Projects and Products Portal for Leonardo da Vinci

“Competency based content acquisition and learning ” (COCAL)

2010-1-GR1-LEO05-03960

http://www.adam-europe.eu/adam/project/view.htm?prj=8575

Projektinformationen

Titel:	“Competency based content acquisition and learning ” (COCAL)
Projektnummer:	2010-1-GR1-LEO05-03960
Jahr:	2010
Projekttyp:	Innovationstransfer
Status:	bewilligt
Land:	EL-Griechenland
Marketing Text:	-

Zusammenfassung:

Upskilling is acknowledged as the way forward for banks to measure, increase and maintain their organisational competitiveness. For employees it is an ideal way to become more aware of their competences, boost their employability and make career advancements. Yet, the planning and execution of training is not coupled, let alone integrated with business. This limits its effectiveness and results in considerable delays in the acquisition of urgently needed skills. Overall, existing training services often fail to achieve their full potential and keep up with the pace of business change because:
• training is neither personalised enough nor delivered “on time”
• training organisation is rigid and slow in adapting to change (implemented as a result of a central planning action and attached to formal academic education models and practices)
• competencies management and training remain largely disjoined
• the potential of competences remains practically unexploited in cases when learning resources must be found to address specific competencies deficiencies
• available content sources are not fully exploited despite their potential to improve the quality of learning services
The project aims to improve the effectiveness of learning services and reduce the Time2Competency in the banking sector by introducing a competency-driven framework for aligning business and training, i.e. by introducing business intelligence to learning services and applications. COCAL proposes an innovative methodology for learning management that takes into consideration business objectives so as to make learning fit the actual business needs, which will
• increase the banks’ capacity to deliver “just-in-time”, high quality services, tailored to specific business needs
• allow for the better use of available learning resources and open content repositories
This is expected to reduce the time required for:
• training needs detection, according to emerging business requirements or strategic plans
• the retrieval/development of learning content that is tailored to specific business needs
• upskilling of personnel
Promoting the reshaping of training services around competencies, the project will provide a toolset and a methodology for business-aware content development to cater for the specific needs of the banking sector.
This implies a need for effective competency management linked to training services. The banking sector, is expected to benefit considerably from the development of a solid competence-based learning infrastructure. At the same time this approach will provide VET organisations with a better insight on the training needs of the sector, allowing for the timely provision of targeted training services (custom training “on demand”). The wider adoption of this approach in other business sectors and in the public administration will have a significant impact on the value and effectiveness of VET services at large.

Beschreibung:

The COCAL (“Competency based content acquisition and learning”) project aims to address the upskilling needs of the banking sector, by developing, applying and validating a holistic approach for the combined management of competencies and learning resources. The project’s principal objective is to increase the effectiveness and efficiency of VET services in the sector, namely by:

Projektinformationen

increasing the capacity of vocational training organisations to deliver “just-in-time”, quality services,tailored to the needs of the individual learner.
allowing for the better use of available learning resources and exploiting open content repositories Competencies are pivotal to the COCAL approach for shaping efficient VET services and for increasing Time2Competence.
COCAL will develop a central and commonly used reference model for competencies, as the basis for interoperability between and exchange of competence data, which will be extended to also cover learning content and facilitate competency-based content acquisition and learning. Overall, the project sets to:

improve competency modeling in the banking sector, by better aligning business requirements and competencies
create a competencies framework matching the requirements of the sector
align business roles with people and their learning processes
promote innovative ways for content creation, linked to and driven by competency management and pedagogical approaches
promote the exploitation of open content through competencies-based content federation
link training to performance appraisals. Performance results will serve as indicators of the learning content’s quality.

Themen: *** IKT
*** Lebenslanges Lernen
*** Unternehmen, KMU
*** Weiterbildung
** Anerkennung, Transparenz, Zertifizierung
* Arbeitsmarkt
* Qualität
* Fernlehre
* Berufsorientierung und -beratung

Sektoren: *** Erbringung von Finanz- und Versicherungsdienstleistungen
* Information und Kommunikation
* Erziehung und Unterricht

Produkt Typen: Homepage
Verfahren zur Analyse und Prognose des Berufsbildungsbedarfes
DVD
Transparenz und Zertifizierung
Lehrmaterial
Fernlehre
Beschreibung neuer Berufsprofile
Evaluierungsmethoden
Unterlagen für offenen Unterricht

Produktinformation:

Projektwebseite: http://cocal.dat.demokritos.gr/

Vertragnehmer

Name:	National Centre for Scientific Research Demokritos
Stadt:	Aghia Paraskevi
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Land:	EL-Griechenland
Organisationstyp:	Forschungseinrichtung
Homepage:	http://www.demokritos.gr

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Partner

Partner 1

Name:	Tracoin Quality BV
Stadt:	Numansdorp
Land/Region:	Zuid-Holland
Land:	NL-Niederlande
Organisationstyp:	andere
Homepage:	http://www.tracoin.nl/

Partner 2

Name:	Pireaus Bank Group
Stadt:	Athens
Land/Region:	Attiki
Land:	EL-Griechenland
Organisationstyp:	andere
Homepage:	http://www.piraeusbank.gr/

Partner 3

Name:	information multimedia communication AG
Stadt:	Saarbruecken
Land/Region:	Saarland
Land:	DE-Deutschland
Organisationstyp:	andere
Homepage:	http://www.im-c.de

Projektdateien

cocal-flyer-final.pdf

http://www.adam-europe.eu/prj/8575/prj/cocal-flyer-final.pdf

COCAL project flyer

COCAL-Project-Presentation-Workshop Banking.pdf

http://www.adam-europe.eu/prj/8575/prj/COCAL-Project-Presentation-Workshop%20Banking.pdf

COCAL project workshop presentation
(Banking sector)

Produkte

1 COCAL CA

2 COCAL Methodology for the combined management of competencies and learning resources for the

3 COCAL Website

4 The COCAL showcase

5 COCAL public Workshop in Athens

Produkt 'COCAL CA'

Titel:	COCAL CA
Produkttyp:	Module
Marketing Text:	COCAL is putting forth a holistic socio-technical methodology that combines innovative approaches for business area aware competency profiling for individuals and professional roles, the linking of learning content and competencies. The project also promotes the exploitation of open content: linking content repositories to a competency-driven LCMS. The prototype system includes: 1.Services to annotate learning resources to the competency framework of the organisation 2.Services to store the annotated learning resources in an organisation specific learning resources portfolio(repository 3.Learning resources could be linked to several competency frameworks to allow multiple organisations to use their own competency frameworks. 4.Services to create a specific company profile,that can be used to retrieve learning resources from the learning resource portfolio 5.Matching services to determine the optimum learning resources for a specific competency profile
Beschreibung:	The COCAL prototype system will provide: 1. Services to annotate learning resources to the competency framework of the specific organisation. 2. Services to store the annotated learning resources in an organisation specific learning resources portfolio (repository). 3. Learning resources could be linked to several competency frameworks to allow multiple organisations to use their own competency frameworks. 4. Services to create a specific company profile, that can be used a kind of query for retrieving learning resources from the learning resource portfolio. 5. Matching services to determine the optimum learning resources for a specific competency profile.
Zielgruppe:	banking sector, VET organisations
Resultat:	
Anwendungsbereich:	
Homepage:	http://www.cocal-demo.eu
Produktsprachen:	Englisch

Produkt 'COCAL Methodology for the combined management of competencies and learning resources for the purposes of VET in the banking sector'

Titel:	COCAL Methodology for the combined management of competencies and learning resources for the purposes of VET in the banking sector
Produkttyp:	andere
Marketing Text:	The COCAL Methodology for the combined management of competencies and learning resources for the purposes of VET in the banking sector
Beschreibung:	Methodology for the combined management of competencies and learning resources for the purposes of VET in the banking sector. The definition of a holistic approach for the combined management of competencies and learning resources, is central to the project work. This methodology will allow banks to self-manage their training needs and will enable VET organisations to provide added-value services.
Zielgruppe:	banks and their in house training professionals
Resultat:	
Anwendungsbereich:	organisations
Homepage:	
Produktsprachen:	Englisch

Produkt 'COCAL Website'

Titel:	COCAL Website
Produkttyp:	Homepage
Marketing Text:	
Beschreibung:	The public website of the COCAL project, providing information about the project’s scope, organisation and outcomes. The project’s Website and Teamsite are available at http://cocal.dat.demokritos.gr. The Teamsite is designed for all partners as an overall collaboration space for the project and results. The online collaboration space is accessible via the project’s website and its usage is restricted to project partners. It features WP specific document libraries, calendar, project planning functionalities etc
Zielgruppe:	all
Resultat:	
Anwendungsbereich:	
Homepage:	http://cocal.dat.demokritos.gr
Produktsprachen:	Englisch Griechisch

Produkt 'The COCAL showcase'

Titel:	The COCAL showcase
Produkttyp:	andere
Marketing Text:	The COCAL project has developed a generic showcase, to present the results of the project to the different target groups. Four application scenarios have been identified where the project achievements lead to better learning and business performance: •manage/support changes in business processes •maintain business performance •manage job vacancies (recruiting, internal employee mobility) •support personal development
Beschreibung:	Central to the dissemination work of the COCAL project is the development of a generic showcase, to present the results of the project to the different target groups, building on the experience and validation feedback collected from the project’s pilot users. To this end, COCAL will identify and showcase scenarios where the project achievements lead to better learning performance as well as better business performance
Zielgruppe:	the in-house training professional of banks and other organisations
Resultat:	
Anwendungsbereich:	
Homepage:	
Produktsprachen:	Englisch

Produkt 'COCAL public Workshop in Athens'

Titel:	COCAL public Workshop in Athens
Produkttyp:	andere
Marketing Text:	A Public Conference was organised in Athens(Dec 2012) drawing participants from the banking sector and beyond.The conference, which represented a step-by-step introduction to the COCAL methodology, featured invited experts from business and academia, from Greece and abroad. All speeches were recorded and are available on the project’s website.The conference has attracted attention from various stakeholders (public organisations, higher education institutions, e-Learning industry, individuals etc) and business sectors that were not originally viewed as potential target groups.
Beschreibung:	Central to the project’s transfer strategy has been the organisation of a public conference (Dec 2012) targeting the wider stakeholder community. The conference has attracted attention from various stakeholders (public organisations, higher education institutions, e-Learning industry, individuals etc) and business sectors that were not originally viewed as potential target groups. The conference, which represented a step-by-step introduction to the COCAL methodology, featured invited experts from business and academia, from Greece and abroad. Remote access to this conference was also supported, while all material was recorded and is available to the public through the project’s website. A DVD was also produced.
Zielgruppe:	organisations the VET community the e-learning industry
Resultat:	
Anwendungsbereich:	
Homepage:	
Produktsprachen:	Griechisch

Veranstaltungen

COCAL public Conference (Athens, Greece)

Datum	19.12.2012
Beschreibung	The Conference was titled "Improving the efficiency of Enterprises and Organizations: Continuous Operational Improvement - Competency-based HR Development (Technology & Methodologies)" and was organized in Athens on December 19, 2012 at the premises of the National Documentation Centre (EKT, www.ekt.gr). The conference, which represented a step-by-step introduction to the COCAL methodology, featured invited experts from business and academia, from Greece and abroad. This was deemed necessary also based on the user feedback collected during the first two years of project work. The topics addressed included: •Business Process Management •Competence Management in support of strategic objectives, processes and tasks •Technology-enhanced Competence-based Learning •Exploitation of open content (OER) •Organisation-external factors: Influence of the current economic environment •Best practice cases Significant effort was placed on the promotion of this event among relevant stakeholder networks (business, industry, academia etc). Aim was to reach out to different sectors of the economy, namely: industry (construction, industrial production, pharma industry), insurance sector, publishing, services, ICT sector, energy, Public Administration, Higher Education and Research community. The Hellenic Banking Association (www.hba.gr), the Foundation for Economic & Industrial Research (IOBE, www.iobe.gr), the National Documentation Centre were among the co-organisers of the event. All speeches were recorded and are available to the public through the project’s website (http://cocal.dat.demokritos.gr/en/workshop) and the website of EKT (http://www.ekt.gr/news/events/ekt/2012-12-19/index.html). A DVD was also produced containing the recorder material, for offline dissemination purposes.
Zielgruppe	The conference has attracted attention from various stakeholders (public organisations, higher education institutions, e-Learning industry, individuals etc).This includes Banks, the Hellenic Banking Association, IT Companies, Pharmaceutical industry etc, public organisations, VET providers and policy makers.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	
Zeitpunkt und Ort	Athens, Greece, 19/12/2012

Veranstaltungen

Workshop at Hellenic Banking Association (Athens, Greece)

Datum	27.11.2012
Beschreibung	workshop dedicated to the practical application of the methodology through specific examples relating to the use of competencies to: Support business process reengineering actions ((Business Process Reengineering) Maintain quality / efficiency of business processes Staffing business processes HR professional development In this context and using practical examples, we shall analyze the following steps: Analysis of business processes (Business process analysis) Competencies elicitation (Identification of competencies per job role) Organisation/management of training courses (course catalogue creation) Implementation competencies assessment mechanism (competency assessment infrastructure) The aim is to familiarize the participants with the COCAL methodology, allowing the design and implementation of targeted educational activities to enhance the effectiveness of educational programs on the basis of the real needs of the organisation.
Zielgruppe	Representatives of major Greek banks
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	
Zeitpunkt und Ort	Athens, Greece 27/11/2012

Veranstaltungen

Workshop at COSMOTE (Amarousion, Attiki, Greece)

Datum	27.09.2012
Beschreibung	workshop dedicated to the practical application of the methodology through specific examples relating to the use of competencies to: Support business process reengineering actions ((Business Process Reengineering) Maintain quality / efficiency of business processes Staffing business processes HR professional development In this context and using practical examples, we shall analyze the following steps: Analysis of business processes (Business process analysis) Competencies elicitation (Identification of competencies per job role) Organisation/management of training courses (course catalogue creation) Implementation competencies assessment mechanism (competency assessment infrastructure) The aim is to familiarize the participants with the COCAL methodology, allowing the design and implementation of targeted educational activities to enhance the effectiveness of educational programs on the basis of the real needs of the organisation.
Zielgruppe	Telecom sector
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	
Zeitpunkt und Ort	Amarousion, Attiki, Greece 27/9/2012

Veranstaltungen

Workshop at Vodafone Greece (Chalandri, Attiki, Greece)

Datum	25.09.2012
Beschreibung	workshop dedicated to the practical application of the methodology through specific examples relating to the use of competencies to: Support business process reengineering actions ((Business Process Reengineering) Maintain quality / efficiency of business processes Staffing business processes HR professional development In this context and using practical examples, we shall analyze the following steps: Analysis of business processes (Business process analysis) Competencies elicitation (Identification of competencies per job role) Organisation/management of training courses (course catalogue creation) Implementation competencies assessment mechanism (competency assessment infrastructure) The aim is to familiarize the participants with the COCAL methodology, allowing the design and implementation of targeted educational activities to enhance the effectiveness of educational programs on the basis of the real needs of the organisation.
Zielgruppe	Telecom sector
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	
Zeitpunkt und Ort	Chalandri, Attiki, Greece 25/9/2012

Workshop at Hellenic Banking Association (Athens, Greece)

Datum	11.07.2012
Beschreibung	workshop for the familiarization of executives of Greek banks with the COCAL system and methodology. The agenda included: - Presentation of the COCAL project and methodology - Demonstration of the COCAL CA - Questions & Answers
Zielgruppe	Representatives of major Greek Banks
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	
Zeitpunkt und Ort	Athens, Greece 11/07/2012

Veranstaltungen

Workshop at Piraeus Bank (Athens Greece)

Datum	31.05.2012
Beschreibung	The following issues have been addressed: - Demonstration of the functionalities of new COCAL CA - Training - Implementation of the virtual pilot for PIRAEUS bank in the new CA
Zielgruppe	Banking sector
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	
Zeitpunkt und Ort	Athens, Greece 31/05/2012

Workshop at Piraeus Bank (Athens, Greece)

Datum	14.03.2012
Beschreibung	Purpose of this meeting was to discuss in detail the implementation of the pilot, with the executives of the HR & Training Department of PB. Key aspects of the agenda included: 1. live demonstration of the COCAL CA 2. Review of the content that has already been uploaded to the system referring to the role of Personal Advisor: competencies and training courses 3. Discuss about potential applications of the system in the organization 4. Conclusions regarding the applicability methodology. Investigation of potential adaptation requirements
Zielgruppe	Banking sector
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	
Zeitpunkt und Ort	Athens, Greece 14/03/2012