The TenCompetence tool demonstrated

May 18th CELSTEC’s Eric Kluijfhout demonstrated in Heerlen the Personal Development Planner (PDP) to a group of about 30 representatives of the Zorgacademie Parkstad (Health Academy Parkstad), Limburg Leisure Academy, Life Long Learning Limburg and a number of regional educational institutions. The PDP is an open source tool developed by the TenCompetence project.

Employability
The PDP allows the user to manage his or her personal competence development in order to reach a concrete goal: keep updated in his/her field, upgrade for a new position, etc..

Kluijfhout demonstrated how the PDP is used in the Empower Limburg project, a TenCompetence pilot. The aim of Empower Limburg is to stimulate employees to develop their professional competences and to facilitate employability between organizations in the region. In the Empower Limburg pilot eight organisations have agreed upon four function profiles in the field of management and human resources management. Together they have defined the necessary competences for these functions. Each competence is related to a number of specific formal and informal (learning) activities to develop these competences.

Bridging competence gaps
The PDP user chooses the competence profile he aims at. The PDP shows what competences are required for this function and on what level. The user makes a number of self tests to establish on which level he possesses each competence. This way he defines competence gaps. Each competence-gap is linked to a number of training/learning activities to develop this competence. The PDP gives an advice on the activities he can undertake to bridge this gap. The user plans his activities.

TenCompetence
The PDP is an open source tool developed in the TenCompetence project, an EU financed project coordinated by CELSTEC.

More on TenCompetence
More on Empower Limburg (in Dutch)