



## Testing a European Competency Framework for VET in Collections Management

UK/13/LLP-LdV/TOI-625

<http://www.adam-europe.eu/adam/project/view.htm?prj=10833>

## Project Information

- Title: Testing a European Competency Framework for VET in Collections Management
- Project Number: UK/13/LLP-LdV/TOI-625
- Year: 2013
- Project Type: Transfer of Innovation
- Status: granted
- Country: UK-United Kingdom
- Marketing Text: Europe's millions of natural history specimens are a vast, vulnerable resource for vital scientific research. They engage and fascinate the public in displays and education. They need to be preserved and managed consistently to good standards to ensure access to them now and in the future. The EuColCOmp will test a set of competencies and training curriculum is bringing a consistent approach to staff training and development in managing natural history collections across Europe. Find out more at <https://www.youtube.com/watch?v=kDee7yGLSYw&feature=youtu.be> and <http://eucolcomp.myspecies.info/>
- Summary: Natural history collections are used by a wide variety of disciplines, including global climate change, biodiversity conservation, agriculture, forensics and drug development companies. They are a resource for the understanding of global biodiversity and education. These collections must be easily accessible both today and well into the future to facilitate research. The requirements to manage collections are almost identical, but there is a widely varying application of best practice in their care, conservation and management across Europe. This project is addressing these issues by applying the competency framework principle used in business sectors to the European museum community. It has translated and modified the framework developed by the Natural History Museum, London (NHM) and has created a set of universal competencies to be applied across the EU to help organisations to a) identify the competencies required for particular roles; b) identify individuals' levels of competence and; c) identify the vocational and educational training (VET) needed to address missing /weak competencies. Four of the largest natural history museums (NHMs) in Europe have tested the framework transfer and helped to facilitate the broader transfer of the competencies. NHMs in four additional EU states assisted in the transnational transfer. One partner has developed a VET curriculum linking competencies to available learning opportunities. Other internationally recognised non-museum partners have investigated and reported on how the framework and curriculum could relate to ECVET and the European Qualification Framework. Two partners and an external evaluator were responsible for evaluating the project and maximising its effectiveness.
- This Tol has delivered: (1) a set of multi-language competencies that can be tailored to suit museums of varying size, focus, culture and governance; (2) a learning survey and report identifying existing training and potential gaps; (3) a web-accessible set of multi-language competencies and targeted training to assist organisations in applying them in their own work place; (4) a curriculum to enable institutions to establish clear roadmaps for the development of VET for their staff. The main impact will be the raising and making consistent the competence of collections management staff across Europe through targeted VET, ensuring the long term accessibility of Europe's scientific and cultural heritage.
- Description: The project was organised into 7 work packages:
- WP1 Transfer adaptation and product consolidation
  - WP2 Researching training needs and stakeholder analysis: training delivery
  - WP3 Creating a credits and certification system
  - WP4 Piloting, Testing and Evaluation
  - WP5 Extension to other Sectors
  - WP 6 Dissemination
  - WP7 Management
- The aims and objectives of these work packages are described below:
- WP1 Transfer adaptation and product consolidation aims to :
- to deliver a multi-language European set of competencies for collections

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management staff and to encourage its adoption both within the natural history community and beyond

- Establish the competency set as the main means of defining collections management posts in the sector

By:

- ensuring that the NHM Framework (the starting point for the project) is clear and jargon free. Glossary definitions will be supplied where necessary
- translating and adapting the Framework to the needs of the European museum partners
- evaluating the translated competency set in the context of local and national laws, culture and governance and modify it accordingly to achieve a universal set applicable in all partners
- defining all Collections-based job roles using the competency set
- developing competency profiles for individual staff members

WP2 Researching training needs and stakeholder analysis: training delivery aims to:

- Deliver a curriculum/syllabus of VET training opportunities mechanisms to assist collections staff in achieving the competencies necessary for their role and future development

By:

- Analysing stakeholders learning needs to identify training requirements
- Evaluating existing European training offer and provide gap analysis
- Designing a VET curriculum to meet identified learning needs based on defined set of core competencies
- Providing access to multi-language VET material on-site and on-line
- Setting up language-based centres to assist staff in selecting own-language courses etc

WP3 Creating a credits and certification system aims to

- examine the feasibility of enabling collections management staff to gather ECVET accreditation attached to competencies and VET and acquire a form of certification of competence.

By:

- Testing the feasibility of applying ECVET credits to the curriculum
- Testing the feasibility of mapping ECVET credits onto the competency set
- Providing a certification system linked to the curriculum

WP4 Piloting, Testing and Evaluation aims to:

- Undertake a trial (pilot) of the Competency Framework in sub set (e.g. Department) of partner institutions to identify issues before attempting to roll out across institutions
- Ensure that there is appropriate and robust input and consultation with all stakeholders including external training providers, relevant national training organisations etc.
- Identify sociological and cultural barriers to acceptance of the competency system in partner organisations
- Gather indicators of success of project

By:

- Carrying out stakeholder analysis for Competency Framework and training
- Analysing sociological and cultural implications of transfer
- Piloting a beta-version in selected departments of key museum partners

WP5 Extension to other Sectors aims to

- Build relationships/networks with sectors beyond natural history
- Analyse the potential for adapting and extending the competency set to non-natural history museums and other collections-based sectors such as biobanks.

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WP 6 Dissemination aims to encourage the widest uptake of the products and principles in Europe and beyond

By:

- Ensuring the project is publicised effectively through several media to a wide audience of sector professionals stakeholders and potential future users
- Using existing and develop new mechanisms where needed to achieve first aim

WP7 Management aims to

- support the project through efficient management and cost effective budgetary control.
- manage and control the EUColComp project to provide full transparency and control of the entire project to the consortium and the Leonardo National Agency in terms of time, resources and cost tracking.

By:

- Ensuring cost effective and timely delivery of objectives
- Ensuring clear and accurate budgetary control
- Resolving conflicts
- Ensuring coherent and efficient collaboration within the consortium
- Monitoring and addressing risks
- Producing timely reports

Themes: \*\*\* Lifelong learning  
 \*\* Recognition, transparency, certification  
 \*\* Vocational guidance  
 \*\* Continuous training  
 \* Labor market  
 \* Sustainability  
 \* Others  
 \* Higher education  
 \* Ecology  
 \* Initial training

Sectors: \*\*\* Professional, Scientific and Technical Activities  
 \*\* Education  
 \* Arts, Entertainment and Recreation

Product Types: transparency and certification  
 program or curricula  
 others

procedure for the analysis and prognosis of the vocational training requirement  
 description of new occupation profiles

Product information: The main products of EuColComp are :

- 1) A set of European core competencies available to the community targeted at :
  - all natural history museums in the consortium.
  - Potentially other NHMs in CETAF and other museums in partner countries.
  - Other collection holding organisations e.g. Biobanks

- 2) Competency based job specifications for collections managers in partner institutions targeted at:

- Staff and management in Core partner institutions.

- 3) A competency-based curriculum for natural history collections management VET targeted at:

- Collections management staff and managers in European Natural History Museums

- 4) Language-based centres (termed ambassadors) to assist staff in identifying local training provision in their own language and receive help in using the framework

- 5) a Report on cultural/sociological acceptability of competency frameworks.

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- The project team, the core partner institutions and all others across the world -wide museum community intending to introduce competency frameworks

6) A report outlining the transferability of the EuColComp set to other sectors targeted at:

- Non-natural history museums and other collections holding institutions

7) Dedicated well publicised Website targeted at:

- The natural history collections community
- Other museums and collections holding institutions
- Students wanting to enter the museum profession.

8) Dedicated scratchpads targeted at:

- The natural history collections community
- Other museums and collections holding institutions
- Students wanting to enter the museum profession.

9) Promotional material including a leaflet and a Youtube video

(<https://www.youtube.com/watch?v=kDee7yGLSYw&feature=youtu.be>) aimed at:

- The natural history collections community
- Other museums and collections holding institutions
- Students wanting to enter the museum profession.

Project homepage: <http://eucolcomp.myspecies.info/>

## Project Contractor

Name: Natural History Museum  
City: London  
Country/Region: Inner London  
Country: UK-United Kingdom  
Organization Type: others  
Homepage: <http://www.nhm.ac.uk>

## Contact Person

Name: Robert Huxley  
Address: Cromwell Road  
City: London  
Country: UK-United Kingdom  
Telephone: +44 20 7942 5118  
Fax:  
E-mail: [r.huxley@nhm.ac.uk](mailto:r.huxley@nhm.ac.uk)  
Homepage:

## Coordinator

Name: Natural History Museum  
City: London  
Country/Region: Inner London  
Country: UK-United Kingdom  
Organization Type: others  
Homepage: <http://www.nhm.ac.uk>

## Contact Person

Name: Robert Huxley  
Address: Cromwell Road  
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Fax:  
E-mail: [r.huxley@nhm.ac.uk](mailto:r.huxley@nhm.ac.uk)  
Homepage:

## Partner

### Partner 1

Name: MUSEUM FUR NATURKUNDE - LEIBNIZ-INSTITUT FUR EVOLUTIONS-  
UNDBIODIVERSITAETSFORSCHUNG AN DER HUMBOLDT-UNIVERSITAET ZUBERLIN  
City: Berlin  
Country/Region: Berlin  
Country: DE-Germany  
Organization Type: others  
Homepage: <http://www.naturkundemuseum-berlin.de>

### Partner 2

Name: Narodni Muzeum  
City: Praha  
Country/Region: Praha  
Country: CZ-Czech Republic  
Organization Type: others  
Homepage: <http://www.nm.cz/>

### Partner 3

Name: Rathgen-Forschungslabor Staatliche Museen zu Berlin Stiftung Preußischer Kulturbesitz  
City: Berlin-Charlottenburg  
Country/Region: Berlin  
Country: DE-Germany  
Organization Type: others  
Homepage: <http://www.smb.museum/rf>

### Partner 4

Name: INSTITUT ROYAL DES SCIENCES NATURELLES DE BELGIQUE  
City: Brussels  
Country/Region: Bruxelles Cap, Brussel Hof  
Country: BE-Belgium  
Organization Type: others  
Homepage: <http://www.naturalsciences.be>

## Partner

### Partner 5

Name: HTW Berlin University of Applied Sciences  
City: Berlin  
Country/Region: Berlin  
Country: DE-Germany  
Organization Type: others  
Homepage: <http://www.htw-berlin.de>

### Partner 6

Name: Collections Trust  
City: London  
Country/Region: London  
Country: UK-United Kingdom  
Organization Type: others  
Homepage: <http://www.collectionstrust.org.uk>

### Partner 7

Name: Consejo Superior de Investigaciones Científicas/Museo Nacional de Ciencias Naturales  
City: Madrid  
Country/Region: Comunidad De Madrid  
Country: ES-Spain  
Organization Type: others  
Homepage: <http://www.mncn.csic.es>

### Partner 8

Name: Museo di Storia Naturale dell'Università degli Studi di Firenze  
City: Florence  
Country/Region: Toscana  
Country: IT-Italy  
Organization Type: others  
Homepage: <http://www.msn.unifi.it>

## Partner

### Partner 9

Name: Muséum National d'histoire Naturelle  
City: Paris  
Country/Region: Ile De France  
Country: FR-France  
Organization Type: others  
Homepage:

### Partner 10

Name: STICHTING NATURALIS BIODIVERSITY CENTER  
City: Leiden  
Country/Region: Zuid-Holland  
Country: NL-Netherlands  
Organization Type: others  
Homepage: <http://www.naturalis.nl>

## Products

- 1 A set of European core competencies available to the community
- 2 Report On Existing Training Resources Conservation And Care Of Natural History Collections In

## Product 'A set of European core competencies available to the community'

Title: A set of European core competencies available to the community

Product Type: procedure for the analysis and prognosis of the vocational training requirement

Marketing Text: Competency frameworks are used in many sectors to identify the knowledge, skills and behaviours needed to carry out a job at a particular level. This table of competencies is a starting point for developing common levels of competence across Europe and linking this to development and training

Description: The product is a multi-language version of the initial product for transfer i.e. the NHM London Collections Competency Framework. Ambiguities, idioms and UK-specific terminology which were difficult to translate were identified and removed from the framework. This was firstly extensively reviewed by an NHM internal team and then by the partner organisations to remove content specific to the NHM or UK. Ambiguity and lack of clarity were addressed. Each competency for a particular level of attainment is uniquely coded to ensure tracking and comparability after translation and if any aggregation is made in the future.

Target group: All natural history museums in the consortium. Potentially other NHMs in CETAF and other museums in partner countries. Other collection holding organisations eg. Biobanks

Result: This first modification and translation of the original NHM, London framework Ambiguities, idioms and UK-specific terminology which were difficult to translate were identified and removed from the framework. This forms the basis for testing the competency framework in different cultures and scales of institution but even in this form could be a basis for developing frameworks in partner countries

Area of application: Natural history museums, other related collections-based institutions

Homepage: <http://eucolcomp.myspecies.info/>

Product Languages: Dutch  
English  
Czech  
Italian  
Spanish  
French  
German

## Product 'Report On Existing Training Resources Conservation And Care Of Natural History Collections In Europe'

Title: Report On Existing Training Resources Conservation And Care Of Natural History Collections In Europe

Product Type: others

Marketing Text: If natural history professionals are to develop their competence in managing collections then they need access to training and development opportunities. This report analyses the existing availability of training across Europe. The results were obtained by questionnaires and suggest for example that there is little e-learning available and most is traditionally pedagogic in style

Description: This report is a first step toward the establishment of a Vocational Education Training (VET) curriculum for the Competency Framework in Collections Management. It is an overview of current and past courses to enable analysis of strengths and weaknesses of relevant training provision in Europe. The report provides an evaluation of the existing training resources in conservation and care of natural history collections in Europe, and presents data on distribution of training in Europe, the topics covered and the pedagogical methods used. The training resources for natural history collections care and management in Europe were assessed through the answers of an online survey, from contacting staff working in natural history collections, from reports, websites and other public documentation.

Target group: Collections management staff and managers in European natural history museums

Result: The report has highlighted the range of standard, depth and topic of available training. It will inform development of a more detailed curriculum help to match competencies to available training.

Area of application:

Homepage: <http://eucolcomp.myspecies.info/>

Product Languages: English

## Project Tags

The project belongs to the following group(s):

EQF (<http://www.adam-europe.eu/adam/thematicgroup/EQF>)