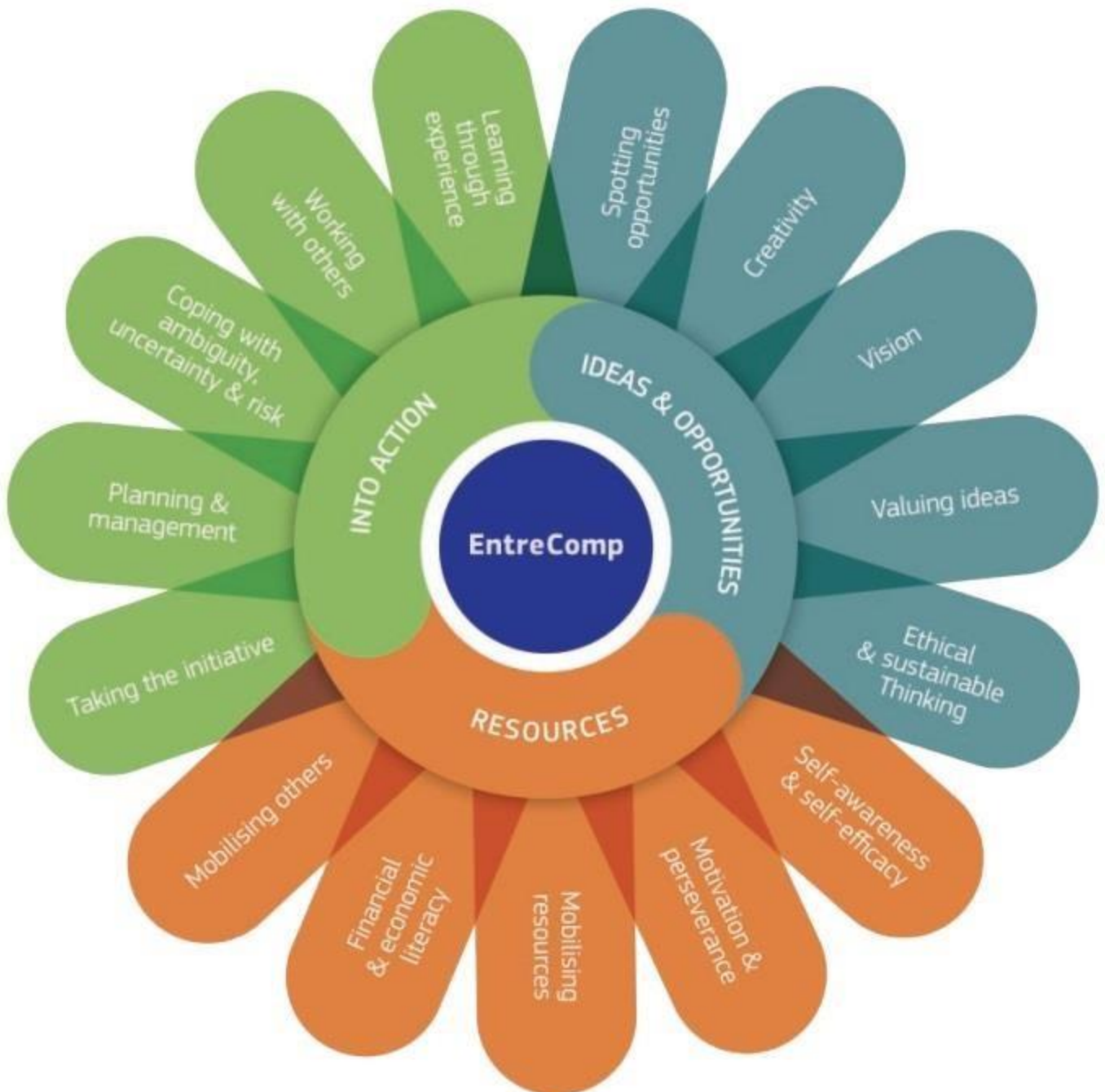


# ENTRECOMP

The Entrepreneurship Competence Framework

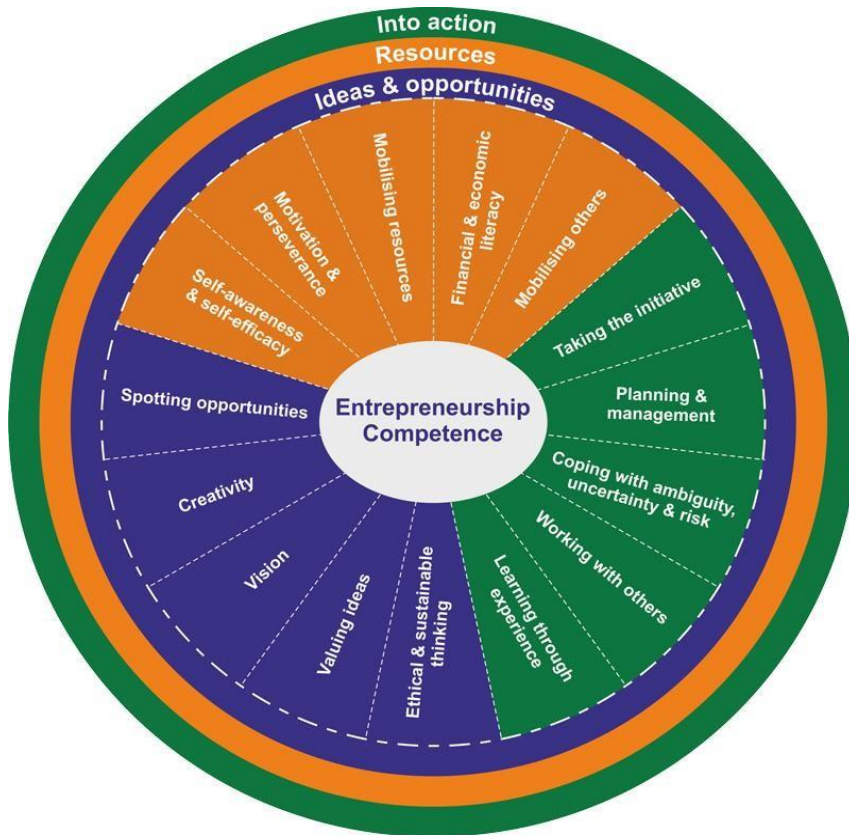
developed by the European Commission



# Entrepreneurship Competences

## Com-pe-tences , *n*

- ✓ Acquired possession of required skill, knowledge, qualification, or capacity
- ✓ Awareness



By producing a common definition of what entrepreneurship is as a competence, the EntreComp Framework aims to establish a bridge between the worlds of education and work, taken as a reference de facto by any initiative that aims to foster entrepreneurial training and learning.

SOURCE: Publications Office of the European Union

**EntreComp** is the European reference framework for the understanding and development of entrepreneurship as a competence. EntreComp describes entrepreneurship as a **transversal competence** that can be applied by individuals to all spheres of life, from nurturing personal development and actively participating in society, to entering or re-entering the job market as an employee or as a self-employed person, and to starting up ventures (cultural, social or commercial) as entrepreneurs. EntreComp is made up of three competence areas:

1. Ideas and Opportunities

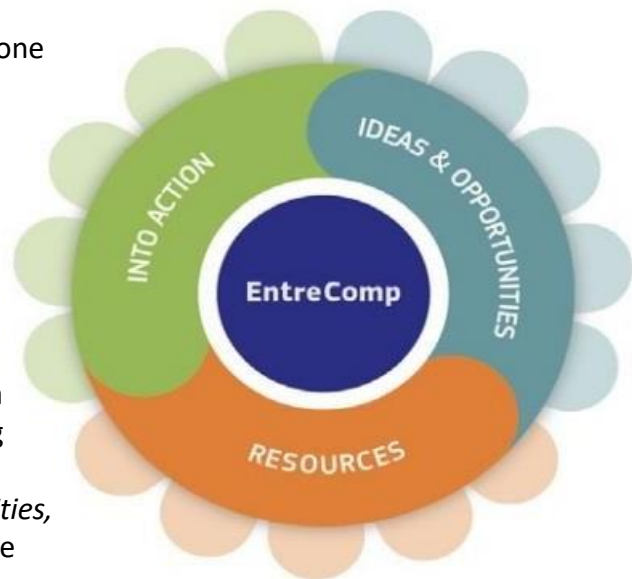
2. Resources

3. Into Action

EntreComp offers a definition of what it takes to be entrepreneurial and puts forward a progression model built on statements of “learning outcomes” that can inspire pedagogical intervention within and outside the world of formal education. EntreComp can be used to raise awareness about the importance of entrepreneurial learning, appraise and assess entrepreneurship as a competence, set up effective delivery methods and recognize entrepreneurial learning progression.

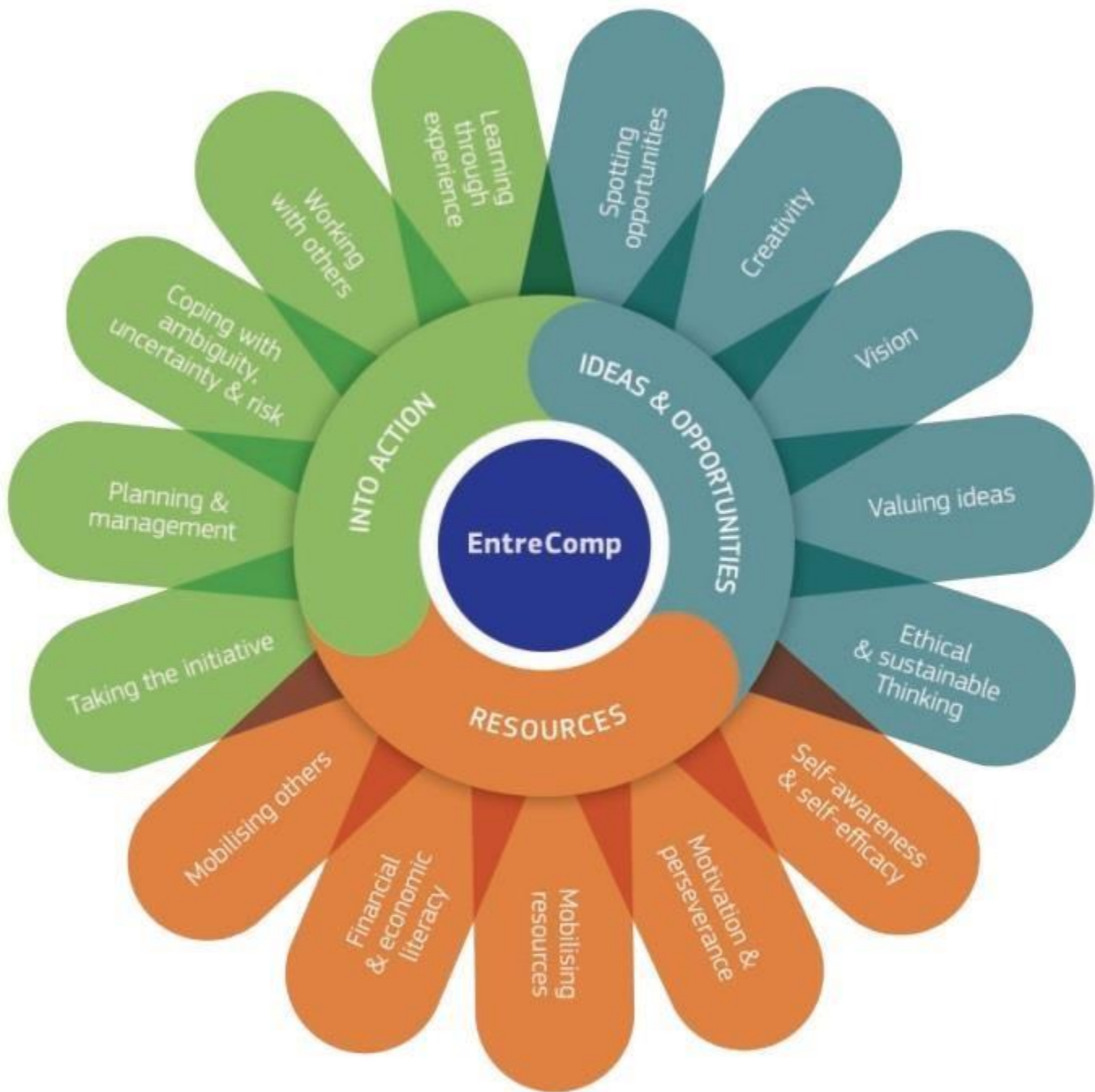
Anyone can implement the EntreComp framework in entrepreneurial learning - within business or learning environments such as formal education and training, non-formal learning initiatives or offering training and professional development in the workplace. EntreComp itself is a comprehensive framework, based on research and built upon a pan-European consensus. It is flexible, adaptable and free to be used by any individual in any context. The framework comes to life when individuals and organizations use it to help understand, value, implement, assess and recognize entrepreneurial competences of learners from different walks of life.

EntreComp identifies the competences that make someone entrepreneurial. These can then be used to support entrepreneurial learning in different settings – including civil society, business and companies, education, youth work, communities and start-ups, as well as among individuals. The EntreComp wheel offers an overview of the different yet interconnected competences, designed to help a person think about the entrepreneurial skills and attitudes that his or her work involves. These can be used as a guide when designing a new activity and/or a model to use or adapt for learning and assessment. At its very simplest level, EntreComp is made up of three competence areas (*Ideas & Opportunities*, *Resources* and *Into Action*), where each area contains five competences. Together these make up the 15 competences that individuals can use to discover and act upon opportunities and ideas.



SOURCE: EntreComp User's Guide

There is no single core competence in EntreComp, and the competences are of equal importance; the order in which they are presented does not imply a sequence in the acquisition process or a hierarchy. A learning activity or development tool may address only one competence, or be aimed to develop all 15 competences. Depending on where and how EntreComp is used, it is reasonable to expect that emphasis be placed on some competences more than others, or that the model is adapted with less competences prioritized to mirror a particular entrepreneurial learning.



EntreComp is made up of three competence areas (*Ideas & Opportunities*, *Resources* and *Into Action*), where each area contains five competences. Together these make up the 15 competences that individuals can use to discover and act upon opportunities and ideas.

# EntreComp Framework – Ideas & Opportunities



Competences per area

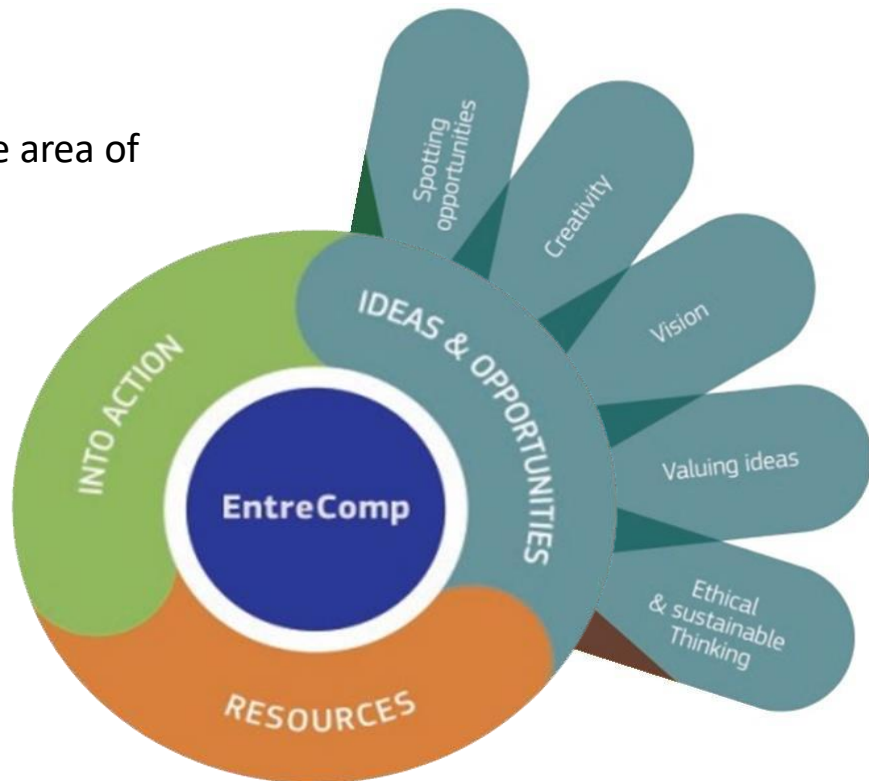
IDEAS & OPPORTUNITIES

COMPETENCE	HINT	DESCRIPTION
1.1 Spotting opportunities	Use your imagination and abilities to identify opportunities for creating value	<ul style="list-style-type: none"> <li>Identify and seize opportunities to create value by exploring the social, cultural and economic landscape</li> <li>Identify needs and challenges that need to be met</li> <li>Establish new connections and bring together scattered elements of the landscape to create opportunities to create value</li> </ul>
1.2 Creativity	Develop creative and purposeful ideas	<ul style="list-style-type: none"> <li>Develop several ideas and opportunities to create value, including better solutions to existing and new challenges</li> <li>Explore and experiment with innovative approaches</li> <li>Combine knowledge and resources to achieve valuable effects</li> </ul>
1.3 Vision	Work towards your vision of the future	<ul style="list-style-type: none"> <li>Imagine the future</li> <li>Develop a vision to turn ideas into action</li> <li>Visualise future scenarios to help guide effort and action</li> </ul>
1.4 Valuing ideas	Make the most of ideas and opportunities	<ul style="list-style-type: none"> <li>Judge what value is in social, cultural and economic terms</li> <li>Recognise the potential an idea has for creating value and identify suitable ways of making the most out of it</li> </ul>
1.5 Ethical & sustainable thinking	Assess the consequences and impact of ideas, opportunities and actions	<ul style="list-style-type: none"> <li>Assess the consequences of ideas that bring value and the effect of entrepreneurial action on the target community, the market, society and the environment</li> <li>Reflect on how sustainable long-term social, cultural and economic goals are, and the course of action chosen</li> <li>Act responsibly</li> </ul>

SOURCE: EntreComp User's Guide

## Five competences within the area of IDEAS & OPPORTUNITIES:

- Spotting Opportunities
- Creativity
- Vision
- Valuing Ideas
- Ethical and Sustainable Thinking



# EntreComp Framework – Resources



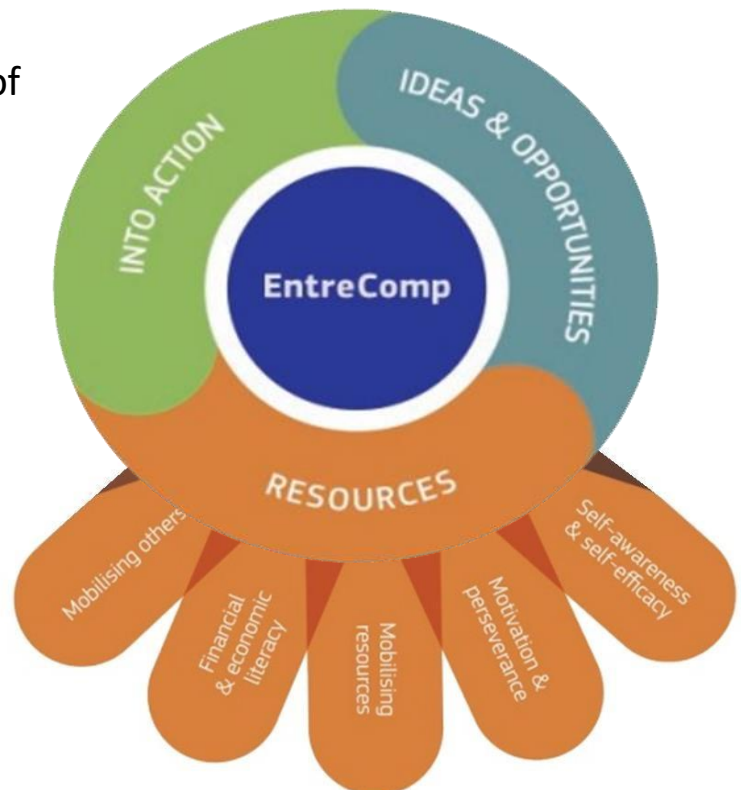
Competences per area  
**RESOURCES**

COMPETENCE	HINT	DESCRIPTION
2.1 Self-awareness & self-efficacy	Believe in yourself and keep developing	<ul style="list-style-type: none"> <li>Reflect on your needs, aspirations and wants in the short medium and long term</li> <li>Identify and assess your individual and group strengths and weaknesses</li> <li>Believe in your ability to influence the course of events despite uncertainty, setbacks and temporary failures</li> </ul>
2.2 Motivation & perseverance	Stay focused and don't give up	<ul style="list-style-type: none"> <li>Be determined to turn ideas into action and satisfy your need to achieve</li> <li>Be prepared to be patient and keep trying to achieve your long-term individual or group aims</li> <li>Be resilient under pressure, adversity, and temporary failure</li> </ul>
2.3 Mobilising resources	Gather and manage the resources you need	<ul style="list-style-type: none"> <li>Get and manage the material, non-material and digital resources needed to turn ideas into action</li> <li>Make the most of limited resources</li> <li>Get and manage the competences needed at any stage, including technical, legal, tax and digital competences</li> </ul>
2.4 Financial & economic literacy	Develop financial and economic know-how	<ul style="list-style-type: none"> <li>Estimate the cost of turning an idea into a value-creating activity</li> <li>Plan, put in place and evaluate financial decisions over time</li> <li>Manage financing to make sure your value-creating activity can last over the long term</li> </ul>
2.5 Mobilising others	Inspire, enthuse and get others on board	<ul style="list-style-type: none"> <li>Inspire and enthuse relevant stakeholders</li> <li>Get the support needed to achieve valuable outcomes</li> <li>Demonstrate effective communication, persuasion, negotiation and leadership</li> </ul>

SOURCE: EntreComp User's Guide

## Five competences within the area of **RESOURCES**:

- Mobilising Others
- Financial and Economic Literacy
- Mobilizing Resources
- Motivation and Perseverance
- Self-Awareness and Self-Efficacy



# EntreComp Framework – Into Action



Competences per area  
INTO ACTION

COMPETENCE	HINT	DESCRIPTION
3.1 Taking the initiative	Go for it	<ul style="list-style-type: none"> <li>Initiate processes that create value</li> <li>Take up challenges</li> <li>Act and work independently to achieve goals, stick to intentions and carry out planned tasks</li> </ul>
3.2 Planning & management	Prioritise, organise and follow up	<ul style="list-style-type: none"> <li>Set long-, medium- and short-term goals</li> <li>Define priorities and action plan</li> <li>Adapt to unforeseen changes</li> </ul>
3.3 Coping with uncertainty, ambiguity & risk	Make decisions dealing with uncertainty, ambiguity and risk	<ul style="list-style-type: none"> <li>Make decisions when the result of that decision is uncertain, when the information available is partial or ambiguous, or when there is a risk of unintended outcomes</li> <li>Within the value-creating process, include structured ways of testing ideas and prototypes from the early stages, to reduce risks of failing</li> <li>Handle fast-moving situations promptly and flexibly</li> </ul>
3.4 Working with others	Team up, collaborate and network	<ul style="list-style-type: none"> <li>Work together and co-operate with others to develop ideas and turn them into action</li> <li>Network</li> <li>Solve conflicts and face up to competition positively when necessary</li> </ul>
3.5 Learning through experience	Learn by doing	<ul style="list-style-type: none"> <li>Use any initiative for value creation as a learning opportunity</li> <li>Learn with others, including peers and mentors</li> <li>Reflect and learn from both success and failure (your own and other people's)</li> </ul>

SOURCE: EntreComp User's Guide

## Five competences within the area of INTO ACTION:

- Learning Through Experience
- Working with Others
- Coping with Ambiguity, Uncertainty and Risk
- Planning and Management
- Taking the Initiative

