

ComProFITS stands for
"Competence Profiling
Framework for IT Sector
in Spain"

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Fruitfull kick-off meeting
was held in Siegen. The
start point for
proceeding further!

The history of ComProFITS

ComProFITS stands for "Competence Profiling Framework for IT Sector in Spain". It is a Transfer of Innovation (ToI) transfer project in the context of the Leonardo da Vinci call as a part of EU-Programme of Lifelong Learning (LLP). ComProFITS project aims at the effective selection of professionals for IT sector in Spain by its standardized competence pyramid developed in the former funded CoMaVet project (Competence Management in the European VET Sector). Through interviews and productive requirement analysis meetings with end users of the system in Spain, the project will collect job knowledge and develop the reference and adaptive competence model for IT companies. The project has been initiated in October 2013 and will run for 2 years.

The Institute of Knowledge Based Systems and Knowledge Management (KBS & KM) at the University of Siegen (USIEGEN), Germany originated the basic idea of the project and established the ComProFITS consortium including, Palle Damkjaer Consult ApS (PDC), Aristotle University of Thessaloniki (AUTH) and Fundación Tecnalia Research & Innovation (Tecnalia) respectively from Denmark, Greece and Spain.

The project proposal was submitted by USIEGEN on 31st January 2013 to *Nationale Agentur Bildung für Europa beim Bundesinstitut für Berufsbildung* (NA-BiBB) in Germany. USIEGEN received the acceptance message from NA-BiBB on 8 June 2013 with an average score of 90 out of 100.

The ComProFITS website has been launched

On 20 October 2013, the official project website was launched in 4 partnership languages. This media reflects the project dissemination activities and consists of the project results and outcomes such as Poster, Leaflet, Newsletters and Presentations in English, German, Danish, Greek and Spanish.

Project website consists of the project description, information about project partners, news and events. Some of project related presentations can also be downloaded from the project website. The list and description of associated partners will also be published on the website.

Please follow us on Twitter or join our LinkedIn group to get the latest information about the project.

Kick-off event in Bonn

The KBS & KM Institute at the University of Siegen as a coordinator of the project was invited to take part in the "LEONARDO DA VINCI Transfer of Innovation Kick-off event for new promoters" on Wednesday, 9 October 2013. The event was organized by *Nationale Agentur Bildung für Europa beim Bundesinstitut für Berufsbildung* (NA-BiBB).

Kick-off meeting in Siegen

The ComProFITS Kick-off meeting was held in Siegen on 28 and 29 October 2013 by USIEGEN. All the project partners attended the meeting. At the beginning of the meeting all partners introduced themselves and became acquainted with each others. During the meeting, all work packages, deliverables and deadlines were reviewed and discussed in details. Everybody agreed that the meeting was fruitful and a good starting point.



Fig. 1: Kick-off meeting in Siegen, 28-29 October, 2013
From left: Fazel Ansari, Birthe Jægerum, Miguel Loixate, Lefteris Angelis, Palle Damkjær, Mahdi Bohlouli, Madjid Fathi, Marjan Khobreh

ComProFITS in local newspapers "Siegener Zeitung"

During 28.10. and 29.10.2013, all participants of the ComProFITS met at the University of Siegen for the kick-off meeting. The participants were: Palle Damkjær Consult ApS (Aalborg, Denmark), Aristotle University of Thessaloniki (Thessaloniki, Greece), Fundacion Tecnalia Research & Innovation (San Sebastian, Spain) and the University of Siegen. The Institute of KBS&KM holds the coordination of the project.



Fig 2. ComProFITS in local newspapers "Siegener Zeitung", 16 November 2013, Page 46

Article in Querschnitt

Furthermore, the internal newspaper of University of Siegen "Querschnitt" published an article about ComProFITS. There it is mentioned that the end product of ComProFITS will be a web-based application which facilitates the Human Resource department in the effective selection of IT-professionals. The full edition of the article is downloadable at

http://www.uni-siegen.de/presse/publikationen/querschnitt/archiv/2013/quer_6_13_web.pdf

Requirements interview meeting in San Sebastian (Spain)

PDC made two days full time visit to Tecnalia's headquarters in San Sebastian (in the north of Spain) on 28-29th of January, 2014. The aim of the meeting was to better know-how organizational aspects work in Tecnalia, with special attention to the tasks and policies the Human Resource Management

department of Tecnia are applied in terms of definition of people and job competences, career paths, current handling of recruitment processes, etc.

The meeting followed an interview based structured methodology with the participation of two corporate people from the HRM department of Tecnia, who showed a very open and proactive attitude during the meeting, also trying to extrapolate Tecnia's viewpoint to the Spanish IT sector. Open space was left also for a fruitful discussion about the current situation of Tecnia and future plans of the Human Resource Management area, which delivered tons of interesting info and details to properly complete the Requirement Analysis phase taken place right now, which is the baseline for the ComProfITS system to be built.



*Fig 3. Requirements interview meeting in San Sebastian (Spain)
From left: Miguel Loitxate, Palle Damkjær*

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