

## WEDNESDAY, OCTOBER 19

**09:00-10:30hrs**      **Registration** in the lobby of Forum  
*On site payment available*

**10:30-12:00hrs**      **Parallel Session I** in rooms C217, C221, C214, C218, C317, C314, C521 in Forum

### I.1 Symposium

**Session title:** Introduction of competence approach in the reform of school-based initial vet-systems: Challenges, Pitfalls, Impacts

**Date/time/place:** Wednesday October 19, 10:30-12:00hrs; Room C217

**Chair(s):** Vidmantas Tütlys

**Papers:**

- Introduction of competence-based approaches in the reform of school-based initial VET systems: issues for research  
*Jonathan Winterton*
- Challenges in understanding and measuring competencies in the school-based VET systems  
*Samo Pavlin, Vidmantas Tütlys*
- Impact of the competence approach to the reforms of the initial VET system in Italy and Lithuania  
*Giuseppe Tacconi, Vidmantas Tütlys*

**Discussant:** Jonathan Winterton

### I.2 Paper session

**Session title:** Competence theory, management and leadership

**Date/time/place:** Wednesday October 19, 10:30-12:00hrs; Room C221

**Chair(s):** Yvette Baggen

**Papers:**

- Improving Leadership Competencies and Performances with a Microteaching Approach  
*Andreas Rupp*
- Beyond a new language for competence: a discussion on how to implement the idea of competence  
*Giuditta Alessandrini, Claudio Pignalberi, Valerio Massimo Marcone*

### I.3 Symposium

**Session title:** Getting a Grip on Boundary Crossing Learning

**Date/time/place:** Wednesday October 19, 10:30-12:00hrs; Room C214

**Chair(s):** Carla Oonk

**Papers:**

- Learning across boundaries during the design and implementation of a hybrid learning configuration  
*Petra Cremers*
- Stimulating students' boundary crossing learning in the multi-stakeholder Regional Learning Environment  
*Carla Oonk, Judith Gulikers*
- Teaching and learning reflexivity in problem-oriented inter- and transdisciplinary research  
*Karen Fortuin, Kris van Koppen*

**Discussant:** Ilya Zitter

## I.4 Symposium

**Session title:** Changing the paradigm of Master's admission in Europe

**Date/time/place:** Wednesday October 19, 10:30-12:00hrs; Room C218

**Chair(s):** Kees Kouwenaar

**Papers:**

- Development and testing of competency-based admission  
*Kees Kouwenaar*
- Evidence base of master's admission: facts and perceptions on master's admission for internal, domestic and international applicants  
*Irina Ferencz*
- Developing tools to support Master's admission for a diverse classroom in the Lithuanian Higher Education system  
*Inez Meurs*
- Case study Vrije Universiteit Amsterdam  
*Adrian Verkleij*

**Discussant:** Kees Kouwenaar

## I.5 Symposium

**Session title:** Computer-Based Assessment of Transversal Competences: The Case of Problem Solving Competence

**Date/time/place:** Wednesday October 19, 10:30-12:00hrs; Room C317

**Chair(s):** Christoph Niepel

**Papers:**

- Computer based Assessment [CBA]: An appropriate approach to measure professional problem-solving competence for the occupation of electronics technicians for automation technology [ETAT]?  
*Felix Walker, Nico Link, Stephan Abele, Reinhold Nickolaus*
- Do the constructs complex problem solving, comprehension skill, technological knowledge and general cognitive ability explain task success in a performance-based ICT skills test?  
*Lena Engelhardt, Johannes Naumann, Frank Goldhammer, Andreas Frey, Katja Hartig, Holger Horz, Kathrin Kuchta, S. Franziska C. Wenzel*
- The role of ICT usage in problem solving achievement: Findings from the PISA 2012 data  
*Maša Pavlović, Christoph Niepel, Samuel Greiff*

**Discussant:** Christoph Niepel

## I.6 Symposium

**Session title:** Fostering Argumentation Competence in Higher Education

**Date/time/place:** Wednesday October 19, 10:30-12:00hrs; Room C314

**Chair(s):** Omid Noroozi

**Papers:**

- Effects of Computer-Supported Argumentation Scripts on Students domain specific knowledge gain and attitudinal change  
*Omid Noroozi, Hans Tramper*
- Enhancing the Quality of Argumentation in National and International Food Law through Argumentation-Based Computer-Supported Collaborative Learning (ABCSCCL)  
*Kai Purnhagen, Omid Noroozi*
- Examining the Impact of Modern Teaching Methods in Creating Argumentation Competency among Entrepreneurship Students  
*Khoshghadam Khaledi, Mohammad Chizari*

**Discussant:** Harm Biemans

## I.7 Symposium

**Session title:** Encouragement of sustainable behaviour in school and work settings

**Date/time/place:** Wednesday October 19, 10:30-12:00hrs; Room C521

**Chair(s):** Vincent Blok

**Papers:**

- To increase employees' PEB both the management and organisational level should be put in place  
*Renate Wesselink, Vincent Blok, Jenno Ringersma*
- Encouraging Students Pro Environmental Behaviour  
*Piety Runhaar, Klaartje Wagenaar, Renate Wesselink*
- Integrating sustainability in education: stimulating active involvement of stakeholders for an integrated vision on sustainability in vocational education  
*Anne Remmerswaal, Renate Wesselink, Arjen Wals*

**Discussant:** Renate Wesselink

- 12:00-12:45hrs**      **Lunch** in Grand Café Forum  
*Registration and on site payment available during lunch in the lobby of Forum*
- 12:45-14:15hrs**      **Opening of the conference** in room C222 in Forum
- Mr. Geert van Rumund, Mayor of Wageningen  
'Welcome to Wageningen'
- Prof. dr. Arthur Mol, Rector Magnificus of Wageningen University  
'Welcome to Wageningen University'
- Prof. dr. Martin Mulder, Conference chair  
'The theme and programme of Competence2016'
- Keynote address**  
Mrs. Yvette van Wagendonk, Korn Ferry Hay Group  
'Competence development and performance improvement'
- 14:15-14:30hrs**      **Break** in front of room C222 in Forum
- 14:30-16:00hrs**      **Parallel session II** in rooms C217, C221, C317, C314, C521 in Forum

## II.1 Symposium

**Session title:** Competence in crisis

**Date/time/place:** Wednesday October 19, 14:30-16:00hrs; Room C217

**Chair(s):** Jonathan Winterton

**Papers:**

- Restructuring and the crisis of competence  
*Jonathan Winterton*
- Skills mismatches across the European Union  
*Samo Pavlin, Ivan Svetlik*
- Skilled migration in the European Union  
*Vidmantas Tutlys, Jonathan Winterton*
- Skills implications of migration and irregular labour in ASEAN  
*Kenneth Cafferkey, Tony Dundon, Jonathan Winterton*

**Discussant:** Michael Gessler

## II.2 Paper session

**Session title:** Training, Development and Portfolios

**Date/time/place:** Wednesday October 19, 14:30-16:00hrs; Room C221

**Chair(s):** Thomas Lans

**Papers:**

- Investigating Instructional Design Competencies in a Fast-paced Changing Environment  
*William J. Rothwell, Aileen Zaballero, Tataleni Asino, Jessica Briskin, Kristopher Newbauer*
- Does training improve skill match?  
*Francesca Sgobbi*
- The influence of values on competency models in the profession of Training and Development  
*Saul Carliner*
- Social Competences as Part of the Professional Competence Portfolio and its Implementation in Practical Surroundings by the Example of Medical Assistants  
*Tanja Tschöpe, Moana Monnier, Agnes Dietzen*

## II.5 Paper Session

**Session title:** Competence assessment and measurement

**Date/time/place:** Wednesday October 19, 14:30-16:00hrs; Room C317

**Chair(s):** Glen Shinn

**Papers:**

- Competence assessment in early vocational orientation  
*Carolin Kunert*
- The PIAAC Italy survey  
*Fabio Roma, Gabriella Di Francesco*
- Soft skills as most significant predictor of getting job: Evidence from using new measurement tool  
*Jiri Balcar, Lenka Filipova*

## II.6 Symposium

**Session title:** Fostering 21st Century Skills in Higher Education

**Date/time/place:** Wednesday October 19, 14:30-16:00hrs; Room C314

**Chair(s):** Omid Noroozi

**Papers:**

- Becoming Globally Competent through Student Mobility  
*Dine Brinkman, Vitaliy Popov*
- The effects of First-Order And Second-Order Scaffolding on Computer-Supported Collaborative Argumentation: A Systematic Review  
*Anahuac Valero Haro, Omid Noroozi, Harm Biemans*
- Towards a Set of Design Principles for Developing Oral Presentation Competence in Higher Education  
*Stan van Ginkel, Judith Gulikers, Harm Biemans, Martin Mulder*

**Discussant:** Stan van Ginkel

## II.7 Symposium

**Session title:** Competence, sustainable development and higher education

**Date/time/place:** Wednesday October 19, 14:30-16:00hrs; Room C521

**Chair(s):** Renate Wesselink

**Papers:**

- Design principles for Living Lab's aiming at sustainable development: The role of higher education in Living Lab's  
*Loes Witteveen, Rik Eweg, Toine Smits, Wiepke Voskamp-Harkema*
- Higher Education and Competence for Responsible Research and Innovation (RRI): Towards a Research Agenda  
*Valentina Tassone, Hansje Eppink, Vincent Blok, Renate Wesselink*
- Competencies for interdisciplinary teamwork in agroecology: Norway and India  
*Anna Marie Nicolaysen, Parthiba Basu, Geir Hofgaard Lieblein, Anshuman Das, Tor Arvid Breland, Barbara Smith,*

**16:00-16:30hrs**                      **Break** in front of room C222 in Forum

**16:30-18:00hrs**                      **Parallel session III** in rooms C217, C221, C214, C218, C317, C314, C521 in Forum

## III.1 Paper session

**Session title:** Developments in Competence-based Agricultural Education and Extension

**Date/time/place:** Wednesday October 19, 16:30-18:00hrs; Room C217

**Chair(s):** Thomas Lans

**Papers:**

- Conceptualizing Bachelor's Degree Agricultural Education Curricula for 2050  
*Glen Shinn, Gary Briers, David Knauft, Maria Navarro*
- Design of a competency based learning (CBL) curriculum for Agricultural Training Institutes (ATIs) in South Africa: A Community of Learning and Action (COLA) approach  
*Bernd Lutge, Petronella Chaminuka, Juan Ceballos  
Charles Andrew Francis, Edvin Ostergaard*
- Agricultural Extension Professionals' Perceptions of Core Competencies in Nepal  
*Ramjee Ghimire, Murari Suvedi*

### III.2 Paper session

**Session title:** Competence, performance, commitment and pay  
**Date/time/place:** Wednesday October 19, 16:30-18:00hrs; Room C221  
**Chair(s):** Hildert Zoethout

**Papers:**

- Competencies, Job knowledge, Personality and Performance  
*Rendel de Jong, Charlotte Koppen de Neve, Paul Boer*
- Supporting Temporary Agency Workers' affective commitments: exploring the role of expected and fulfilled opportunities for competence development  
*Nienke Woldman, Piety Runhaar, Renate Wesselink*
- Soft-skills and labour market outcomes: the case of young French graduates  
*Ines Albandea, Jean-Francois Giret*
- Gaps between actual and preferred career paths among professional employees  
*Michal Biron, Ravit Eshed*

### III.3 Paper session

**Session title:** Learning environments at the boundaries between work and education  
**Date/time/place:** Wednesday October 19, 16:30-18:00hrs; Room C214  
**Chair(s):** Loek Nieuwenhuis

**Papers:**

- Education at the boundary of school and work: a typology of learning environments in vocational education  
*Erica Bouw, Ilya Zitter, Elly de Bruijn*
- Investigating perceptions of learning environments and apprenticeship in the Finnish context  
*Heta Rintala, Petri Nokelainen, Laura Pylväs*
- Workplace learning in competence-based TVET  
*Loek Nieuwenhuis*

### III.4 Symposium

**Session title:** Mind the Gap! From competence based measurement to competence based teaching  
**Date/time/place:** Wednesday October 19, 16:30-18:00hrs; Room C218  
**Chair(s):** Geoff Hayward

**Papers:**

- Back to work bridging the gap between input and output  
*Peter Sloane*
- Competence Development - From mind the gaps to mind the steps  
*Bernadette Dilger*
- Competence in England and the legacy of NVQs  
*Geoff Hayward*

**Discussant:** Hubert Ertl

### III.5 Paper session

**Session title:** Competence assessment and measurement continued  
**Date/time/place:** Wednesday October 19, 16:30-18:00hrs; Room C317  
**Chair(s):** Machiel Bouwmans

**Papers:**

- Structure modelling and achievement scales for electronics technicians' knowledge at the end of vocational training  
*Leo van Waveren*
- Self-perceptions of the match between acquired and required competences and their antecedents  
*Jan Nijhuis*

### III.6 Symposium

**Session title:** Fostering Oral Presentation Competence in Higher Education  
**Date/time/place:** Wednesday October 19, 16:30-18:00hrs; Room C314  
**Chair(s):** Stan van Ginkel

**Papers:**

- Fostering Oral Presentation Performance: Does the Quality of Feedback Differ When Provided by the Teacher, Peers or Peers Guided by Tutor?  
*Stan van Ginkel, Judith Gulikers, Harm Biemans*
- Practice and improve using the Presentation Trainer  
*Jan Schneider, Dirk Börner, Peter van Rosmalen*
- A Multimodal System For Public Speaking Anxiety: A Positive Computing Perspective  
*Fiona Dermody, Alistair Sutherland*

**Discussant:** Stan van Ginkel

### III.7 Symposium

**Session title:** Designing higher education learning environments to develop key competencies for sustainability

**Date/time/place:** Wednesday October 19, 16:30-18:00hrs; Room C521

**Chair(s):** Petra Cremers

**Papers:**

- Methods for relating multi-stakeholder learning and science knowledge in transdisciplinary processes  
*Roland Scholz, Gerald Steiner*
- Designing Learning Environments for Transboundary Competence as a Key Competence in Higher Education for Sustainable Development  
*Joop de Kraker*
- Shaping a mode 2 concept of university education to tackle real life problems  
*Ulrike Gelbmann, Anton Peskoller*
- The role of preconceptions of sustainable development for perceived professional relevance and the development of inter- and transdisciplinary competencies among first year students  
*Anna Sundermann, Daniel Fischer*

**Discussant:** Karen Fortuin

**18:00-19:30hrs**            **Conference Reception** in Grand Café Forum

## THURSDAY, OCTOBER 20

**08:00-09:00hrs**            **Registration** in lobby of Forum  
*On site payment available*

**09:00-10:30hrs**            **Parallel session IV** in rooms C221, C213, C226, C318, C317, C314, C521 in Forum

### IV.1 Paper session

**Session title:** Competence-based education: legislation, realisation and effects

**Date/time/place:** Thursday October 20, 09:00-10:30hrs; Room C221

**Chair(s):** Harm Biemans

**Papers:**

- Federal Legislation and the Potential Impact on Competency-based Education in the U.S.  
*Kirby Barrick*
- Realization of Competence-based Education and Training: Teachers', Students' and Graduates' Perspectives  
*Getachew Habtamu Solomon, Renate Wesselink, Omid Noroozi*
- Exploring Connections of Teacher Interpersonal Behaviour, Student Motivation and Competency Level  
*Zainun Misbah, Judith Gulikers, Wahyu Widiharso, Martin Mulder*

### IV.2 Symposium

**Session title:** Human Resource Management in schools. Exploring its potential for enhancing teachers' competence, motivation and opportunities to perform

**Date/time/place:** Thursday October 20, 09:00-10:30hrs; Room C213

**Chair(s):** Piety Runhaar

**Papers:**

- Beyond induction; a comprehensive view on novice teachers' induction in Dutch secondary education  
*Piety Runhaar, Judith Gulikers, Renate Wesselink*
- Linking principals configuration of a bundle of HR practices for new teachers to teacher outcomes  
*Eva Vekeman, Geert Devos*
- Teacher assignment in secondary education: a mixed method study  
*Melissa Tuytens, Geert Devos*
- Explaining teachers' career competence. Exploring the roles of teachers  
*Piety Runhaar, Marjan Vermeulen, Evelien Loeffen*

**Discussant:** Ton Bruining

### IV.3 Symposium

**Session title:** Competence development for inter- and transdisciplinary research

**Date/time/place:** Thursday October 20, 09:00-10:30hrs; Room C226

**Chair(s):** Carla Oonk

**Papers:**

- Inquiry based research in action  
*Marjolein Zweekhorst, Wanda Konijn*
- Learning to design for the unknown: educational designing in an undergraduate transdisciplinary setting  
*Tanja Golja*
- What are universities for? - Integrative Design-Based Inquiry as one possible answer  
*Binbin Pearce, Christian Pohl*

**Discussant:** Joop de Kraker

### IV.4 Symposium

**Session title:** Formative assessment with effect

**Date/time/place:** Thursday October 20, 09:00-10:30hrs; Room C318

**Chair(s):** Judith Gulikers

**Papers:**

- What are methods and conditions of formative assessment that are effective for learning? A review study *Dominique Sluijsmans, D. Joosten-ten Brinke, Cees van der Vleuten*
- A systematic review of prerequisites for implementing formative assessment in classroom practice  
*Kim Schildkamp, Wilma Kippers, Fabienne van der Kleij, Maaïke Heitink, Inge Hoogland, Anne Dijkstra, Bernard Veldkamp*
- Teachers' formative assessment practices in the classroom with effects on students  
*Judith Gulikers, Liesbeth Baartman*

**Discussant:** t.b.a.

### IV.5 Paper session

**Session title:** Professional competence in finance and health

**Date/time/place:** Thursday October 20, 09:00-10:30hrs; Room C317

**Chair(s):** James Lindner

**Papers:**

- Financial Literacy: A fuzzy construct. A comparison and evaluation of the conceptualisations and measurement models in the financial domain  
*Sabrina Patitz, Marina Haves, Thomas Retzmann*
- A Comparison of Defining Nursing Competence in Europe and the United States  
*Jessica Shearer, Johanna Lasonen, Riitta Meretoja*
- The Influence of Emotional and Social Competencies on Collaboration in Cross-Cultural Healthcare Settings  
*Aileen Zaballero, William J. Rothwell*

### IV.6 Symposium

**Session title:** Entrepreneurship Education with Impact: Learning from European Experiences

**Date/time/place:** Thursday October 20, 09:00-10:30hrs; Room C314

**Chair(s):** Marge Täks, Marco van Gelderen

**Papers:**

- The impact of entrepreneurial competency training  
*Marco van Gelderen*
- The effects of education for and through entrepreneurship: Different approaches, different outcomes  
*Kåre Moberg, Pernille Berg*
- Development and Application of the Opportunity Identification Competence Assessment Test (OICAT) in Higher Education  
*Yvette Baggen, Ana Naia*
- The influence of learning orientation and context on market orientation of small holding farmers  
*Emilio Pindado, Thomas Lans*

**Discussant:** Marge Täks

## IV.7 Symposium

**Session title:** Transition thinking Planet, People, Profit and related competence

**Date/time/place:** Thursday October 20, 09:00-10:30hrs; Room C521

**Chair(s):** Frank de Jong

**Papers:**

- Transitioning toward healthier dietary patterns  
*Esther Nederhof*
- Competence for transformative business: The role of new business models in the agricultural transition  
*PJ Beers, Erwin Bouwmans*
- Valorisation of food waste in different stages of the food production value chain  
*Koen Dittrich, Geert Sol, Maud Smits, Mandy van Vught*
- Responsive and responsible education: eco-semiotic learning competence  
*Frank de Jong*

**Discussant:** Niek van den Berg

**10:30-11:00hrs**            **Break** in front of room C222 in Forum

**11:00-12:00hrs**            **Keynote address** in room C222 in Forum

Prof. dr. Reinhold Weiss, Federal Institute for Vocational Education and Training (BIBB), Deputy President and Head of the Research, Bonn, Germany  
'Status of competence research in Germany: approaches – results'

**12:00-13:00hrs**            **Lunch** in Grand Café Forum  
*Registration and on site payment available during lunch*

**13:00-14:30hrs**            **Parallel session V** in rooms C221, C213, C214, C218, C317, C314, C521 in Forum

## V.1 Symposium

**Session title:** The Scope and Practice of the so-called Occupational Sciences: An updated VET Science or just a work- and competence-based Research Methodology?

**Date/time/place:** Thursday October 20, 13:00-14:30hrs; Room C221

**Organizer(s):** Ludger Deitmer, Michael Gessler, Lars Heinemann

**Papers:**

- The Scope of Research  
*Ludger Deitmer*
- The Practice of OC-Research  
*Michael Gessler*
- Discussion: Science or Methodology?  
*Ludger Deitmer, Michael Gessler, Lars Heinemann*

**Discussant:** Jonathan Winterton

## V.2 Symposium

**Session title:** Team learning in the context of teacher teams

**Date/time/place:** Thursday October 20, 13:00-14:30hrs; Room C213

**Chair(s):** Hildert Zoethout

**Papers:**

- Team learning in teacher teams: a systematic review  
*Eva Kunst, Marianne van Woerkom, Hildert Zoethout, Rob Poell*
- Using transactivity as an analytical framework to understand quality of team learning  
*Hildert Zoethout, Renate Wesselink, Piety Runhaar, Martin Mulder*
- The development of distributed leadership through top-down and bottom-up processes  
*Machiel Bouwmans, Piety Runhaar, Renate Wesselink, Martin Mulder*

**Discussant:** Elly de Bruijn, Ton Bruining



### V.3 Paper session

**Session title:** Knowledge, Competence Development and Excellence in Higher Education

**Date/time/place:** Thursday October 20, 13:00-14:30hrs; Room C226

**Chair(s):** Stan van Ginkel

**Papers:**

- A unified model of knowledge bases for subject-matter competence in bachelor degree programmes of technical teachers  
*Kees-Jan van Dorp, Fons Dehing*
- Whole task instruction as the key to effective competence-oriented learning arrangements  
*Iwan Wopereis, Jimmy Frerejean, Saskia Brand-Gruwel*
- Competency Development in Higher Education through Intentional Change Theory and Problem Based Learning: An example from a Spanish Law School  
*Basak Canboy, Joan Manuel Batista-Foguet*
- Professional excellence: defining learning outcomes for honours higher education  
*Melissa Oudshoorn-Fuller, Patricia Robbe, Marca C.V. Wolfensberger*

### V.4 Symposium

**Session title:** Innovative approaches to modelling and measuring teachers' competence

**Date/time/place:** Thursday October 20, 13:00-14:30hrs; Room C318

**Chair(s):** Judith Gulikers

**Papers:**

- Swiss Commercial VET Teachers content and pedagogical content knowledge  
*Doreen Holtsch, Franz Eberle*
- Assessing Subject-Specific Competencies in Teacher Education in Mathematics and Economics  
*Christiane Kuhn, Olga Zlatkin-Troitschanskaia, Hannes Saas, Sebastian Brückner*
- Important decisions demand cognitive effort: Teachers flexible choice of information processing after changing the accountability of decision situations  
*Sabine Krolak-Schwerdt, Thomas Hörstermann, Sabine Glock, Ines Böhmer, Cornelia Gräsel*
- Does Comparative Judgement result in valid scores/rank orders? Evidence from CJ research on argumentative writing and mathematical problem solving  
*Marije Lesterhuis, Kristof Vermeiren, Sven de Maeyer, Liesje Coertjens, Maarten Goossens, San Verhavert*

**Discussant:** Agnes Dietzen

### V.5 Symposium

**Session title:** Authenticity and competence assessment

**Date/time/place:** Thursday October 20, 13:00-14:30hrs; Room C317

**Chair(s):** Frank Achtenhagen, Susanne Weber

**Papers:**

- Authenticity and competence assessment  
*Frank Achtenhagen*
- Regarding the Validity of Competence Based Assessments – Conceptualizations and Examples of Application  
*Viola Klotz, Esther Winther, Julia Sangmeister*
- Model-based authentic assessment of trainees' intrapreneurship competence  
*Susanne Weber, Sandra Bley, Michaela Wiethe-Körprich, Christine Kreuzer*
- Authenticity and Efficiency in Assessing Domain-Specific Problem-Solving Competence—Conflicting Goals in Large Scale Assessments?  
*Andreas Rausch, Kristina Kögler*

**Discussant:** Susanne Weber

### V.6 Paper session

**Session title:** Emotional, social, critical thinking, complex problem solving and creativity competence

**Date/time/place:** Thursday October 20, 13:00-14:30hrs; Room C314

**Chair(s):** Michiel Hupkes

**Papers:**

- Reconstructing actors perspectives as additional data source within current diagnostic procedures of social competencies in VET  
*Burkhard Vollmers, Werner Kuhlmeier*
- Development of vocational expertise in Finnish apprenticeship training: The actors' point of view  
*Laura Pylväs, Petri Nokelainen*
- Critical Thinking Competence: If We Build it Will they Learn  
*James Lindner, Amy Harder, Nicole Stedman, Robert Strong, Grady Roberts, Kim Dooley, Christopher Stipling, Lisa Lundy*
- Unleashing the creative potential of VET students  
*Antje Barabasch*

## V.7 Symposium

**Session title:** Sustainability at a micro level

**Date/time/place:** Thursday October 20, 13:00-14:30hrs; Room C521

**Chair(s):** Renate Wesselink

**Papers:**

- Leadership and the Creation of CSR  
*André Nijhof*
- Developing Corporate Social Responsibility Competence: Considering the Roles of Learning Goal Orientation and Psychological Learning Climate  
*Eghe Osagie, Renate Wesselink, Piety Runhaar, Martin Mulder*
- The role of moral decision making in recognizing opportunities for sustainable entrepreneurship  
*Lisa Ploum, Vincent Blok, Thomas Lans, Onno Omta*

**Discussant:** Marco Rieckmann?

- 14:30-15:00hrs**            **Break** in front of room C222 in Forum
- 15:00-16:00hrs**            **Transit to Aula for Public farewell address Prof. Dr. Martin Mulder**  
*By bus or on your own – free transit by bus is arranged*
- 16:00-17:00hrs**            **Public farewell address Prof. Dr. Martin Mulder** at Aula Wageningen University  
  
Prof. Dr. Martin Mulder  
'Education and Competence Studies – a Review and Perspective for the Future'
- 17:00-18:30hrs**            **Public Reception** at Hotel De Wereld (next to Aula)
- 18:30-19:30hrs**            **Transit to Hotel De Wageningsche Berg**  
*By bus or on your own – free transit by bus is arranged*
- 20:00-22:30hrs**            **Conference Dinner** at Hotel De Wageningsche Berg  
*Additional fee applies*
- 23:00-23:30hrs**            **Transit to Conference hotels Hof van Wageningen**  
*By bus or on your own – free transit by bus is arranged*

## FRIDAY, OCTOBER 21

- 08:00-09:00hrs**            **Registration** in lobby of Orion  
*On site payment available*
- 09:00-10:30hrs**            **Parallel session VI** in rooms C3034, C3015, C4014, C3030, C4016, C4030 in Orion

## VI.1 Paper session

**Session title:** Linking Competence-based vocational and higher education

**Date/time/place:** Friday October 21, 09:00-10:30hrs; Room C3034

**Chair(s):** Harm Biemans

**Papers:**

- Compatible competence orientation of higher and vocational education? Conceptual considerations and insights for education development  
*Volker Rein*
- Promoting Students' Transitions to Higher Vocational Education  
*Harm Biemans, Hans Mariën, Erik Fleur, Hilde Tobi, Loek Nieuwenhuis, Piety Runhaar*

## VI.2 Symposium

**Session title:** Competence in crossing sociocultural boundaries

**Date/time/place:** Friday October 21, 09:00-10:30hrs; Room C3015

**Chair(s):** Frank de Jong

**Papers:**

- Boundary practices of educators and researchers collaborating on professional issues  
*Niek van den Berg*
- Cross-cultural competence as a basis for intercultural communication in the classroom  
*Toon van der Ven*
- Competence development of internationally mobile students  
*Hans Corten, Frank de Jong, Rolf van der Velden*
- Developing research behavior competence by crossing school and business borders  
*Frank de Jong*

**Discussant:** Renate Wesselink

## VI.3 Paper session

**Session title:** Competence theory and implementation

**Date/time/place:** Friday October 21, 09:00-10:30hrs; Room C4014

**Chair(s):** Kirby Barrick

**Papers:**

- Searching for a theoretical framework: the role of the experienced meaningfulness and personal growth needs in competence development  
*Rainer Hensel*
- Effects of a Digital Guided Peer Feedback on Students argumentation competence learning and satisfaction  
*Omid Noroozi, Javad Hatami*
- Video for Data Collection; Exploring the development of a visual research competence  
*Angela Pachuau, Loes Witteveen*

## VI.5 Paper session

**Session title:** Competence frameworks for professional development in extension

**Date/time/place:** Friday October 21, 09:00-10:30hrs; Room C3030

**Chair(s):** Hansje Eppink

**Papers:**

- Organizing Human Capacity Development in Extension using a Priority Competency Framework  
*Amy Harder, James Lindner, Alan Hodges*
- Developing and Validating a Competence Profile for Development Agents: A Case Study  
*Chalachev Tarekegne Aniteneh, Renate Wesselink, Harm Biemans, Martin Mulder*
- Perceptions of Core Competencies of Agricultural Extension Workers in Cambodia  
*Murari Suvedi, Ty Channa, Ramjee Ghimire*

## VI.6 Symposium

**Session title:** Multiple methods of developing intercultural competence

**Date/time/place:** Friday October 21, 09:00-10:30hrs; Room C4016

**Chair(s):** Dine Brinkman

**Papers:**

- Development of intercultural competencies during international internships using a rubric  
*Judith Gulikers, Piety Runhaar, Dine Brinkman*
- English at Work: an international virtual collaboration project  
*Joelle Hietbrink, Julia Huisman, Ivan Berazhny, Liisa Wallenius*
- The effect of a blended learning tool on intercultural competence development  
*Pauline Vromans*

**Discussant:** Vitaliy Popov

## VI.7 Symposium

**Session title:** Sustainability Competence: meanings, possibilities and constraints

**Date/time/place:** Friday October 21, 09:00-10:30hrs; Room C4030

**Chair(s):** Arjen Wals

**Papers:**

- Are competences appropriate for educators of sustainability  
*Paul Vare*
- Critical emotional awareness as a key competence in education for a sustainable future  
*Maria Ojala*
- Developing Anticipatory Competence in Higher Education for Sustainable Development  
*Senan Gardiner, Marco Rieckmann*
- Environmental Literacy: Combining Sustainability Competences in Knowledge, Attitudes and Behaviour *Franz Bogner, Florian Kaiser*

**Discussant:** Arjen Wals

**10:30-11:00hrs**            **Break** at restaurant east-side in Orion

**11:00-12:00hrs**            **Keynote address** in room C1005/1040 in Orion

João Santos, Directorate General for Employment, Social Affairs and Inclusion Acting Head of Unit C5, Vocational training and adult education

‘The New Skills Agenda and the development of key competences’

**12:00-13:15hrs**            **Network lunch** at restaurant east-side in Orion

**13:15-14:45hrs**            **Conference conclusions session** in room C1005/1040 in Orion

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