

An Ontological Approach to Competency Translation

Leonardo TRACE Project

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The OOA workshop on Semantic challenges and opportunities in the Human Resources Domain.

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As part of the [ePortfolio](#) conference

http://www.jarrar.info/OOA/OOA-HR_workshop.htm

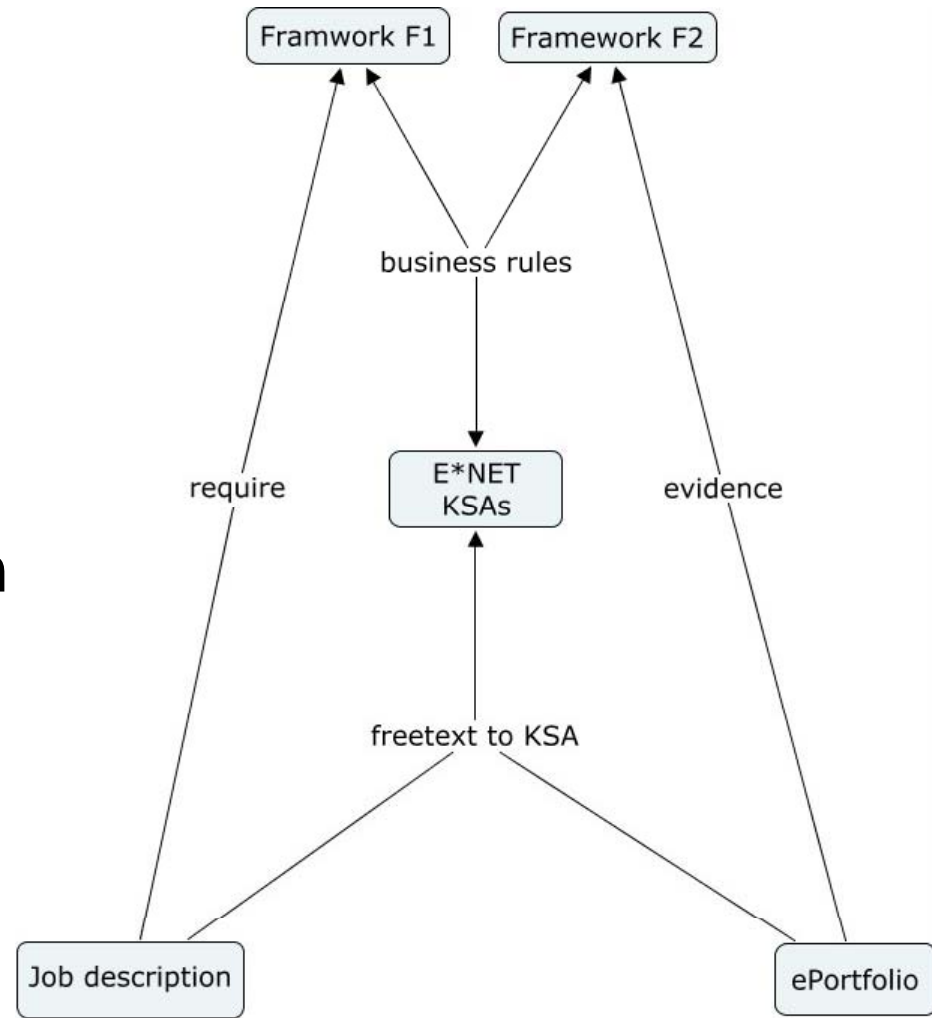
Many Problems

- **Culture**
 - Countries
 - Sectors
 - Workplaces
- **Frameworks**
 - Diversity in approaches
 - Different measures
 - Multiple goals
- **Individuals**
 - Diversity
 - Conform to any model?
- **ePortfolio**
 - Allow diversity
 - Free text
 - Free links
 - No conformance
 - Evidence
- **Ontology**
 - One viewpoint
 - Rigid



Solution Model

- **KSA - O*NET**
 - Knowledge
 - Skills
 - Ability
- **Frameworks**
 - Rule based Referencing
- **Feasibility From free text to KSA**
 - Granularity
 - Data mining
 - Folksonomies
 - Tag ontology



Internal Model

- **Formally Specified entities and relations enables:**
 - Referencing
 - Aggregation
 - Comparison
 - Translation

