

CM ProWork Transfer

DE/08/LLP-LdV/TOI/147120

<http://www.adam-europe.eu/adam/project/view.htm?prj=3837>

Project Information

Title: CM ProWork Transfer

Project Number: DE/08/LLP-LdV/TOI/147120

Year: 2008

Project Type: Transfer of Innovation

Status: completed

Country: DE-Germany

Marketing Text: The project has further developed and practically evaluated the software tool CM ProWork for competence management in industrial production companies. The tool is able to display the competences of industrial workers acquired by learning in the process of work in a task-related and process-related way and thereby increases transparency of those competences that are not formally certified but have been acquired by non-formal and informal learning in the workplace - mostly the main source of learning for the target group of industrial workers. CM ProWork enables production management and human resources development in industry to register and describe staff competences in production, to identify learning requirements related to tasks and individuals, to adapt competence development strategies accordingly and to optimise task allocation and the corresponding work organisation.

Summary: Das CM ProWork-Tool ist ein anforderungsorientiertes Instrument der Kompetenzdarstellung. Die Vorteile, welche mit der Möglichkeit transparenter Kompetenzdarstellungen in der Produktionsarbeit verbunden sind, müssen für die Betriebe, und zusammen mit ihnen, herausgearbeitet und in PE-Konzepte umgesetzt werden. CM ProWork dient nicht nur der Kompetenzdarstellung, sondern soll vor allem als alltägliches Kompetenzmanagement-Werkzeug der Führungskräfte in der Produktion genutzt werden können.

Description: Der Fokus der Toolentwicklung ist die Handlungskompetenz im Bereich industriell-produktiver Tätigkeiten. CM ProWork bietet die Chance, auch die Produktionsbereiche und hier insbesondere die Zielgruppe Werker in Kompetenzentwicklungsstrategien des Gesamtbetriebs einzubeziehen. Auf der anderen Seite ist das Tool für Führungskräfte in der Produktion interessant, wenn Kompetenzengpässe bei den Werkern die Prozessstabilität und die Personaleinsatzflexibilität einschränken. Durch die Weiterentwicklung des Tools bietet sich die Möglichkeit, neuen, gemeinsamen Nutzen für Personal- und Produktionsmanagement zu stiften.

Themes: *** Enterprise, SME
 *** Continuous training
 ** Lifelong learning
 ** Recognition, transparency, certification
 ** Access for disadvantaged

Sectors: *** Professional, Scientific and Technical Activities

Product Types: website
 transparency and certification
 procedure for the analysis and prognosis of the vocational training requirement
 CD-ROM

Product information: CM ProWork is a multilingual tool (Windows XP needed). The tool distinguishes between task related and process related competences. Both kind of competences are displayed on seven dimensions in one uniform scale. Task related competences refer to the abilities of workers acquired by task responsibility and execution of tasks. Process related competences refer to preconditions of workers such as ability to cooperate, communicate or continuing learning in the process of work. The competences are no general person related competences but exist with reference to the particular work activity only. Both kind of competences are illustrated in a competence report. CM ProWork is available for discrete parts production and batch production companies.
 As another product, a competence audit concept has been developed that illustrates possibilities of a more sustainable and strategic use of competence management by

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depicting links between worker competences, work process design and organizational development.

A further product, the exposé "Identification of worker competences with the CM ProWork-Tool. Possibilities and Results of Classification into the European Qualification Framework" is available, that shows how competence measurement with CM ProWork can be related to the EQF.

Derived from the main application CM ProWork, the CM ProFiler has been developed as a free access, online self-assessment tool which generates individual competence reports for industrial workers that can be used as a supplement to the EUROPASS CV or any other application documents.

Projecthomepage: <http://www.cmprowork.eu/>

Project Contractor

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Partner

Partner 1

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Country: SK-Slovakia
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Partner 2

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Country: NO-Norway
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Partner 3

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Country: IT-Italy
Organization Type: continuing training institution
Homepage:

Partner 4

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Country: DE-Germany
Organization Type: research institution
Homepage:

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Partner 5

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Country: UK-United Kingdom
Organization Type: SME - small and medium-sized enterprise (up to 250 employees)
Homepage: <http://www.ph-wt.co.uk>

Partner 6

Name: wissen-koennen.de, Projektforschung und Beratung, Dr. Elmar Witzgall
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Country/Region: Nordrhein-Westfalen
Country: DE-Germany
Organization Type: research institution
Homepage: <http://www.wissen-koennen.de/>

Project Files

ADAM Database_ImplementationAbstract_Italy.doc

http://www.adam-europe.eu/prj/3837/prj/ADAM%20Database_ImplementationAbstract_Italy.doc

Abstract of experiences with transferring CM ProWork to Italian industrial production companies from project partner Studio Bernd Beck

ADAM Database_ImplementationAbstract_Norway.doc

http://www.adam-europe.eu/prj/3837/prj/ADAM%20Database_ImplementationAbstract_Norway.doc

Abstract of experiences with transferring CM ProWork to Norwegian industrial production companies from project partner IRIS

ADAM Database_ImplementationAbstract_Slovakia.doc

http://www.adam-europe.eu/prj/3837/prj/ADAM%20Database_ImplementationAbstract_Slovakia.doc

Abstract of experiences with transferring CM ProWork to Slovakian industrial production companies from project partner KNO Slovensko

CM ProWork_Project presentation.pdf

http://www.adam-europe.eu/prj/3837/prj/CM%20ProWork_Project%20presentation.pdf

This presentation gives you an overview about the project and the CM ProWork tool and approach to competence management for industrial workers.

cmpw-tool_en.pdf

http://www.adam-europe.eu/prj/3837/prj/cmpw-tool_en.pdf

Elmar Witzgall, our partner from wissen-koennen.de has written an article on the software tool CMPro Work in English that is available for download.

Exposé - Competence assessment with CM ProWork and its relation to the EQF.pdf

<http://www.adam-europe.eu/prj/3837/prj/Expos%C3%A9%20-%20Competence%20assessment%20with%20CM%20ProWork%20and%20its%20relation%20to%20the%20EQF.pdf>

How does CM ProWork relate to the European Qualification Framework in terms of describing competences acquired by informal learning? Paper by Elmar Witzgall (2010): Identification of worker competencies with the CM ProWork-Tool - Possibilities and Results of Classification into the European Qualification Framework

Exposé - Einordnung der Kompetenzmessung mit dem CM ProWork-Tool in das EQF.pdf

<http://www.adam-europe.eu/prj/3837/prj/Expos%C3%A9%20-%20Einordnung%20der%20Kompetenzmessung%20mit%20dem%20CM%20ProWork-Tool%20in%20das%20EQF.pdf>

Wie lässt sich die Kompetenzfeststellung mit CM ProWork in das European Qualification Framework einordnen? Ein Artikel von Elmar Witzgall (2010): Kompetenzdarstellung mit dem CM ProWork-Tool - Möglichkeiten und Ergebnisse der Einordnung in den Europäischen Qualifikationsrahmen

Handbook_Competence audit in industrial production companies.pdf

http://www.adam-europe.eu/prj/3837/prj/Handbook_Competence%20audit%20in%20industrial%20production%20companies.pdf

Concept: Competence Audit in industrial production companies - a handbook for the preparation, execution and usage of competence management in production work on the basis of the CM ProWork tool (English version)

Handbuch_CM ProWork Kompetenzaudit in industriellen Produktionsbetrieben.pdf

http://www.adam-europe.eu/prj/3837/prj/Handbuch_CM%20ProWork%20Kompetenzaudit%20in%20industriellen%20Produktionsbetrieben.pdf

Konzept: Kompetenzaudit in industriellen Produktionsbetrieben - Handbuch für die Vorbereitung, Durchführung und Nutzung von Kompetenzmanagement in der Produktion auf der Grundlage des CM ProWork-Tools.

Products

- 1 CM ProWork Tool for Discrete Parts Production
- 2 CM ProWork Tool for Batch Production
- 3 Exposé: CM ProWork and its relation to the European Qualification Framework
- 4 Concept: Competence Audit in industrial production companies - a handbook for the preparation,
- 5 CM ProFiler

Product 'CM ProWork Tool for Discrete Parts Production'

Title: CM ProWork Tool for Discrete Parts Production

Product Type: CD-ROM

Marketing Text:

Description: CM ProWork is a multilingual software tool that enables companies to display and systematically develop the competences industrial workers need to master their work tasks successfully.

It provides the unique opportunity to include the production divisions and especially the target group of workers into the competence development strategies of the entire corporation.

Competence requirements are derived from the tasks involved in the work process. A task inventory - a comprehensive and most broadly transferable list of possible tasks which have to be undertaken and mastered in a modern production process - is applied to ensure that the competences to be assessed are no general person related competences but exist with reference to the particular work activity only.

Target group: Industrial workers, Human Resource Development professionals, production managers, consultants

Result: Currently available: tool version 2.3

Area of application: The tool is focused on competence management for industrial workers but may as well be applied for employee selection purposes and detailed compiling of job references

Homepage: <http://www.cmprowork.eu/en/>

Product Languages: Italian
German
English
Spanish
Slovak
Norwegian

Product 'CM ProWork Tool for Batch Production'

Title: CM ProWork Tool for Batch Production

Product Type: CD-ROM

Marketing Text:

Description: CM ProWork is a multilingual software tool that enables companies to display and systematically develop the competences industrial workers need to master their work tasks successfully.

It provides the unique opportunity to include the production divisions and especially the target group of workers into the competence development strategies of the entire corporation.

Competence requirements are derived from the tasks involved in the work process. A task inventory - a comprehensive and most broadly transferable list of possible tasks which have to be undertaken and mastered in a modern production process - is applied to ensure that the competences to be assessed are no general person related competences but exist with reference to the particular work activity only.

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Homepage: <http://www.cmprowork.eu/en/>

Product Languages: German
Italian
English
Spanish
Norwegian
Slovak

Product 'Exposé: CM ProWork and its relation to the European Qualification Framework'

Title: Exposé: CM ProWork and its relation to the European Qualification Framework

Product Type: CD-ROM

Marketing Text:

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages: German
English

Product 'Concept: Competence Audit in industrial production companies - a handbook for the preparation, execution and usage of competence management in production work on the basis of the CM ProWork tool'

Title: Concept: Competence Audit in industrial production companies - a handbook for the preparation, execution and usage of competence management in production work on the basis of the CM ProWork tool

Product Type: CD-ROM

Marketing Text: The competence audit concept is a methodological framework designed to pinpoint linkages between competence development, organizational development and corporate success, so that the increased transparency in worker competences and their impact on organizational effectiveness is expected to increase companies' willingness to engage in sustainable developmental activities for their workforce. The competence audit concept broadens the scope of applying competence management with the use of CM ProWork in a more strategic, goal-oriented and sustainable way.

The competence audit concept contributed to the project objectives by increasing transparency of worker competences acquired by non-formal and informal learning and by providing a framework that helps to familiarize companies with competence development for the target group of industrial workers and that points out the benefits of developing worker competences in a business-oriented way.

Description:

Target group: Production managers, HR managers, HR consultants, Instructors

Result:

Area of application: Organisational and HR development in industrial production companies

Homepage: www.cmprowork.eu

Product Languages: German
English

Product 'CM ProFiler'

Title: CM ProFiler

Product Type: transparency and certification

Marketing Text: The CM ProFiler is a free-access online self-assessment tool that allows a quick profiling of industrial worker competences. With the CM ProFiler, workers can depict their competences acquired by non-formal learning in the work place in a detailed and task-related way.

Description: The CM ProFiler displays task-related competences used and developed by workers with and without specific professional training and formal qualification. The competence report contains values for practical, social, organizational, production-technical, methodical and ICT worker competences, based on input referring to the degree of mastering different task areas typically involved in production processes.

Target group: Industrial workers, educational providers, placement officers

Result:

Area of application: In addition to an in-company use as a "competence screening tool", the reports generated by CM ProFiler can be used to supplement job application documents like the EUROPASS CV for the target group of industrial workers. Its report can easily be exported, saved and printed as an MS Excel file.

Homepage: http://www.cmprowork.eu/?page_id=438

Product Languages: Italian
Norwegian
Finnish
German
English