



## **Competence measuring and training**

A project financed by the Leonardo da Vinci Programme

### **Background**

Within their work environment, employees acquire plenty of competences that are often not recorded adequately. Formal degrees are frequently out-of-date and so do not provide reliable information on the actual competences of employees.

At the same time, lifelong learning is necessary to maintain and develop competences.

### **The COMET Project**

The aim of the project is to offer an easy-to-handle tool for competence measurement to SMEs.

On the basis of national and European qualification standards, it serves as a tool for measuring the competences especially of elderly, low-qualified employees.

With the tool, required and existing competences are contrasted so that qualification deficits become visible. Thus the tool provides a quick and comprehensive overview of the employees' competences.

The results serve as the basis for further training programmes.

### **Cooperation with Businesses**

In close cooperation with SMEs, the model tool is adjusted to the individual conditions and needs of the relevant enterprise. The required competences are defined, existing competences are measured and optimal competence development plans are designed.

### **Added Value for Enterprises**

- increased transparency of the employees' strengths and competences
- increased clarity of how existing competences within the enterprise can be used and further developed more efficient and motivated employees
- better reputation as employer
- increased competitiveness on the market

**Project period:** 2009 - 2011

You can read more about the project on: <http://www.project-comet.eu/>.