

Unpacking transversal skills and competences

Towards lifelong learning – 30 June 2021

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ESCO: European Skills/Competences, qualifications and Occupations

The screenshot displays the ESCO website interface. At the top right, there are links for 'Legal notice', 'Cookies', 'Contact', and 'Search on Europa', along with a language dropdown set to 'English (en)'. The main header features the ESCO logo and the text 'European Skills/Competences, qualifications and Occupations'. Below this is a navigation bar with 'ABOUT ESCO', 'CLASSIFICATION', 'TOOLS & RESOURCES', and 'FORUM'. A secondary navigation bar highlights 'Occupations', 'Skills/competences', and 'Qualifications'. The main content area shows a search bar and a list of search results: 'application of knowledge', 'social interaction', 'thinking', and 'attitudes and values'. The 'social interaction' result is expanded, showing its description: 'Ability to engage effectively and in a goal-directed manner with other people encountered at work or study, e.g. with colleagues, peers, customers, clients and patients.' It also lists alternative labels, broader skills/competences (Transversal skills/competences), and narrower skills/competences (accept constructive criticism, address an audience, demonstrate intercultural competence, give advice to others, instruct others, interact with others, lead others).

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European Commission ESCO
European Skills/Competences, qualifications and Occupations

European Commission > ESCO > Skills/competences

ABOUT ESCO CLASSIFICATION TOOLS & RESOURCES FORUM

Occupations Skills/competences Qualifications

Search

- > application of knowledge
- > social interaction
- > thinking
- > attitudes and values

English (en)

social interaction

Description

Ability to engage effectively and in a goal-directed manner with other people encountered at work or study, e.g. with colleagues, peers, customers, clients and patients.

Alternative label

social interactions

Broader skills/competences

Transversal skills/competences

Narrower skills/competences

- accept constructive criticism
- address an audience
- demonstrate intercultural competence
- give advice to others
- instruct others
- interact with others
- lead others

A better ESCO transversal skills hierarchy for more use cases

- Goal: refine & structure ESCO terminology on transversal skills and competences
 - ➔ Complete landscape as a point of reference
- Actors: Small expert group coordinated by Cedefop reporting to ESCO secretariat and EQF-AG
- Use Cases
 - Labour market analysis
 - Job matching (writing CVs and Job postings)
 - Curriculum development
 - Validation of non-formal and informal learning (e.g., tool development / practitioner training)

Reviewed sources (selection)

- National & International competence and qualification frameworks (e.g. KeyComp)
- Company & sector competence frameworks
- Labour market analysis & validation tools and instruments

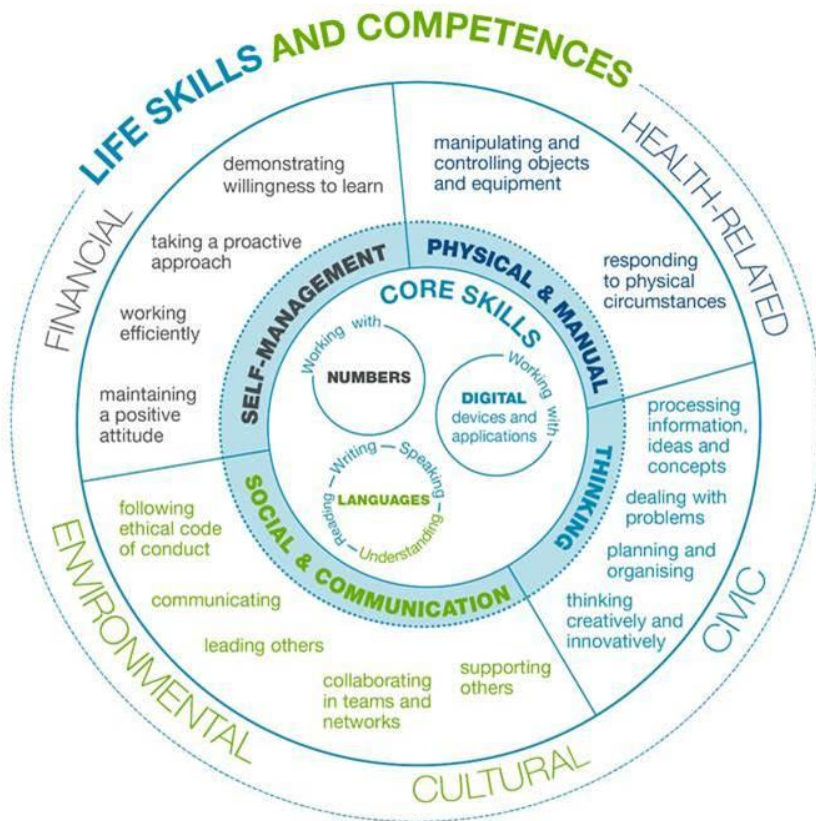
- Bartram, D. (2006). The Great Eight Competencies
- Battelle for Kids (2019). Framework for 21st Century Learning.
- Bertelsmann Stiftung (2018). Competence Cards for Immigration Counselling.
- Career Key – foundation skills.
- Cedefop (2019). Skills-OVATE: Skills Online Vacancy Analysis Tool for Europe.
- Department of Health (2004). The NHS Knowledge and Skills Framework (NHS KSF)
- Gradar, the job evaluation engine (2016)
- Hay Group (2009). Core Competencies Project: Competency Dictionary.
- Heyse, V. and Erpenbeck, J. (1998). KODE® KompetenzAtlas.
- International Labour Organisation (2012). ISCO-08.
- National Research Council. (2012). Education for life and work
- OECD (2018). The OECD Learning Compass 2030.
- The Scottish Police Authority (Undated). Behavioural Competency Descriptors
- UNESCO, Hart, J. (2019). World Reference Levels
- UNESCO, ETF, CEDEFOP (2019). Global Inventory of Regional and National Qualifications Frameworks
- World economic forum (2016). New Vision for Education
- World Economic Forum (2018a). The Future of Jobs
- World Economic Forum (2018b). 2022 Skills Outlook
- Ziegler, M. (2019). Great-8-Tachometer
- Diverse EU Comp Frameworks (KeyComp, DigComp, LifeComp)

Definition of our understanding of „transversal skills and competences“

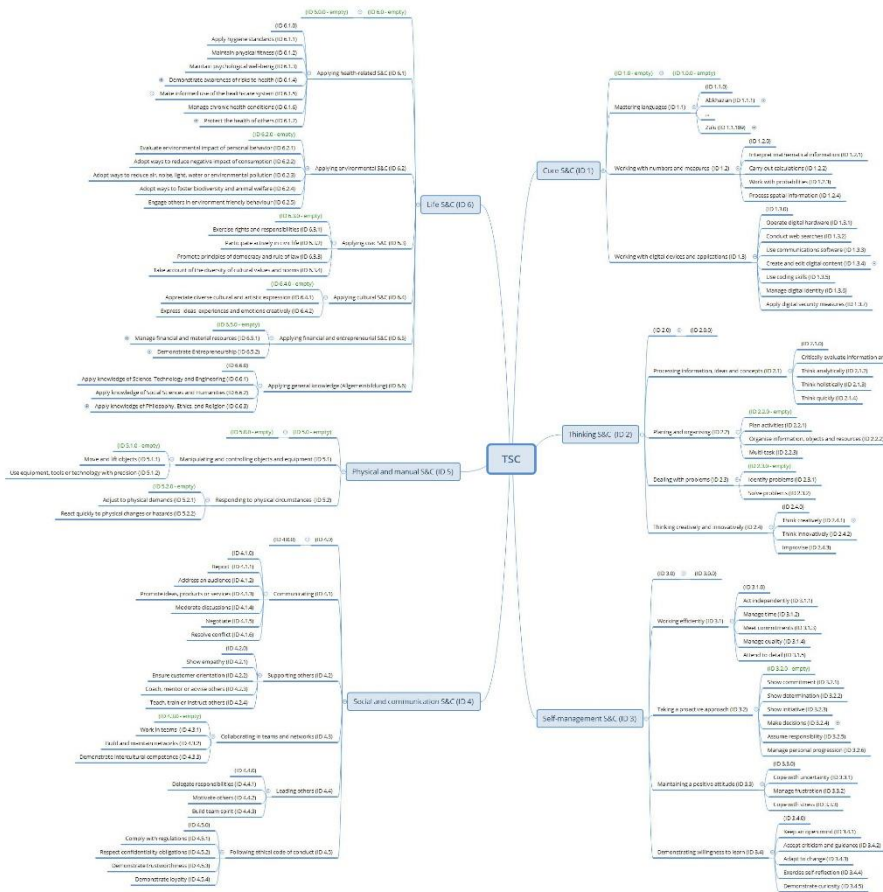
*“Transversal skills and competences (TSCs) are learned and proven abilities which are commonly seen as necessary or **valuable** for effective action **in virtually any kind of work, learning or life activity**. They are “transversal” because they are **not exclusively related to any particular context** (job, occupation, academic discipline, civic or community engagement, occupational sector, group of occupational sectors, etc.).”*

Framework overview

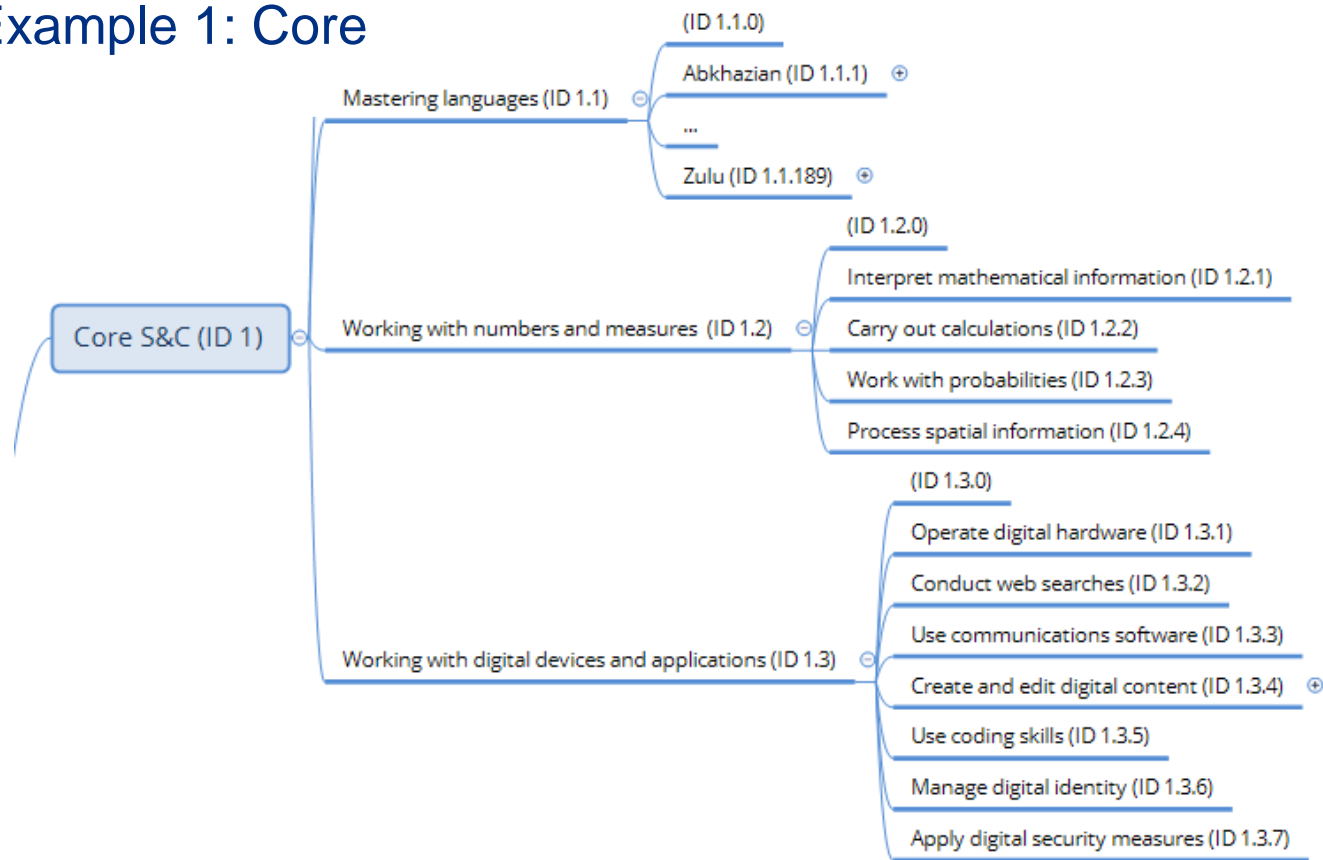
- 3 layers – from most transversal to least
- 6 categories – from internal to external
- 24 clusters
- 89 skills (+189 languages)



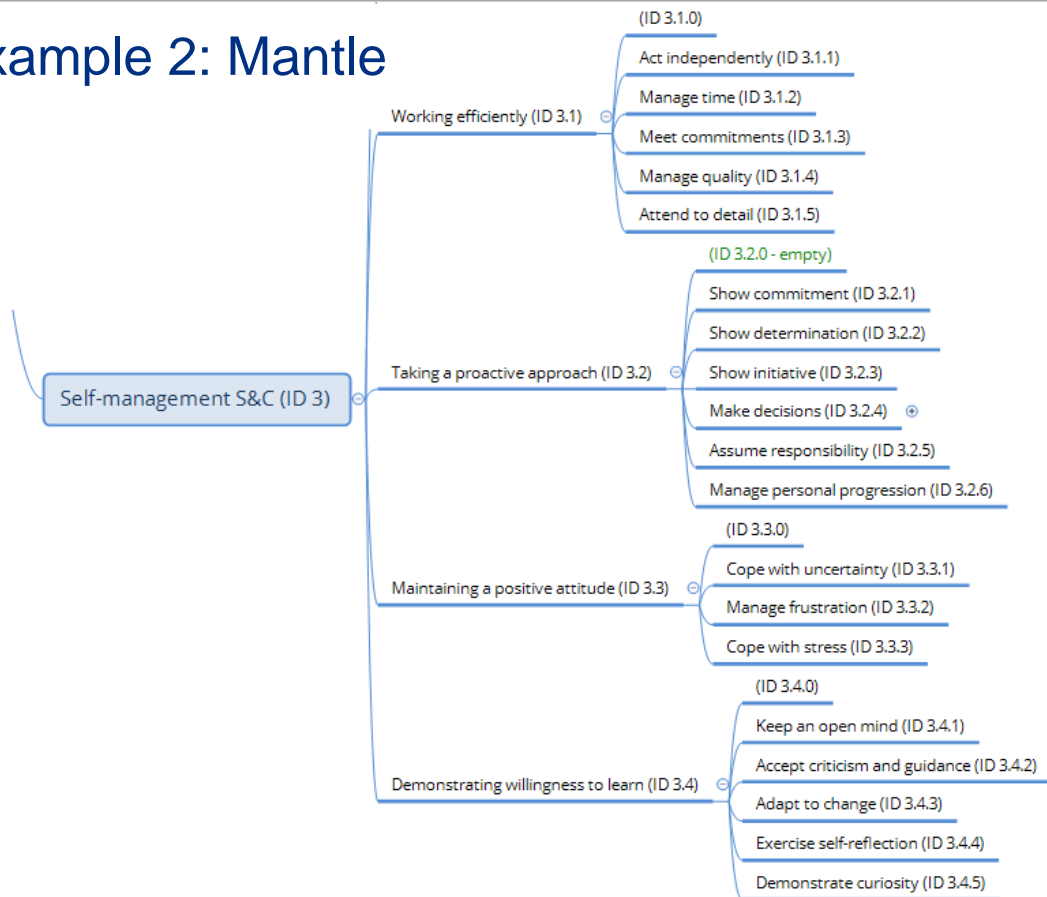
Rapid Deep Dive



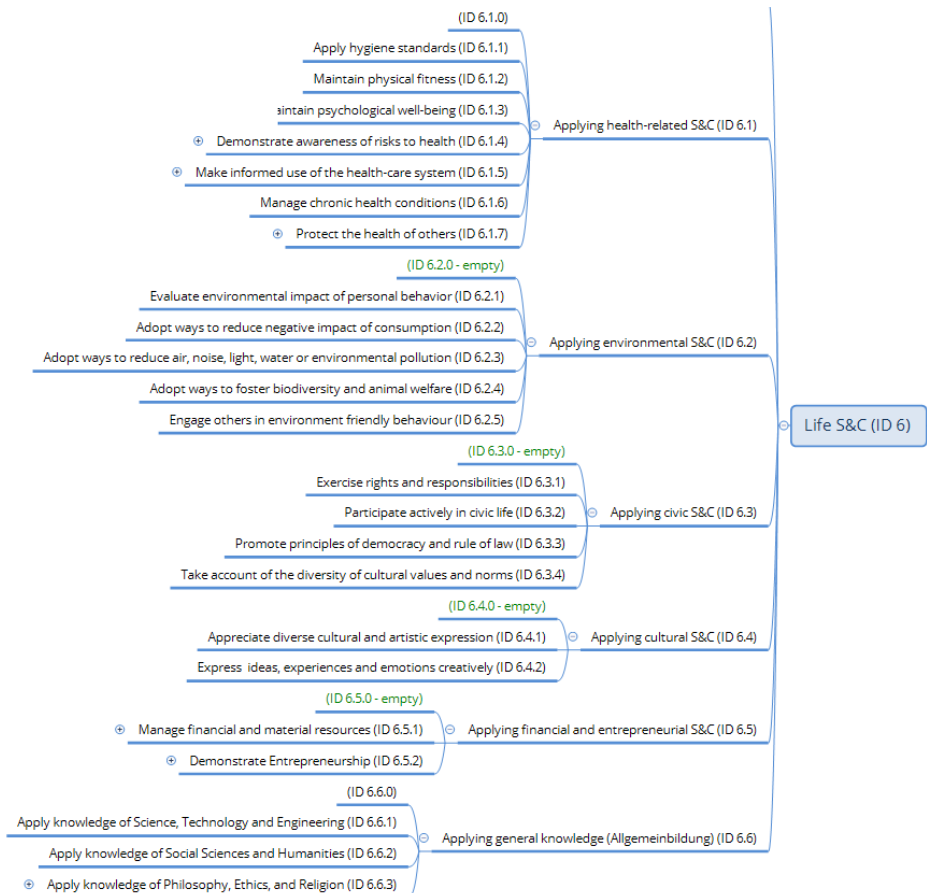
Example 1: Core



Example 2: Mantle



Example 3: Crust



Use case: Online Job Vacancy Analysis @Bertelsmann Stiftung

☰ DOSTA Annotation
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SHOW TASKS
PREVIOUS
NEXT

Document Details

EXPAND

CLEAR SELECTION

Labels

Search

Q Please enter your search term.

CLOSE ALL

Deine Aufgaben : Du bist in Deinem Team verantwortlich für eine **effiziente Abwicklung** der Pre - **Sales B 2 B** Anfragen - national wie international . Im Kern heißt das :

- Vorselektieren und Qualifizierung aller eingegangenen Kundenanfragen .
- Operative **Unterstützung** der Vertriebs - und Lichtplanungsteams bei der Erstellung von Angeboten und Abwicklung von Bestellungen .
- Du bist Bindeglied zwischen den Abteilungen Vertrieb und Customer Service B 2 B .
- **Unterstützung** des Vertriebsteams bei administrativen Aufgaben .
- **Kommunikation** mit Lieferanten und Überprüfung der Lieferfähigkeit .
- Ausbau eines effizienten **Sales** Support

Du bringst mit :

- Du besitzt mind . 2 Jahre Berufserfahrung in vertrieblichen / kaufmännischen Tätigkeiten
- Du hast ein **professionelles Auftreten** , bist sehr **sorgfältig** und prozessgetrieben
- Ein dynamisches Umfeld **motiviert** Dich zu Bestleistungen
- Du verfügst über eine sehr gute mündliche und schriftliche **Kommunikationsfähigkeit**
- Du bist schnell und sicher im Umgang mit **MS Office** , **speziell Excel** und **E - Mail** . Gerne Erfahrung mit ERP Systemen (MS Navision)
- Du bist **flexibel** , **pragmatisch** und **offen im Umgang mit Menschen**
- Du hast idealerweise ein gutes Produktverständnis rund um Licht
- Licht ist Ursprung des Lebens und wirkt sich positiv auf Gesundheit , Inspiration und Laune aus . Die **Begeisterung hierfür bringst** Du mit

- ▶ ● Kognitive Kompetenzen
- ▼ ● Selbstmanagement Kompetenzen
 - ▼ ● Effizientes Arbeiten
 - Qualitätsbewusstsein
 - Selbstständigkeit
 - Sorgfalt
 - Verlässlichkeit
 - Zeitmanagement
 - ▶ ● Proaktive Herangehensweise
 - ▶ ● Resilienz
 - ▶ ● Lernbereitschaft
- ▼ ● Soziale und kommunikative Kompetenzen
 - ▶ ● Kommunikationsfähigkeit

Thanks for your kind attention!

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