

### Certification of vocational competences

The complexity of business and the increasing amount of dynamics in all processes in the managing and controlling of businesses needs high levels of requirements from the company executives. Management and professional competencies are typical competence examples which have been gained through non-formal and informal learning and have to be replaced through targeted participation in formal education courses. Certificates or documents are only available for formal learning whereas the majority of management competencies and professional competencies are effective in vocational further education. For a business the existing employee's competencies are difficult to estimate because there is a blurring of targeted Human Resource development and staffing in the area of skilled personnel and executives which exists. A difficult situation exists for the company's successor when the technical or industrial knowledge of the executives can be estimated correctly but it is not possible to provide evidence for these leadership competencies. The EU-Project „CEMES“ developed a system of European certificates for management skills and a corresponding examination process. CEMES means:

**C**  
ompetence

**E**  
valuation

**M**  
ethod for

**E**  
uropean

**S**  
pecialists. This project was awarded with the Helsinki-Award 2006 in the category Transparency and Recognition of Knowledge by the European Commission.