Describing competence in professional occupations some working concepts and models ComProCom Competence is "the ability to do something successfully or efficiently" (OED) How bridge between ... **External** Rich, messy and COMMUNICATING PROFESSIONAL COMPETENCE (what need to do) sometimes contradictory logic Internal of practice (capacities needed after Carroll et al (2008) to do it) Competence involves using knowledge, skills etc. effectively – not just having them Levels of description Performative + Field Generic Role Knowledge Task Occupational sometimes called Techniques Ethical/Societal Action registering commercial e.g. liberal "competencies" Skills dimensions law title conveyancer professions Competence Transversal abilities Management abilities 'berufliche each level of description is complete in itself **Professional** Values and virtues Handlungsfähigkeit see ComProCom methodological guide, table 1.5 judgement after Winch (2014), from German VET model Field-level, 'centre-outwards' description RESOURCING Single standard for field Threshold? Rich picture Interpret into roles, **SCOPING** contexts, specialisms of field Concise (c. 5-12pp) Level of work RESEARCH Clear and precise e.g. chartered Possible subsets for associate **STRUCTURE** different levels technician Threshold or prog-**DETAIL** ression scale if needed Level of proficiency lab analysis Resilient to change (10-CONSULTATION Role e.g. novice to expert 15 year lifespan?) map , materials TRIALLING Field-level description applies common standards across roles and contexts - accreditation, licensing, regulation/good practice. Continuing/career development applications may need to emphasise ... and periodic review differences to help people to move between. 'Centre-outwards' view Detail Layers of core capability 3 levels of depth enough Horizons not boundaries Main headings Key activities Different perspec-Critical points/explanations tives on areas of Architect 3rd level can be indicative ('this can overlap involve...') or explanatory No long lists of criteria Cyclic Clear language structure judgement Address reader directly Precise but not restrictive Surveyor after Lester, Koniotaki & Religa 2018 Engineer

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.

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

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Co-funded by the Erasmus+ Programme of the European Union

