

# Erasmus+ VET Mobility as a Route to the Acquisition of Transversal Skills and Development of Transversal Skills Competency Framework

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 IRELAND

## Timeline

2023 Design

2024 Implementation

2025 Completed

ID number 48718

## Background

In 2023, Léargas (the national agency in Ireland for Erasmus+) commissioned a research study and report 'Erasmus+ VET Mobility as a Route to the Acquisition of Transversal Skills', focusing on the transformative impact of Erasmus+ on vocational education and training (VET).

## Objectives

To highlight the opportunities for Vocational Education and Training organisations to enhance Transversal Skills through participation in Erasmus+ funded mobility projects and examine the value of Erasmus+ mobility opportunity as a mechanism for the acquisition of Transversal Skills for VET learners and staff.

## Description

The above report was carried out under the direction of the National VET Team. VET Team is a national panel of key experts from across the Further Education and Training sector that advises Léargas on VET practice, policy, recognition and accreditation of skills. The purpose of the VET Team is to promote and support the implementation of EU VET tools in projects funded by Erasmus+.

The report explored the concept of transversal skills to establish consensus in terms of definition and identify priority transversal skills needed to succeed in the new world of work.

The report also focused on transversal skills within VET. Its audience includes Irish VET organisations interested in exploring the area of transversal skills and identifying priority transversal skills to support VET learners and staff to navigate an increasingly complex world. It is also aimed at new entrants to Erasmus+ programme, undertaking mobility opportunities under Key Action 1, to demonstrate and showcase the transformative benefit of engaging in Erasmus+ mobility for the acquisition of transversal skills.

The report included an expansive, cross-disciplinary literature review covering the fields of Psychology, Education and Business; three focus groups with Further Education and Training (FET) practitioners were carried out and consultation with a group of 18 VET and Adult Education participants of a European Training Cooperation Activity (TCA) on the theme of Transversal Skills also took place.

Two meetings were held with the National VET Team panel to surface the concept of transversal skills and obtain insights from practitioners on the ground. Relevant FET policy was also reviewed to establish the level of emphasis on transversal skills.

The report noted the lack of clarity around the definition and nomenclature of transversal skills continues to present challenges and designed a transversal skills competency framework. as an initial step to deepen the understanding of transversal skills (Annex Two of the Report).

While the report considers employers perspective who report deficiency of transversal skills within the graduate cohort, one important observation was made, that since transversal skills are not explicitly emphasized in education and training, graduates often cannot articulate or demonstrate them as competencies to the employers. So, it is not about skills gap but rather an articulation gap.

The report noted that post the disruption caused by COVID, the identification of priority transversal skills has shifted from inter-personal (between people) such as collaboration, teamwork and communication to intrapersonal (within self) and include mostly those relating to emotional intelligence such as, resilience, self-confidence and self-regulation.

The report concluded that Erasmus+ mobility is a very effective mechanism to support the rapid development and acquisition of transversal skills. The competency framework highlights the key transversal skills obtained and strengthened through the European work-based placement within VET programmes. The framework is divided into two key sections: intrapersonal and interpersonal skills. There are four key skills falling under intrapersonal skills: self-awareness, self-confidence, adaptability and creativity. The four key interpersonal transversal skills highlighted are: communication, collaboration, active citizenship and empathy. A key recommendation is that VET organisations make intercultural work placement and Erasmus+ mobility participation an integral part of their programmes and make it a strategic priority for their organisation.

The report also concludes that new and innovative ways need to be developed to facilitate demonstration of capability of transversal skills, to emphasize and complement the subjective reflective processes, so that participants can articulate and demonstrate them as important and necessary competencies that they are, thereby closing the articulation gap. Transversal Skills toolkit is a practical resource of reflective exercises and activities designed to encourage both the development and articulation/recognition of transversal skills.

### **2023 Design**

Publication of the report 'Erasmus+ VET Mobility as a Route to the Acquisition of Transversal Skills'.

### **2024 Implementation**

April 2024: Presentation of report at the 2024 FET Colleges Ireland Conference in April. The 2024 annual FET Colleges Ireland Conference focused on transversal skills, their importance in the modern educational systems, and how transversal skills can be fostered through participation in the Erasmus Programme.

May 2024: Validation of Prior Learning (VPL) 5th Biennale (held in Kilkenny, Ireland), Leargas presented the Transversal Skills Toolkit.

August 2024: The National VET Team attended a workshop to develop the Transversal Skills Toolkit.

September 2024: The Irish national VET Team organised a Toolkit Development Seminar, an informal and collaborative event facilitated by the Transversal Skills report author that focused on identifying and testing activities and exercises that would be included in The Toolkit. VET practitioners, researchers, experts or Erasmus+ coordinators were involved in collaborative development of this resource for the VET sector.

October 2024: at the Nordic Baltic VET Meeting in Reykjavik, Iceland Leargas presented the VET Team Transversal Skills Report.

November 2024: The Further Education Support Service (FESS) delivered in-service on the use of the Transversal Skills Toolkit.

December 2024: Transversal Skills Toolkit Launched by the National VET Team.

### **2025 Completed**

The Transversal Skills Report and Toolkit is fully available to all Erasmus+ projects, with regular in-service and professional development opportunities, delivered by the Further Education Support Service to support all projects and learners to adopt the toolkit.

## **Bodies responsible**

- Leargas
- Leargas National VET Team

## **Target group**

### **Learners**

Learners in upper secondary, including apprentices

Young people (15-29 years old)

Young people not in employment, education or training (NEETs)

Learners with migrant background, including refugees

Learners at risk of early leaving or/and early leavers

Learners with disabilities

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

### **Education professionals**

Teachers

Trainers

School leaders

Adult educators

Guidance practitioners

### **Entities providing VET**

Companies

Small and medium-sized enterprises (SMEs)

VET providers (all kinds)

### **Other stakeholders**

Social partners (employer organisations and trade unions)

National, regional and local authorities

## **Thematic categories**

### **Governance of VET and lifelong learning**

Coordinating VET and other policies

Engaging VET stakeholders and strengthening partnerships in VET

### **Modernising VET offer and delivery**

Developing and updating learning resources and materials

Acquiring key competences

Reinforcing work-based learning, including apprenticeships

### **Transparency and portability of VET skills and qualifications**

Using EU transparency tools (EQF, Europass, ESCO, ECTS, ECVET principles)

Learners' possibilities of accumulation, validation and recognition of learning outcomes acquired non-formally and informally

### **Teachers, trainers and school leaders competences**

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

### **Supporting lifelong learning culture and increasing participation**

Promotion strategies and campaigns for VET and lifelong learning

Permeability between IVET and CVET and general and vocational pathways, academic and professional higher education

Financial and non-financial incentives to learners, providers and companies

Ensuring equal opportunities and inclusiveness in education and training

### **European and international dimensions of VET**

VET internationalisation strategies

Mobility of learners and staff

European vocational core profiles

Transnational VET initiatives, including joint VET programmes

## **Subsystem**

IVET CVET

## **Further reading**

[Report: Erasmus+ VET Mobility as a Route to the Acquisition of Transversal Skills](#)

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[Transversal Skills Toolkit](#)

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[Leargas National VET Team Activities 2024](#)

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[National Association of Principals and Deputy Principals \(NAPD\) 2024 Conference  
Transversal Skills: Keynote address: Using Erasmus+ to develop Transversal Skills](#)

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## Related policy developments

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**2023 Completed**

### Department of Further and Higher Education, Research, Innovation and Science Strategy 2021-23

DFHERIS funds and creates policy for the higher and further education and research sectors. It also oversees the work of the State agencies and public institutions operating in these areas.

 IRELAND

**Type of development**

Strategy/Action plan

**Subsystem**

IVET CVET

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**2021 Approved/Agreed**

### Transforming Learning 2020-24: Ireland's National Further Education and Training Strategy

The FET strategy 2020–24 was developed in consultation with the FET sector and other key stakeholders. Consultation was wide-ranging and included bilateral meetings, regional workshops and a public call for submissions.

 IRELAND

**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). Erasmus+ VET Mobility as a Route to the Acquisition of Transversal Skills and Development of Transversal Skills Competency Framework: Ireland. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/48718>