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1. Project Background

The achievement and improvement of key competences is a very important part within the educational programmes of the European Union (see Lisbon strategy, Bologna declaration). Developments on the labour market show an increasing importance of generic skills and key competences. Often the relation between specific and generic competences is not well balanced. Studies have shown that within a total competence basket firm-specific competences only take 30 percent whereas competences that are common to a wide range of organisations represent 70 percent. There is no doubt that people would benefit from receiving explicit training in generic skills, but there is substantially less agreement concerning the best way in which to bring this about.

The CECE project seeks to address this problem by using innovative results from two previous EU projects.¹ On the one hand CECE works with software to detect the competences of entrepreneurs (developed within the project ASTRA) on the other there are training modules for 14 soft skills (developed within the EQUAL project). CECE will combine the best elements of both products and at the same time the screening tool will be adapted to detect soft skills of employees, unemployed people and students as well as competences of entrepreneurs. CECE aims to give every person the opportunity to chart his/her generic competences in a Competence Curriculum developed with the ASTRA screening tool. This Competence Curriculum will enhance people to follow a specific training programme and methodology in 10 different competences and entrepreneurship. These experiences will give answer to the specific question on how to measure and teach/improve generic competences.

¹ Leonardo da Vinci Project „ASTRA“ (PL/04/B/PP/174506) and EQUAL Project „Competencies for Labour Market“ (EQUAL/2/12CZ.04.4.09/3.1.00.4/0001)



Competent Entrepreneur
Competitive Employee

2. Aims and Objectives

The overall aim of the CECE project is that the adaptability and employability of the existing and potential labour force will be increased through the development of key competences. Additionally the transferability of results can also contribute to the mobility of the workforce in Europe.

Main aims of the project:

- to use the already developed and tested screening tool ASTRA and adapt it to detect the soft skills of employees, unemployed people and students. The software will generate automatically a training proposal for the beneficiaries and a competence curriculum
- to use the already developed and tested screening tool ASTRA and adapt it to detect the skills and competences of entrepreneurs. The software will automatically generate a training proposal
- to adapt and translate the 10 training modules developed in the EQUAL project “Competences for labour market” hence other partners in this project have training material to teach/improve key competences
- to adapt and translate the training to become a “successful entrepreneur” hence all partners in this project have training material to teach/improve key competences of entrepreneurs

3. Target Groups and Beneficiaries

Entrepreneurs
Employees
Unemployed people
Students
Human Resource Managers
Managers, owners of SMEs

4. Outcomes and Impact

Screening tool for detection of soft skills/competences for entrepreneurship
(employee and entrepreneur)

Employee:

- 10 modules for each competence* to train employees, unemployed persons and students
- trainer handbook to teach competences to employees, unemployed persons and students
- 1 DVD including 10 modules and trainer handbook

Employer:

- 1 module how to become a successful entrepreneur
- trainer handbook to teach how to become a successful entrepreneur
- 1 DVD including module and trainer handbook

* The project partners decided to choose the following competences:

Effective communication, Cooperation, Entrepreneurship, Flexibility, Customer orientation, Efficiency, Independence and decisiveness, Solving problems, Planning and organising, Lifelong Learning and Stress resiliency.

The competence curriculum will raise the self-esteem of employees and unemployed people without diploma. The software will automatically generate a training proposal for the beneficiaries to follow a complete training programme to develop one or more key competences. Entrepreneurs as well as employees, students and unemployed people can upgrade their soft skills and thus increase their success and competitiveness on the labour market.

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6. Coming soon...

- Pilot training, CZ – 09/08
Training of trainers – Competences/soft skills programmes
- Project Website – 09/08
- Press article in HR magazines (DE, UK) – 09/08

The next edition of the Project Newsletter will be published in 12/08!

For further information or if you have any questions please contact the project coordinator Joeri Vanbiervliet, joeri.vanbiervliet@syntrawest.be or one of the other project partners.

We would be glad to hear
your opinion, your
suggestions and comments
in regards to CECE!

Thank you