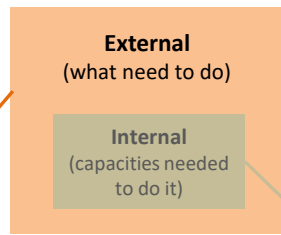




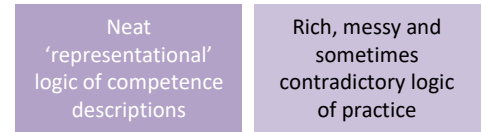
Describing competence in professional occupations

some working concepts and models

Competence is “the ability to do something successfully or efficiently” (OED)



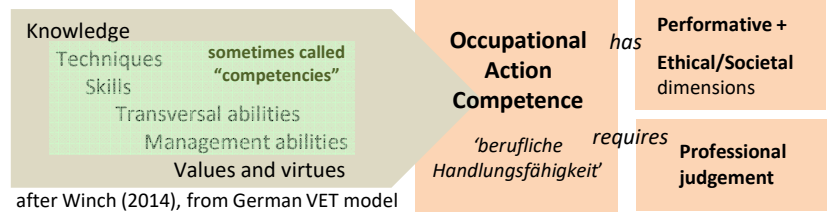
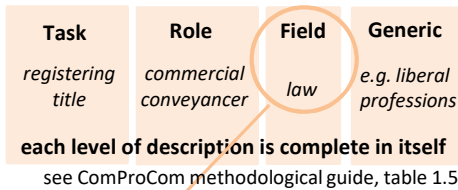
How bridge between ...



after Carroll *et al* (2008)

Competence involves using knowledge, skills etc. effectively – not just having them

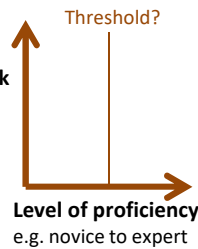
Levels of description



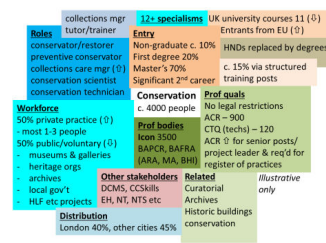
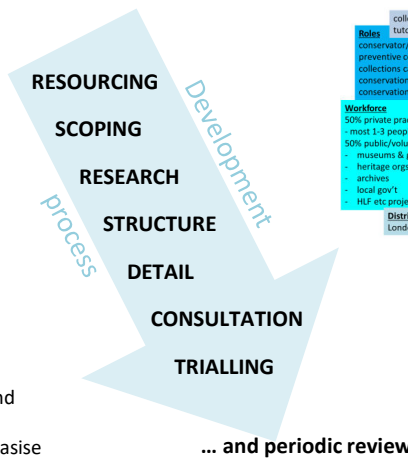
Field-level, 'centre-outwards' description

- Single standard for field
- Interpret into roles, contexts, specialisms
- Concise (c. 5-12pp)
- Clear and precise
- Possible subsets for different levels
- Threshold or progression scale if needed
- Resilient to change (10-15 year lifespan?)

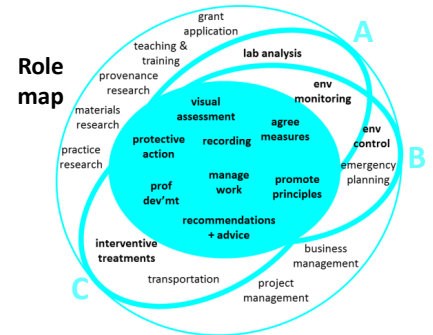
Level of work
e.g. chartered associate technician



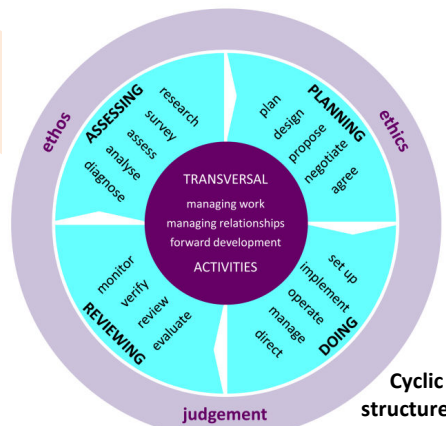
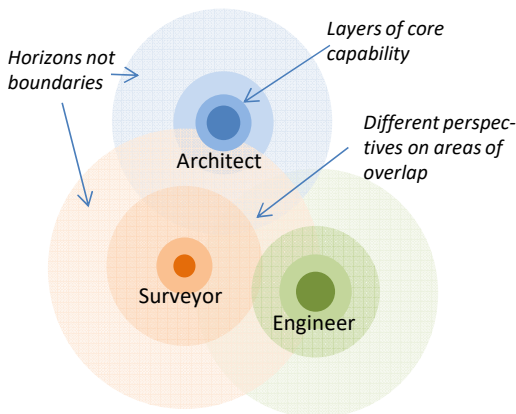
Field-level description applies common standards across roles and contexts - accreditation, licensing, regulation/good practice. Continuing/career development applications may need to emphasise differences to help people to move between.



Rich picture of field



'Centre-outwards' view



after Lester, Koniotaki & Religa 2018

Detail

- 3 levels of depth enough
 - Main headings
 - Key activities
 - Critical points/explanations
- 3rd level can be indicative ('this can involve...') or explanatory
- No long lists of criteria
- Clear language
- Address reader directly
- Precise but not restrictive

Project publications

- 'Competence' in 6 EU countries' VET systems (Feb 2016)
 - Methodological guide (May 2017) + resources and developer course
 - Project report (June 2017)
 - Academic papers – Lester & Religa 2017, Lester 2017, Lester, Koniotaki & Religa 2018
 - Discussion papers – the model, professions, universities, VET
- www.comprocom.eu devmts.org.uk/comprocom.htm

ComProCom partners:

Die Berater – Austria *Business management for entrepreneurs*
 EETAA (Hellenic Agency for Local Gov't and Communities) – Greece *Social entrepreneurship; project manager*
 ITeE-PIB (Institute for Sustainable Technologies) – Poland *Innovation management; comparative research*
 Irish Institute of Training and Development – Ireland *Training and development; developer course*
 SBG-Dresden – Germany *Chemical engineering*
 Stan Lester Developments – UK *Methodology, academic output*

ComProCom is supported by the European Union's Erasmus+ Programme. The European Commission support for the project does not constitute an endorsement of the contents of this document, which reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

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Co-funded by the
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