

The logo for bbw, consisting of the lowercase letters 'bbw' in a bold, white, sans-serif font, positioned on a dark green rectangular background.

bbw Group in Berlin und Brandenburg

consulting
supporting
training

WANDEL GESTALTEN
KOMPETENZEN ERWEITERN
RAUM SCHAFFEN
GRUNDSTEINE LEGEN
NEUANFANG WAGEN

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

Transnational workshop in Barcelona 08 October 2009

Workpackage V : application of qualification grid
by field inquiry in regional companies of the M+E sector

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

Interviewed companies in Germany

Gühring G-ELIT Präzisionswerkzeuge GmbH, D - 13407 Berlin

P&G Gillette Deutschland GmbH & Co. oHG, D - 12099 Berlin

GTMB Metallteilfertigung GmbH, D - 14929 Treuenbrietzen

EBK Elektronische Baugruppen und Komponenten, D - 14513 Teltow

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

Interview Guideline

1. Spheres of activity correctly drawn up and demarcated?
2. Process phases correctly described?
3. Competence dimensions plausible?
4. Competence grids suitable for explaining *europass* certificates ?
5. Fields of HR management where the competence grids can be used?

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

1. Spheres of activity correctly drawn up and demarcated?

- spheres of activity described appropriately and familiar in vocational training

2. Process phases correctly described?

- process phases comprehensible
- different weighting in the routine work of different vocations examined

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

3. Competence dimensions plausible?

- methodological competence questioned; to be linked to specialist competence

4. Competence grids suitable for explaining *europass* certificates?

- europass certificate for transparency to *receiving employers* in Europe
- additional information in case of need

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

5. Fields of HR management where the competence grids can be used?

COMMET competence grids can be used in all fields of HR management

- profile of competences: person, group, organisation
- profile of requirements: specific job

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

Complexity and parallelism of competence instruments

- detailed assessment of work performance used on an annual basis
- expand it to so-called “roles”
- promotes mobility more in the case of executive staff rather than skilled workers
- evaluation of occupational competence is linked to specific abilities, skills, experience
- concept of competence as context-independent skills
- practitioners are used to different structures; distinct definitions are essential

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

General points of interest

- topic of competence is of much importance to HR representatives
- practitioners are appreciative for standardized profiling support
- in practice evaluation of competence is linked to remuneration

COMMET Project No. DE/07/LLP-LdV/TOI/ 147036

Thank you for your attention.

Interviews by IP Institut für Personalmanagement in Berlin, Germany
Expert Kirstin Skaruppe

bbw Bildungswerk der Wirtschaft in Berlin und Brandenburg e.V.
Project Manager Barbara Aulich

This project has been funded with support from the European Commission. This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.