TENCompetence Principles &
Personal Competence
Development
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Overview

- Introduction
- Winter School 2008 - Programme
- Central Problem
- TENCompetence Approach
- Personal Competence Manager
Winter School 2007
Winter School 2008

• Objectives:
  – Intensive training & collaboration
  – Exchange of knowledge & experience

• Format:
  – Interactive lectures, workshops, hands-on sessions, informal discussions

• Main theme:
  – Personal Competence Management
Programme & Participants


• Introduction of participants
  – Name
  – Affiliation
  – Expectations
Central Problem

- *Change is not what it used to be* (Handy)
- Knowledge society demands **lifelong learning**
- **Integrated support for informal and formal learning** is missing
- People are responsible for planning their careers – **employability**
- Support of **personal competence development** is required
TENCompeence Project

- IST/TEL Integrated Project – Sixth Framework Programme, EC
- December 2005 – November 2009
- 15 core partners + Associate Partners
- Aim: to build a technical and organizational infrastructure for lifelong competence development
TENCompetence Focus

• Supporting **individuals** in development of their competences during the whole life:
  – I want to (further) develop a specific competence
  – I want a better job position
  – I want a new or different job
  – I want to keep my competences up-to-date

• Integration of learning, working, relaxing
Competence

A competence is the estimated ability of an actor to deal with critical events, problems or tasks that can occur in a certain situation (at work, at home, etc.)

This estimation can be based on:

• Self assessment
• Informal assessment by others
• Formal assessment by others
How will it work?

• Members of Learning Network are **learners** and **suppliers** of learning activities and resources

• Members do things, find learning activities & programmes, learn, **share & discuss** what they are doing, **support each other**, provide all kinds of feedback
Integration Levels

- Community of network users
- Community of programme users
- Community of learning activity users
- Community of knowledge resource users

Network for lifelong competence development
Competition development programmes
Learning activities & units of learning
Knowledge resources
Project Results

- **Open Source Software** with OSI license
  - Core functionalities sufficient to set up the entire system
  - Not all optional components

- **Open Content** with Creative Commons license
  - Allows the content to be redistributed and changed (with credits)
TENCompetence Infrastructure

- OSS services can be replaced by commercial ones
- Self-sustainable after the project period as long as there are users
- Network of (associated) partners to provide commercial and non-commercial services using the infrastructure
TENC Training Procedure

- List WP tasks
- Define competence profiles (Map)
- Staff – self-assessment
- Create Tasks x Competences Matrix
- Gap analysis
- Competence development needs
- Identify expert facilitators
- Establish Competence Networks
Profile: Pilot Designer & Evaluation

Competences in the profile:

- Given the aims of the project and the requirements of the software:
  - a. Be able to develop and execute an evaluation plan by selecting and applying the most appropriate quantitative or qualitative research design, according to the described principles in the methodological research literature.
  - b. Be able to develop and implement the data collection instruments (questionnaires, loggings, etc.) that are required according to the evaluation plan.
  - c. Be able to select and apply the most appropriate statistical methodologies, techniques and tools for statistical analysis. This includes the use of tools for statistical analysis (SPSS, SAS, R, spreadsheets, etc.).
  - d. Be able to interpret, report, present and discuss the statistical results (including the reporting in scientific papers).

Score: 0 1 2 3 4
Proficiency Level

0 = none

1 = can apply this with support in a relatively simple and well organized situation

2 = can apply this independently in a relatively simple and well organized situation

3 = can apply this independently in complex situations

4 = can apply this flexible in complex situations, can evaluate the competence and can support others
## Tasks x Competences Matrix

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Management, review and assessment</td>
<td>Management, review and assessment</td>
<td>Management, review and assessment</td>
<td>Management, review and assessment</td>
</tr>
<tr>
<td>Complete the work planned under DoV</td>
<td>Update the overall TENCompetence architectural design</td>
<td>Set up the cycle 1 pilot and validate the initial system</td>
<td>Research and development of new and flexible models for proactive knowledge resources sharing and exchange</td>
</tr>
<tr>
<td>Vision development</td>
<td>Integrate finalized WP5 components</td>
<td>Definition, planning, and setup of cycle 2 pilots</td>
<td>Design and develop the EKEM service and tools</td>
</tr>
<tr>
<td>Operations depicted as the vision and modules into specific functional and non-functional requirements and process descriptions</td>
<td>Select, design and implement adaptations of additional existing components that are currently state of the art</td>
<td>Provide evaluation methodologies</td>
<td>Experiment and evaluate the usability of the knowledge resource sharing &amp; management components</td>
</tr>
</tbody>
</table>

### Requirements Analysis
- Knowledge-based methodologies
- Design and development of new and flexible models for pro-active knowledge resources sharing and exchange
- Design and develop the EKEM service and tools
- Experiment and evaluate the usability of the knowledge resource sharing & management components
- Teamwork skills and soft skills
- Project management and leadership skills
- Communication skills
- Critical thinking
- Creativity and innovation

### Architectural Design
- Create a system of software components
- Create a system of hardware components
- Create a system of data components
- Create a system of user components
- Create a system of business components
- Create a system of management components
- Create a system of technical components
- Create a system of legal components
- Create a system of social components
- Create a system of environmental components

### User Interface / Interaction design
- Design and develop user interfaces
- Design and develop user interactions
- Design and develop user feedback
- Design and develop user navigation
- Design and develop user help
- Design and develop user training
- Design and develop user documentation
- Design and develop user support
- Design and develop user maintenance
- Design and develop user evaluation
Competence Profiles with Proficiency Levels
Competence Profiles with Experts
Personal Competence Manager
Edit Competence Profile

Title: Playing Pop Songs on the Guitar

Description:
This competence profile has been created by me to help others start guitar playing.

Settings:
- Do not share the profile
- Share, but only I can change the profile
- Share and everyone in the community can change
- Share and the following persons can change:
  - Harrie Huber

Community: guitarists

Competences in the profile:
- Basic Guitar Skills
- Basic Chords
- Chord schemas for blues and pop

Title: Chord schemas for blues and pop

Description:
I have used these actions to learn basic guitar skills. I started with the interactive lessons. Maybe you can also start with the small self-test I have made in basic guitar skills to see where you are.

Type: Knowledge

OK Cancel
**Select a Competence Development Plan**

Select one of the available plans.

In order to attain 'Basic Guitar Skill' you need to have a Competence Development Plan. Please select a plan from the list below.

<table>
<thead>
<tr>
<th>Owner</th>
<th>Status</th>
<th>Completed</th>
<th>In progress</th>
<th>Rating</th>
<th>Change when synchro...</th>
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<td>everyone</td>
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<tr>
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<td>4</td>
<td>🌟🌟🌟🌟🌟</td>
<td>everyone</td>
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Competence Development Plan

Plan for Basic Guitar Skills

<table>
<thead>
<tr>
<th>Description</th>
<th>Plan</th>
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<tr>
<td>I have used these actions to learn basic guitar skills. I started with the interactive lessons. Maybe you can also start with the small self test I have made in basic guitar skills to see where you are.</td>
<td></td>
</tr>
</tbody>
</table>

Options
- Create new plan
- Select plan
- Edit description
- Break synchronization
- View rights

Status | Action | Type | Start | End
--- | --- | --- | --- | ---
| | Interactive Lesson: scales | Discussion | 11-2-2007 | 1-8-2007 |
| | Beginners course to guitar playing | Course | 15-6-2006 | 23-10-2006 |
| | Rhythm | Information | 1-10-2006 | |
| | Guess the Chords Test | Test | | |
| | Basic Guitar Skills | Activity | | |
### Actions and Resources

<table>
<thead>
<tr>
<th>Status</th>
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<th>End</th>
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<td>Interactive Lesson: scales</td>
<td>Discussion</td>
<td>11-2-2007</td>
<td>1-8-2007</td>
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<tr>
<td>✔️</td>
<td>Beginners course to guitar playing</td>
<td>Course</td>
<td>15-6-2006</td>
<td>23-10-2006</td>
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<td></td>
<td>Rhythm</td>
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<td>Guess the Chords Test</td>
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<td>✔️</td>
<td>Basic Guitar Skills</td>
<td>Activity</td>
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#### Guess the Chords Test

**Description**

Perform the questionnaire found in the resources in order to evaluate your progress with chords.

**Resources**

- Eric Clapton Playing Live
- Alternative Playing: Jeff Healey
- Wolfman’s questionnaire
- Guitar apps
Resource

Title: CopperCore, a world-class LD engine

Resource Type: web resource

Creator: Wollman

Url: http://coppercore.org/default.htm

Description:
Tube amplifiers have never really disappeared. Nowadays interest in them has grown. This activity will give you insight in the advantages and drawbacks of tube amplifiers. At the end you will be able to decide yourself what tube amplifiers would mean in your situation.

Licence: All rights reserved

Finish  Cancel
Summary

• TENCompetence Project
  – Building network for lifelong competence development

• TENCompetence Training
  – PhD Network

• TENCompetence Implementation
  – Personal Competence Manager
TENCompetence Open Workshop

- Empowering Learners for Lifelong Competence Development:
  - pedagogical, organisational and technological issues
- Location: Madrid, Spain
- Time: April 10-11, 2008
- Deadline: February 29, 2008

http://www.tencompetence.org/node/145
Contact

- Project Website: www.tencompetence.org
- PhD Network: www.tencompetence.org/node/57
- Papers: dspace.ou.nl
- OTEC Vacancies: www.learningnetworks.org