Rationale, outputs, processes

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

ACROSS

Zagrebački energetski tjedan
08.-13.05.2017.
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
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
The rationale

Analysis and good practice

Joint staff training

OUTPUT 6: evaluation of the model and tools

EVENTS: Local/nat’l dissemination

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

Streamlining

EVENTS: Transnational events
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
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
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

**HOW TO APPRAISE TGS:**
- Family and community
- Informal and non-formal learning
- Role-models
- Behavior-models
- Games, toys, Media
- School projects across subjects
- Opening up of school to community and companies
- Green skills as civic skills

**HOW TO APPRAISE TGS:**
- Embed TGS in curricula as citizenship and professional skills
- Reinforce collaboration with companies and community
- Organize non-formal curricular or extracurricular TGS development workshops in connection with curricular subjects (ACROSS TOOL)
- Work-based learning
- Recognize formally in curricula (ECVET-ECTS)

**HOW TO APPRAISE TGS:**
- Develop capability to identify the needs for TGS and sustainability skills in general (ACROSS TOOL)
- Dialogue with education and training institutions
- Active role in learning and continuing training (ACROSS TOOL)
- Make connections of importance of TGS with technical skills
- Bring TGS into company environment as innovation
- Award sustainable professional behavior

**HOW TO APPRAISE TGS:**
- Give evidence of TGS and sustainability skills in general acquired in education and early life (ACROSS TOOL)
- Participate in TGS development workshops to improve such skills (ACROSS TOOL)
- Make connections of Importance of TGS with technical skills
- Bring TGS into company environment as added value
- Keep learning and assessing skills (ACROSS TOOL)

**HOW TO APPRAISE TGS:**
- mentoring and hobbies
- intergenerational relations
- healthy and sustainable lifestyle

**Life Long Learning**

**Birth early years**
**School**
**High school IVET**
**Higher edu**
**Company**
**First job-seekers**
**Adult workers**
**Later Life**
**Preschool**
**Formal education**
**Higher**
**Labor market**
**employment**
**career progression/change**
**Retirement**
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
Joint staff training

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