



*Leonardo da Vinci Thematic Conference*

*“Competences, Learning outcomes, Qualifications:  
Transparency contributing to Employability”*

**Workshop 2**

*Learning outcomes as a basis for credit transfer*

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## SME-Master

Project Reference: **DGEAC call**

Contract Year : 2007

Contractor: **Zentralverband des  
Deutschen Handwerks (ZDH), Germany**





## SME-Master Partners

**Involved in the skilled crafts sector  
Competent bodies (ECVET) : certify the “Master  
Crafts”**

**Zentralverband des Deutschen Handwerks (ZDH), Germany**

**Handwerkskammer Cottbus, Germany**

**Institut für die Berufsbildung in der Wirtschaft (ibw), Austria**

**Assemblée Permanente des Chambres de Métiers (APCM), F**

**Mesterbrevnemnda (Masters of Crafts Norway), Norway**





# Objectives of the Project

- Increase transparency in Master Craftsmen qualification,
- Increase professional and transnational mobility
- Integrate non-formal and informal learning in the certification process
- Promote and develop competence based (learning outcomes oriented) approach
- ECVECT-Compatibility of the “Master Craftsman” Degree





## Beneficiaries of the Project

- Master Craftsmen and women during their training period (IVET, LLL) and once certified
- Employees aiming to create or develop an enterprise
- SMEs and Crafts enterprises
- VET and competent bodies (dissemination and transfer)





## Outcomes of SME Master (expected)

- Recommendations and tools to develop ECVET (learning outcomes / Units / Points) in Master Craftsmen qualification
- Examples of Units (Economic and financial management, Human Resources, Entrepreneurship of SMEs, marketing fo SMEs, Technical : Bakery
- France : Renewal of Mastercraftsman Degree





# Competence Matrix : an example

Competence Area : Economic and financial management				
Sub Areas	Learning outcomes			
<i>budgeting</i>	Operational knowledge and skills linked to <b>economy management</b> . Planning, accounts, results, assessments and analysis. Thorough understanding of the relationship between budgets and accounts as the core of <b>economy management</b>	He/she can provide a financial programme for the liquidity protection of the enterprise and is able to plan investment projects.		
<i>accounting</i>	S/he is familiar with the basic rules of accounting.	S/he is able to carry out company-specific cost accounting.		
<i>financing and investments</i>	He/she is able to control the bases of the investment budgeting and liquidity as well as the ways of financing.	To define and quantify the needs in investment	To evaluate the needs in working capital	To compare the needs and the resources
<i>calculations</i>	Knowledge of the relationship between operational accounts, calculations and result deviations	Produce simple operational accounts		
		S/he is able to calculate product and prize		
<i>controlling and deviation handling</i>	He/she can provide a profit and Loss calculation. He/she can transfer the results of the profit and loss calculation into a balance and draw conclusions out of it.	He/she is able to control the substantial elements of the cost and performance calculation.		
<i>financial statement / audit</i>	S/he is able to read and understand the balance sheet, the accounting ratio and further indication of the company's performance and react accordingly.	S/he is able to deal with relevant forms of financing and their application in everyday business life		





# Contribution to Workshop focus -1

- ECVET for transnational mobility : Importance of building a « **Zone of mutual trust** » at sectoral level : Skilled Crafts Sector





## Contribution to Workshop focus -2

LEARNING OUTCOMES as the most suitable approach to link and match :

- the needs of the Labour Market
- the needs and projects of the enterprises
- the needs, projects and expectations of the individuals





# Challenges ahead

- **Implementation of ECVET on a wider scale**
- **Tailor made Training pathways**
- **Bridging with other systems (ECTS, ...)**

