

# Key Competencies in VET beyond Europe

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# The UNEVOC Network

World-wide network of TVET institutions

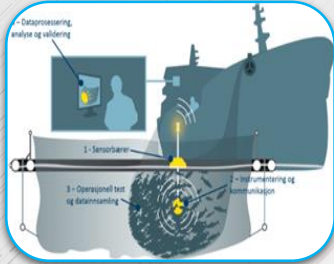


- Fostering international collaboration across Network
- Share promising practices and innovations
- Develop the capacities of UNEVOC Centres





# The world is changing and changing the way we work and live



**Fish  
farming**

**Sustainable  
production  
consumption  
& waste  
management**



**Agricultural  
and green  
technology**

**Additive  
manufacturing**



**Hospital and  
health care**

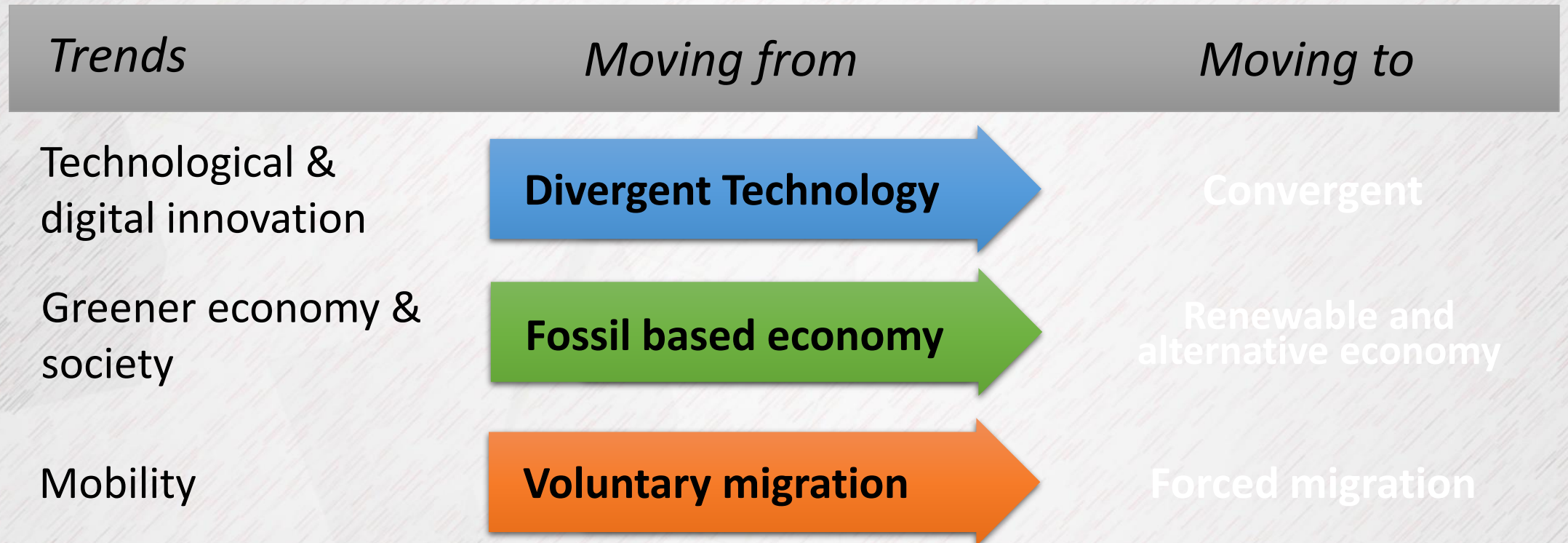
**Automotive  
transport and  
service sector**







# Major trends impacting the workplace





# Common characteristics of jobs

Oriented  
to R&D

Information  
Intensive

Interdisciplinary

Shorter life  
cycle

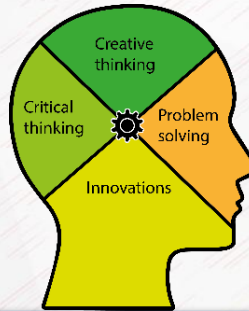




# Mere occupational skill is not enough to survive

## Demand for a new set of transversal skills – *in addition to foundation and occupational skills?*

Foundation  
skills



Occupational  
skills

Transversal  
skills

Named in different ways

# **Key Features of Transversal Skills /Key Competencies**

- **Domain independent transversal skills that ensure flexible, adaptable and improved work performance across occupations.**
- **Key competencies are not only essential for effective participation in work but also essential for effective participation in further education and in adult life.**
- **Domain dependent transversal skill ensure confidence and adaptability in content development**

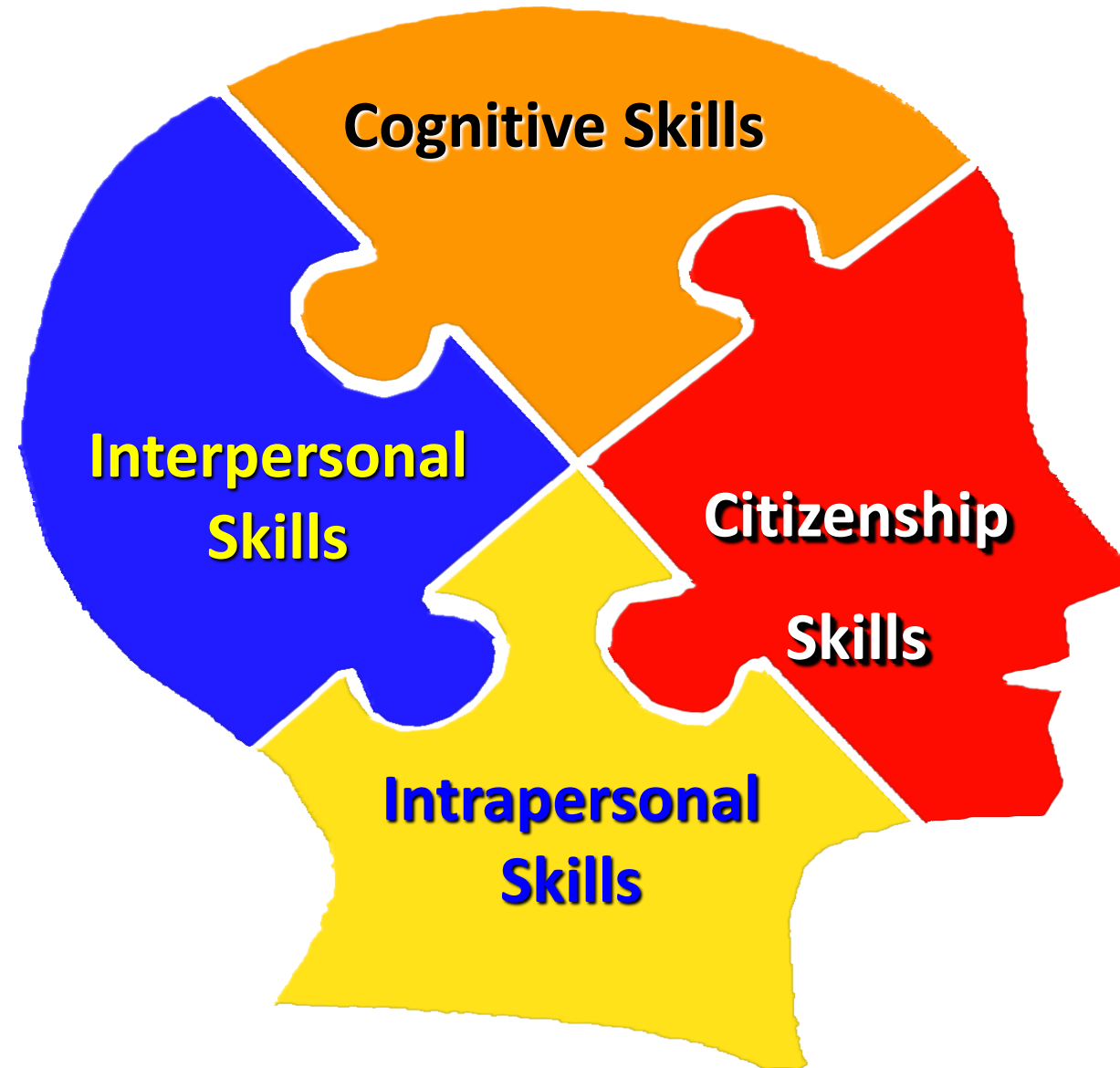
# First Challenge

## Different Terms are used for Transversal Competencies

Country	Terms Used
Australia	Core skills for work
New Zealand	Essential skills
United States	Workplace know-how
Many countries(Asia & Africa)	Generic Skills/Basic Competencies/Transferable Skills
Canada	Workplace Essential Skills



# Broad Clustering of Transversal Skills/Competencies



### **Self Management Skills**

- Time management
- Flexibility
- Self motivation
- Accountability
- Tolerance
- Literacy

### **Organization Skills**

- Communication
- Presentation
- Collaboration
- Social skills
- Leadership

### **Intra-personnel Clusters**

### **Interpersonal Clusters**

## **Skills set per cluster**

### **Cognitive Clusters**

### **Citizenship Clusters**

### **Critical and Innovative**

- Creativity
- Problem Solving
- Critical Thinking
- Innovative Thinking
- Emotional intelligence

### **Global Citizenship**

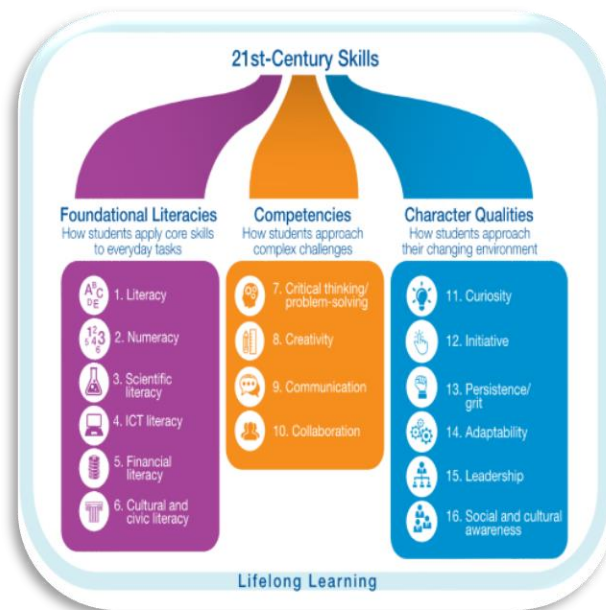
- Digital and Media
- Learning to learn and LLL
- Adaptability & risk taking
- Entrepreneurial Skills
- Multilinguals & Cross cultural
- **Sustainability**





# Major frameworks

## World Economic forum



## Partnership 21



## UNESCO-Bangkok

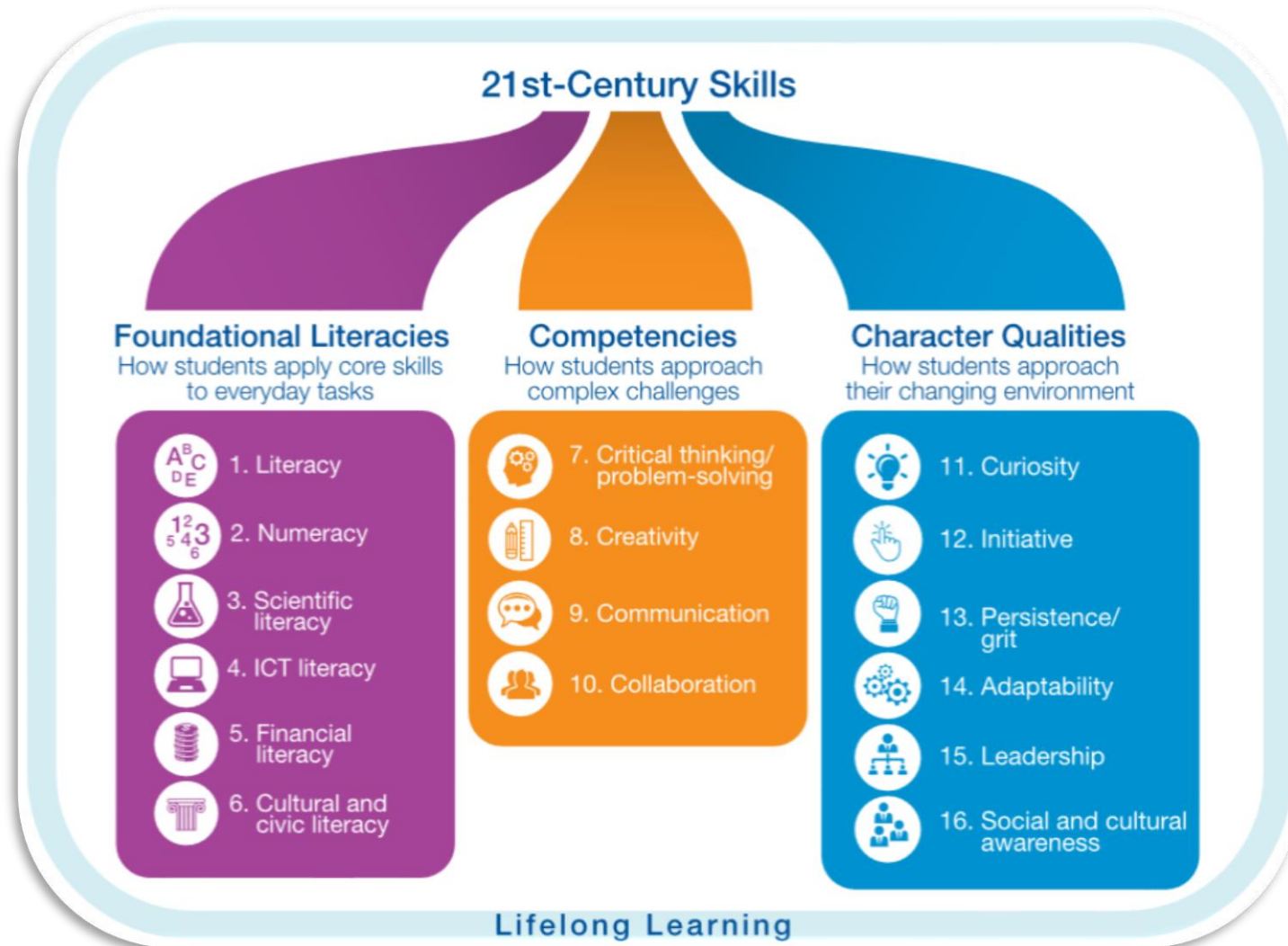
Learning Domains	Examples of key skills and competencies
Critical and innovative thinking	Creativity, entrepreneurship, resourcefulness, application skills, reflective thinking, reasoned decision-making
Inter-personal skills	Communication skills, organizational skills, teamwork, collaboration, sociability, collegiality, empathy, compassion
Intra-personal skills	Self-discipline, ability to learn independently, flexibility and adaptability, self-awareness, perseverance, self-motivation, compassion, integrity, risk-taking, self-respect
Global citizenship	Awareness, tolerance, openness, responsibility, respect for diversity, ethical and intercultural understanding, ability to resolve conflicts, democratic participation, conflict resolution, respect for the environment, national identity, sense of belonging
Media and information literacy	Ability to locate and access information through ICT, media, libraries and archives, express and communicate idea through ICT, use media and ICT to participate in democratic processes, ability to analyse and evaluate media content.

Source: <https://widgets.weforum.org/nve-2015/chapter1.html>; <http://www.p21.org> ; <http://unesdoc.unesco.org>

# WEF-framework

## World Economic Forum

Source: <https://widgets.weforum.org/nve-2015/chapter1.html>; <http://www.p21.org>; <http://unesdoc.unesco.org>

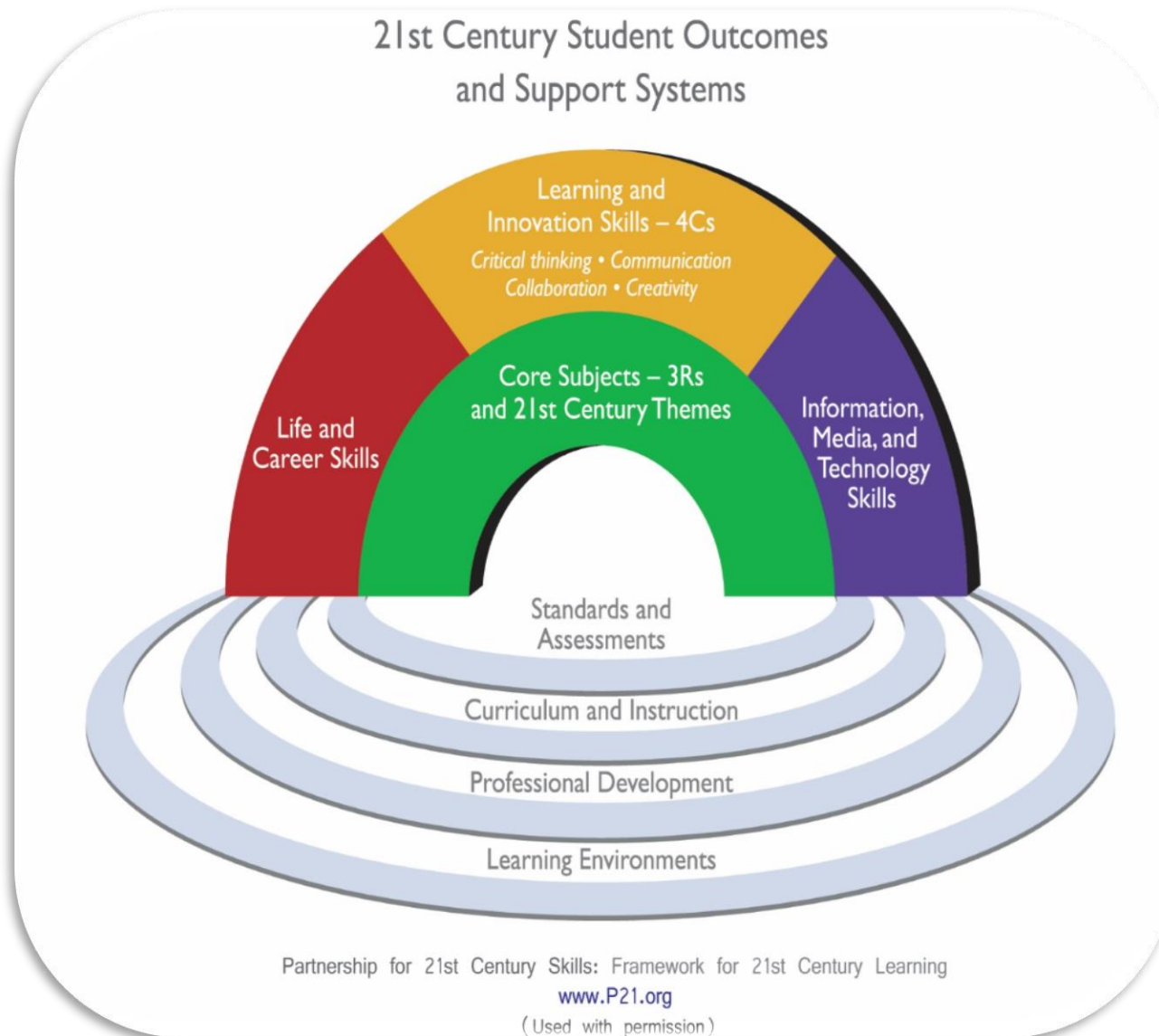




# P21-framework

## Partnership 21 Puts 4 broad sets.

- Key subjects & 21<sup>st</sup> Century Themes
- Learning and Innovation Skills
- Information, Media & Technology Skills
- Life & Career Skills



Source: <https://widgets.weforum.org/nve-2015/chapter1.html>; <http://www.p21.org> ;  
<http://unesdoc.unesco.org>

# P21 Framework: Other Broad Sets

## Learning and Innovation Skills:

- Creativity and Innovation
- Critical Thinking and Problem Solving
- Communication
- Collaboration

## Information, Media & Technology Skills:

- Information Literacy
- Media Literacy
- ICT Literacy

## Life and Career Skills

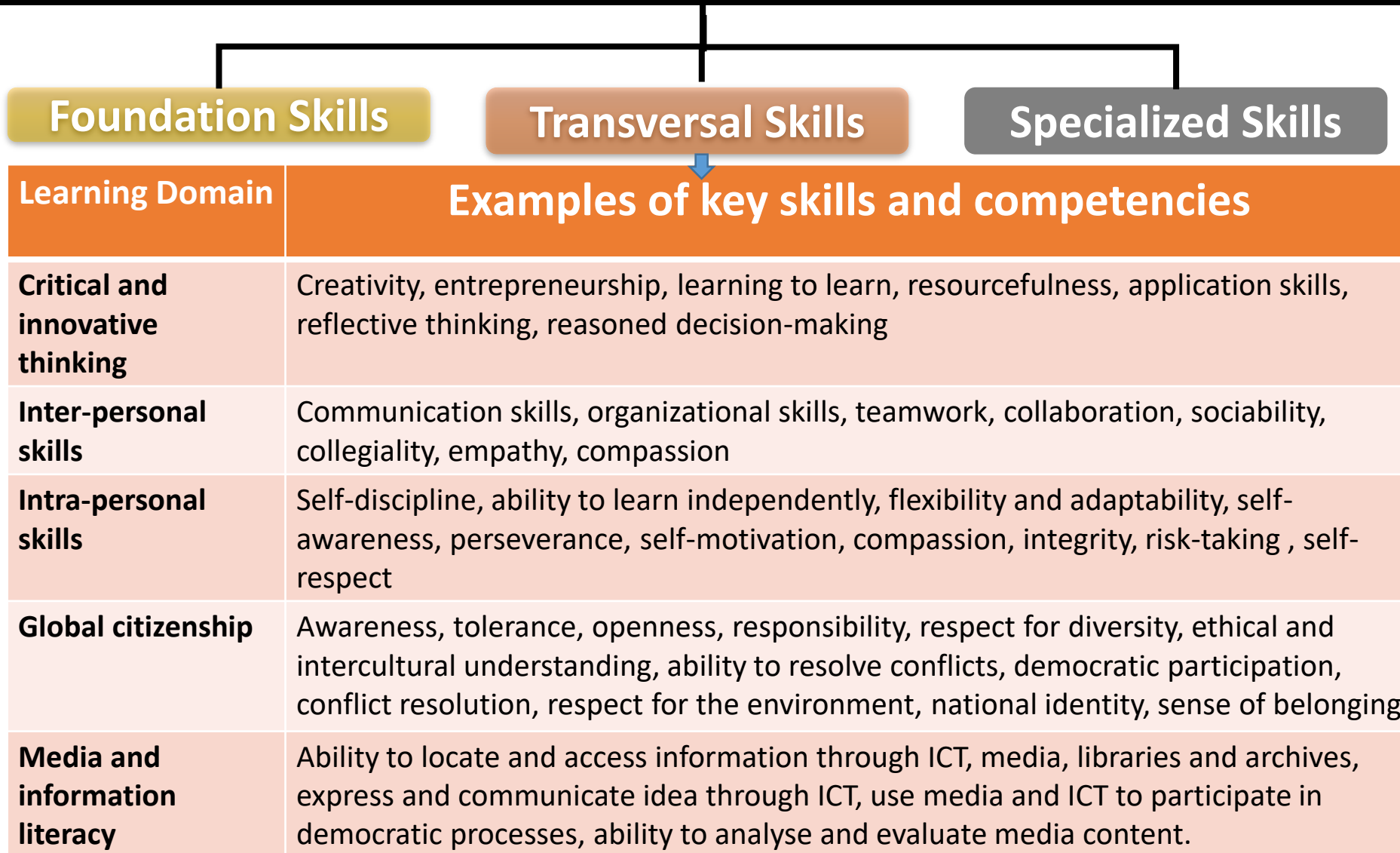
- Flexibility & Adaptability
- Initiative & Self Direction
- Social & Cross-Cultural Skills
- Productivity & Accountability
- Leadership & Responsibility

## P21 Framework Support Systems

- 21st Century Standards
- Assessments of 21st Century Skills
- 21st Century Curriculum & Instruction
- 21st Century Professional Development
- 21st Century Learning Environments



# UNESCO-BKK framework in VET

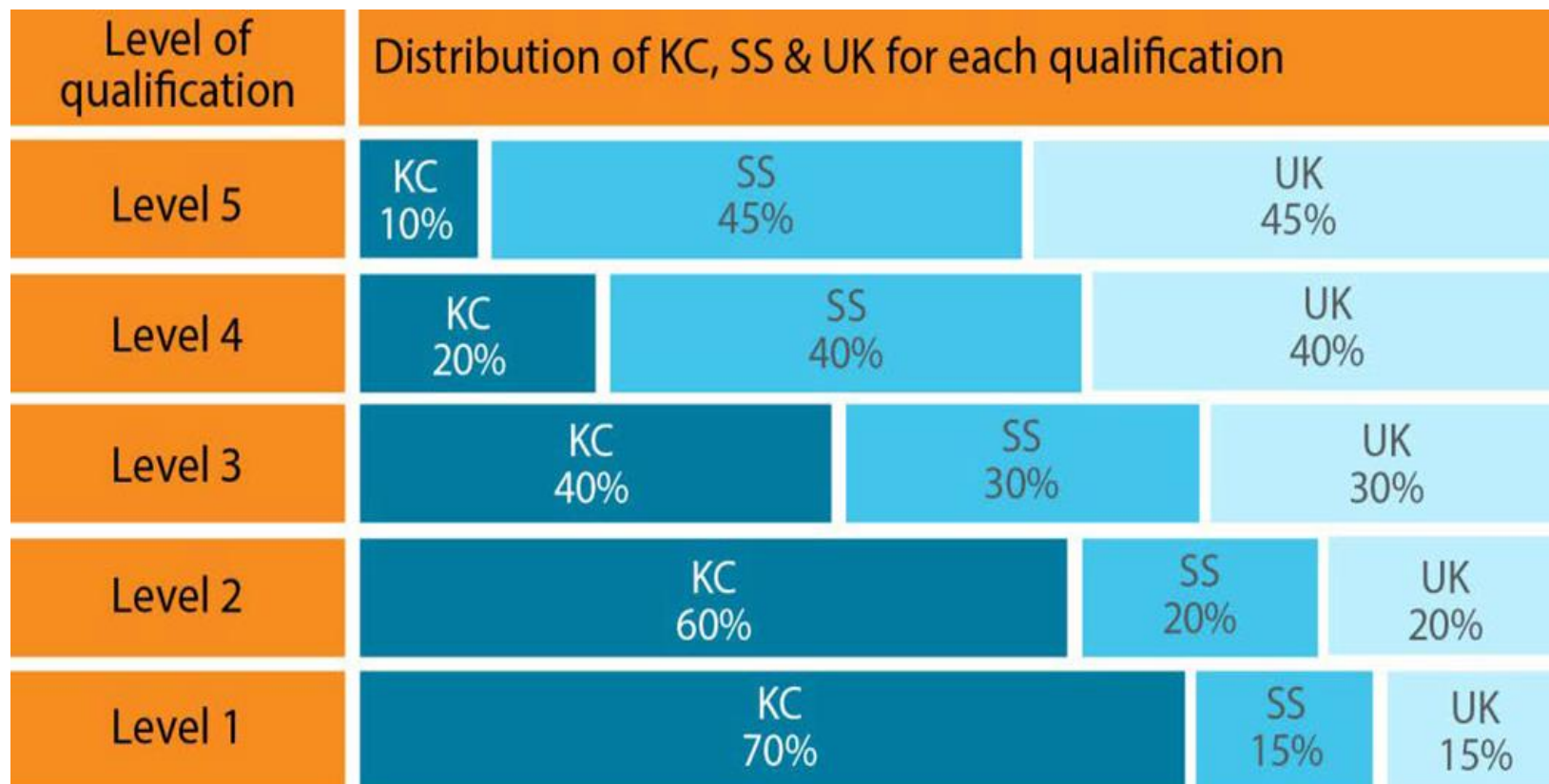


# Major Challenges and Issues

- Lack of clarity and consistency in the term used
- Key competencies can not be understood in isolation
- Need to maintain a flexible definition of TC or Key competencies
- No one size fits all, needs contextualization-Scope for adaptability
- Pedagogy is crucial, capacity development of VET teachers is key
- Assessment mechanism of TC in VET needs further research



## Distribution of component on key competences (KC) for VET qualifications at levels 1-5



NB: (SS) Sectoral Skills; (UK) underpinning knowledge

Source: MQC, 2012

