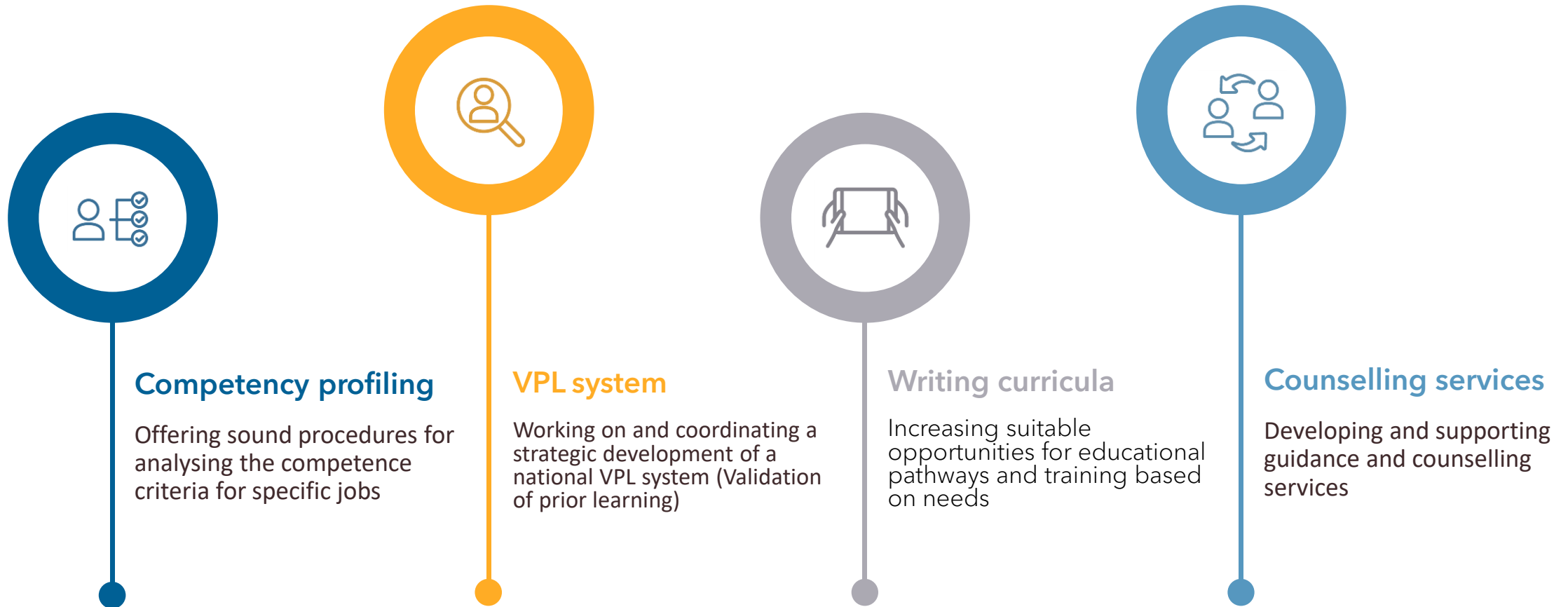# Competency profiling

Foundation for learning and assessment

Lilja Rós Óskarsdóttir

The Education and Training Service Centre (ETSC)

OUR MAIN ROLE IS TO PROVIDE THE TARGET GROUP WITH OPPORTUNITIES TO TAKE ON TRAINING AND EDUCATION TO BETTER SECURE THEIR POSITION ON THE LABOUR MARKET.

Competency profiling

Offering sound procedures for analysing the competence criteria for specific jobs

VPL system

Working on and coordinating a strategic development of a national VPL system (Validation of prior learning)

Writing curricula

Increasing suitable opportunities for educational pathways and training based on needs

Counselling services

Developing and supporting guidance and counselling services

20 ARA

The tools

CompetencyCore, software and database from HRSG (Human Resource Systems Group).

- Competency Libraries
  (300+ general and technical competencies for a range of industries, descriptions extending over 5 levels of proficiency)

- Competency based Job profiles
  (400+ validated job profiles)

Success through Competency-*based* Talent Management
CompetencyCore.com
a division of HRSG

Competency profiling

At ETSC, we are using Competency profiling to set standards for learning programs and validation of prior learning

- Basis for curriculum writing

- Basis for validation programs

- Basis for job descriptions

- Basis for equal pay certification

Competence profiling process

Steering group

Ensure the involvement of all stakeholders

Analysis meeting - two

Competencies needed to do the job

Analysis - meeting one

The core of the job and main topics

**Analysis - meeting three**

Connect the competencies to the right level

A job profile
## The result of a competency profiling

- The core of the job
  - Purpose
  - Main issues and responsibilities
  - Independence in work
  - Working conditions
  - Other key aspects of the job

- List of job topics

- Competencies needed to do the job – EQF/NQF connected

- Transversal competencies – EQF/NQF connected
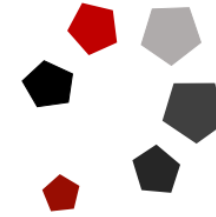
STARFAPRÓFÍLL
ÞJÓNUSTUFULLTRÚI

FRÆÐSLUMIÐSTÖÐ
ATVINNULÍFSINS

MENNTUN Á VINNUMARKAÐI

FRAMHALDS
FRÆÐSLA
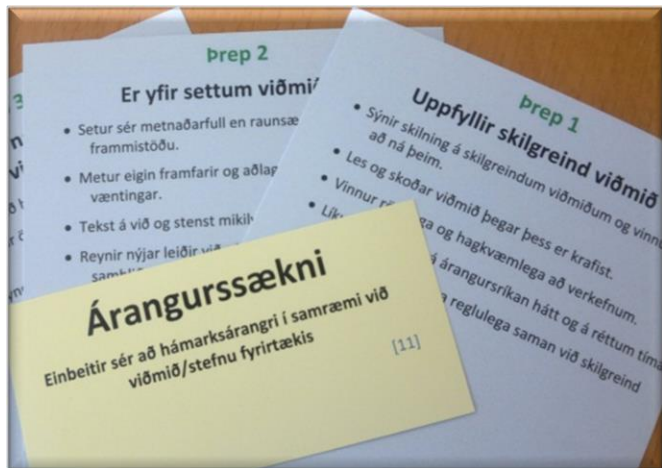
Which competencies?
What level?

How is what we do helpful?

- The proficiency levels are helpful to determine the EQF level of the curriculum

- The role and contribution from the participants in the process is clear

- The competencies are helpful in the analysis process
  - Common "language"
  - Objective description of soft skills / transversal skills

- The outcome are entirely based on the view of those who are related to the job (labour market)

In short...

- The Competencies in the libraries are our building blocks
- We are building Icelandic job-profiles, based on the competencies with active participation from the labour market
- We use the job profiles as a criteria for learning programs and for validation of prior learning
- We are responding to external requirements and to the diversity in the work of the lifelong learning centres

Takk fyrir

Thanks