

COMPETENCE @ University of Prishtina

UP INFO DAY, May 26th 2011

**WUS Austria: Our experience from the project
COMPETENCE - Matching competences in higher
education and economy: From competence catalogue
to strategy and curriculum development**



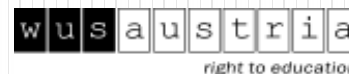
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Image 1 of 3

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of the meeting the external evaluation of the first half of the project was
the report summary was handed out to all participants. It reported that the
process so far, but also that the most intensive stage is ahead of us.

Our experience from the *competence* project

- **Why this presentation?**
- **The project – general data**
 - Similarities, differences & possible synergies
- **Achievements so far**
- **Lessons Learnt & Challenges**



Why this presentation? How can we benefit from the “other” project?

- Methodology, tools, teaching kits: already available and tested (only slight adaptation needed)
- Experienced partners (Ghent, Girona, Graz)
- Added value: new partners with new experiences (Alicante, La Sapienza)
- (Not?) missed opportunity!
- Importance of / methods for involvement of colleagues
- Many other lessons learnt

General data



Tempus IV Grant:

€ 649,153.-

Duration:

January 2009 – January 2012

General data - Consortium

Contractor:

University of Zenica (BA)

Coordinator:

WUS Austria (AT)

Partners:

University of Applied Sciences FH Joanneum (AT)

KaHo Sint-Leiven, Gent (BE)

University of Girona (ES)

University of Novi Sad (RS)

University Ss. Cyril and Methodius (MK)

University of Montenegro (ME)

Individual Expert:

Mr. Oliver Vettori (Leader of Evaluation and Quality Management in Teaching,
Vienna Univ. of Economics and Business Administration)





competence General Data - Outputs

- 1: **METHODOLOGY** for assessing and matching the competences developed at universities and those required by the labour market.
2. **FOUR** Competence and Observation CENTERS (COC) -National knowledge transfer, training & service centers for universities, companies and other stakeholders
3. **8 PILOT STUDIES** – comparison of labour market / university
4. **COMPETENCE CENTER** to regularly analyze the match between companies and universities
5. **DISSEMINATION** of results to academic, business and political circles
6. **SUSTAINABILITY** of the project
7. **QUALITY CONTROL AND**
8. **PROJECT MANAGEMENT**

Development of information system

- Design and selection of info terminals
- Programming of the info interface
- Selection of positions for the info system terminals
- Installation, upkeep and testing of info terminals

General Data - Similarities and Differences

1.1 Comp. of existing method. and examples	1.2 Survey for Alumni and for Employers	1.3 Manual -competence based teaching	1.4 CUP Intro day @UP	
2.1 COC Setup and COC Report	2.2 Study visit Spain	2.3 Study visit Belgium/Austria	2.4 Study visit Rome	2.5 Training workshop @ UP
3.1 Pilot studies	3.2 Analysis and interpret. of study results	3.3 Workshop on creation of feedback systems at UP		
4.1 Analysis of competence catalogues used	4.2 Competence Catalogue	4.3 Development of web based Competence Catalogue	4.4 Workshop for the use of the Competence Catalogues	
5.1 Analysis of the information systems	5.2 Info Terminals setup	5.3 Programming of the interface	5.4 Installation of the Terminals	5.5 Info day @ UP
6.1 Dissemination - Print	6.2 Dissemination - Web platform and Info-terminal	6.3 Dissemination – Multiplication	6.4 Dissemination - Events	
7.1 Cost and take over planning	7.2 Activity forecast	7.3 Strategy development		
8.1 Internal product controlling	8.2 Internal process evaluation	8.3 Internal financial controlling		
9.1 Partner contracts	9.2 Financial Reporting	9.3 Reporting tot he EU	9.4 Kick-off Meeting	

Achievements: What have we reached so far?

(1/2)

1. COC founded
2. Trainings held – Capacity Building
3. 8 pilot studies conducted
4. Competence catalogues („matrix“)
5. Dissemination, Sustainability
6. Recommendations for curricula adaptation in process



What have reached so far?

1. Foundation of Competence and Observation Centers



1. Competence and Observation Centers (COCs)

- **Foundation of COC Centers at 4 target universities**
- **Definition of organisational requirements**
- **Definition of position at University**
- **Job description for staff & recruitment**
- **Equipping the Centers**
- **Integration into the university structure**

2. Trainings - international

- Study visits to Girona, Graz and Ghent
- Trainings in Zenica, Skopje, Novi Sad, Ghent, Kotor



2. Trainings - topics

- **Linking competences (work – university):**
 - **Competence based learning: Definition & Experiences**
 - **Methodology & instruments to assess and link competences**
 - **Practical experience & testing: Pilot studies**
 - **Competence catalogues: overview of competences in curriculum**
 - **Recommendations for curriculum reform**
 - **Business plan, sustainability**
 - **Dissemination / Teaching kits**



What have we reached so far?

3. 8 Pilot studies conducted

Target faculties –
variety of disciplines:

- Mechanical engineering
- Psychology
- Tourism
- Economy

...



3. Pilot studies

...

„Do you think that these specific competences were useful for the performance of your current job activities?“

- „Can you remember a situation where you had to find a creative or innovative solution?“
- **Interesting: generic (general) competences: more important and more often missing than specific!**





[Exit this survey](#)

competence alumni Postgraduate IIM Macedonia

3. Specific Competences

6. Do you agree that the following specific competence areas are useful for the performance of your current job activities? (Please check one box per line)

	Strongly agree	Agree	Somewhat agree	Neutral	Disagree	Don't know
To solve problems in numerical mathematics, optimization, differential equations and complex analysis; to actively implement programming packages in the area of the master thesis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To use specific programming techniques, applied software and basic concepts of data organization and artificial intelligence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To solve engineering problems with the methods of probability and statistics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To analyze and to create business information systems in practical environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To design and to manage supply chains; to manage the distribution flows (materials, information, finance); to analyze reverse logistics, transportation and distribution; to use software package for management of supply chains, e-business, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To use the theoretical knowledge in the fundamental areas of management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To apply the process of marketing planning; to determine the elements of the marketing plan, the basic portfolio matrix for analysis of the company; to define marketing strategy and marketing tactics; to make the best decisions whether to apply some marketing activities; to apply the basic types of marketing control in assessing the achievement of planned results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analysis, determination of the model and solving management problems with a particular emphasis: Network planning, Resource Management Project, Cost Management Project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To analyze the maintenance and its demands; to determine the effectiveness of technical systems; to carry out the maintenance of technical systems with implementation of certain methods and techniques; to analyze the models of maintaining concerning the status of the equipment; to design the information system for maintenance and management of its costs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To analyze, to determine the model and to solve the management problems, with particular emphasis on the following models: Non-linear programming, Network problems, Markov chains and Inventories and queuing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To create strategies based on quantitative methods; to analyze complex business problems; to find optimal solutions for them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To analyze existing and to create and implement new production planning and control systems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To implement the process of overall restructuring of enterprises in practical terms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To plan the needs for new employees, recruitment and selection of staff, to be able to accommodate to new workplace and training, to manage the career, to assess the work results and to determine the reward systems, to motivate and stimulate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Pilot studies - Procedure

- **Focus groups** (alumni, employers)
- **Generic and specific competences list**
- **Survey**
- **Pilot study** (alumni, employers)
- **Analysis and interpretation of data**
- **Curriculum reform recommendations**
- **Strategy development**



What have reached so far?

4. Competence catalogues

-Kinds of catalogues:

-Software

-Excel table

....

COMPETENCES – SUBJECTS – ACTIVITIES – EXAMINING
MODALITIES



4. Competence catalogues - Challenges

[Competence Manual 2.pdf](#)

- Complexity grade (software or table)? + / - sides
- Acceptance by academic staff (also in EU)
- Awareness rising, dissemination



5. Sustainability - Challenges

- Crucial: integration into the university structure
- Adaptation of the curriculum according to the competence based recommendations
- Continuation of implementation of project's goals through COCs
- Question of the COC staff after the end of the project – business plan
- COC – a SERVICE Centre, NATIONAL Centre



5. Survey Results Analysis: Recommendations for curriculum adaptation

- How to “translate” pilot study results into curriculum?
 - Examples:
 - Not sufficient practical knowledge and experiences
 - Not sufficient generic (transversal) competences
 - Too much of some specific competences



5. Survey Results Analysis: Recommendations for curriculum adaptation

1. Problem?
2. Optimal solution?
3. Possible obstacles?
4. Suggested action? Recommendation on curriculum adaptation
5. Predicted level of success (short / long term)?

[Recommendations.docx](#)



Example

1. Problem? Lack of internship/work placement

2. Optimal solution?

More internship/w.pl.

longer internships, more course related internship, study visits to industry, practical case studies (real problems)

3. Possible obstacles?

Univ. policy and orientation toward obligatory internships /w.pl., motivation of teaching staff, lack of cooperation with industry

Example

4. Curriculum: Suggested action / recommendation ?

Support teachers, lobbying at management level, supporting univ.-labor market cooperation

5. Predicted success level?

short-term: more case studies + visits

long – term: feasible success in systematic increasment of internships and wokr placements

Main Challenges and Lessons Learnt

- **Involvement of management and colleagues**
- **Integration of COC into university structure**
- **Pilot studies: alumni databases, personal contacts**
- **Acceptance and understanding of competence approach**
- **Excellent opportunity, easy to miss(understand)**
- **Dissemination: university wide and among stakeholders**


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You have entered the official website of the project **"COMPETENCE - Matching competences in higher education and economy: From competence catalogue to strategy and curriculum development"** funded by the European Commission (Tempus program). The aim of the ongoing project is to contribute to the effective implementation of the European Qualifications Framework by bridging the gaps between the worlds of higher education and work/society by reducing the mismatch between learning outcomes and the requirements of the labor market.

Project goals

From 2009 to 2011 project partners are cooperating for the **achievement of the following main goals:**

- ✓ **Development of an applied methodology** to match competences offered by higher education study programs and those which are needed by the labor market
- ✓ **Foundation of 4 Competence and Observation Centers:** National knowledge transfer, training & service centers for universities, companies and other stakeholders
- ✓ **Conducting 8 pilot studies** (2 per partner institution from the Western Balkans)
- ✓ **Development of "Competence Catalogues"** – a tool to clearly analyze the match between competences
- ✓ **Dissemination of project philosophy, approach and results** to academic, business and political stakeholders
- ✓ **Assurance of sustainability** of the project outcomes and quality control

recent news

08.11.2010.

Project dissemination to academic, business and political stakeholders

13.10.2010.

Training and the 2nd Consortium meeting held in Novi Sad, Serbia

14.05.2010.

Study visit to Girona & Competence Catalogue Training held in Girona on May 13th to 14th, 2010

[news archive](#) ▾

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Donnerstag
25.11.2010



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*Interested?
Any questions?*

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