Skills-based credential evaluation

Experimenting with a new format for credential evaluation in health care

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Pilot International Health Care Professionals

- City of the Hague
- Nuffic (ENIC-NARIC Netherlands)
- The Hague University of Applied Science
- Health care employers
- VET center
- RPL provider (Libereaux)

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Pilot International Health Care Professionals

- Objective: **speeding up the pathway to employment** for foreign-trained health care professionals
- Target group: highly skilled third country nationals, diverse nationalities and educational backgrounds

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Foreign-trained health workers in the Netherlands

- **3.6% of doctors** (OECD average: 18.9%)
- **1.5% of nurses** (OECD average: 8.7%)

Source: OECD (2021)

Learning experiences outside EEA:

- **0.3% of doctors**
- **0.12% of nurses**
- **14 pharmacists**
- **10 midwifes**

Source: Dutch Ministry of Health, Welfare and Sports (2025)

Methodology

- Design thinking techniques
- Interviews with employers from health care sector
- Reflections from applicants (candidates in pilot project)

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Experimental format

- Connecting programme learning outcomes to ESCO-skills
- Providing more content on study profile and programme structure
- Including information on non-formal learning
- “Personal note” applicant
- Certifiying transversal skills (partner organisation)

Example 1.0 **Credential Evaluation Advice Project International Health Care Professionals**

Name: X

Date of birth: 01-01-1974

General information: X is a general nurse from Ukraine. According to her own statement, she worked there as a surgical nurse from 1994 to 2011. After an 11-year hiatus, she has been working as a VIG at X since 2023. X would like to work as a nurse in the Netherlands.

1. Evaluation

With both diplomas, X has achieved a combined level in Dutch terms that corresponds to that of a bachelor's degree in higher professional education in the field of nursing.

2. Education

- **Institution:** Ternopil State Medical University
- **Diploma:** Dyplom bakalavra - .... (Bachelor's degree)
- **Field of study:** nursing
- **Duration:** 4 years full-time; based on a previous program completed in 1993, exemptions equivalent to 2 years were granted.
- **Year of graduation:** 2009
- **Country of graduation:** Ukraine
- **NQF/EQF Level** 6

About the program

This is a broad program focusing on general medical subjects, such as anatomy,physiology, medical genetics, obstetrics, gynecology, dermatology, etc. A clinical internship totaling 216 hours was part of the program.

3. Training/courses abroad outside of formal education

- Ministry of Health of Ukraine 01/01/2004- /11/2004

Continuing education course in the field of blood transfusions. The content of the training is not further described.

- Ministry of Health of Ukraine 01/01/2009–01/01/2009

Continuing education course in the field of surgical nursing. The content of the training is not further described.

The course taken in the Netherlands has been excluded from this assessment, as Nuffic provides information only on education completed abroad.

Explanation for the regulated profession of nurse:

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Skills obtained during the formal study programme (According to the ESCO classification[1])

First aid

Pre-hospital care procedures for medical emergencies, such as first aid, resuscitation techniques, legal and ethical issues, patient assessment, and trauma emergencies.

Collecting biological samples from patients

Following recommended procedures for collecting body fluids or samples from patients for further laboratory testing and assisting the patient as needed.

Provide nursing care

Provide nursing care when treating patients to improve their health status. Perform advanced treatments, diagnostic, and invasive procedures related to the area of specialization.

Sterilization techniques

The methods and techniques used to destroy or remove microorganisms such as viruses and bacteria that can contaminate medical instruments or other materials in a healthcare facility.

Managing appointments

Making, scheduling, and canceling appointments.

Safe management of medications

Methods and principles for the handling, storage, and prescription of medications, aimed at safer and more appropriate medication use.

Leading nursing staff

Supervising nurses, interns, healthcare assistants, caregivers, and/or students, by providing practical and theoretical training, guidance, and support, as needed.

Health Education

The factors that influence health and the educational approach to helping people make healthy lifestyle choices.

Medical Waste Management

Implementing the appropriate techniques to safely dispose of all types of medical waste, such as infectious, toxic, and radioactive waste.

[1] The skills listed below are sourced from the ESCO database and were selected based on

1st feedback session with employers

- **21 out of 27** employers prefered the **experimental format** over the **standard** credential evaluation statement

- Useful for **interview process, onboarding phase, determining in-service & continuing education**

- Further development of validation of **transversal skills** was encouraged

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Next phase

- More focus on **ESCO skills**
- Interviews: elements inspired by techniques European Qualification Passport for Refugees (**EQPR**)
- Certification of **transversal skills** (Training from TRANSVAL-EU project, provided by LLL platform)

Training at Nuffic in validation by LLLP, June 2026

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Thank you for your attention

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