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# Validation of transversal skills across Europe

EC Validation event – 24 November 2021

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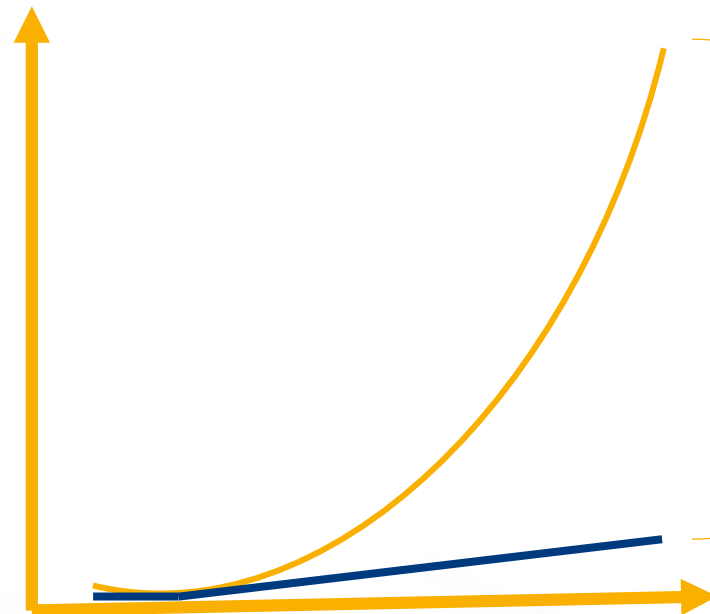


Co-funded by the  
Erasmus+ Programme  
of the European Union



## The paradox




Increasing demand for transversal skills by employers



**The gap we want to close**

The integration of transversal skills and competences in validation and guidance processes, provisions, and policies.

## Validation of transversal skills across Europe

- TRANSVAL-EU is a 30-months project (March 2021-August 2023)
- Funded by the EU (Erasmus+ Policy experimentation project)
-   is the lead coordinator (and  co-leads)
- Over 30 partners: 16 full Partners + 13 associate partners: EU E&T and civil society networks, research organisations, validation providers, adult education and VET centres, social partners,...

Aim: build **validation** and **guidance practitioners'** capacity on **transversal skills**.

March – Dec 2021

Jan – Dec 2022

Jan – Aug 2023

TRANSVAL-EU

Project Management  
Communication & Dissemination  
Peer review and Quality assurance

**State of the art**  
(April – Dec 2021)

We are here

**Curriculum Development**  
(July – Mar 2021)

**Field trials experimentation**  
(Jan. 2021 – Dec 2022)

**Research evaluation**  
(May 2022 - March 2023)

**Policy and sustainability**  
(Nov. 2022 – Aug 2023)



## High-quality validation tools and methods for transversal skills

- 1 Research and analysis of existing tools and methods
- 2 Design of one tool: a referential for transversal competences
- 3 Selection of tools and methods
- 4 Adaptation of tools and methods for the experimentation

# 1 Results of the Research and analysis of existing tools and methods

- **Partners' research:**

- Desk research + EU survey (April-December 2021)
- Number of inspiring good practices collected: **Around 50**

- **Information we collected:**

- Name, initiator, scope, languages, country(ies) of implementation, sector, target group, type, stage concerned, competences concerned, if digital, success factors (eg sustainability, impact) and challenges (eg for replicability).

## 2 TRANSVAL-EU Competence framework

### 12 transversal skills and competences

1. Managing and organizing activities
2. Solving problems and reacting to the unforeseen
3. Cooperating and fostering cooperation
4. Resource management
5. Using oral communication in one or several languages
6. Taking professional, social and cultural norms into account
7. Using written communication in one or several languages
8. Communicating using digital technologies
9. Critical thinking
10. Building one's career path
11. Developing one's competences and profile
12. Self-reflection



## 2 TRANSVAL-EU Competence framework

Resource management (e.g. time, money, material resources, etc.)	
EQF Level I	<ul style="list-style-type: none"><li>• Uses the resources economically under supervision for routine situations</li></ul>
EQF Level II	<ul style="list-style-type: none"><li>• Identifies the resources needed in routine situations independently and uses it after consultation</li></ul>
EQF Level III	<ul style="list-style-type: none"><li>• Applies the correct procedures to make the resources available for the routine tasks</li></ul>
EQF Level IV	<ul style="list-style-type: none"><li>• Adapts their own behaviour based on the outcomes of their resource management</li></ul>
EQF Level V	<ul style="list-style-type: none"><li>• Manages their own resources and that of the team even in unpredictable and changing situations</li></ul>
EQF Level VI	<ul style="list-style-type: none"><li>• Manages and plans the resources needed for teams and larger groups, even in unpredictable and changing situations</li></ul>
EQF Level VII	<ul style="list-style-type: none"><li>• Develops and elaborate innovative and creative way to identify, use and manage resources</li></ul>
EQF Level VIII	<ul style="list-style-type: none"><li>• Creates strategies for managing resources on the basis of data analysis and scientific theories</li></ul>



### 3 Selection of tools and methods

Tools for Curriculum development, EU ToT, field trials experimentation

Choice of 4-5 tools to present and train about (Oct 2021-Jan 2022)

#### **Criteria:**

- is useful for one or more of the phases of the validation process (incl. guidance);
- is transferable/usable in practice, it is accessible to all partners and affordable;
- is grounded in research;
- shows evidence of sustainability.

## 4 Adaptation of tools and methods for the experimentation

**Next question:** How to include it in existing validation/guidance processes?

**Adaptation (Dec 2021-June 2022):**

- Translation?
- Time constraints
- Practitioners' or institutional resistance
- Sustainability post-project activities

Do we design new methods/tools?

Participatory method ⇔ Acceptance by practitioners and institutions.

## ? (Some of) the next challenges for the tools/methods selection

### **Cf Fig. 1 Note on workshop C:**

- Validity: individualised/personalised, holistic (incl. TS), visibility
- Reliability (transparency, fairness, repeatability)
- Scalability
- Objectivity (same results across evaluators)
- Costs and time

### **Next questions:**

- Formative vs summative
- Extracting vs documenting
- Individual tailoring vs standardisation
- Self-assessment vs external testing



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# THANK YOU

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