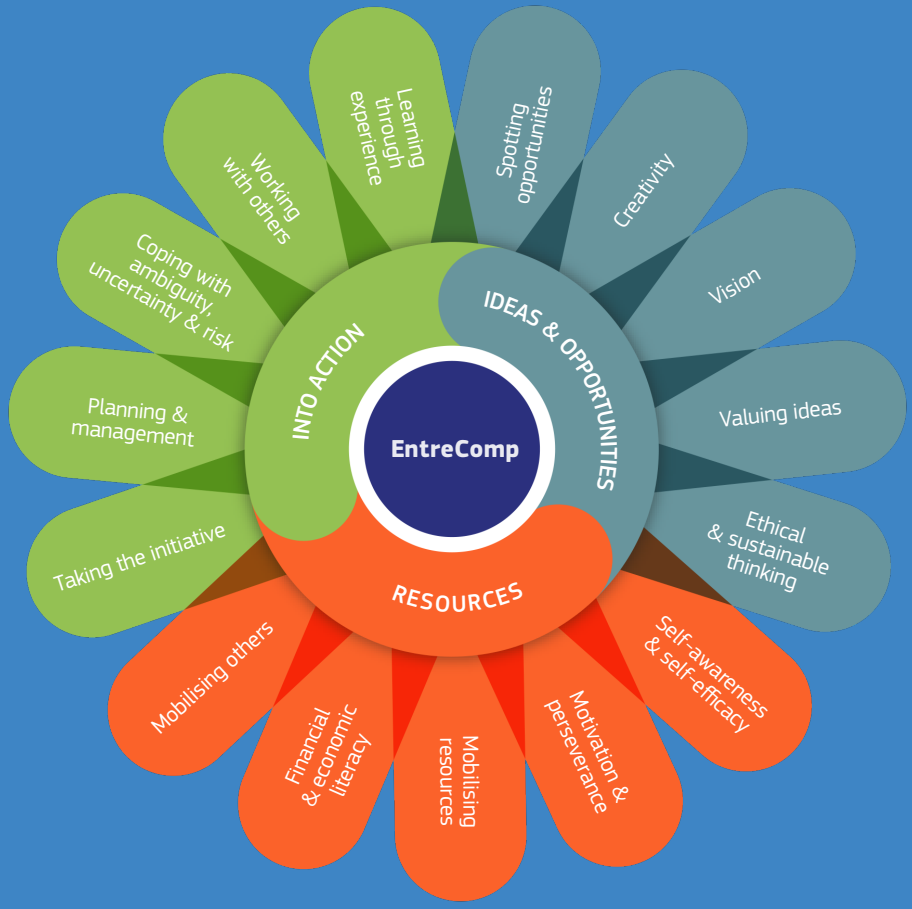
European Commission

EntreComp: The European Entrepreneurship Competence Framework



Social Europe

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What is EntreComp?

We live in a rapidly changing society where it is essential that everyone has the capacity to act upon opportunities and ideas, to work with others, to manage dynamic careers and shape the future for the common good.

To achieve these goals we need people, teams and organisations **with an entrepreneurial mindset**, in every aspect of life.

The European Commission has developed **EntreComp: the European Entrepreneurship Competence Framework** as a reference framework to explain what is meant by an entrepreneurial mindset.

EntreComp offers a comprehensive description of the **knowledge, skills and attitudes that people need** to be entrepreneurial and create financial, cultural or social value for others.

EntreComp is a free, flexible reference framework that can be adapted to support development and understanding of entrepreneurial competence in any setting.

Since its launch in 2016 EntreComp has been used in both policy and practice across multiple sectors to support active citizenship, innovation, employability and learning through entrepreneurial thinking and action.

The *European Pillar of Social Rights* highlights the importance of lifelong learning by all to ensure equal opportunities, access to the labour market, and inclusion. We need to develop and recognise entrepreneurial competence as a key part of our lifelong learning.

Entrepreneurial competence is often misunderstood and unevenly incorporated in education and training across the EU. EntreComp has the potential to support development of entrepreneurial competence for all and can be tailored and targeted to support different skills levels, needs and goals.

This brochure sets out the key building blocks to EntreComp and highlights the variety of ways in which EntreComp can support a more entrepreneurial Europe.

Understanding EntreComp

EntreComp is a framework of 15 entrepreneurship competences, broken down further into threads that describe what the particular competence really means in practical terms. These are clearly defined through learning outcomes – what a learner knows, understands and can do. The learning outcomes are mapped across 8 different levels of progression, from beginner to expert.

There are 5 key building blocks to understanding EntreComp: **definition**, **areas**, **competences**, **threads** and **progression levels**. Read on to find out more.

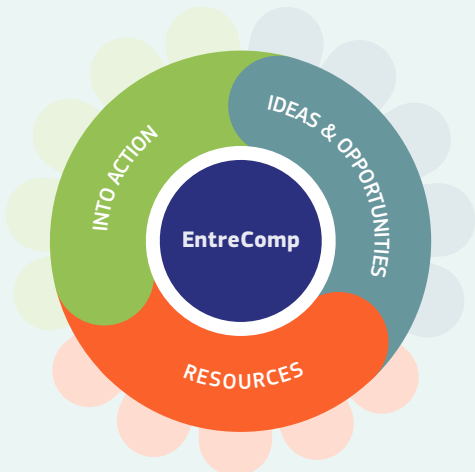
1. Definition

EntreComp defines entrepreneurship as:

The capacity to act upon opportunities and ideas, and transform them into value for others. The value that is created can be financial, cultural or social.

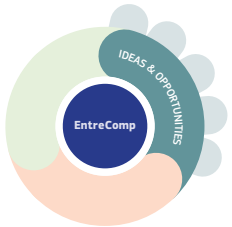
2. Areas

EntreComp identifies 3 competence areas:



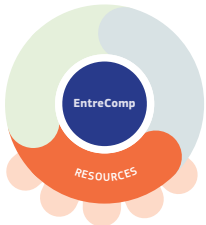
3. Competences

Each area contains 5 competences, and together these make up the 15 competences that create an entrepreneurial mindset. Each competence is explained through a hint and a brief description, and then developed further into thematic threads and learning outcomes.



Competences per area
IDEAS & OPPORTUNITIES

Competence	Hint	Description
Spotting opportunities	Use your imagination and abilities to identify opportunities for creating value	• Identify and seize opportunities to create value by exploring the social, cultural and economic landscape • Identify needs and challenges that need to be met • Establish new connections and bring together scattered elements of the landscape to create opportunities to create value
Creativity	Develop creative and purposeful ideas	• Develop several ideas and opportunities to create value including better solutions to existing and new challenges • Explore and experiment with innovative approaches • Combine knowledge and resources to achieve valuable effects
Vision	Work towards your vision of the future	• Imagine the future • Develop a vision to turn ideas into action • Visualise future scenarios to help guide effort and action
Valuing ideas	Make the most of ideas and opportunities	• Judge what value is in social, cultural and economic terms • Recognise the potential an idea has for creating value and identify suitable ways of making the most out of it
Ethical and sustainable thinking	Assess the consequences and impact of ideas, opportunities and actions	• Assess the consequences of ideas that bring value and the effect of entrepreneurial action on the target community, the market, society and the environment • Reflect on how sustainable long-term social, cultural and economic goals are, and the course of action chosen • Act responsibly



Competences per area
RESOURCES

Competence	Hint	Description
Self-awareness & self-efficacy	Believe in yourself and keep developing	• Reflect on your needs, aspirations and wants in the short, medium and long term • Identify and assess your individual and group strengths and weaknesses • Believe in your ability to influence the course of events, despite uncertainty, setbacks and temporary failures
Motivation & perseverance	Stay focused and don't give up	• Be determined to turn ideas into action and satisfy your need to achieve • Be prepared to be patient and keep trying to achieve your long-term individual or group aims • Be resilient under pressure, adversity, and temporary failure
Mobilising resources	Gather and manage the resources you need	• Get and manage the material, non-material and digital resources needed to turn ideas into action • Make the most of limited resources • Get and manage the competences needed at any stage, including technical, legal, tax and digital competences
Financial & economic literacy	Develop financial and economic know-how	• Estimate the cost of turning an idea into a value-creating activity • Plan, put in place and evaluate financial decisions over time • Manage financing to make sure your value-creating activity can last over the long term
Mobilising others	Inspire, enthuse and get others on board	• Inspire and enthuse relevant stakeholders • Get the support needed to achieve valuable outcomes • Demonstrate effective communication, persuasion, negotiation and leadership

Competences per area
INTO ACTION

Competence	Hint	Description
Taking the initiative	Go for it	• Initiate processes that create value • Take up challenges • Act and work independently to achieve goals, stick to intentions and carry out planned tasks
Planning & management	Prioritise, organise and follow up	• Set long-, medium- and short-term goals • Define priorities and action plans • Adapt to unforeseen changes
Coping with uncertainty, ambiguity & risk	Make decisions dealing with uncertainty, ambiguity and risk	• 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 • Within the value-creating process, include structured ways of testing ideas and prototypes from the early stages, to reduce risks of failing • Handle fast-moving situations promptly and flexibly
Working with others	Team up, collaborate and network	• Work together and co-operate with others to develop ideas and turn them into action • Network • Solve conflicts and face up to competition positively when necessary
Learning through experience	Learn by doing	• Use any initiative for value creation as a learning opportunity • Learn with others, including peers and mentors • Reflect and learn from both success and failure (your own and other people's)

4. Threads

Within each of the 15 competences are a number of different threads that describe what the particular competence really means in practical terms.

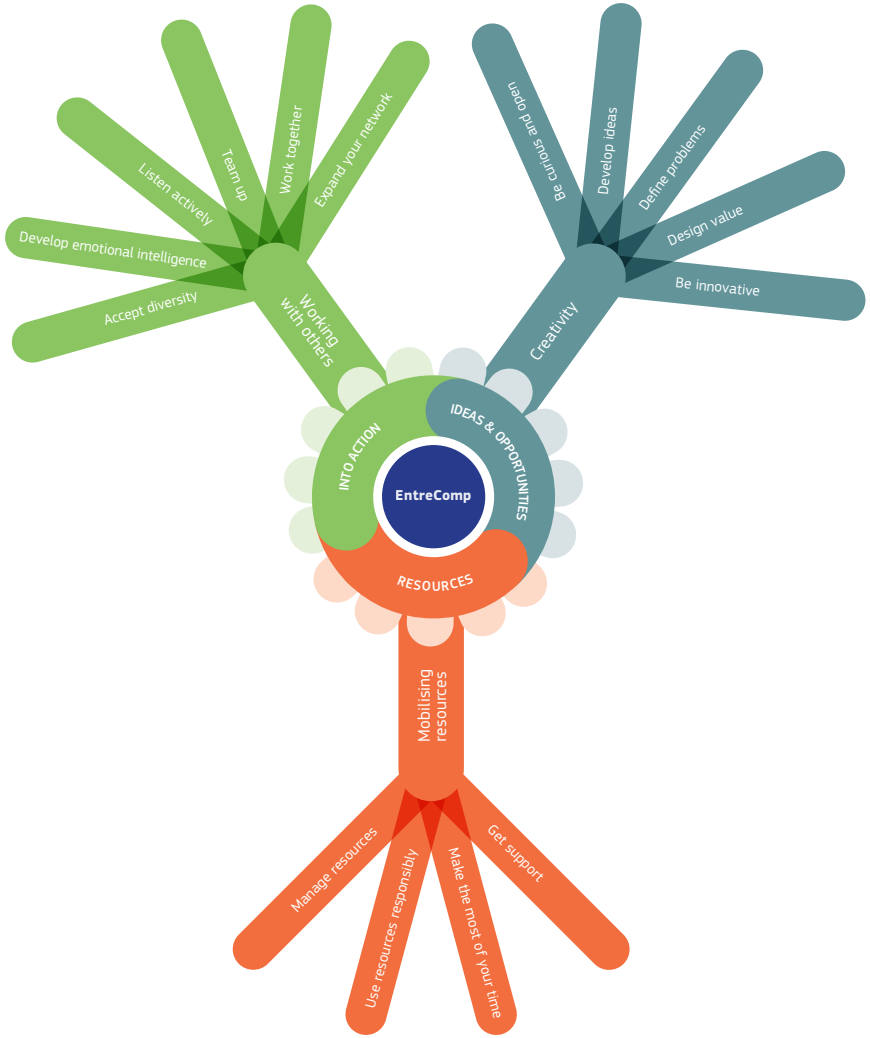
This image shows the threads for 3 competences: **Creativity**, **Working with others** and **Mobilising resources**.

For example, the threads for **Creativity** are:

- Be curious & open
- Develop ideas
- Define problems
- Design value
- Be innovative

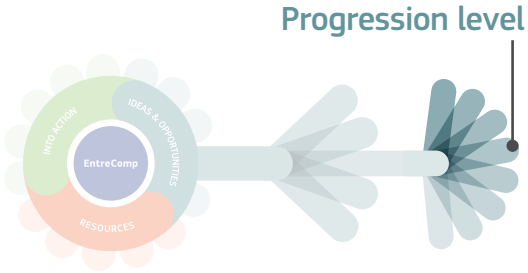
You can access the full set of threads for each competence in the ***EntreComp Into Action – User Guide***.

http://europa.eu/!kR69Tb



Expanding the EntreComp wheel to show the threads for 3 competences

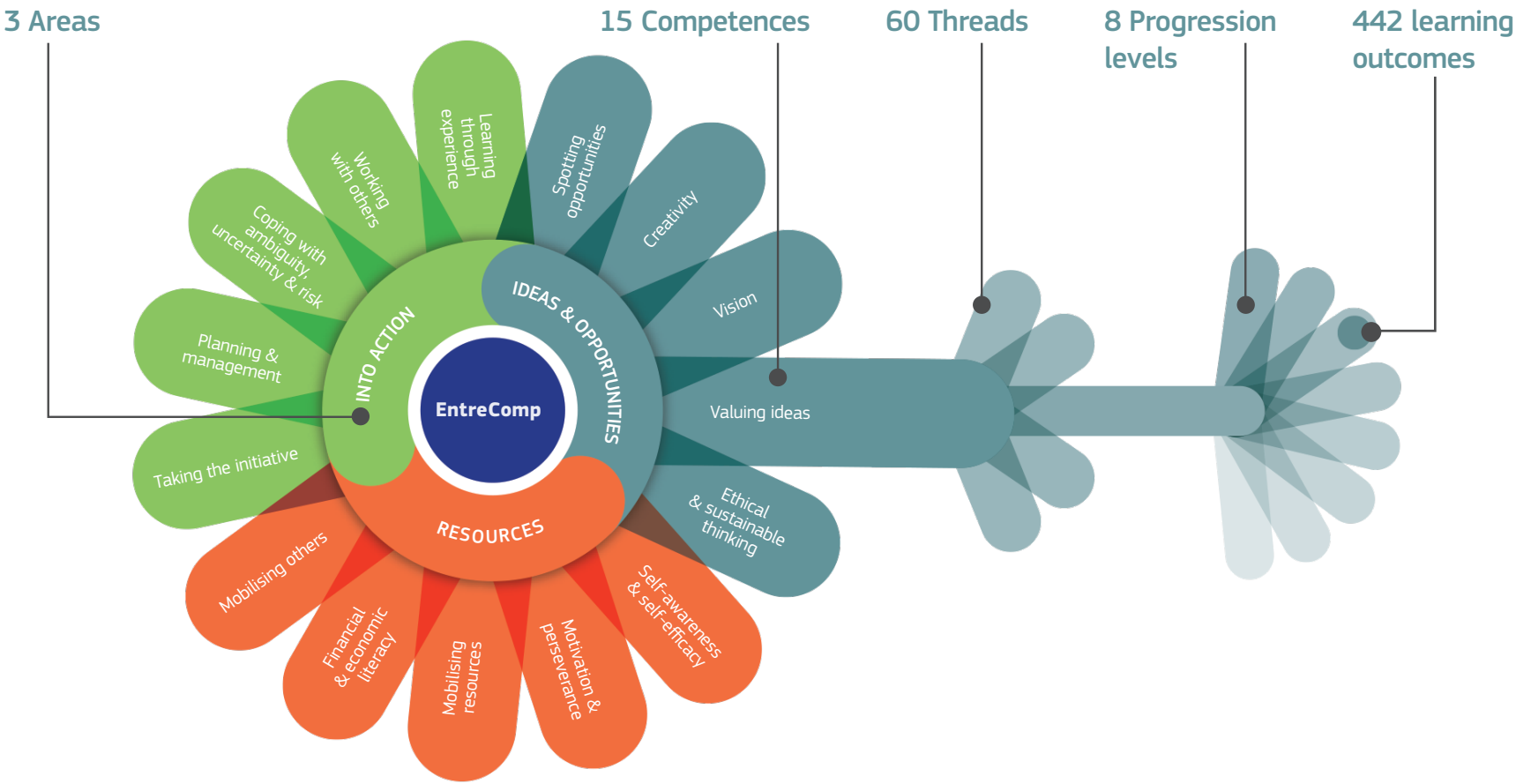
5. Progression levels



Each competence thread has associated learning outcomes mapped across 8 progression levels, from foundation to intermediate, advanced and expert levels. Mapping progression is important when considering a learner's development over time, the different starting points of learners or creating a coherent entrepreneurship skills pathway.

EntreComp progression model							
FOUNDATION RELYING ON SUPPORT FROM OTHERS		**INTERMEDIATE** BUILDING INDEPENDENCE		**ADVANCED** TAKING RESPONSIBILITY		**EXPERT** DRIVING TRANSFORMATION, INNOVATION AND GROWTH	
Under direct supervision. (Includes, for example, support by teachers, mentors, peers, advisors, or consultancy services)	With reduced support from others, some autonomy and together with my peers.	On my own and together with my peers.	Taking and sharing some responsibilities.	With some guidance and together with others.	Taking responsibility for making decisions and working with others.	Taking responsibility for contributing to complex developments in a specific field.	Contributing substantially to the development of a specific field.
1. Discover Level 1 focuses mainly on discovering your qualities, potential, interests and wishes. It also focuses on recognising different types of problems and needs that can be solved creatively, and on developing individual skills and attitudes.	**2. Explore** Level 2 focuses on exploring different approaches to problems, concentrating on diversity and developing social skills and attitudes.	**3. Experiment** Level 3 focuses on critical thinking and on experimenting with creating value, for instance through practical entrepreneurial experiences.	**4. Dare** Level 4 focuses on turning ideas into action in 'real life' and on taking responsibility for this.	**5. Improve** Level 5 focuses on improving your skills for turning ideas into action, taking increasing responsibility for creating value, and developing knowledge about entrepreneurship.	**6. Reinforce** Level 6 focuses on working with others, using the knowledge you have to generate value, dealing with increasingly complex challenges.	**7. Expand** Level 7 focuses on the competences needed to deal with complex challenges, handling a constantly changing environment where the degree of uncertainty is high.	**8. Transform** Level 8 focuses on emerging challenges by developing new knowledge, through research and development and innovation capabilities to achieve excellence and transform the ways things are done.

Summary


3 Areas
15 Competences
60 Threads
8 Progression levels
442 learning outcomes
EntreComp
INTO ACTION
IDEAS & OPPORTUNITIES
RESOURCES
Learning through experience
Working with others
Coping with ambiguity, uncertainty & risk
Planning & management
Taking the initiative
Spotting opportunities
Creativity
Vision
Valuing ideas
Ethical & sustainable thinking
Self-awareness & self-efficacy
Motivation & perseverance
Mobilising resources
Financial & economic literacy
Mobilising others

EntreComp in Action

EntreComp can be used by different actors, and is relevant to those interested and working in formal education, non-formal learning and inclusion activities as well as in organisations and businesses of all sizes.

For example, if you are working with:

influencing policy, you may use EntreComp to:

- develop a shared understanding and common language with all parties involved
- inform policies linked to education, economic, employment or community development
- define entrepreneurship impact indicators

education and training, you may use EntreComp to:

- tailor entrepreneurial learning outcomes to a specific context
- create new or enhance existing teaching and learning activities to develop entrepreneurial competences
- design assessment of entrepreneurial learning

young people outside of formal education, you may use EntreComp to:

- design activities that provide practical entrepreneurial experiences
- help young people understand how entrepreneurial they are
- recognise your own entrepreneurial competences

start-ups and entrepreneurs, you may use EntreComp to:

- understand how existing activities contribute to entrepreneurial competences
- help entrepreneurs map their own entrepreneurial competences
- design new training to support business creation or business growth mapped to EntreComp competences

recruiting and managing human resources, you may use EntreComp to:

- help define job-specific competency requirements
- plan organisational learning and development strategies and activities
- build entrepreneurial teams

Get inspired

Find out how others have used EntreComp to support the development and understanding of entrepreneurial competence with ***EntreComp into Action: A user guide to the European Entrepreneurship Competence Framework***. The guide contains over 70 examples to inspire, enable and equip you to use the framework to meet your needs.

http://europa.eu/!kR69Tb

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EntreComp into Action
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A user guide to the European Entrepreneurship Competence Framework
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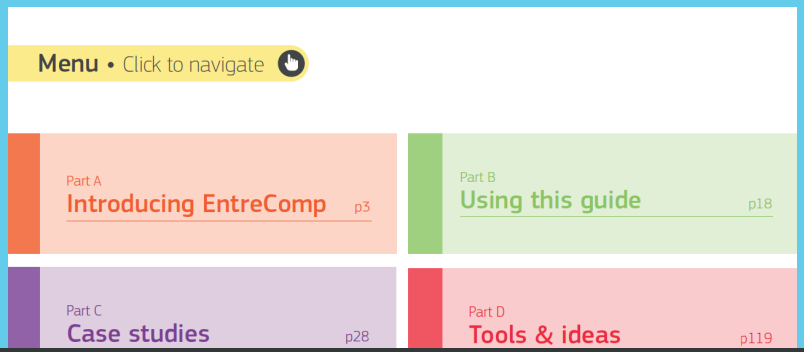
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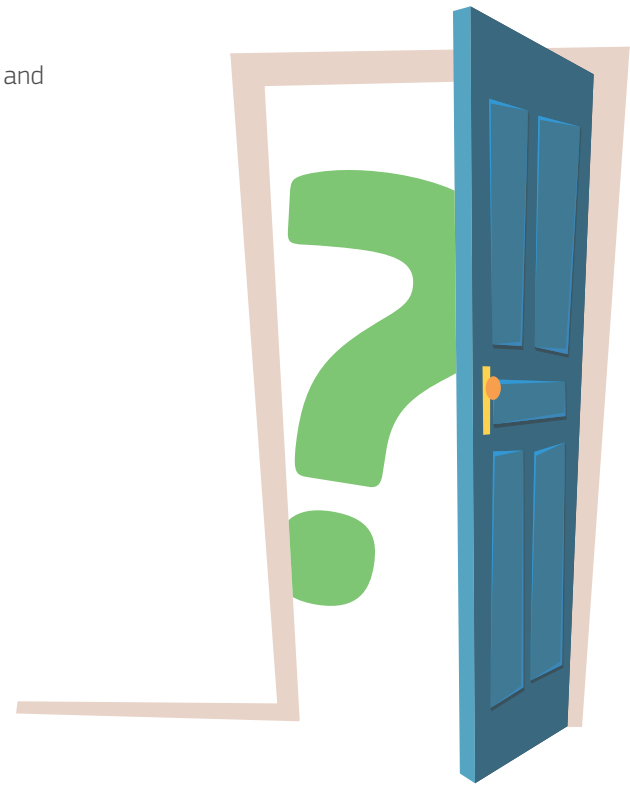
Want to know more?

EntreComp was developed by the EU's Joint Research Centre on behalf of the Directorate-General for Employment, Social Affairs and Inclusion.

The European Commission is committed to regularly updating EntreComp to ensure it embodies the relevance and usefulness of the framework.

For more information on EntreComp and the work of the European Commission in the area of skills and qualifications, please see: **http://europa.eu/!kR69Tb**



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