

Apply qualification grid to Electro-Mechanical Technician and Metal Cutting Technician

COMMET Work package V Summary of project outcomes

On the occasion of the transnational workshop which took place in Barcelona in October 2009 results of polls were presented which had been executed by designated project partners in form of a standardized questionnaires, in which experts of regional companies from the metal and electric industries gave their opinion with regard to the competence profiles of the mechatronic and the metal cutting technician, as proposed by COMMET. Among the experts there were company directors, managers in charge of personnel and training, work and production managers and in one case a quality assurance manager. The majority of all polls took place in SME.

On the one hand the questions aimed at investigating the concrete structure (spheres of activity, process phases and their parts and complete dimensions), on the other questions were asked with regard to possible use as an instrument to fields of Human Relations management and also in the European context, in view of support of mobility and transparency.

For Germany, Gühring Präzisionswerkzeuge GmbH and Gillette Deutschland GmbH, in Berlin, and two other companies from Brandenburg were consulted on the matter. The answers showed that the spheres of activity were described as appropriate and familiar in vocational training, the process phases as conceivable despite different weighing in routine work of the investigated groups. There were proposals to link methodological competence with specialist knowledge and to enlarge competence profiles by means of professional specializations such as security specialist, production supervisor or quality manager.

The same is valid for competences enlarging context neutral skills which a person can use in different professional environments, e. g. in the field of HR. For France CEFROALP executed the questionnaire by internet in the region in SME, besides direct interviews with managers and product managers. The results showed that the spheres of activity create flexibility for the technicians, however not for the operators of machines. Different phases of a complete action for the cited professions are incompatible. Especially the distinction between methodological skills and expertise caused problems to the interviewed partners. Furthermore it became clear that the competence profiles lacked the capacity to change, and that social and personal competences were not outlined concisely. The questionnaire in Italy showed that the competence profiles are too static because in order to make gradations companies need instruments of evaluation. It has also been criticized that project immanent competence profiles were useless in the sphere of further education since they were static and not dynamic. The Germans as well as the Italians touched on the topic of remuneration. The latter wished the inclusion of the labor law and other rules and regulations with regard to special knowledge as well as leadership. The main concern of the Danish interviewees was expertise in the competence profiles. They are unanimously of the opinion that competence profiles should be in the service of the development of employability.

Kopernikusz executed the questionnaire for Hungary, whereby it turned out that spheres of activity although appropriately defined; were not applicable for all activities. Some interviewees considered them too imprecise while others wished a precise demarcation between the spheres of activity in both vocationas.

Several interviewees were of the opinion that some activities required further description.

Generally the interviewees were familiar with the employment of competence descriptions in the field of HR. (requirement profiles and ability profiles)

Furthermore the interviews showed that the SME were not familiar with the europass mobility and the europass document certificate supplements. After previous remarks to this topic the interviewees in Germany and Hungary could imagine that COMMET competence profiles would not be applicable to the europass document certificate supplements due to their complexity but that they might be useful as reference.

During the Interviews executed directly in the companies (France, Italy, Hungary) the question about assessing competences was raised; a dimension which was mainly assigned to national and precisely to sector qualifications frameworks.

Regarding the content of COMMET competence profiles, one could detect that those polled were mainly concerned with specialist competence (Denmark). Furthermore several proposals were made, especially with regard to extending competences within the dimension of social and personal competences (Italy, France, Germany).

Project Partners:

P1 bbw Germany
P2 UPM Spain
P3 CEFORALP France
P4 Kopernikusz Hungary
P5 SIAV Italy
P6 SDE College Denmark
P7 ISAI FCG Finland



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