

**Concept (Hints for Structure)**

### ERASMUS +: »Establishment of the Centers of competence and Employability Development (CCED)« (COMPLETE)

# Definition of University CCED Concept (Example)

1. **Brief Description:**
* What are the main points of the concept?
* Summarize the plan’s content und follow the same structure.
1. **Status Definition / Need Analysis**
	* **National level**
* Definition of Employability:
* National framework: political, educational and economical standards/aspects
* HE landscape: regulation by the Ministries and other authorities, current discourses, competence orientation etc…
* Challenges
	+ **Institutional level**
* What are the relevant results of the university reports? (Should we specify it?)
* Competence requirements / Requirements of employers towards the graduates
* Discussion of Employability
* Employment of graduates
* Teaching and learning strategies of the University
* Integration of stakeholders / cooperation with employers
* Existing Competence models
* Existing supports and services for competence development
* Challenges
1. **Competence model**
* Which Competence Model forms the basis?

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|  | **e.g. KODE** |
| **Comprehension of competence** | Competences are dispositions for self-organization of acting. Competences are the ability of a person to act in new, open аnd complex situations self-organized.Competencies can be changed by development and training.  |
| **Dimensions / classes of competences** | personal competence, competence of activity and decision -making, social communicative competence,professional and methodological competence |
| **Set of competences belonging to one dimension** | Personal competency: Loyalty, normative ethical attitude, Readiness for action, Self-management … |
| **Definition of competences** | Self-management: Ability to design own activities and decisions |

1. **Goal definition**
	* What is the mission of the CCED
* inside the university (compliance with the university mission)
* outside the university (compliance with the university mission)
	+ What are the goals of the specific CCED (referring to the results of the analysis and the challenges)
	+ What are the specific aims concerning the different target groups?
* Students
* Graduates
* Staff
* Stakeholders
* Companies
* Employers …
1. **Tasks definition**
* Which tasks arise from the goals?
* What are the internal tasks to reach the aims (e.g. developing effective instruments for competence diagnostics, development and evaluation)?
* What are the external tasks to reach the aims (e.g. involvement of the enterprises and their participation in the process)?

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| **Hint: Part of the Description of the project** “Development of modules, trainings, events and tools adapted to the competence modelThe target groups are •students, who will be informed, motivated, sensitized and trained though modules, courses, workshops and tools, enabled to determine own competences and learn to broaden them self-reliant; the spectrum of such offerings can be quite wide. • on the other hand the teaching staff, who should be supported by forming and constructing their lectures following the competence oriented approach. The teaching staff will be provided with didactical materials, templates, curricula framed by the CCED and get other support in form of consulting, coaching.•Companies/employees whose interests, needs and demands will be considered and concrete modules and trainings, coaching or consulting conducted.The strategy aims to extend the sphere of activity of the Centers and position them as regional and supra-regional competence centers, which offerings address different target groups and qualify them according to the process of LLL. … Before the Centers will be institutionally integrated into PC HEIs structure necessary preparation measures must be fulfilled. To enhance the human resource and the institutional capacity-building the PC HEIs staff involved into the Center`s work will be qualified and new impulses as well as expert input will be imparted. Capacity-building measure will essentially contribute to a sustainable establishment of the new unit.” |

1. **Structure**
* What corporate structure combines the different parts of the CCED?
* Which are the functions of the specific units?
* What is the organization / structure of the CCED?
	+ structural elements of the CCED
	+ institutional integration into the universities structure
	+ hierarchical definition
1. **Products and services**
* What kind of services, products etc. will be offered to the specific target groups?
1. **Cooperation Model**
* What characterizes the cooperation model with the economic sector and other stakeholders?
	+ Partner
	+ Structure
	+ Measures/Offerings
	+ Results
1. **Resources**
* What human resources are needed (qualifications, responsibilities, etc…)
* What financial and infrastructural input is needed (more information in the Annex: business plan)
1. **Evaluation / Quality Assurance**