

Competency Framework for ERDF and Cohesion Fund

The Competency Framework includes competencies needed by administrations managing or implementing the ERDF/Cohesion Fund



Self-Assessment Tool

The self-assessment tool identifies competency development needs



The employee assesses his/her competencies



The supervisor provides his/her assessment



The employee and his/her supervisor discuss the assessment results



An individual assessment report is generated



The results of individual assessments are aggregated

Competency Development Strategy



The aggregated results from the self-assessments can be used to develop a competency development strategy, i.e. a Learning and Development Plan with concrete actions.



There are a number of tools already developed by the European Commission that can be integrated in the plan, for example:

- Trainings and seminars on Cohesion Policy 2014–2020 for EU Member State Experts
- TAIEX-REGIO PEER 2 PEER for organizing exchanges of experience between administrations
- Transnational learning networks