TENCompetence Meeting: Introduction

Rob Koper
18 June 2007, Barcelona
TOC

• (advanced organiser) 1 slide overview of the project
• Personal Competence Management
  - Introduction into the concepts (Rob)
  - Demonstration PCM (Ruud)
7 Core Requirements:
1. Support new pedagogical & organisational Models for Lifelong Competence Development
2. Support individuals to search the most suitable formal and informal learning activities
3. Stimulate pro-active sharing of resources
4. Support competence assessment
5. Provide various forms of user support services
6. Provide decentralized, self-organised management
7. Integrate isolated models & tools from four different areas (KM, Learning, CDP, CoP)

Non-functional Requirements:
1. Open Source Licenses
2. Use of Open Standards
3. Web services/SOA based
4. Extensible
5. Services can be replaced by commercial services

Organised Pilots in Project Plan:
1. Digital Cinema & ICT (first 18 month)
2. Health Care (after 18 month)
3. Nile Region (after 18 month)
4. Antwerp Lifelong Learning City (after 18 month)

Additional Pilots:
1. Small pilots by Partners
2. Pilots by Ass. Partners
3. Pilots by others

At any time

At any time

1. Vision
2. Use Cases
3. Models & Methods
4. Systems Design
5. Implementation
6. Validation
7. Training & Dissemination
Focus:

- Support **individuals** to further develop their competences during their course of life
- Core questions people can have during 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
- Related to lifelong learning and employability
- Take the whole spectrum of learning into account: formal, informal and non-formal learning; Integration of Learning, Working, Living
The solution we are developing...

Personal Competence Management in Learning Networks

- Theories
- Standards
- Methods
- Systems
What does this mean?
Assume:

A Learning Network

(e.g. a network of professionals aimed at the exchange of knowledge and competence development in the field)
Also assume a “competence” as a node in the network
Each competence has one or more “assessments” connected to it.
Each competence is connected to N “learning actions”

Competence

Assessment

Actions

(course, program me, learning activity)

(formal, informal from different institutes and persons sharing these actions)
Each action is connected to N learning resources and/or services

Actions
(formal, informal from different institutes and persons sharing these actions)

Competence

Assessment

course
programme
learning activity

Forum
Learning Object
Learning Object
Chat
Wiki

Blog
Video Conf.
Learning Object
Learning Object
Learning Object

shared resource
Everybody can add a new competence.
My personal “position” in the Learning Network

My current job

My Goal: Learning for a new function/job
My Personal Development Plan

Assessment competence 1

Assessment competence 2

Assessment competence 3

learning activity Y

course X

learning activity Z

my learning path

Agenda

My Personal Development Plan
Research Issues in a Learning Network

• What is a competence (in an formal sense)?
• How to measure my “position” in the network?
• How to create an individualised learning path?
• How to provide support in a learning network?
• How to create and share learning actions (courses & learning activities) connected to each competence?
• How to integrate this all to create an environment for personal competence management?
• ...

TEN Competence
Building The European Network for Lifelong Competence Development
How to integrate this all?

• Personal Competence Management System

• **NOT** personal in the sense of 'alone, individual'

• **Owned** by a person (compare: Personal Computer), not by an organisation (company, school, university, etc.) to manage your personal competences during lifetime in many different institutions and informal learning events.

• Can be used **in conjunction** with organisational systems (eg the LMS of a university, HRM system of a company, knowledge management systems).

• The PCM can be downloaded and used by anyone to develop their competences. When used they can share and connect to all others using the infrastructure developed in the TENCompetence project.
High level overview of connected services

- Learning Design & Assessment Services
- Portfolio Services
- Learning path & Navigational support Services
- Knowledge Resource Sharing & Management Services
- Community Services, Learning Support Services
- Competence Observatory
- Personal Competence Manager

TEN Competence
Building The European Network for Lifelong Competence Development
Some consequences

• In future we will stimulate people to use the personal competence development tools:
  – Make persons in society aware of their own responsibility of planning their career/competences independent of an institute: mixing various formal and informal learning activities
  – Learn them how to use these tools (and methods) effectively
  – Deliver services for personal competence management (curricula will be available through these tools, using various competence profiles)
  – Provide connections to our infrastructure (student data, course data, etc.)
Thanks!