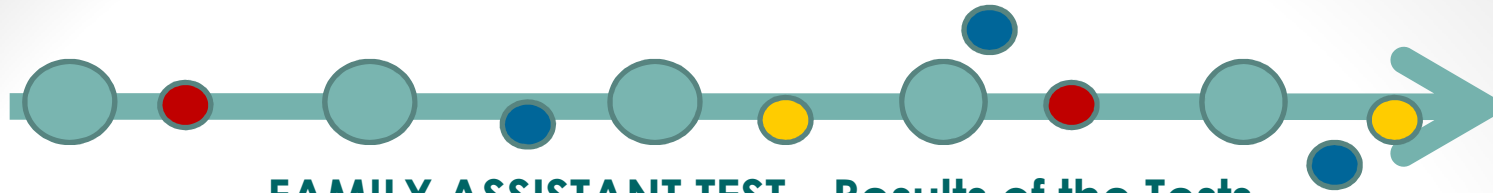


FAMILY ASSISTANT TEST - Candidates' Profile, Assessors' Profile

| No. | Name | Sex | Age | Level of Education | Italian level | Professional experience up to the testing / Context | Any other relevant information | Test results |
|-----|------------------------------------|--------|-----|---------------------|---------------|--|--------------------------------|--------------|
| 1 | Istoc Veronica | Female | 22 | Secondary education | 1 | - | - | 410 |
| 2 | Tanase Anca Georgiana | Female | 27 | Secondary education | 1 | - | - | 414 |
| 3 | Dragomir Florica | Female | 42 | Secondary education | 4 | Volunteering - Nursing and Social Assistance Center - District 1, Caraiman, Bucharest, Romania | - | 420 |
| 4 | Patrascu Margareta | Female | 45 | Secondary education | 1 | 5-6 years - Mother Theresa sisters | Tailor | 314 |
| 5 | Dimitriu Roxana | Female | 26 | Secondary education | 3 | 2 years - Family Assistant in Spain (86 years old person, bed-ridden) | - | 388 |

Note! All Candidates had informal training/working experience

| Assessors | | |
|-------------------------------|------------------------------------|------------------------------------|
| Name | Ciobanu Amalia | Coman Cristina |
| Age | 34 | 25 |
| Sex | Female | Female |
| Level of education | Higher education | Higher education |
| Current professional position | Assessor | Assessor |
| Professional experience | 8 years in Training and Assessment | 2 years in Training and Assessment |



FAMILY ASSISTANT TEST - Results of the Tests

| Score | Test Results | Candidates |
|----------------|--------------|------------|
| Maximum | 420 | 590 |
| Minimum | 314 | 351 |

- One candidate scored below the minimum required.
- All candidates stated that the medical related questions (names/characteristics of some diseases) were outside their knowledge/work experience area.
- All candidates were willing to learn and develop their professional skills, including learning Italian, if possible.

FEEDBACK from ASSESSORS

Strong points:

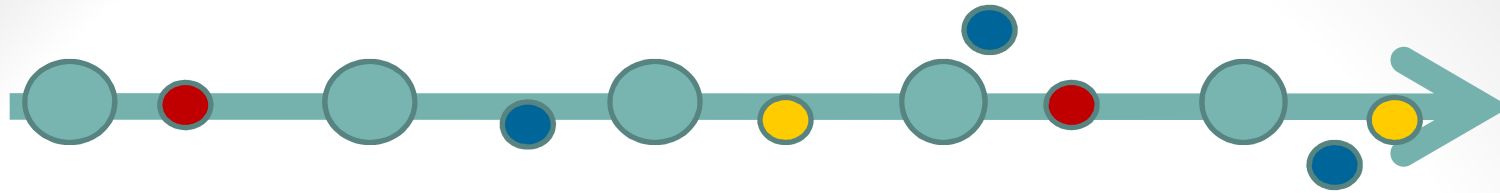
- Detailed scenarios/exercises;
- Complex and complete assessment methodology.

Weak points:

- Theoretical test was difficult to apply, due to the candidates' lack of knowledge in medical field.

Recommendations:

- Simplify the point awarding system for each scenario/exercise – oral evaluation may prove difficult while assessing the simulation scenarios/exercises;
- Adapt theoretical test to the Romanian professional profile (no medical related questions).



FUTURE USE of I CARE MODEL

- I CARE model shall support the development of a framework for the effective valorisation and implementation of follow-up activities, secure the availability of assessment tools, facilitate the transfer, recognition and credit points accumulated by assessed persons wishing to achieve qualifications at national level and/or abroad;
- The I CARE model shall also sustain stakeholders (competent bodies, training providers and assessment centres) to adopt and apply the ECVET specifications within their working system;
- Furthermore, the model shall generate concrete opportunities for Learning Outcome recognition in other sectors/context/levels and, at the same time, ensure coherence with ECVET principles;
- MoU shall contribute to the improvement of mutual trust, constant growth of workers' skills, mobility and access to lifelong learning.

THOUGHTS FOR THE FUTURE ...