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Dear Mrs. Gray,

We hereby present our proposal for the **ePortfolio Interoperability** Tender.

Our aim is to link our current ePortfolio work which focuses on employability at large with LEAP2a learner outcomes.

Synergetics is well entrenched in human factor data interoperability and the related standards work and already executed 4 ePortfolio research projects under the Dutch Kennisnet ePortfolio Research program.

We have also initiated and are managing the European FP7 TAS³ IP project (www.tas3.eu), which is preparing a trust architecture for securely shared services based on personal data (read: portfolio data)

With the added value of the MoD use case in mind, we hope that this proposal might be granted and eventually lead to a longer term relation on **linking learner evidence to employability services**.

Kind regards,

Luk Vervenne

CEO

Synergetics NV/SA

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JISC e-portfolio Interoperability Project

This proposal is submitted by Synergetics nv and PF Global UK both eportfolio providers. This proposal aims to test the interoperability with LEAP2a compliant portfolio systems interoperating with Synergetics employabilityportfolio™ and Paperfree eportfolio PF Global using data from the Army Leadership and Command course. The project will focus on testing usability of UK LEAP2A specification and in particular investigate its capability to transfer learners from a learning and development setting to the workplace. The prime contact in this proposal are Synergetics.

1. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

LEAP2a + employabilityPortfolio + MoD :
catering for the **lifelong** development

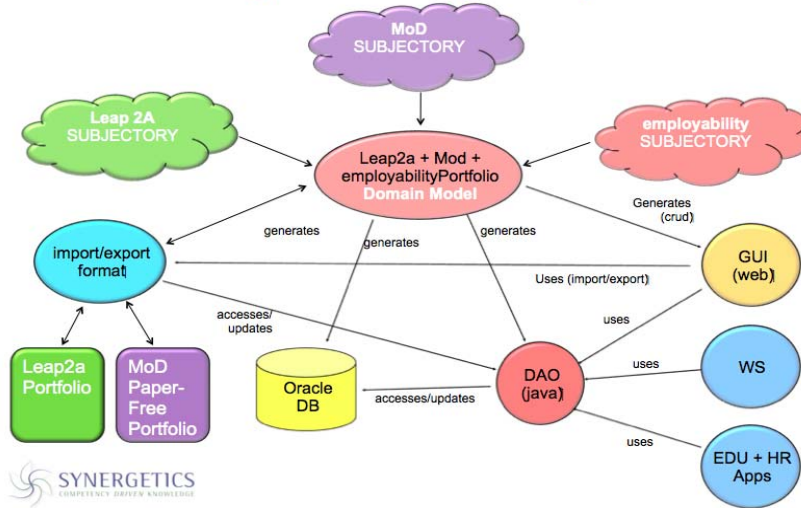


Figure 2: Overview of the employabilityPortfolio architecture

[Redacted text block]

2.

[Redacted text block]

[Redacted text block]

[Redacted text block]

[REDACTED]

[REDACTED]

[REDACTED]

3. Position of the system with regard to IP and licensing for development work

Synergetics will make public all its mappings with LEAP2a and reports as specified by JISC. Software modifications will be documented. All modifications will be permanently added to the employability-Portfolio system. The employabilityPortfolio system itself however is not open source.

The PaperFree™ e-portfolio is a vocational educational assessment application and was first accredited by the Awarding Bodies in 1996. Key clients include Honda, Rolls Royce, Army and in excess of 140 colleges and training providers.

4. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5. The scenarios of practice and Interoperation envisaged

Scenario I: Bulk Transfer (Portability scenario):

A test account will be created to test bulk transfer of data. This scenario will test the interoperation between Paperfree e-Portfolio system and Synergetics employabilityportfolio in the context of the Army using Paperfree to support professional and personal development and tracking of Basic Skills achievement with Army Units. Their objective is to support career management, both in terms of inflow and outflow, and move towards a coherent data set to support all MoD personal employability processes.

Scenario II: Transitions:

Scenarios will be used to transfer information by use of LEAP2A files between system applications (employabilityportfolio and Paperfree). We will use the Leadership & Command course assessments which will produce the following data:

- Personal MIS data and transcripts
- Course programme (tutorial) data & areas of support

- The results of Key Skills testing
- E-portfolio evidence (including files, with their reflections and feedback)

In the first instant the intention would be to use system administrative procedures for test purposes before offering this to the learners. These transfers may also involve CV or application forms often requiring specific formats, Europass, EuroCV or UCAS procedures.

Scenario III: Intra-institutional services

The format of scenarios I & II will be used to test Intra-institutional services. By its very nature, the Synergetics employabilityPortfolio system is geared to multiple institutions, multiple contexts and multiple formats. We will test integration/interoperability with the Dutch Public Employment Service systems specifically for this pilot.

6. Approximate numbers of learners using the system

For testing PIOP work:

- Ministry of Defence: 750 Paperfree portfolios
- Synergetics current projects are:
- Kenteq.nl (vocational knowledge center for technical vocations): 200 current users, with potential of the workers of the 60.000 Kenteq member companies
 - Horeca.nl: Dutch Hospitality sector, 500 current users, with contract of 10.000
 - Synergetics/EDS are currently shortlisted for Europe's first national employabilityPortfolio project (VDAB, Flemish public employment service planning for 2 to 3 million users (all workers).

7. Outline budget

Synergetics

	Hourly rate	Number of hours	TOTAL
Senior Developer	████	██	████
Junior Developer	████	██	████
Manager	████	██	████
SUBTOTAL	████	██	9000€

PF Global

	Hourly rate	Number of hours	TOTAL
Senior Developer	████	██	████
Manager	████	██	████
SUBTOTAL	████	██	1000€

Grand total: **10.000€**

Tasks covered	Products delivered
partner meetings	Information analysis
Information analysis	Development report
Mappings	Mapping report
Testing	
Exchange	
Technical adjustments employabilityPortfolio system	
Data availability	
Technical preparation	
Test report	

Primary contact: Luk Vervenne (luk@synergetics.be)

Annex 1

The name of staff members who will carry out systems development work, with their relevant expertise and experience

Theo Hensen

Theo Hensen is senior ePortfolio Consultant at Synergetics. Theo Hensen is an IT professional with years of experience at Ordina, a Dutch global IT solutions provider. In this position he was the ePortfolio consultant of Kennisnet, the public ICT support organisation of the Dutch educational system. Theo is a team oriented project manager who thinks pragmatically and is solution-driven. His main interests lie in the field of ICT, business processes and their interoperability.

Joachim Van Der Auwera

Joachim Van der Auwera is Software Engineer/Architect at Synergetics. Joachim has been a programmer for 20 years and a Java developer for 7 years. The last 10 years he has been an architect and a co-developer of business applications with a strong focus on enterprise-ready high quality code, easily maintainable and catering for future changes and requirements.

Geert Mergan

Geert is a senior developer who has been programming on the java platform since 1998. Strongly believing in object-orientation to produce high-quality software, he has been advocating and applying object technology on all the projects he has worked on so far. He closely follows the evolutions in Agile software development as he thinks it's one of the most interesting things happening in the history of software engineering. Being a java adept, he also shows a strong interest in various java-based projects in the open source world. Finally, Geert has 5 years of experience with persisting java objects in a relational database.

The staff members responsible for allocating the time of the developers

SYNERGETICS

Debby Carlton Project manager

Debbie has successfully spent over 15 years in learning and development, e-learning and increasingly in the last few years in the alignment of organisational performance and learning. Debbie started her career as a Civil Engineer, winning excellence awards for her designs. Debbie then worked in UK and Asia-Pacific for a leading business school as a hybrid academic & business manager. Debbie then established & sold an innovative e-learning company in Malaysia. Debbie returned to the UK and has since worked as an independent consultant as well as working with Synergetics on Portfolios.

Luk Vervenne

Luk Vervenne is CEO of Synergetics. Luk Vervenne is an Internet entrepreneur and Founder and CEO of Synergetics. Luk is co-founder of Netvision NV (1994, now Ubizen) and BelSign/Globalsign, Europe's first digital certificate authority (1996). He comes from the ICT and business publishing

world, where he was an editor and an editor-in-chief of several business and industry-related magazines from 1988 till 1994.

Luk is also the business development manager of STARlab of the Free University of Brussels, and is successful in creating synergies between business and academia, resulting in pragmatic technological innovations.

He is on the board of HR-XML.org, chair of the IEEE Competency WG, and co-initiated several larger EU IP projects such as prolix.eu, tas3.eu, tencompetence.org, iCoper.org, ... He also is on the board of the European e-learning Industry Group and the European Institute for e-learning. As a competency- driven innovator, Luk has set up a network of world class experts, making Synergetics an industry thought leader in the field of competencies and context-driven semantics.

Pierre Eggermont

As a MA Economics, MA Psychology and MA Human Resources, Pierre launched his career in headhunting with Robert Half Finance. After working as EMEA Recruitment Manager and Training and Development Manager with Nuance (formerly L&H) he joined the HR consultancy firm GRH. While at GRH he worked for clients like Electrabel and Smalls-MVM on recruitment and talent management missions. Before joining Synergetics as its COO he developed a leading employee perception survey tool ZebraZone, as a Business unit for Securex. At ZebraZone, Pierre was responsible for the set-up of the company and he was in charge of business, product and general management. During it's first 4 years as a Securex business unit, ZebraZone expanded from a local Belgian prototype to a solution used by leading companies in Belgium, The Netherlands, France and Luxemburg based on its outstanding quality and superior client service.

Martin Taylor

Martin was for four years the Learning and Development Manager for Somerset Fire & rescue Service. In 2004 Martin became a member of a national project that designed and implemented a national system of Personal and Organisational Development (IPDS) for UK Fire and Rescue Services (FRS). His specialist responsibilities were for e-Learning and e-Portfolios, he also supported the UK Fire Service College to introduce an e-enabled learning & development platform for the UK Fire & Rescue Service. During 2005 - 2007 Martin was engaged in a Leonardo da Vinci project to provide a European-wide e-learning programme in the field of civil resilience and disaster management. The Secure All project delivered a website, virtual community and 70 hour online course, which Martin tutored.

PF Global Ltd

Robert Smart MD

Credited with developing the first e-portfolio in the United Kingdom for qualification use (1996), and considered by many as the founder of vocational e-portoflios, Roberts background was forged after 9 years in the Army (REME) as an Electrical Engineer. Moving to First Group in 1990 and working his way to be head of training (First Great Western), implemented the first modern apprenticeship programme into the rail industry. Developing an electronic tracking system back in 1992, Robert was then employed by BMW as head of Competency based assessment (UK) and was tasked in developing and managing 450 dealerships and 5000 staff to attain level 2/3 in NVQ's within 4 years with only 12 assessors. This was where the first commercial use of a UK wide e-portfolio was used, and since his Management buy out from BMW in 2001 has gone on to be the leading supplier of vocational competency e-portfolios in the UK. Cert ed, NVQ 4 Learning and Development, IOSH, qualified Assessor and Verifier.

Martin Clarke

Like Robert Martin started his career in the REME (mechanical), and joined First group in 1986. Working his way up to be head trainer in Health and Safety, martin was then employed as an Assessor and verifier in the BMW assessment project. Martin has worked with Robert to help test and develop the PaperFree e-portfolio system from its conception. Project Management, NEBOSH, Qualified Assessor and Verifier.

Mark Sparrow

Lead Programmer Mark was the original programmer assigned to work with Robert in the early days of BMW. When the management buy out was confirmed, Mark came with the team and has been instrumental in its development with Robert for the last 12 years or more. Mark is a unique programmer and continues to break new ground in developing solutions to meet PaperFree's client base. Fluent in many Computer languages. Java, SQL, ASP, Delphi, Foxpro and has even written his own code for development.

John Walker

John was recruited by Robert in 1996 to work on the BMW project. As one of the lead assessors and verifiers in the north of England, John draws on his considerable experience having managed training providers and contracts in the past. John has spent the last 12 years liasing with awarding bodies and more often than not "correcting their mistakes" in connection with occupational context awards. IOSH, qualified Assessor and Verifier.