

NEEDS FOUR – LEVEL – CERTIFICATION THE FOUR – LEVEL – QUALIFICATION ?

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ABSTRACT

The Four-Level-Certification (4-L-C) of IPMA is today in more than 30 Countries introduced. The Member Associations are responsible to run this Career System of project management personal. Most of the interested experts are experienced and successful project manager, but they are not able to explain “why”. It would be unfair, to enter into a certification process without any “refreshment” in basic knowledge. But this preparation should follow the level specific requirements of the four career levels. Due to this demand a Four-Level-Qualification (4-L-Q) is in the final development phase and should be presented to the distinguished audience during the 3rd SENET Conference.

Keywords: 4-L-C Programme, PM Qualification, PM Training

Introduction

It is recognised, that Project Management is an additional profession to be successful in a basic profession. Examples:

- The engineer should be able to organise his and his team members` work, otherwise he is not profitable.
- The programmer can not adapt and implement a new program for his client without organising and controlling his own and his team members` job.

Each project responsible person is therefore a leader, manager, controller, crisis manager. The more complex the project is, the more project management competencies are required.

This is the background for a career path, finally for the IPMA 4-Level-Certification Programme (4-L-C). IPMA developed this system and the IPMA National Associations are the local organiser. In about 28 of nearly 40 countries worldwide a growing number of project management responsables in all four 4 Levels are certificated every year. Details are published in the IPMA Yearbook.

Most of the certificants asked before starting their certification process: “How and where can I prepare myself for my certification?”---

The GPM Deutsche Gesellschaft für Projektmanagement (in short GPM) therefore started the development of a

Four - Level - Qualification - Programme (4-L-Q),

in order to fulfil this market requirement. The following slides show an overview of this extended system of PM-qualification and –certification.

This combined system follows the rules of EN 17024, the updated EN 45013. Generally and clearly explained

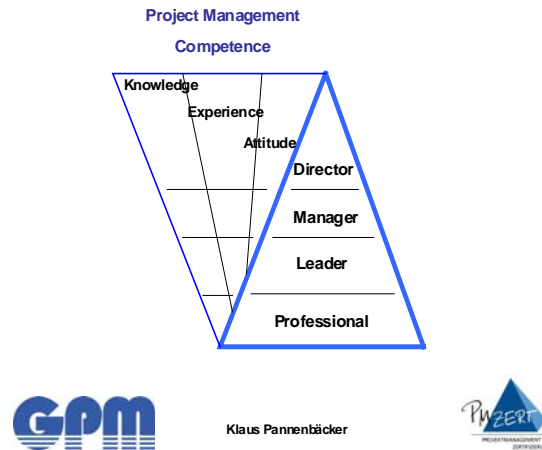
The Trainer is never the Assessor.

Due to this requirement IPMA recommended to its National Associations (NA) to set up the

training activities as a division of the NA and to create an independent body for the certification objectives and processes.

1. Four – Level – Certification (4-L-C)

The well known figure is this pyramid. The higher the level, the smaller is the number of certificated individuals. This is the traditional hierarchy in each organisation. And it is also very traditionally that these levels can only be reached as career path with extraordinary competences.

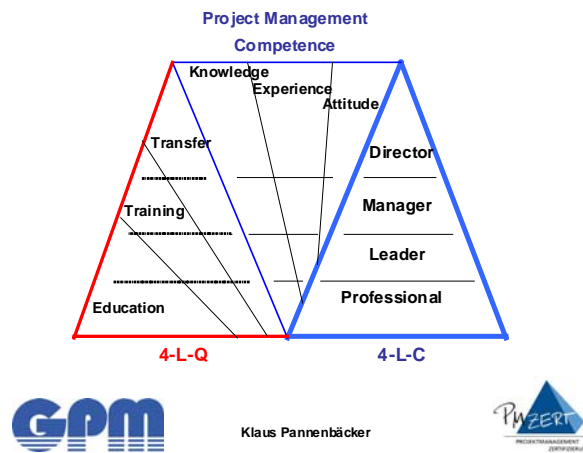


The figure also shows, the higher the level that greater are the **Competences = Knowledge + Experience + Personality**

The IPMA Regulations and Guidelines (ICRG) explain compulsory the contents and processes of the whole certification system. Due to the fact that each NA follows this ICRG and IPMA checks latest after the 4th year of starting the certification in its country, each National Association can assure international recognition of its certificated project management personal.

2. Four – Level – Qualification (4-L-Q)

The keyword “Qualification” does not mean in this connection to have reached a specific capability of doing something properly, in this sense is Qualification = Education + Training + Coaching



The figure shows in red colour from the bottom to the top the number as well as the type of qualification hours, the certificant needs for a successful certification. It seems to be logical that

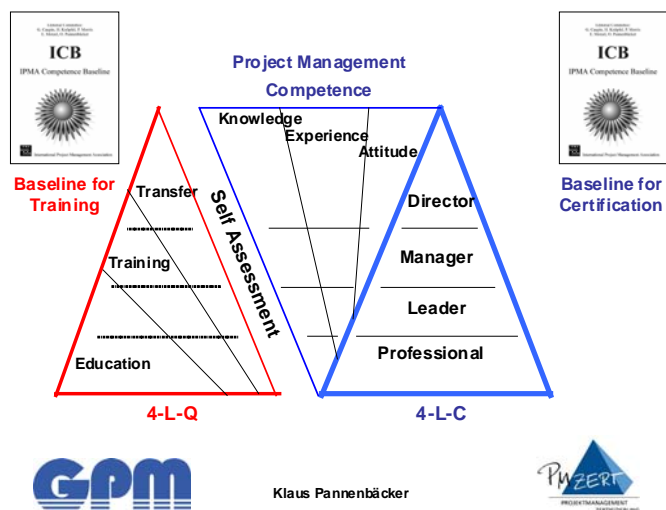
- **Education increases the Knowledge**
- **Training improves the Experience**
- **Transfer assists the Personal Attitude**

1. International Competence Baseline (ICB)

The International Competence Baseline (ICB) defines the objectives of project management in practise. Therefore this document is and must be the same baseline for the

- **Assessor to certificate**
- **Trainer to train**

Qualification and certification must have the identical baseline. It should never happen that an Assessor asks questions, for which the Certificant had never the chance for learning the answer.



The gap between the blue and the red “world” will explain that each certificant can enter into the 4-L-C, without any previous conditions.

The “bridge” between blue and red is the self assessment at the end of a qualification and at the beginning of the certification. Due to this requirement the new ICB includes the taxonomy of each PM element: exemplary cases describe the number of points to be given.

Summary

This combined “Q + C – System” of IPMA is able to start with a new generation of Qualifying and Certifying.

Using these two keywords we as member of IPMA through our National Association recognise that Project management as professional discipline is not so well accepted, because we have no common “language”.

Our “clients”, the individuals and their organisations, expect from us more clarification as well as global acceptance in wording and in processes.

The certification with four levels is on its best way to become worldwide recognition. Here we have to thank IPMA and the Assessors.

Now we have to increase our competences in an adequate

Four - Level - Qualification Programme is a programme of

- **Training material for education, training and coaching**
- **Train and certificate the Trainer**
- **Train and accreditate the Assessor**