



13th Knowledge Platform Conference “Higher Education Is About People: How to Ensure an Attractive, Supportive, and Stable Environment for Employees in Higher Education?”

Towards the European Competence Framework for academic staff in higher education

Ieva Serapinaite, B1 - Higher Education
DG EAC, European Commission

University of Maribor
1 September 2025

Policy context



General objectives (1)



Transnational cooperation

Promote,
recognise & value
mobility & deep
transnational
cooperation



Teaching and learning

Promote,
recognise & value
diverse academic
roles



Equality, diversity and wellbeing

Promote attractive
working conditions,
academic freedom,
diversity & gender
equality

General objectives (2)



Revalorise
pedagogical
roles



Develop
lifelong
learning and
training
opportunities



Create
transnational
education
opportunities



Attract talents
from outside
Europe



Build
cooperation
with
employers

Specific objectives

- New [international competence framework](#) for academic staff recognising the multiplicity of tasks and the diversity of career profiles
- Dynamic, inspirational and voluntary tool, [compatible with ResearchComp](#)
- [Concise guidelines](#) on how the new competence framework can be deployed by academics, institutions, employers, etc.

Key elements

- A conceptual model which
 - ❑ builds on the existing [European Competence Framework for researchers \(ResearchComp\)](#) and
 - ❑ draws on other relevant EU or national competence frameworks
 - ❑ aligns with the [European Skills, Competences, and Occupations classification \(ESCO\)](#), if possible
 - ❑ presents a structured system divided into dimensions, competence areas, competences, proficiency levels, etc. to support lifelong learning



Benefits



Academic staff: Improved understanding of the skills sets required for different academic roles and sustainable careers



Higher education institutions: Better recognition of the skills sets needed for diverse career pathways, and in related recruitment, training and appraisal processes



Industries: Increased transparency and awareness among employers in search of highly-skilled talents



Policy makers: Improved opportunities for quality development and targeted systemic initiatives on the national level

Thank you



© European Union 2024

Unless otherwise noted the reuse of this presentation is authorised under the [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/) license. For any use or reproduction of elements that are not owned by the EU, permission may need to be sought directly from the respective right holders.