

COMMET project

Research stating the importance of international competencies in job descriptions

At the same time that efforts are made at European level as illustrated by the Leonardo initiative COMMET, we currently experience in France a generalized willingness from all the players from employment and training to turn to Europe by adopting a more homogeneous approach, shared by all the Member States, notably in order to make easier the mobility of people within the Union.

This shared will is being put in concrete form, among other things, through the systematic proposal of the description of qualifications using the Europass format, in addition to the French frame of reference (or occupational standard).

The latter is formed by the so called “Répertoire National des Certifications Professionnelles” (RNCP / National Index of Vocational Qualifications, <http://www.cncp.gouv.fr/CNCP/index.php>).

Besides this openness to international competencies targeting an easier mobility of people inside the European Union, one cannot fail to notice that today, few room is given in the framework of job descriptions (occupational standards) to the so-called international competencies such as the mastery of a foreign language, the knowledge of other cultures, the knowledge of rules in effect in other member states, etc.

Focus on the importance of international competencies in job descriptions

At the level of the ROME – Répertoire Opérationnel des Métiers et des Emplois (*Operational Index of Jobs and Vocations*)

This index lists the different possible jobs and vocations proposing for each of them a complete description (definition, general execution conditions, basic technical competencies, associated competencies, abilities linked to the occupation, specific activities, execution places as well as working conditions).

Even though this index is not directly part of the National Index of Vocational Qualifications (*Répertoire National des Capacités Professionnelles – RNCP*) which forms the French national framework, it is closely linked to it through a system of crossed classification (a job / vocation can be held through one or several qualifications presented in the national framework).

The ROME is made available to everybody by the French National Agency for Employment (ANPE) and forms today the most complete index of vocations in France.

In the framework of the ROME components and more specifically in the framework of the **electro-mechanical technician vocation**, a small place is given to the mastery of a transnational competency that is to say the knowledge of a foreign language and more particularly English in order to be able to read and understand technical English. No other international competencies such as those related to interculturalism are being mentioned.

Still in the ROME vocational standards, in the framework of the descriptive form of **the metal-cutting technician vocation**, no competency of an international nature are mentioned.

However, it is to note that those ROME frame of references integrate the notion of mobility by proposing notably bridges between private organisations and the public sector, "mobility areas" to evolve from one occupation to a set of other jobs, different execution sectors and contexts that are possible. These pieces of information, although not directly linked to transnational mobility, can directly contribute to making it easier.

At the level of the National Index of Vocational Qualifications (Répertoire National des Capacités Professionnelles – RNCP)

Again, in this index which makes up the French national framework of qualifications, few room is attached to the mastery of international competencies besides the link proposed with the Europass device.