Describing competence in professional occupations
some working concepts and models

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

Levels of description
- Task
- Role
- Field
- Generic

Each level of description is complete in itself
- See ComProCom methodological guide, table 1.5

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?)

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.

‘Centre-outwards’ view
- Horizons not boundaries
- Layers of core capability
- Different perspectives on areas of overlap

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

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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, Koniotaki & Religa 2018
- Discussion papers – the model, professions, universities, VET

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