

# TENCompetence

## Methodology and Reseources

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# Outline of Talk

- 1 INTRODUCTION
- 2 TenCompetence project Pilot training
- 3 Methodology and resources
- 4 TenCompetence project Pilot scenarios and models
- 5 CONCLUSION

# Introduction

This presentation aims at illustrating scenarios, models, results of the models and the experiences carried on within the EC 6FP TENCompetence project Pilot Trainings. It is focused on elucidating how to plan, model and organize pilots training process and how to adopt advanced best practices for creating patterns in order to improve the partners training business opportunities.

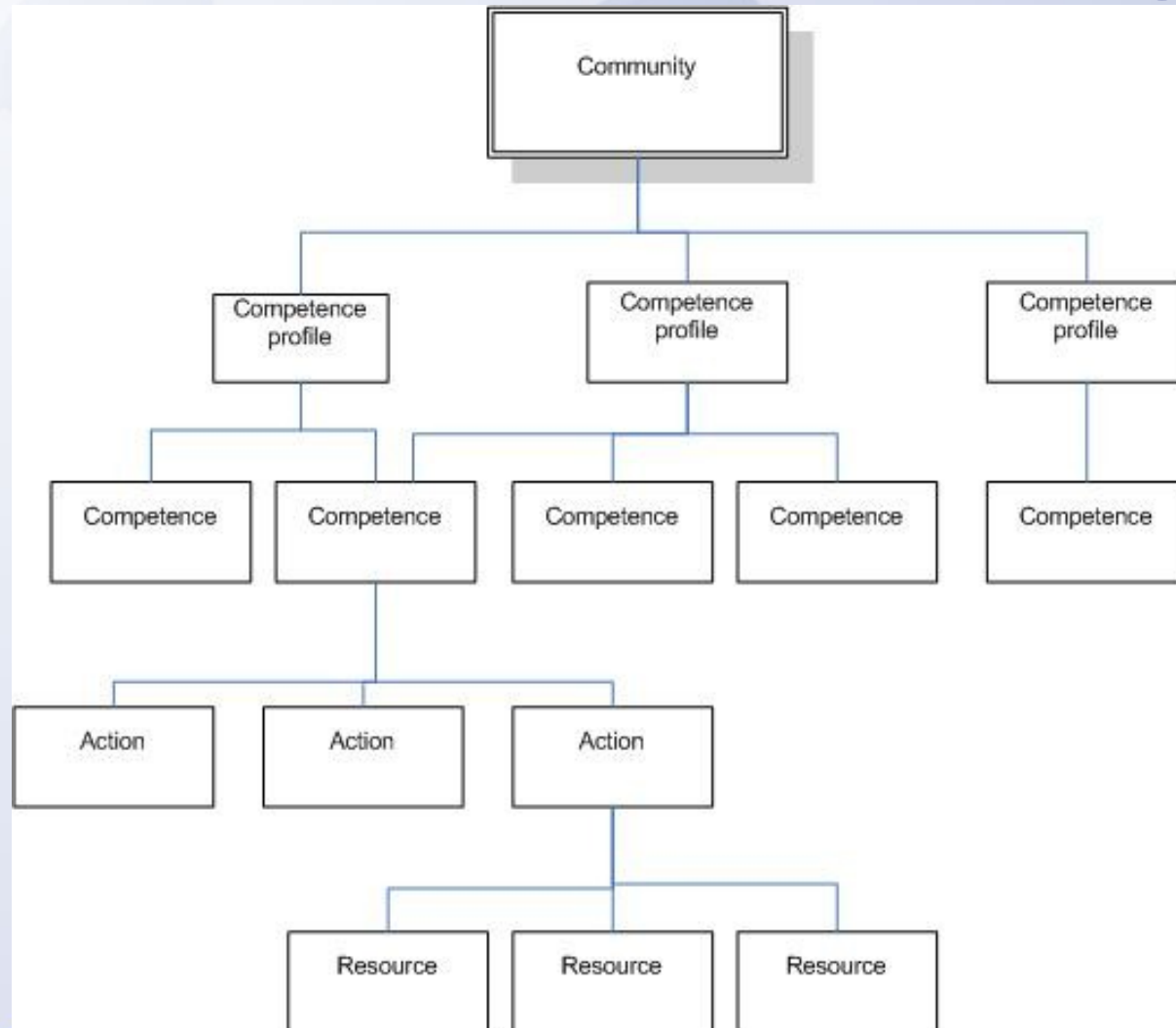


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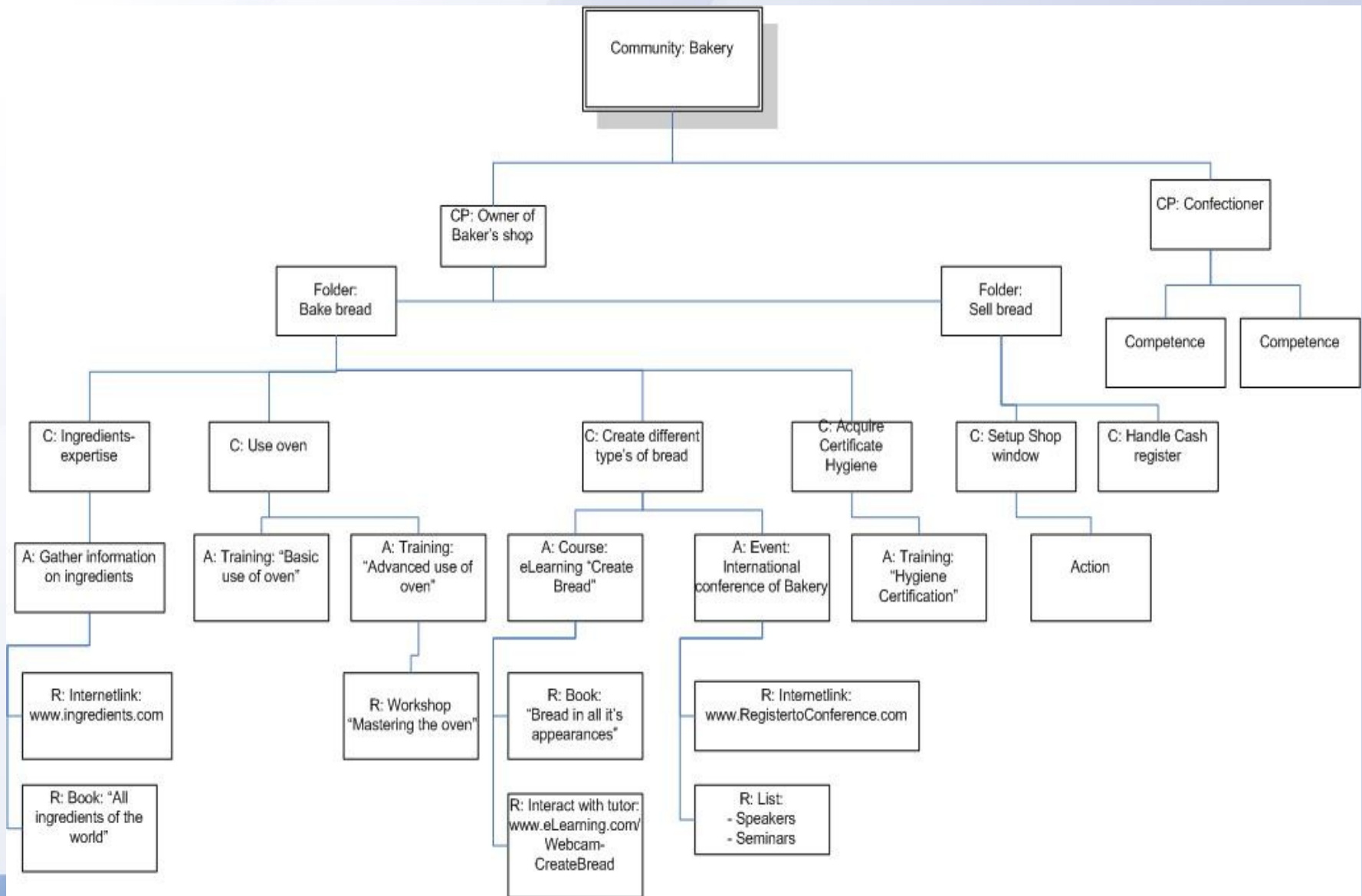
# PCM Concepts and Usage



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# TenCompetence project Pilot training

The following general training objectives were defined in the project deliverable TENCompetence Training Roadmap:

- To promote and enable the use of the TENCompetence infrastructure;
- To prepare a network of future TENCompetence service providers to sustain the TENCompetence infrastructure;
- To support the exchange of knowledge and competence development within the TENCompetence community of core partners and fellow researchers

# More specifically the objectives for pilot training are:

- To clarify the TENCompetence concepts and infrastructure;
- To clarify the Personal Competence Manager User Guide;
- To familiarize with the use of the Personal Competence Manager;
- To familiarize with the setting-up of a training pilot competence profile and audience;
- To provide with an opportunity to use methods and techniques to run - manage and support the implementation of the TENCompetence system;
- To provide with an opportunity to translate the TENCompetence concepts into specific situations where the system is implemented;
- To provide with an opportunity to evaluate the training pilot;
- To define target audiences.



# Phase 1. Setting up a Training Pilot

The user will follow the Guide Personal Competence Manager for conducting the pilot training process. These phase consist of the following six steps:

- Step 1: Define Community
- Step 2: Define Competence Profile
- Step 3: Define Competence
- Step 4. Define Action
- Step 5. Define Learners
- Step 6: Define Trainers



# Phase 2. Running a Training Pilot

The training uses the Four Quadrant model to achieve a given competence. It is an open structure that allows for the different design components (learning objects – not specifically or necessarily digital) to be placed in and planned. Learning activities can be invoked from within the learning objects but also by referring and proceeding from one to another. By customizing the training to meet the pilot needs, we can ensure that everyone in pilot's organization shares a common vision about the latest competence.

- Step 7. Start Training
- Step 8. Apply “hands-on” Learning
- Step 9: Facilitate Learning
- Step 10. Certification



# Phase 3. Evaluating a Training Pilot

The third phase follows the next three steps:

- Step 11. Measure success of Learning
- Step 12. Evaluate Learning
- Step 13: Track and Report Learning Results

# Methodology and previous works

- We go after the BPM methodology to model the pilot training processes . Our approach uses business process management tool to describe, to model, to animate and to simulate the scenarios of the chosen pilot training processes.
- Our starting point is the collection of both the artefacts and the best practices related to training processes and models.
- The analysis about the training processes is done with the partners and professor-student partnerships on the basis of the functions required.

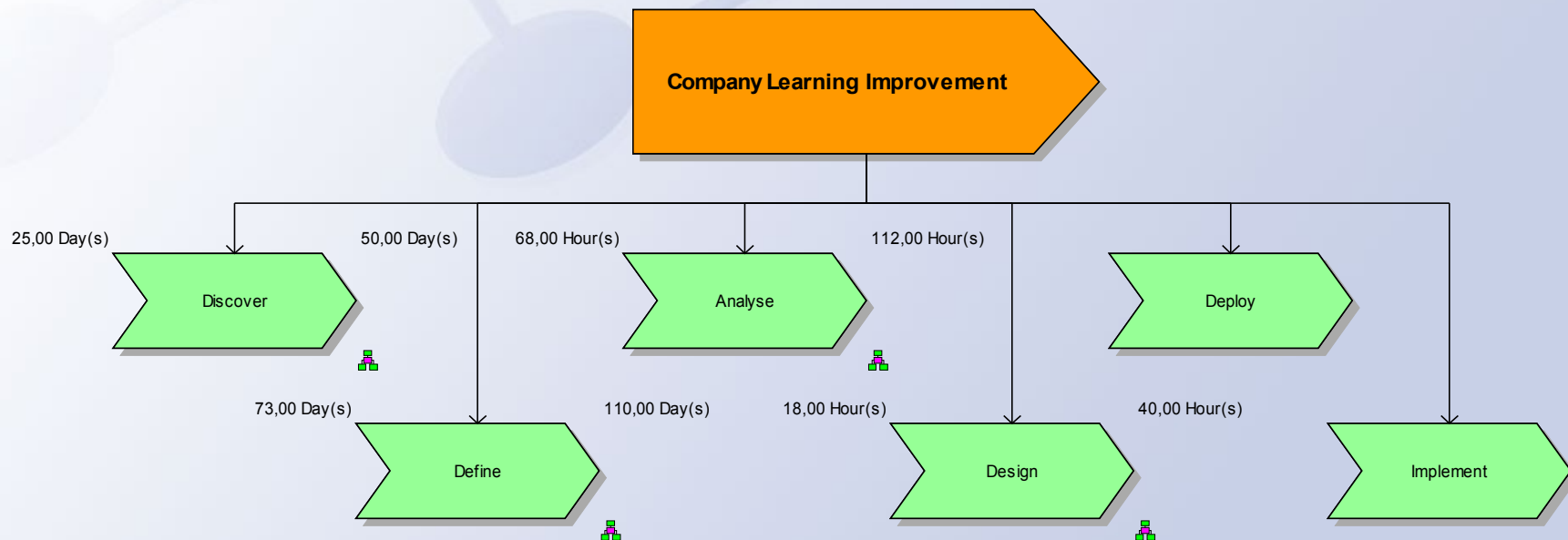
# TenCompetence project Pilot scenarios and models

- Scenario 1: The company wants to improve the compatibility and concerns a new learning process within the organization.
- Scenario 2: The trainee can apply for a new function within the organization. Then the function description requires that he/she improves on different competences.

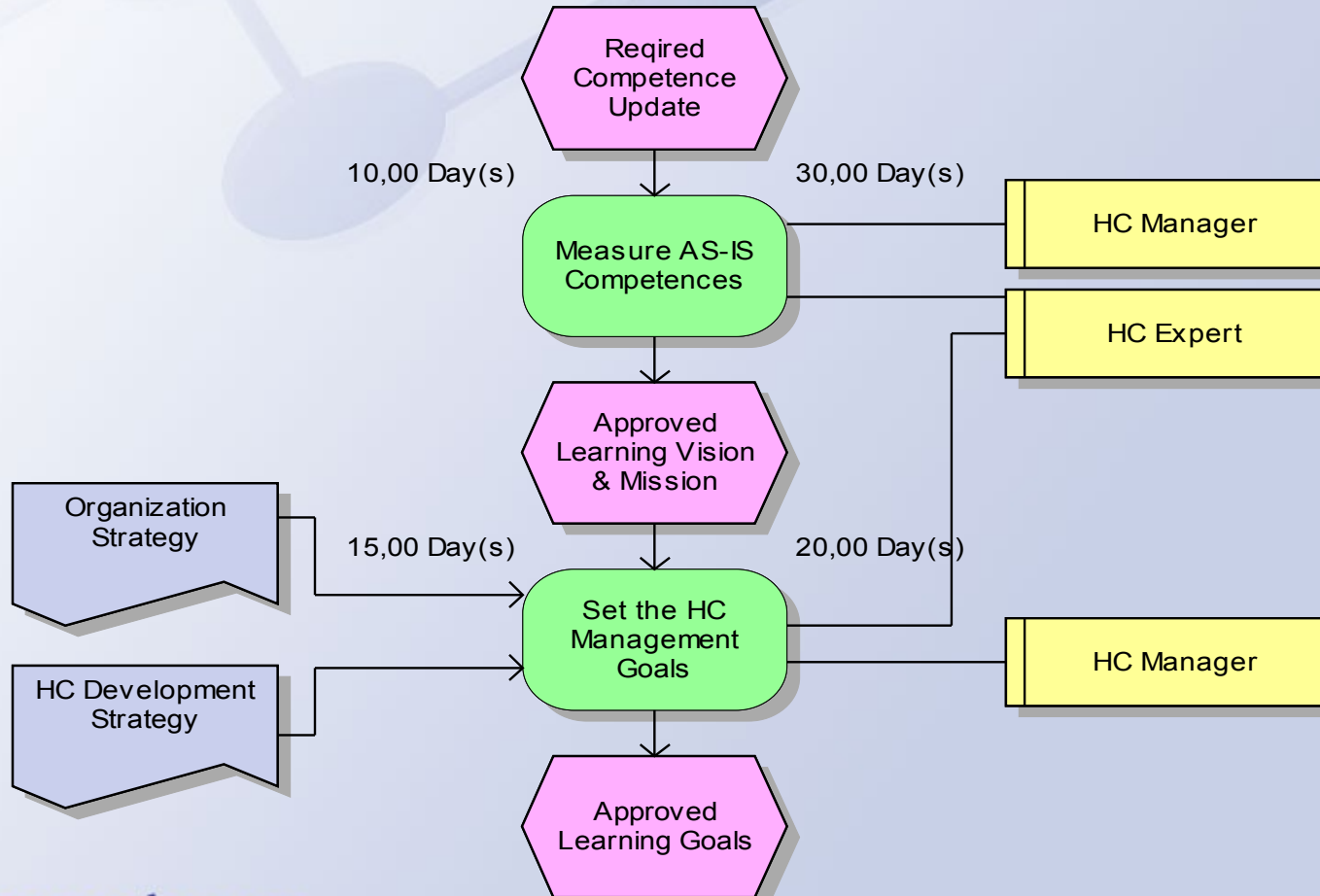
# Scenario 1

## Learning process improvement

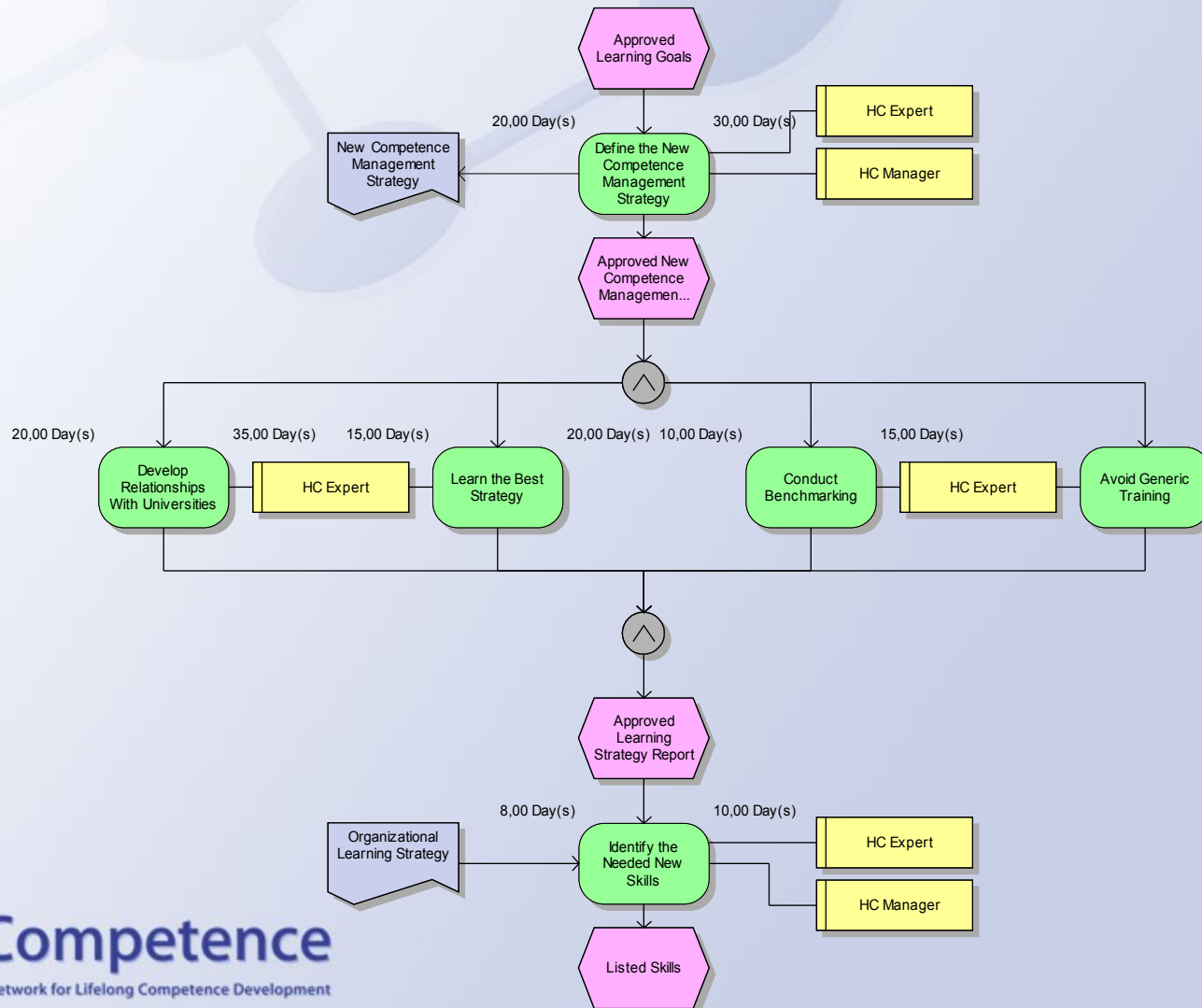
### steps



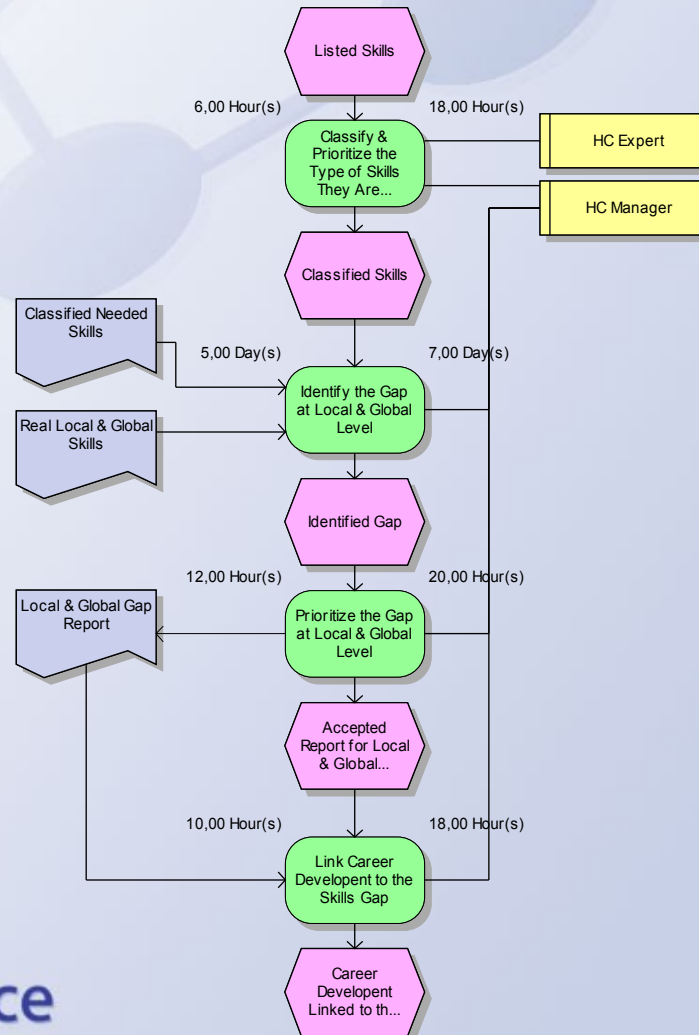
# Discover process group



# Define process group



# Analysis process group



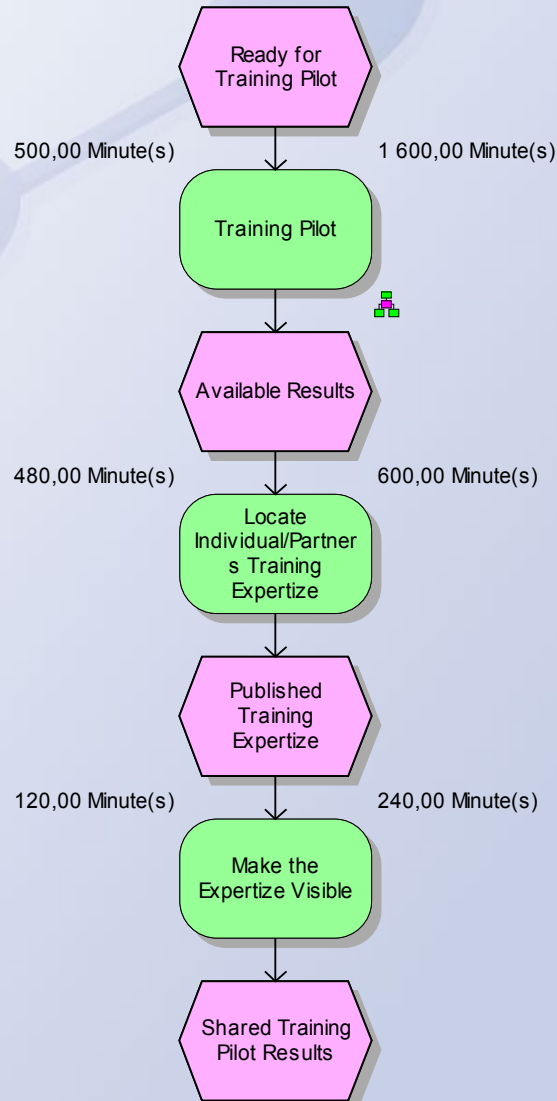
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# Design process group



# TENCompetence Project Description

## Two main groups of possible training scenarios

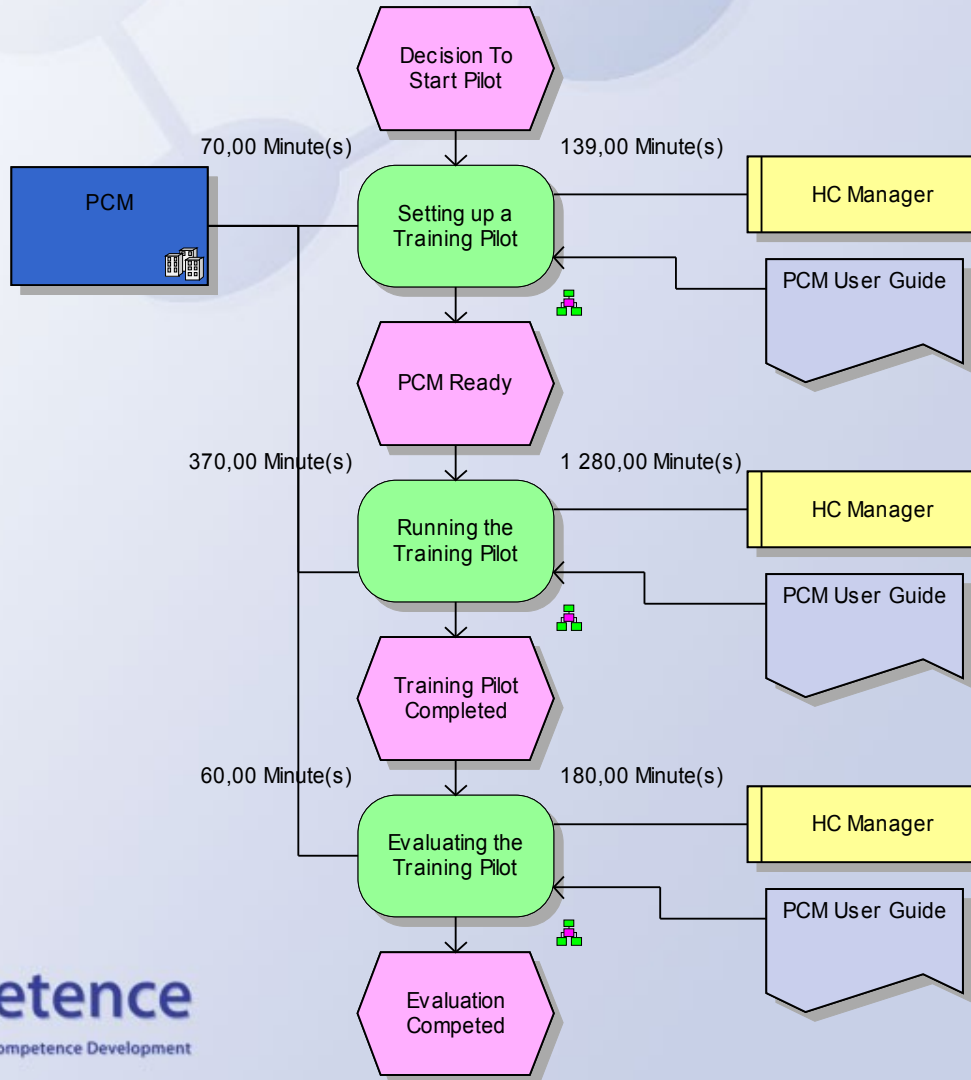
- Trainee is looking for new skills/knowledge;
- Trainee is looking for Competence profile fitting his/her potential

Since the pilot training will focus on the first group we can use the next scenario:

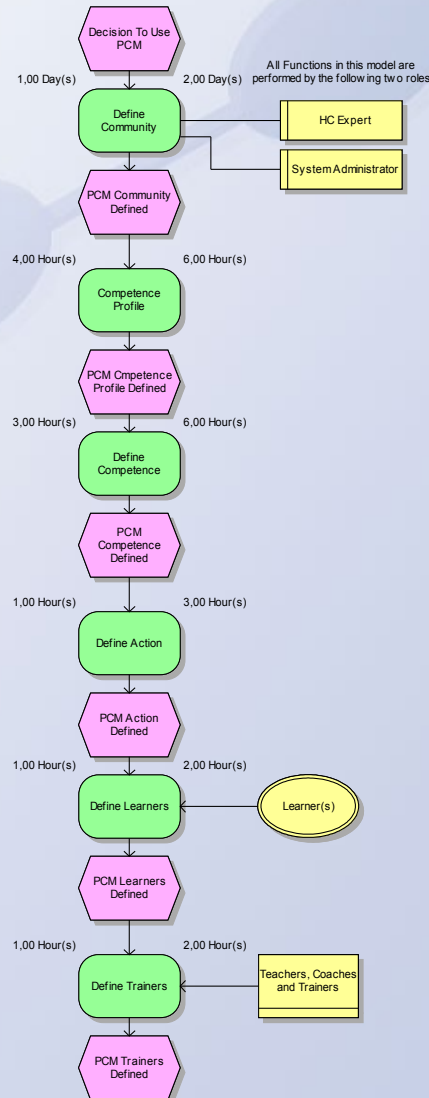
## Scenario 2:

The trainee can apply for a new function within the organization. Then the function description requires that he/she improves on different competences.

# Pilot Training process phases



# Start Training sub-process

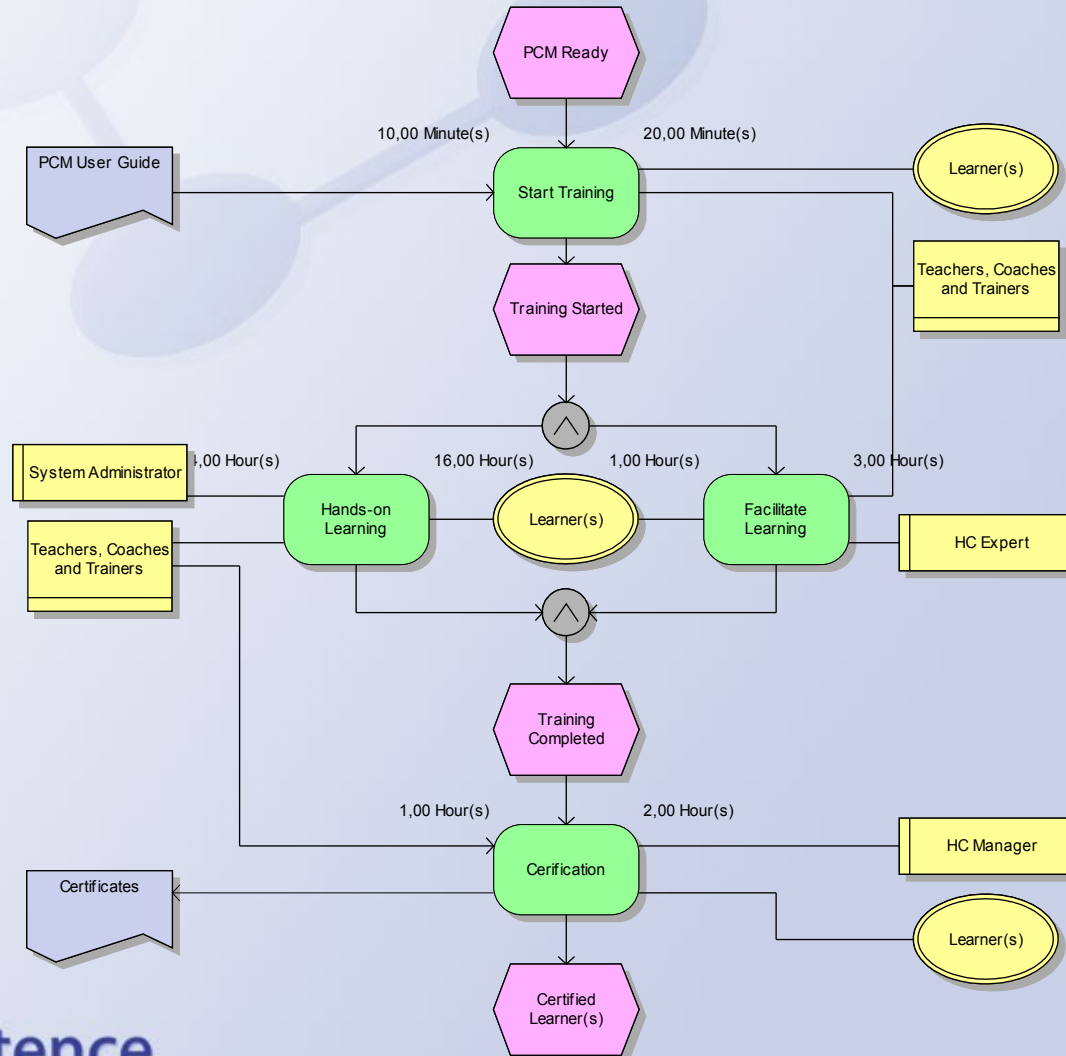


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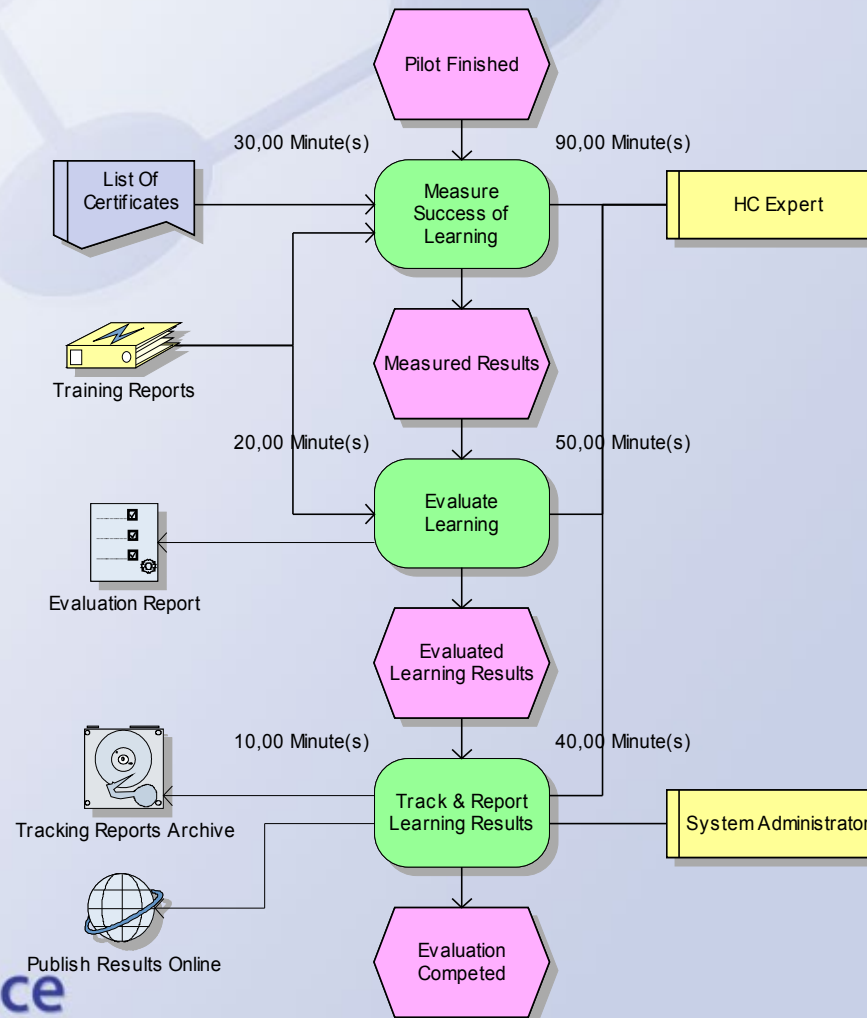
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# Run-up Training sub-process



# Training Evaluation sub-process



# Comments

- To make recommendations for improving the pilot training processes, it is critical to understand the processes, resources and parameters for the activities and to find out the strength and weaknesses of the scenarios through modeling process.
- Figures show the examples of the parameters for both the sub-processes and processes as well as groups of processes. The assessment of the results of the animations with the input data in the models provided evidences for the HC decision makers. They can vary in scenarios, models and parameters into existing managerial experience and can make training process more effective. Also they can use models to review long-term training strategies.



# Conclusion

The main contribution of the research is the design and modeling of training process activities. Present models and results can be implemented in both academic and business organizations. They give the opportunity to make training processes more effective and efficient. Models and patterns are a basic concept for supporting repeated work. The presented training pattern formalizes the process of a training activity thereby making it reusable as a template in future company learning activities. By sharing training patterns, company can “socialize” best practices and reusable training processes.

# \*Acknowledgement\*

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# Thank you

## Q&A

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# THANK YOU!

## QUESTIONS?



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