



Rationale, outputs, processes

Procjenjivanje prijenosnih vještina u zelenim poslovima za zapošljivost mladih i djelatnika
u procesu restrukturiranja

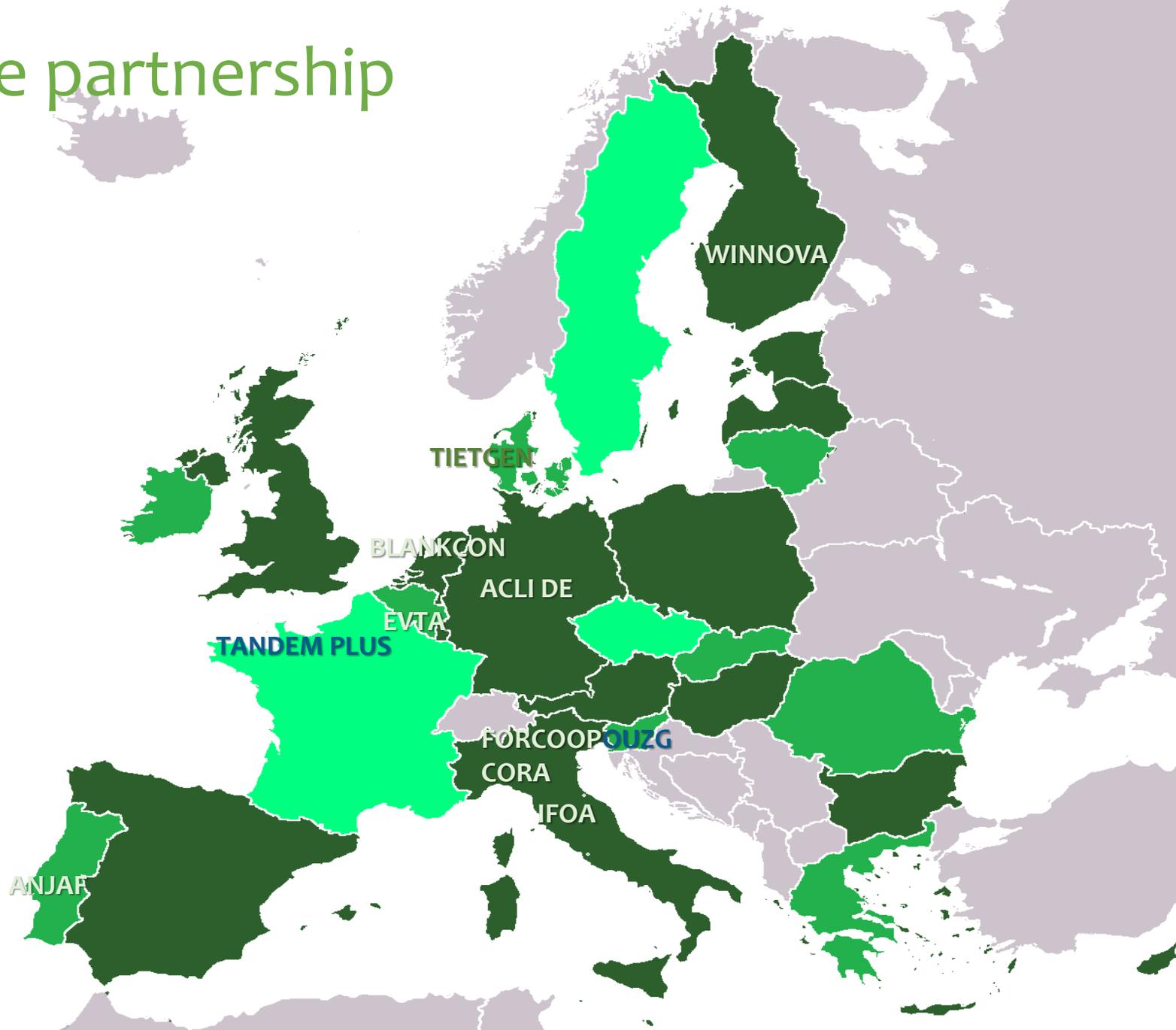
ACROSS

Zagrebački  & 08.-13.05.2017.
energetski tjedan





The partnership





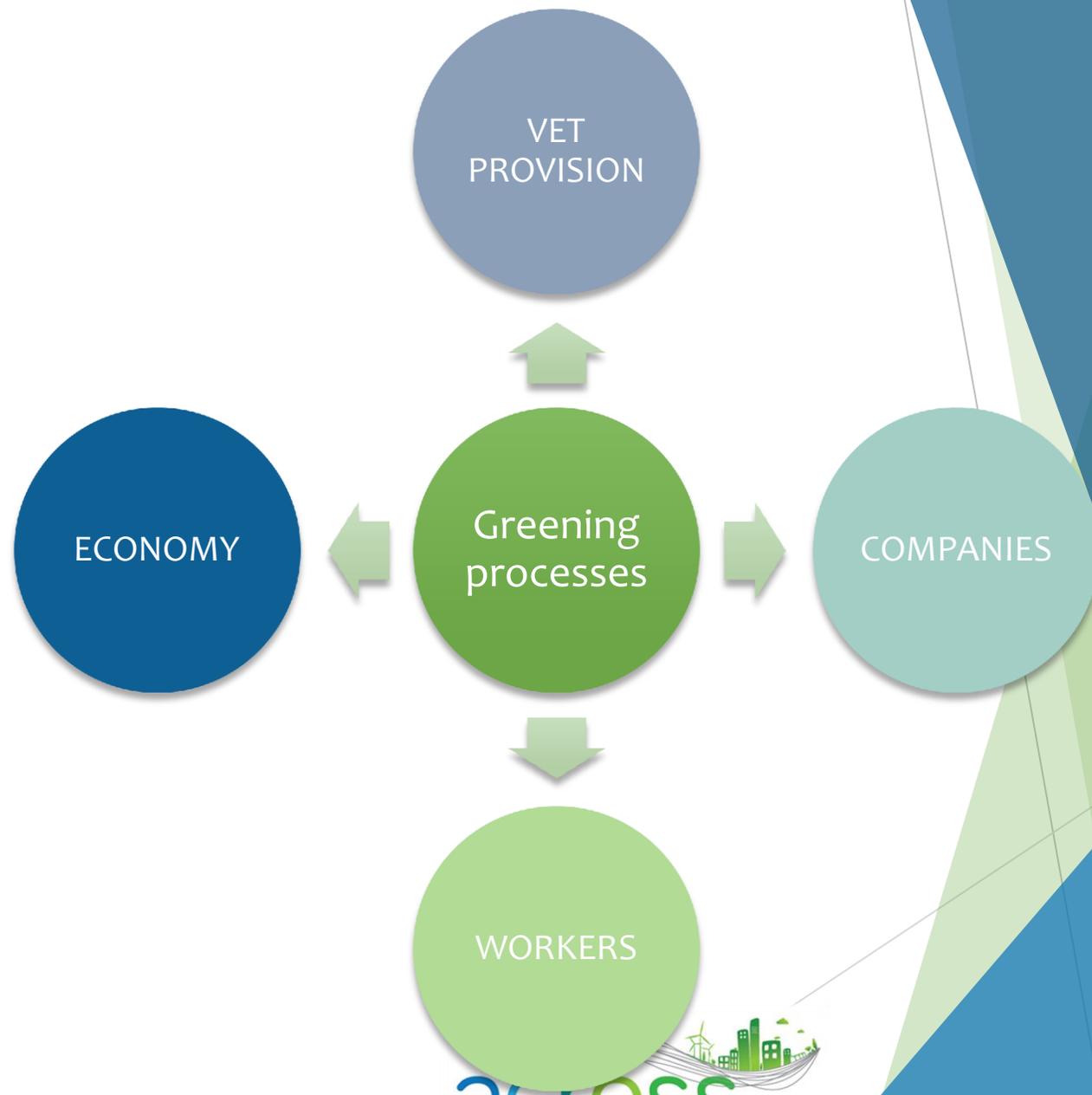
What is 'green'?





Introduction

- ❁ Changing economy – youth unemployment and workers dismissed because of restructuring of traditional sectors
- ❁ Global structural change, need for sustainability
 - + Across sectors
 - + Across profiles
 - + Across companies





Objectives

- ⚙️ to strengthen the capacity of VET and labour market organizations to reduce the gaps between available skills and labour demand and to deliver innovative tools to bridge such gaps focusing on two main tenets:
 - + sustainable development in the so-called green economies
 - + appraising of transversal skills as portable skills in times of high unemployment and restructuring
- ⚙️ Priorities:
 - + Fostering the assessment of transversal skill
 - + Developing partnerships between education and employment



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Expected results

- ⚙ 6 outputs:
 - + (a) knowledge toolkit;
 - + (b) ACROSS' model;
 - + (c) tool for transversal skills assessment;
 - + (d) tool for guidance and employability in greening jobs;
 - + (e) tool to anticipate green skills needs;
 - + (f) evaluation of the model and tools.
- ⚙ 9 local multiplier events to share, disseminate and streamline the project's results at local/national level;
- ⚙ 2 transnational events to disseminate at European level the results of the project and to promote its approach to external stakeholders;
- ⚙ 1 short term staff training, to build the capacity of the partners and to share the methodology of the tools and the delivery of services.
- ⚙ Monitoring and evaluation system of the project;
- ⚙ Communication and dissemination plan and material;
- ⚙ Project's blog and digital storytelling videos



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The rationale

We are in this phase

Joint staff training

OUTPUT 6: evaluation of the model and tools

EVENTS: Local/nat'l dissemination

Analysis and good practice

Modeling and tools

Testing and evaluation

Streamlining

OUTPUT 1: knowledge toolkit

OUTPUT 2: ACROSS' model;
OUTPUT 3: tool for transversal skills assessment;
OUTPUT 4: tool for guidance and employability in greening jobs;
OUTPUT 5: tool to anticipate green skills needs

EVENTS: Transnational events



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The ACROSS «Knowledge toolkit»

- ⦿ A compendium of information, practice, bibliographic references and inputs for actions
- ⦿ The result of 7 “sense-making” actions on the greening of skills, jobs and economies. We used the following methods:
 1. *Brain writing and group discussion*
 2. *Stakeholder Interviews*
 3. *Common definitions matrix*
 4. *Prioritizing through ESCO classification of transversal skills*
 5. *Good practice collection and evaluation*
 6. *Looking around for other projects*
 7. *Sharing partners’ tools*

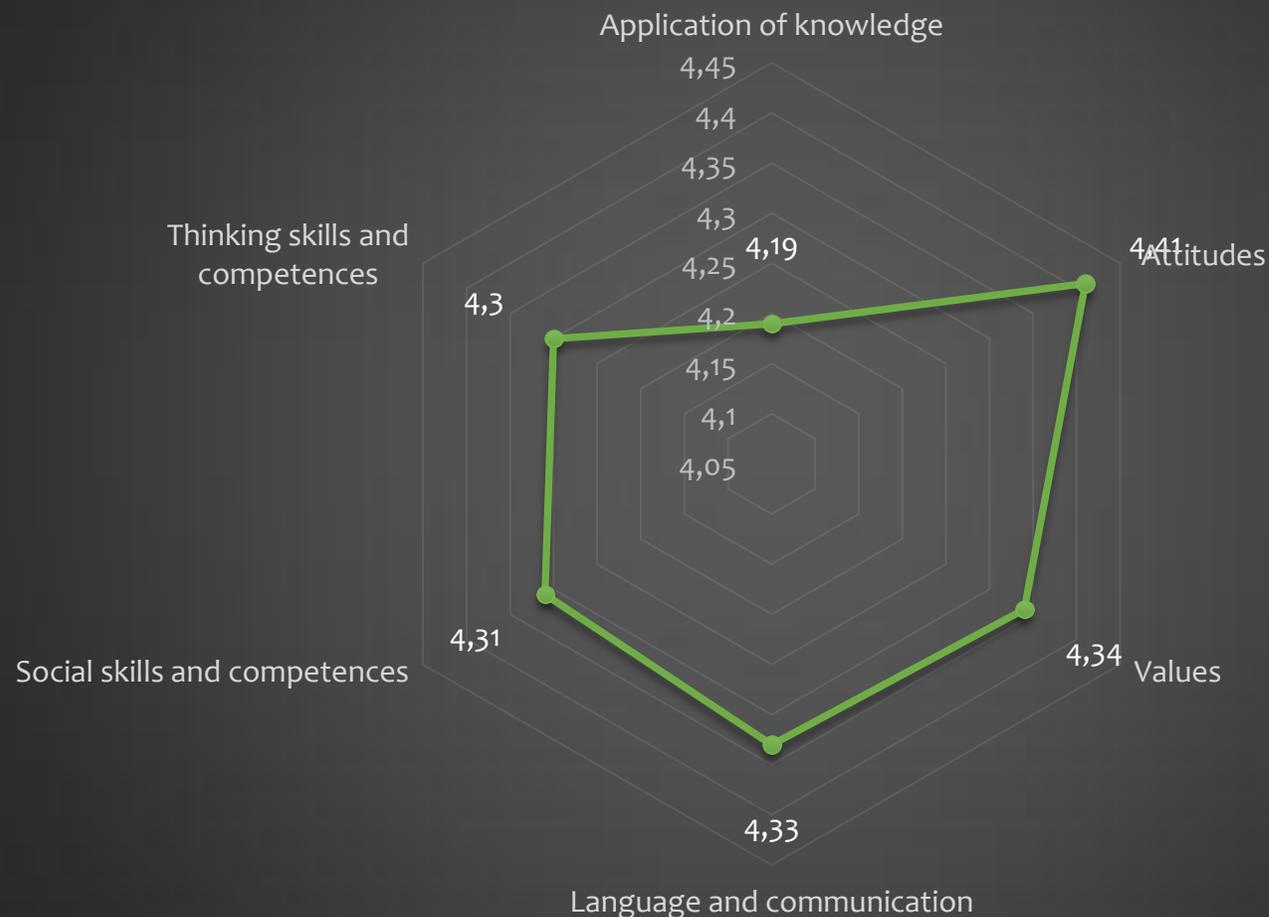




ACROSS Top 10 green transversal skills (ESCO)

- Learn from mistakes
- Treat people fairly
- Mother tongue (communication and interaction)
- Work efficiently
- Attend to quality
- Build on experience
- Make an effort
- Adapt to changes
- Be curious
- Persist

5 macro categories





The ACROSS approach and its tools/1

- ⦿ A survey carried out with ESCO helped define and prioritize the 6 macro-categories of transversal skills
 - + *Resilience*
 - + *Creativity and troubleshooting*
 - + *Respect and communication in intercultural workplaces*
 - + *Commitment and quality*
 - + *Leadership = negotiation + networking*
 - + *Sustainability and ethics in the working environment*



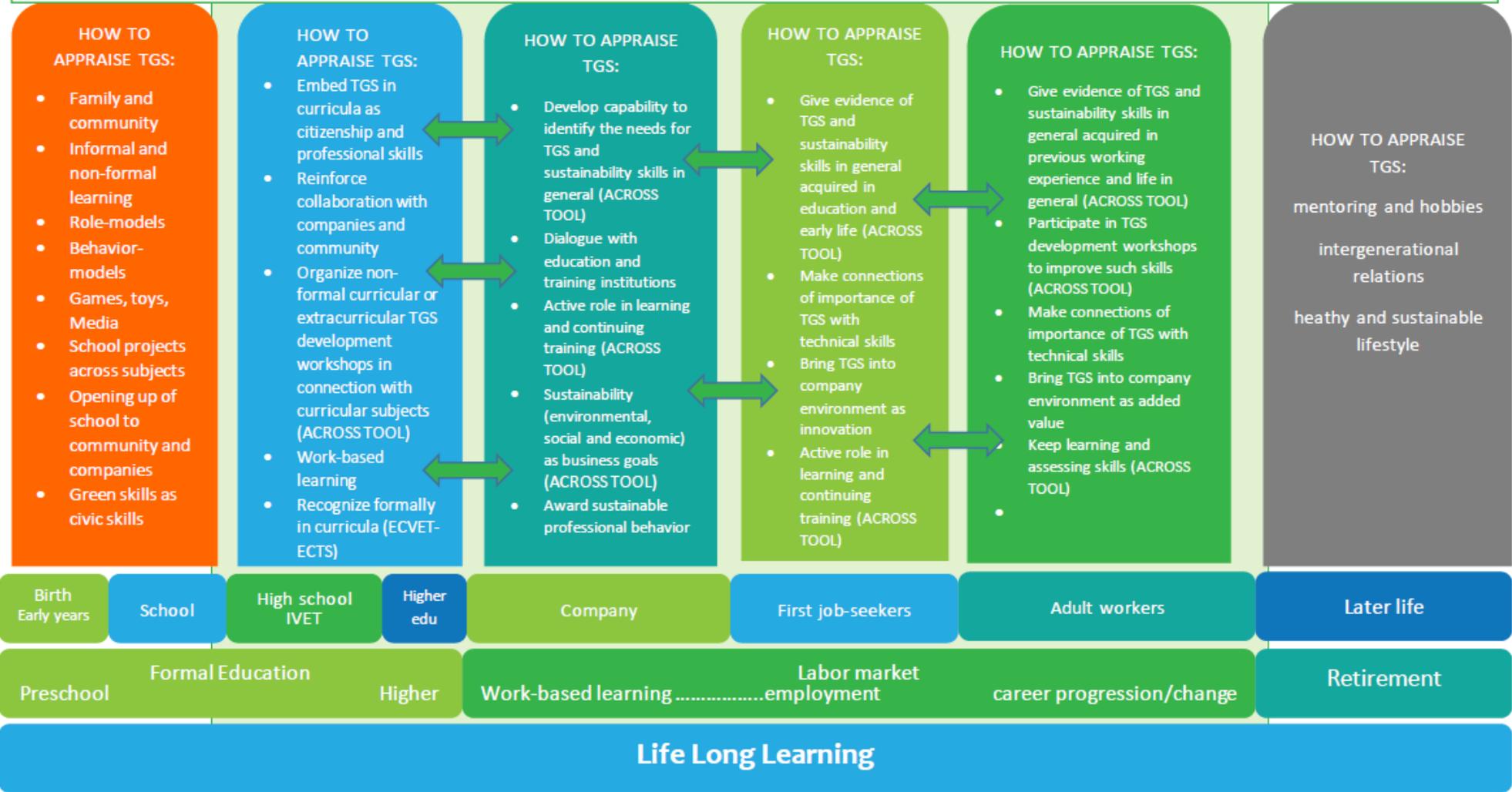
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ACROSS' TRANSVERSAL GREEN SKILLS (TGS)

Attitudes and values at work and Social skills and competences: *abilities to deal with challenges and change, flexible and resilient attitudes, leadership and abilities to work in group.* **Thinking skills:** *problem-solving and creative and entrepreneurial skills;*
Application of knowledge: *spatial awareness, application of environmental and safe approaches*
Language: *verbal and linguistic interaction, intercultural communication*





The ACROSS approach and its tools/2

- Three tools have been developed:
 - + *Tool/method to anticipate green skills needs*
 - + *Tool/method for transversal skills assessment*
 - + *Tool/methods for guidance and employability in greening jobs*
- These tools are not “stand-alone” techniques, but can flexibly be embedded in larger contexts, for example:
 - + *Providing activities/training methods to include the skills in IVET curricula, CVET or company training paths*
 - + *Supporting companies and VET practitioners to “read” trends and identify skills needs and adapt the training offer accordingly*





Joint staff training

- ⚙️ A joint learning week was carried out in October in Venice to share and test the tools developed by ACROSS



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Joint staff training

- About 25 trainers of IVET, CVET met for 5 days and shared the methodological and concrete tools developed



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Joint staff training

- Following the training, the tools have been validated and are now ready to be tested by partners in the framework of their «ordinary» work and clients and will provide a process-and-outcome evaluation of the used tools



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What next?

- ⦿ Final conference in Brussels during the EU VETSkills week
- ⦿ Pilot phase – May/June
- ⦿ For further info and updates visit the blog <http://greenyourskills.wixsite.com/across>



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