

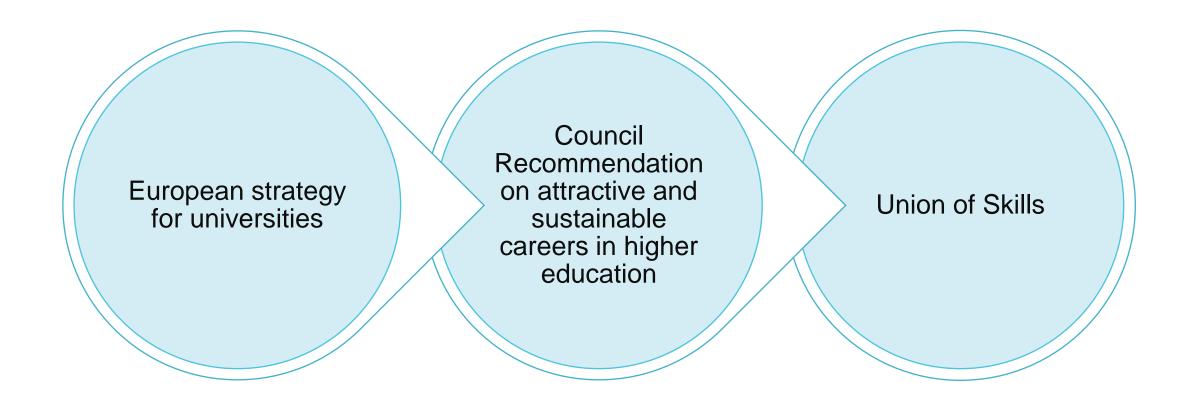
13th Knowledge Platform Conference "Higher Education Is About People: How to Ensure an Attractive, Supportive, and Stable Environment for Employees in Higher Education?"

# Towards the European Competence Framework for academic staff in higher education

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

University of Maribor 1 September 2025

### Policy context





### General objectives (1)





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 <u>European Competence Framework for researchers</u>

(ResearchComp) and

☐ draws on other relevant EU or national competence frameworks

□ aligns with the <u>European Skills, Competences, and Occupations</u> <u>classification (ESCO)</u>, 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 <u>CC BY 4.0</u> 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.

