

COMPETENCE 2016

International conference on
Competence theory, research and practice

OCTOBER 19 – 21, 2016

Wageningen University & Research

Conference Programme



International conference on Competence theory, research and practice
October 19-21, 2016
Wageningen University & Research, The Netherlands
www.competence2016.nl

Organized by the chair group of
Education and Competence Studies
www.wur.eu/ecs

Table of content

About the conference theme	4
Scientific Organizing Committee	6
Management-support team	6
Practical information.....	7
Conference locations	8
Keynote speakers.....	9
Conference agenda at a glance	11
Detailed conference agenda	14
Name and session index	29

About the conference theme

The field of competence studies has grown exponentially. It has gained wide interest in all sectors of education, in various types of organizations, in research and in consultancy. Competence-based education, training and development, competence management and core-competence strategy have been blossoming since the 1960s.

What has theory, research and practical experience with implementing competence solutions brought us? What progress has been made so far, and to what extent have competence-based practices resulted in improved sustainable performance?

There has been a lot of criticisms on the competence concept. What have sceptics said; are their concerns valid, or are they outdated and based on the first conceptions and practices of the 1950s and 1960s, when competency-based training was introduced in military training? Is competence-based practice an empty shell in the sense that there is a big gap between competence-as-theory and competence-based-strategy? Are there sufficient operational guidelines to implement competence-based management, education and development practices, which do not follow command-logic as in defence organizations, but demand- and development-logic as in liberal education which emphasises autonomous, critical, and inclusive thinking and decision making.

In current educational and management sciences and practice competence-based strategies are common place. Actually we can say that competence-based education is a worldwide innovation. But are the claims of proponents of all competence modelling, assessment and development, which is going on right now, justified? Is there sufficient evidence of the efficacy of competence-approaches in management and education?

There is much talk about theories and definitions of competence, and there are many different perspectives. The earliest scientific contributions on competence-based education come from educational science. This resulted in proposals and practices of competence-based teacher education. Theories behind this on mastery learning and modularization were later heavily criticized. Can theories behind competence practice be combined and integrated? Some speak about exclusive epistemologies by which competence-based practices are being framed as a technical-instrumental; others contend that those practices are integral or holistic, and based on a variety of different knowledge theories.

Various alternative concepts have been brought to the fore to express what is needed to be successful in personal growth, education, employment and societal participation: capabilities, attributes, expertise, talents, excellence and more. The boundaries of these concepts are not clear. Some state that they are just positions on a proficiency scale which ranges from no, via mediocre to excellent competence. Indeed, professional competence can leave much to be desired, but can also exceed what can be expected. Was the rescue of Apollo XIII a matter of superior expertise, brilliant capability or extreme competence? The question is, does this word game really matter? Essential is that the crew of the mission returned to planet Earth safely. And that all involved were able to solve life threatening challenges.

In this melting-pot of contradicting interpretations, is there room for convergence and synthesis? Can different approaches, which seem opposite and unbridgeable, be reconciled? These, and more, questions will be raised during the international conference on competence theory, research and practice.

About the conference theme

The Scientific Organization Committee invited contributions on the following themes:

Competence-based strategy and management

1. The (in)competent society;
2. Core competence of organizations;
3. Generic competency frameworks;
4. Competence and performance improvement;
5. Competence and sustainable development;
6. Competence assessment of trainees, employees and management;
7. Competence domains (entrepreneurship, leadership, innovation, transformation, etc.);
8. Competence and talent development (training, workplace learning, personal development, etc.);
9. Competence, expertise, capability and attributes;
10. Competence and the learning organization.

Competence-based education

1. National and international education policy agendas;
2. Competence frameworks of teachers (in elementary, secondary and higher education);
3. Competence domains in higher education (services, health care, engineering, economy, etc.);
4. Competence-based vocational and professional education strategies;
5. Competence domains in elementary education;
6. Competence profiling and modelling;
7. Competence assessment and measurement;
8. Competence and knowledge development;
9. Competence-based curricula;
10. Competence-based learning and instruction.

Competence Domains as goal

1. 21st century skills;
2. Problem solving competence;
3. Intuition as competence domain;
4. Mindfulness competence;
5. Transformational leadership competence;
6. Social competence;
7. Language competence;
8. Communicative competence;
9. Science and technology competence;
10. Competence for interdisciplinary teamwork.

Most of these themes are addressed in the conference papers. Based on the submissions, a programme is composed which includes papers on the following themes:

- Competence management and development, with presentations on management and leadership competence, training and development, team learning and performance improvement;
- Competence-based education systems, including competence in crisis, challenges in reform in VET systems, legislation and its effect, occupational science, and permeability of VET and HE;
- Competence assessment, such as for modeling and measurement of teachers' competence, and computer-based assessment of problem solving competence;
- Emerging developments in competence domains such as argumentation competence, 21st century skills, oral presentation, entrepreneurship and creativity;
- Boundary crossing competence and their learning environments, including the role of inter- and transdisciplinary research;
- and Sustainability competence and transition in school and work settings and in higher education.

Scientific Organizing Committee

- Frank Achtenhagen, University of Gottingen, Germany
- Kirby Barrick, University of Florida, USA
- Harm J.A. Biemans, Wageningen University & Research, The Netherlands
- Vincent Blok, Wageningen University & Research, The Netherlands
- Dine Brinkman, Wageningen University & Research, The Netherlands
- Ludger Deitmer, ITB, Bremen, Germany
- Agnes Dietzen, Bibb, Bonn, Germany
- Karen Fortuin, Wageningen University & Research, The Netherlands
- Michael Gessler, ITB, Bremen, Germany
- Stan van Ginkel, Wageningen University & Research, The Netherlands
- Samuel Greiff, University of Luxemburg, Luxemburg
- Judith Gulikers, Wageningen University & Research, The Netherlands
- Geoff Hayward, Faculty of Education, University of Cambridge, United Kingdom
- Frank de Jong, Stoas Vilentum, Wageningen, The Netherlands
- Kees Kouwenaar, Vrije Universiteit Amsterdam, The Netherlands
- Thomas Lans, Wageningen University & Research, The Netherlands
- Sabine Manning, Wifo, Germany
- Martin Mulder, Wageningen University & Research, The Netherlands **(chair)**
- Petri Nokelainen, University of Tampere, Finland
- Omid Noroozi, Wageningen University & Research, The Netherlands
- Vitaliy Popov, University of San Diego, USA
- Piety Runhaar, Wageningen University & Research, The Netherlands
- Vidmantas Tütlys, Vytautas Magnus University, Lithuania
- Arjen Wals, Wageningen University & Research, The Netherlands
- Renate Wesselink, Wageningen University & Research, The Netherlands
- Jonathan Winterton, Curtin University, Sarawak, Malaysia

Management-support team

- Jolanda Hendriks-Ruisbroek, Wageningen University & Research, The Netherlands
- Nicolette Tauocchio, Wageningen University & Research, The Netherlands

Practical information

Conference venue

On Wednesday and Thursday the conference takes place in Forum. On Friday the conference takes place in Orion.

Organization & crew

During the conference there will be several support-team members available to help and answer your questions. Please feel free to ask their assistance! Also, during every parallel session there will be a student available to assist. You will recognize the support-team members by their blue badges.

Parking

Cars can be parked for free at the campus of Wageningen University & Research. Plan for a walk of 5 minutes from the parking to the conference venue, depending where you can park your car.

Wifi

During the conference you can make use of free Wi-Fi at the campus. Follow these steps:

- 1) Text/SMS the keyword 'Wifi' to phone number: +31 6 51 28 71 29;
- 2) You will immediately receive a return text/SMS containing your personal Wifi username and password
- 3) Select the eduroam Wifi network on your device and enter your username and password.

Lunch and breaks

On Wednesday and Thursday lunch is provided at the Grand Café in Forum. Coffee, tea and beverages are available during breaks in front of room C222. On Friday lunch is provided at the restaurant east-side in Orion. Coffee, tea and beverages are also available in this restaurant during breaks. Please make sure you wear your badge.

Registering & information desk

Central registration takes place on Wednesday 19 October 09:00-10:30hrs in the Lobby of Forum. At the registration desk you will receive a conference bag and a badge. The registration desk as well as the information desk are open from Wednesday 09:00 until Friday 15:00hrs. They are located in the lobby of Forum on Wednesday and Thursday, and in the lobby of Orion on Friday.

On site payment

On site-payment will be available at the registration desk during the following hours:

Wednesday: 09:00-10:30hrs and during lunch
Thursday: 08:00-09:00hrs
Friday: 08:00-09:00hrs

Conference dinner

The conference dinner will take place at Hotel de Wageningsche Berg on Thursday October 20. You will receive a dinner voucher during registration (pre-registration required – additional fee applies). Please bring your dinner voucher with you. Afterwards, a free transit by bus to hotel Hof van Wageningen is available.

Transit on Thursday

On Thursday October 20 free transit by bus is arranged from the conference venue to the Aula where the Farewell Address of Prof. dr. Martin Mulder will take place. The bus will leave the campus at 15:00hrs. The bus will not return to the campus afterwards, but will drive at 19:00hrs to the conference dinner and at 23:00 back to hotel Hof van Wageningen. Registration for this free transit is not required.

Certificates

Certificates for attendance and/or presentation can be requested at the information desk.

Conference locations

The conference will take place at the Campus of Wageningen University & Research, mainly in Forum & Orion. Below are all conference locations listed.

Conference Venue on Wednesday & Thursday



Forum, Building 102
Droevendaalsesteeg 2
6708 PB Wageningen

Conference Venue on Friday



Orion, Building 103
Bronland 1
6708 WH Wageningen

Farewell Address Prof. Dr. Martin Mulder & Reception on Thursday



Aula, Building 362
General Foulkesweg 1a
6703 BG Wageningen

Conference Dinner on Thursday



Hotel de Wageningsche Berg
Generaal Foulkesweg 96
6703 DS Wageningen

Keynote speakers | Mrs. Yvette van Wagtendonk



Korn Ferry Hay Group, Amsterdam, The Netherlands
Senior Consultant, HR, Executive assessment, coaching & leadership development
Wednesday, October 19, 13:15-14:15hrs

‘Competence development and performance improvement’

In corporate strategy, management, training and development, much attention has been given to the concept of core competence, the development of competence frameworks, competence assessments, personal development plans, and learning opportunities during the last decades. The consultancy industry has strongly supported the implementation of competence development and performance improvement initiatives in organizations. A case study on this will be presented based on an interesting project conducted by Jumbo, which is a key player in the food retail sector in the Netherlands. HayGroup, well-known for its long-standing history in competence research and development, as main consultancy organization for this project, will present the case.

Keynote speakers | Prof. Dr. Reinhold Weiss



Federal Institute for Vocational Education and Training (BIBB), Bonn, Germany,
Deputy President and Head of the Research
Thursday, October 20, 11:00-12:00hrs

‘Status of competence research in Germany: approaches – results’

During the last decades research on competences and competence development has become a major research issue in Germany. Starting with international comparative studies on general competences like PISA a number of studies have been carried out. Research programmes such as ASCOT have transferred and developed new approaches to the field of vocational education and training. Scientific resources and methodological know-how have been developed. Measurement of competences meanwhile has become an integrated part of educational research. Nevertheless resources invested in VET-research are very limited. At the same time, approaches and results are the object of criticism. Two arguments are of central importance. Competence research has produced a lot of data but only poor results on reasons, instruments and advice on how to improve learning arrangements. Competence research has focused on testing competences on the basis of single items, but it has failed to measure holistic competences and the demands in the complexity of real work.

Keynote speakers | Mr. João Santos



European Commission Directorate General for Employment, Social Affairs and Inclusion, Acting Head of Unit C5, Vocational training and adult education
Friday, October 21, 11.00-12.00hrs

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

Europe's social market economy, combining economic and social development depends to a large extent on the skills and competences of its population. Skills drive innovation, competitiveness and employability. The European Commission is fully dedicated to addressing the challenges ahead in realizing lifelong learning and competence development. The New Skills Agenda, supporting the Commission's priority on "A New Boost for Jobs, Growth and Investment", aims at promoting the development of skills and competences at all levels of education and training. Building on the experience of implementing the 2010 Bruges Communiqué, the Riga conclusions adopted at the Ministerial meeting in Riga on 22 June 2015, defined a set of five medium-term deliverables for the period 2015-2020. These include a new focus on the promotion of work-based learning, quality assurance mechanisms, access to vocational education and training in a LLL perspective, training and professional development of teachers, trainers and mentors, and further strengthening of the key competencies by initial and continuing vocational education and training. In this keynote a review will be given of the initiatives of the European Commission on the New Skills Agenda, and in particular on the development of key competences for the 21st century.

Conference agenda at a glance | Wednesday, October 19

Conference venue: Forum

- 09:00-10:30hrs** **Registration** in the lobby of Forum
On site payment available
- 10:30-12:00hrs** **Parallel Session I**
- 12:00-12:45hrs** **Lunch** in Grand Café of 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 & Research
'Welcome to Wageningen University & Research'
- Prof. dr. Martin Mulder, Conference chair
'The theme and programme of Competence 2016'
- Keynote address**
Mrs. Yvette van Wagtendonk, Korn Ferry Hay Group, Amsterdam, The Netherlands,
Senior Consultant, HR, Executive assessment, coaching & leadership development
'Competence development and performance improvement'
- 14:15-14:30hrs** **Break** in front of room C222 in Forum
- 14:30-16:00hrs** **Parallel session II**
- 16:00-16:30hrs** **Break** in front of room C222 in Forum
- 16:30-18:00hrs** **Parallel session III**
- 18:00-19:30hrs** **Conference Reception** in Grand Café of Forum

Conference agenda at a glance | Thursday, October 20

Conference venue: Forum

08:00-09:00hrs	Registration in lobby of Forum <i>On site payment available</i>
09:00-10:30hrs	Parallel session IV
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), Bonn, Germany, Deputy President and Head of the Research 'Status of competence research in Germany: approaches – results'
12:00-13:00hrs	Lunch in Grand Café of Forum <i>Registration and on site payment available during lunch in the lobby of Forum</i>
13:00-14:30hrs	Parallel session V
14:30-15:00hrs	Break in front of room C222 in Forum
15:00hrs	Transit to the Aula <i>By bus or on your own – free transit by bus is arranged</i>
16:00-17:00hrs	Public farewell address at the Aula of Wageningen University & Research Prof. Dr. Martin Mulder 'Competence for Life: A Review and Perspective for the Future'
17:00-18:30hrs	Public Reception at the Aula of Wageningen University & Research
18:30-19:30hrs	Transit to Hotel De Wageningsche Berg <i>By bus or on your own – free transit by bus is arranged</i>
20:00-22:30hrs	Conference Dinner at Hotel De Wageningsche Berg <i>Additional fee applies</i>
23:00-23:30hrs	Transit to Conference hotel Hof van Wageningen <i>By bus or on your own – free transit by bus is arranged</i>

Conference agenda at a glance | Friday, October 21

Conference venue: Orion

- 08:00-09:00hrs** **Registration** in the lobby of Orion
On site payment available
- 09:00-10:30hrs** **Parallel session VI**
- 10:30-11:00hrs** **Break** at Restaurant east-side in Orion
- 11:00-12:00hrs** **Keynote address** in room C1005/1040 in Orion
- Mr. 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** **Networking lunch** at restaurant east-side in Orion
- 13:15-14:45hrs** **Open space for business meetings** at restaurant east-side in Orion

Detailed conference agenda | Wednesday, October 19

Conference venue: Forum

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

10:30-12:00hrs **Parallel Session I**

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; Forum – room C217

Chair: Vidmantas Tütlys

Discussant: Jonathan Winterton

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

I.2 Paper session

Session title: Competence theory, management and leadership

Date/time/place: Wednesday October 19, 10:30-12:00hrs; Forum – room C221

Chair: 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; Forum – room C214

Chair: Carla Oonk

Discussant: Ilya Zitter

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

Detailed conference agenda | Wednesday, October 19 *continued*

I.4 Symposium

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

Date/time/place: Wednesday October 19, 10:30-12:00hrs; Forum – room C218

Chair: Kees Kouwenaar

Discussant: 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

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; Forum – room C317

Chair: Christoph Niepel

Discussant: 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

I.6 Symposium

Session title: Fostering Argumentation Competence in Higher Education

Date/time/place: Wednesday October 19, 10:30-12:00hrs; Forum – room C314

Chair: Omid Noroozi

Discussant: Harm Biemans

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

Detailed conference agenda | Wednesday, October 19 *continued*

I.7 Symposium

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

Date/time/place: Wednesday October 19, 10:30-12:00hrs; Forum – room C521

Chair: Vincent Blok

Discussant: Renate Wesselink

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

12:00-12:45hrs **Lunch** in Grand Café of 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 & Research
'Welcome to Wageningen University & Research'

Prof. dr. Martin Mulder, Conference chair
'The theme and programme of Competence 2016'

Keynote address

Mrs. Yvette van Wagtendonk, Korn Ferry Hay Group, Amsterdam, The Netherlands,
Senior Consultant, HR, Executive assessment, coaching & leadership development
'Competence development and performance improvement'

14:15-14:30hrs **Break** in front of room C222 in Forum

14:30-16:00hrs **Parallel session II**

II.1 Symposium

Session title: Competence in crisis

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

Chair: Jonathan Winterton

Discussant: Michael Gessler

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

Detailed conference agenda | Wednesday, October 19 *continued*

II.2 Paper session

Session title: Training, Development and Portfolios

Date/time/place: Wednesday October 19, 14:30-16:00hrs; Forum – room C221

Chair: 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; Forum – room C317

Chair: 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; Forum – room C314

Chair: Omid Noroozi

Discussant: Stan van Ginkel

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

Detailed conference agenda | Wednesday, October 19 continued

II.7 Symposium

Session title: Competence, sustainable development and higher education

Date/time/place: Wednesday October 19, 14:30-16:00hrs; Forum – room C521

Chair: Renate Wesselink

Papers:

- Design principles for Living Lab's aiming at sustainable development: The role of higher education in Living Labs
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**

III.1 Paper session

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

Date/time/place: Wednesday October 19, 16:30-18:00hrs; Forum – room C217

Chair: 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, Edwin 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; Forum – room C221

Chair: 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

Detailed conference agenda | Wednesday, October 19 continued

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; Forum – room C214

Chair: 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; Forum – room C218

Chair: Geoff Hayward

Discussant: Hubert Ertl

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

III.5 Paper session

Session title: Competence assessment and measurement continued

Date/time/place: Wednesday October 19, 16:30-18:00hrs; Forum – room C317

Chair: 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; Forum – room C314

Chair: Stan van Ginkel

Discussant: 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

Detailed conference agenda | Wednesday, October 19 *continued*

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; Forum – room C521

Chair: Petra Cremers

Discussant: Karen Fortuin

Papers:

- Approaches of science-practice interaction: How to relate multi-stakeholder knowledge and science knowledge?
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

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

Detailed conference agenda | Thursday, October 20

Conference venue: Forum

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

09:00-10:30hrs **Parallel session IV**

IV.1 Paper session

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

Date/time/place: Thursday October 20, 09:00-10:30hrs; Forum – room C221

Chair: 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; Forum – room C213

Chair: Piety Runhaar

Discussant: Ton Bruining

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

IV.3 Symposium

Session title: Competence development for inter- and transdisciplinary research

Date/time/place: Thursday October 20, 09:00-10:30hrs; Forum – room C226

Chair: Carla Oonk

Discussant: Joop de Kraker

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

Detailed conference agenda | Thursday, October 20 continued

IV.4 Symposium

Session title: Formative assessment with effect

Date/time/place: Thursday October 20, 09:00-10:30hrs; Forum – room C318

Chair: Judith Gulikers

Discussant: t.b.a.

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

IV.5 Paper session

Session title: Professional competence in finance and health

Date/time/place: Thursday October 20, 09:00-10:30hrs; Forum – room C317

Chair: 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; Forum – room C314

Chairs: Marge Täks, Marco van Gelderen

Discussant: Marge Täks

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

Detailed conference agenda | Thursday, October 20 continued

IV.7 Symposium

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

Date/time/place: Thursday October 20, 09:00-10:30hrs; Forum – room C521

Chair: Frank de Jong

Discussant: Niek van den Berg

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

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), Bonn, Germany, Deputy President and Head of the Research '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 in the lobby of Forum

13:00-14:30hrs **Parallel session V**

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; Forum – room C221

Chairs: Ludger Deitmer, Michael Gessler, Lars Heinemann

Discussant: Jonathan Winterton

Papers:

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

Detailed conference agenda | Thursday, October 20 continued

V.2 Symposium

Session title: Team learning in the context of teacher teams

Date/time/place: Thursday October 20, 13:00-14:30hrs; Forum – room C213

Chair: Hildert Zoethout

Discussants: Elly de Bruijn, Ton Bruining

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

V.3 Paper session

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

Date/time/place: Thursday October 20, 13:00-14:30hrs; Forum – room C226

Chair: 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; Forum – room C318

Chair: Judith Gulikers

Discussant: Agnes Dietzen

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

Detailed conference agenda | Thursday, October 20 continued

V.5 Symposium

Session title: Authenticity and competence assessment

Date/time/place: Thursday October 20, 13:00-14:30hrs; Forum – room C317

Chair: Frank Achtenhagen, Susanne Weber

Discussant: 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

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; Forum – room C314

Chair: 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; Forum – room C521

Chair: Renate Wesselink

Discussant: Marco Rieckmann

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

Detailed conference agenda | Thursday, October 20 continued

- 14:30-15:00hrs** **Break** in front of room C222 in Forum
- 15:00hrs** **Transit to Aula**
By bus or on your own – free transit by bus is arranged
- 16:00-17:00hrs** **Public farewell address** at the Aula of Wageningen University & Research

Prof. Dr. Martin Mulder
'Competence for Life: A Review and Perspective for the Future'
- 17:00-18:30hrs** **Public Reception** at the Aula of Wageningen University & Research
- 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 Hotel Hof van Wageningen**
By bus or on your own – free transit by bus is arranged

Detailed conference agenda | Friday, October 21

Conference venue: Orion

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

09:00-10:30hrs **Parallel session VI**

VI.1 Paper session

Session title: Linking Competence-based vocational and higher education

Date/time/place: Friday October 21, 09:00-10:30hrs; Orion – room C3034

Chair: 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; Orion – room C3015

Chair: Frank de Jong

Discussant: Renate Wesselink

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

VI.3 Paper session

Session title: Personal growth, argumentation and visual research

Date/time/place: Friday October 21, 09:00-10:30hrs; Orion – room C4014

Chair: 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 Pachua, Loes Witteveen

Detailed conference agenda | Friday, October 21 *continued*

VI.5 Paper session

Session title: Competence frameworks for professional development in extension

Date/time/place: Friday October 21, 09:00-10:30hrs; Orion – room C3030

Chair: 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
Chalachew 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; Orion – room C4016

Chair: Dine Brinkman

Discussant: Vitaliy Popov

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

VI.7 Symposium

Session title: Sustainability Competence: meanings, possibilities and constraints

Date/time/place: Friday October 21, 09:00-10:30hrs; Orion – room C4030

Chair: Arjen Wals

Discussant: 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

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

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

Mr. 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 **Networking lunch** at restaurant east-side in Orion

13:15-14:45hrs **Open space for business meeting** at restaurant east-side in Orion

Name and session index

Abele, Stephan	I.5	Corten, Hans	VI.2
Achtenhagen, Frank	V.5	Cremers, Petra	I.3, III.7
Albandea, Ines	III.2	Das, Anshuman	III.1
Alessandrini, Giuditta	I.2	Dehing, Fons	V.3
Aniteneh, Chalachew Tarekegne	VI.5	Deitmer, Ludger	V.1
Arvid Breland, Tor	III.1	Dermody, Fiona	III.6
Asino, Tutaleni	II.2	Devos, Geert	IV.2
Baartman, Liesbeth	IV.4	Di Francesco, Gabriella	II.5
Baggen, Yvette	I.2, IV.6	Dietzen, Agnes	II.2, V.4
Balcar, Jiri	II.5	Dijkstra, Anne	IV.4
Barabasch, Antje	V.6	Dilger, Bernadette	III.4
Barrick, Kirby	IV.1, VI.3	Dittrich, Koen	IV.7
Basu, Parthiba	III.1	Dooley, Kim	V.6
Batista-Foguet, Joan Manuel	V.3	Dorp, Kees Jan van	V.3
Beers, PJ	IV.7	Dundon, Tony	II.1
Berazhny, Ivan	VI.6	Eberle, Franz	V.4
Berg, Niek van den	IV.7, VI.2	Engelhardt, Lena	I.5
Berg, Pernille	IV.6	Eppink, Hansje	II.7, VI.5
Biemans, Harm	I.6, II.6, III.6, IV.1, VI.1, VI.5	Ertl, Hubert	III.4
Biron, Michal	III.2	Eshed, Ravit	III.2
Bley, Sandra	V.5	Eweg, Rik	II.7
Blok, Vincent	I.7, II.7, V.7	Ferencz, Irina	I.4
Boer, Paul	III.2	Filipova, Lenka	II.5
Bogner, Franz	VI.7	Fischer, Daniel	III.7
Böhmer, Ines	V.4	Fleur, Erik	VI.1
Börner, Dirk	III.6	Fortuin, Karen	I.3, IV.3
Bouw, Erica	III.3	Francis, Charles Andrew	III.1
Bouwmans, Erwin	IV.7	Frerejean, Jimmy	V.3
Bouwmans, Machiel	III.5, V.2	Frey, Andreas	I.5
Brand-Gruwel, Saskia	V.3	Gardiner, Senan	VI.7
Briers, Gary	III.1	Gelbmann, Ulrike	III.7
Brinkman, Dine	II.6, VI.6	Geldereren, Marco van	IV.6
Briskin, Jessica	II.2	Gessler, Michael	V.1
Brückner, Sebastian	V.4	Ghimire, Ramjee	III.1, VI.5
Bruijn, Elly de	III.3, V.2	Ginkel, Stan van	II.6, III.6, V.3
Bruining, Ton	IV.2, V.2	Giret, Jean-Francois	III.2
Cafferkey, Kenneth	II.1	Glock, Sabine	V.4
Canboy, Basak	V.3	Goldhammer, Frank	I.5
Carliner, Saul	II.2	Golja, Tanja	IV.3
Ceballos, Juan	III.1	Goossens, Maarten	V.4
Chaminuka, Petronelle	III.1	Gräsel, Cornelia	V.4
Channa, Ty	VI.5	Greiff, Samuel	I.5
Chizari, Mohammad	I.6	Gulikers, Judith	I.3, II.6, III.6, IV.1, IV.2, IV.4, V.4, VI.6
Coertjens, Liesje	V.4	Harder, Amy	V.6, VI.5

Hartig, Katja	I.5	Lutge, Bernd	III.1
Hatami, Javad	VI.3	Maeyer, Sven de	V.4
Haves, Marina	IV.5	Mariën, Hans	VI.1
Hayward, Geoff	III.4	Massimo Marcone, Valerio	I.2
Heinemann, Lars	V.1	Meretoja, Riita	IV.5
Heitink, Maaïke	IV.4	Meurs, Inez	I.4
Hensel, Rainer	VI.3	Misbah, Zainun	IV.1
Hietbrink, Joelle	VI.6	Moberg, Kåre	IV.6
Hodges, Alan	VI.5	Monnier, Moana	II.2
Hofgaard Lieblein, Geir	III.1	Mulder, Martin	II.6, IV.1, V.2, V.7, VI.5
Holtzsch, Doreen	V.4	Naia, Ana	IV.6
Hoogland, Inge	IV.4	Naumann, Johannes	I.5
Hörstermann, Thomas	V.4	Navarro, Maria	III.1
Horz, Holger	I.5	Nederhof, Esther	IV.7
Huisman, Julia	VI.6	Newbauer, Kristopher	II.2
Hupkes, Michiel	V.6	Nickolaus, Reinhold	I.5
Jong, Frank de	IV.7, VI.2	Nicolaysen, Anna Marie	III.1
Jong, Rendel de	III.2	Niepel, Christoph	I.5
Joosten-ten Brinke, D.	IV.4	Nieuwenhuis, Loek	III.3, VI.1
Kaiser, Florian	VI.7	Nijhof, André	V.7
Khaledi, Khoshghadam	I.6	Nijhuis, Jan	III.5
Kippers, Wilma	IV.4	Nokelainen, Petri	III.3, V.6
Kleij, Fabienne van der	IV.4	Noroozi, Omid	I.6, II.6, IV.1, VI.3
Klotz, Viola	V.5	Ojala, Maria	VI.7
Knauff, David	III.1	Omta, Onno	V.7
Kögler, Kristina	V.5	Oonk, Carla	I.3, IV.3
Konijn, Wanda	IV.3	Osagie, Eghe	V.7
Koppen de Neve, Charlotte	III.2	Ostergaard, Edvin	III.1
Koppen, Kris van	I.3	Oudshoorn-Fuller, Melissa	V.3
Kouwenaar, Kees	I.4	Pachua, Angela	VI.3
Kraker, Joop de	III.7, IV.3	Patitz, Sabrina	IV.5
Kreuzer, Christine	V.5	Pavlin, Samo	I.1, II.1
Krolak-Schwerdt, Sabina	V.4	Pavlović, Maša	I.5
Kuchta, Kathrin	I.5	Pearce, Binbin	IV.3
Kuhlmeier, Werner	V.6	Peskoller, Anton	III.7
Kuhn, Christiane	V.4	Pignalberi, Claudio	I.2
Kunert, Carolin	II.5	Pindado, Emilio	IV.6
Kunst, Eva	V.2	Ploum, Lisa	V.7
Lambrechts, Wim	V.7	Poell, Rob	V.2
Lans, Thomas	II.2, III.1, IV.6, V.7	Pohl, Christian	IV.3
Lasonen, Johanna	IV.5	Popov, Vitaliy	II.6, VI.6
Lesterhuis, Marije	V.4	Purnhagen, Kai	I.6
Lindner, James	IV.5, V.6, VI.5	Pylväs, Laura	III.3, V.6
Link, Nico	I.5	Rausch, Andreas	V.5
Loeffen, Evelien	IV.2	Rein, Volker	VI.1
Lundy, Lisa	V.6	Remmerswaal, Anne	I.7

Retzmann, Thomas	IV.5	Veldkamp, Bernard	IV.4
Rieckmann, Marco	V.7, VI.7	Ven, Toon van der	VI.2
Ringersma, Jenno	I.7	Verhavert, San	V.4
Rintala, Heta	III.3	Verkleij, Adrian	I.4
Robbe, Patricia	V.3	Vermeiren, Kristof	V.4
Roberts, Grady	V.6	Vermeulen, Marjan	IV.2
Roma, Fabio	II.5	Vleuten, Cees van der	IV.4
Rosmalen, Peter van	III.6	Vollmers, Burkhard	V.6
Rothwell, William J.	II.2, IV.5	Voskamp-Harkema, Wiepke	II.7
Runhaar, Piety	I.7, III.2, IV.2, V.2, V.7, VI.1, VI.6	Vromans, Pauline	VI.6
Rupp, Andreas	I.2	Vught, Mandy	IV.7
Saas, Hannes	V.4	Wagenaar, Klaartje	I.7
Sangmeister, Julia	V.5	Walker, Felix	I.5
Schildkamp, Kim	IV.4	Wallenius, Liisa	VI.6
Schneider, Jan	III.6	Wals, Arjen	I.7, VI.7
Scholz, Roland	III.7	Waveren, Leo van	III.5
Sgobbi, Francesca	II.2	Weber, Susanne	V.5
Shearer, Jessica	IV.5	Wenzel, S. Franziska C.	I.5
Shinn, Glen	II.5, III.1	Wesselink, Renate	I.7, II.7, III.2, IV.1, IV.2, V.2, V.7, VI.5
Sloane, Peter	III.4	Widiharso, Wahyu	IV.1
Sluismans, Dominique	IV.4	Wiethe-Körprich, Michaela	V.5
Smith, Barbara	III.1	Winterton, Jonathan	I.1, II.1, V.1
Smits, Maud	IV.7	Winther, Esther	V.5
Smits, Toine	II.7	Witteveen, Loes	II.7, VI.3
Sol, Geert	IV.7	Woerkom, Marianne	V.2
Solomon, Getachew Habtamu	IV.1	Woldman, Nienke	III.2
Stedman, Nicole	V.6	Wolfensberger, Marca C.V.	V.3
Steiner, Gerald	III.7	Wopereis, Iwan	V.3
Stipling, Christopher	V.6	Zaballero, Aileen	II.2, IV.5
Strong, Robert	V.6	Zitter, Ilya	I.3, III.3
Sundermann, Anna	III.7	Zlatkin-Troitschanskaia, Olga	V.4
Sutherland, Alistair	III.6	Zoethout, Hildert	III.2, V.2
Suvedi, Murari	III.1, VI.5	Zweekhorst, Marjolein	IV.3
Svetlik, Ivan	II.1		
Tacconi, Giuseppe	I.1		
Täks, Marge	IV.6		
Tassone, Valentina	II.7		
Tobi, Hilde	VI.1		
Tramper, Hans	I.6		
Tschöpe, Tanja	II.2		
Tütlys, Vidmantas	I.1, II.1		
Tuytens, Melissa	IV.2		
Valero Haro, Anahuac	II.6		
Vare, Paul	VI.7		
Vekeman, Eva	IV.2		
Velden, Rolf van der	VI.2		

