

## Leonardo da Vinci development of innovation project

### ECVision

## A European System of Comparability and Validation of Supervisory Competences

Barbara Gogala and Éva Nemes, ANSE

Three associations, Association of National organizations for Supervision in Europe (ANSE), The Council of European Professional and Managerial Staff (EUROCADRES) and Die Wiener Volkshochschulen GmbH (VHS GmbH) forming the Steering committee successfully applied to the Leonardo da Vinci Lifelong learning program Development of Innovation.

The project is tackling the question of comparability and validation of Supervisory Competences and correspondence between the university study courses for supervision and training courses at the training institutes. We will use the terms academic and private vocational education and training (VET).

### Why do we think the topic is important and what are our goals?

The experiences gathered in ANSE projects and activities showed us that supervision in Europe lacks a common definition, or let's say „common grammar“. ANSE respects differences among the national associations, but wishes to find a consistent way of describing supervisory skills and competences on a European level. Based on the outcomes ANSE will be able to provide quality assurance more effectively and to offer a platform for national associations to compare their approaches to supervision training and education. We expect the results of the project to have a positive impact on the European mobility as well as the transparency of the supervisory competences to the clients and customers.

### Basic assumptions for developing the project goals and products:

- The development of the spheres of action of supervision and coaching needs comparability
- European Qualification Framework (EQF) and the credit systems ECTS (European Credit Transfer and Accumulation System) and ECVET (European system of accumulation and transfer of credits designed for VET) provide the structure as well as the methods to do this.
- Core tasks, competences and responsibilities are easier to compare than contents of curricula provided in different European Countries.
- The two validation systems ECTS and ECVET provide a sound grounding for developing comparable formal outcomes of even different validation processes

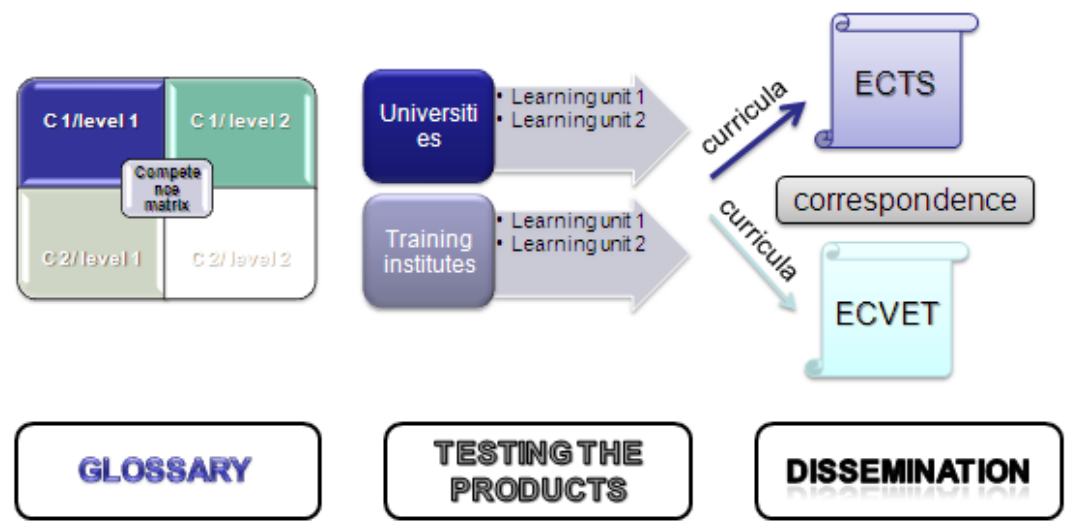
The comparison will therefore derive from the competences and go back to the curricula of the different types of supervision training programs. But first the project needs a common terminology to offer the project partners good communication platform.

So, the base for the further work and development of products is the **Glossary** of supervision and coaching terminology in the languages of all consortium partners. The Glossary tends to assure comparability of terms, definitions and legal frameworks.

**Competence matrix** assures comparability of supervisory competences and qualifications in reference to professional tasks. The competences will be described in Learning Outcomes on different stages of competence development.

The Competence matrix will be further on related to **Learning Units**. We understand Learning units as components of a qualification, consisting of a coherent set of knowledge, skills and competence that can be assessed and validated.

See picture 1 for the graphic representation of the ECVision products:



Picture 1: The products of the ECVision project.

### The structure of the project:

We have already mentioned the three consortium partners form the Steering committee. Each of them brings into the project its own expertise and experience.

Die Wiener Volkshochschulen GmbH acts also as a Project coordinator and is an “exemplary practitioner” in all fields covered by the project:

- Supervision is a defined measure of personnel development.

- Provider of training courses for Lifelong Learning Guidance and Coaching
- Co-operation partner of a vocational training provider for supervision (ASYS).

Furthermore, VHS GmbH is experienced project co-ordinator. They have co-ordinated more than 30 European projects, mainly European Social Fund (ESF), Grundtvig and Leonardo projects.

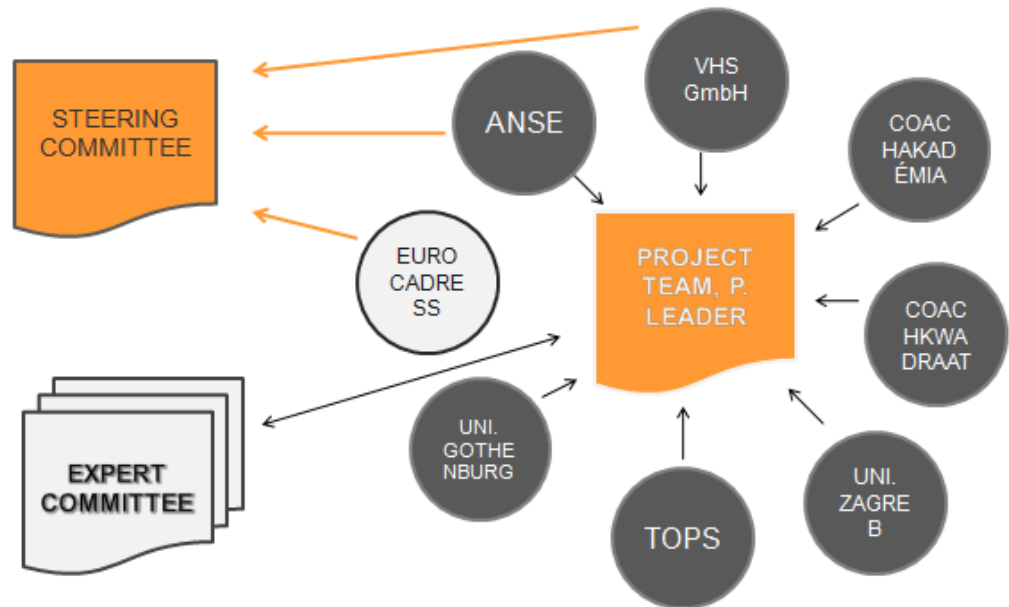
ANSE as an umbrella association of national Organisations for Supervision and Coaching in Europe guarantees that the distinct European perspective will be sustainably implemented in European VET for supervisors.

EUROCADRES works on the recognition of professional qualifications and guarantees that the distinct European perspective of the project will be sustainably implemented in a European customers and labour market perspective.

The main duty of the Steering committee was the preparation of the project. During the three years of the project duration the Steering committee will be monitoring the development of the results and the process of the ongoing project.

The Project team, consisted from the seven partners, will develop the products. Various experts from different fields of expertise will be asked to provide the feedbacks after every step of the project.

The picture 2 shows the structure:



**Board:** Sijtze de Roos (NL) President Inese Sanctus-Visa (Lt) Secretary Rolf Bruderlin (CH) Treasurer  
 Eva Nemes (H) Barbara Baumann (D) Agnes Turner (A)

**Members:** Austria Bosnia and Herzegovina Croatia Czech Republic Estonia Finland Germany Great Britain Greece Hungary Ireland Iceland Italy Latvia Lithuania Netherlands Norway Poland Romania Slovakia Slovenia Spain Switzerland Sweden

The picture 3 is showing the timeline of the three years of the ECVision:



Interested professional public have the opportunity to follow the progress of the work at the project website <http://www.anse.eu/ecvision/start.html> and to join the partners at both conferences.

We strongly believe that the project will provide a solid ground for the further development of supervision as profession and establish better position for supervision on the European consultancy map.