

Erasmus+
Enriching lives, opening minds.

 **léargas**

Using the Erasmus+ Programme to Develop Transversal Skills

Mila Popovic, Léargas

This year a record number of students from [Mayo College of Further Education & Training](#) departed for 11 destinations around Europe to take part in #Erasmus+ vocational training. We wish our 124 participants well on their placements in Finland, Estonia, Nimes, Paris, Malaga, Braga, Malta, Cyprus, Berlin, Leipzig, Denmark and Soria.



"I learnt that you should
do more listening than
talking"

" I improved in
communication,
teamwork,
understanding, problem
solving, organisational
skills"

"I was able to manage
myself aptly and now I
feel more confident in
doing so in the future"

Questions:

What are Transversal Skills?

**Can undertaking Erasmus+ Mobility Projects
Develop Transversal Skills?**

Priority Transversal Skills

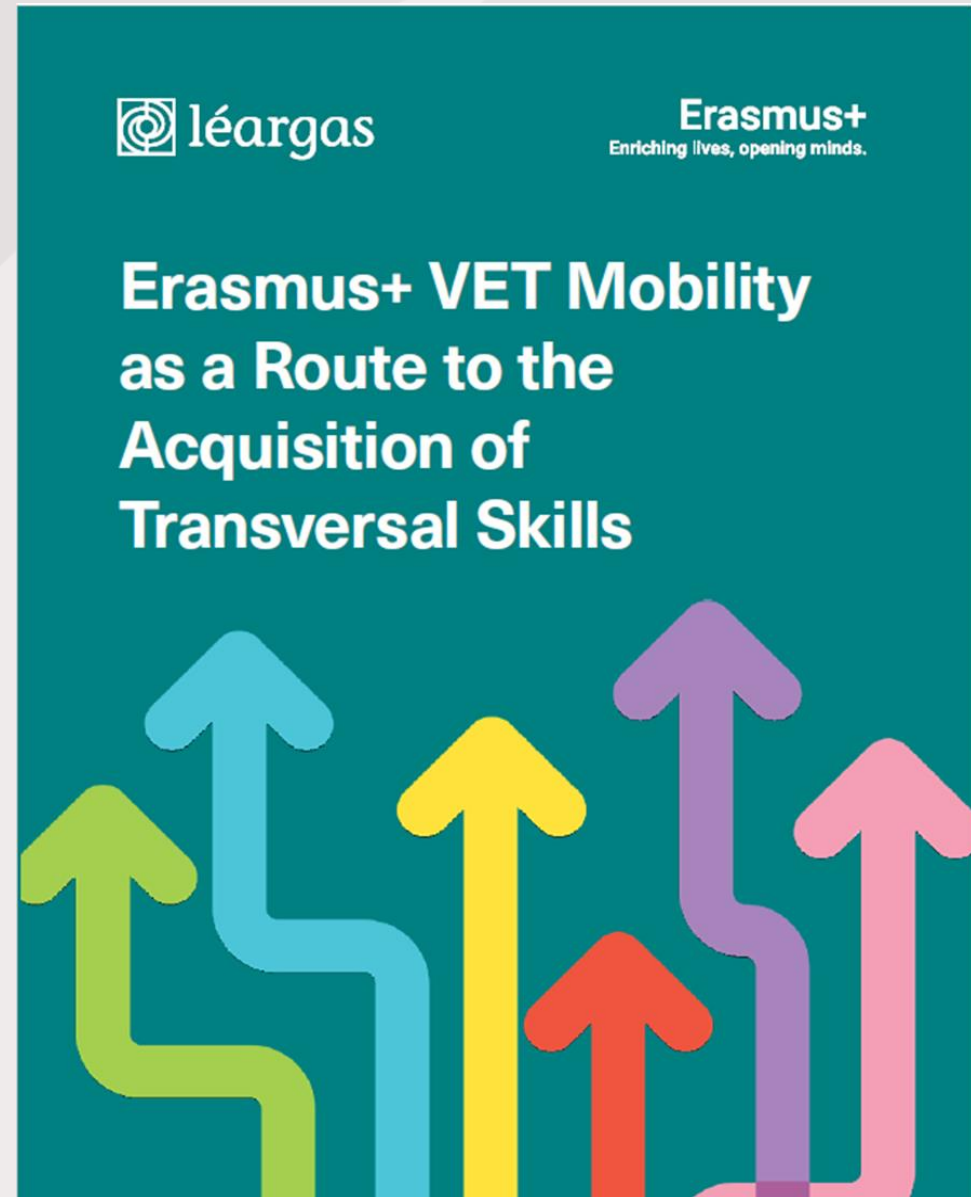
Léargas Report, November 2023

**Erasmus+ VET Mobility as a route to the
Acquisition of Transversal Skills**

***Dr. Marie Cleary
National VET Team***

Aims

- Explore the importance of **VET mobility** for the **development of transversal skills** (critical thinking, communication, adaptability).
- Assess if the learner mobility / **period of time abroad expedites the development of transversal skills** in a practical and supported way.
- Analyse the importance of transversal skills for the **current and future workplace**.
- Provide recommendations to **embed intercultural work placements** and EU partnerships as a strategic pillar of an organisation.



Context

Unpredictable working environment characterised by **VUCA**

- Volatility
- Uncertainty
- Complexity
- Ambiguity

Example? COVID-19

Employers' Perception of the Management of VUCA

A lack of

- Problem solving
- Critical thinking
- Self-management
- Self-regulation (stress tolerance, resilience and flexibility)

Priority Transversal Skills for Employers:

- Adaptability
- Empathy
- Resilience
- Self-awareness
- Self-confidence
- Communication

ARTICULATION GAP?

1

Artificial intelligence
and technology



2

Pace of change



3

New talent landscape



4

Purpose and meaning



5

Morality, ethics, and
transparency



6

Globalization



What is Driving VUCA?

7 Disruptors



Technology is Everywhere



Career – 100 year life



Jobs Vulnerable to Automation



AI, Cognitive Computing, Robotics



Diversity/Generational Change



Tsunami of Data



Explosion in contingent work

Academic

“Skills that are typically considered as not specifically related to a particular job, task, academic discipline, or area of knowledge and that can be used in a wide variety of situations and work settings; for example, organisational skills. They refer to an individual’s ability to communicate, problem-solve, build and maintain relationships and adapt in times of uncertainty”

UNESCO, 2019

Academic

- Cognitive/Metacognitive
- Social-emotional
- Practical/Physical

OECD, 2018

Opinion



Application

"There are key phases of the preparatory process which promote Transversal Skills for example, building a team (**relationships**) of the VET learners who will go on placement; it requires the learner to make independent preparations to travel; getting ready for the **technical** aspect of the placement and to build relationships with people at the host partner institution.

The experience of the placement itself presents a range of new experiences such as navigating a new environment (**adaptability**), perhaps a new **language** and acclimatizing to a different food; for some, navigating transport (**independence**) in another country can present a challenge which has to be overcome."

Erasmus+ VET Mobility, Léargas Report/Research, 2023

Application

"Accommodation on placement may require the learner to live with new people (**self-awareness, self-promotion**) and require them to take on **responsibility** at work. Understanding instructions in another language or negotiating conditions in a different culture (**intercultural competence**) constitute new experiences for the VET learner.

Domestic arrangements such as **living with others**, getting to know new people and managing the day-to-day of living independently in another country all call on, and create the conditions for the development of transversal skills.

Such skills include **self-awareness, self-confidence, intercultural awareness, openness to change, acceptance of difference, active listening and self-reliance** to mention a few."

Erasmus+ VET Mobility, Léargas Report/Research, 2023

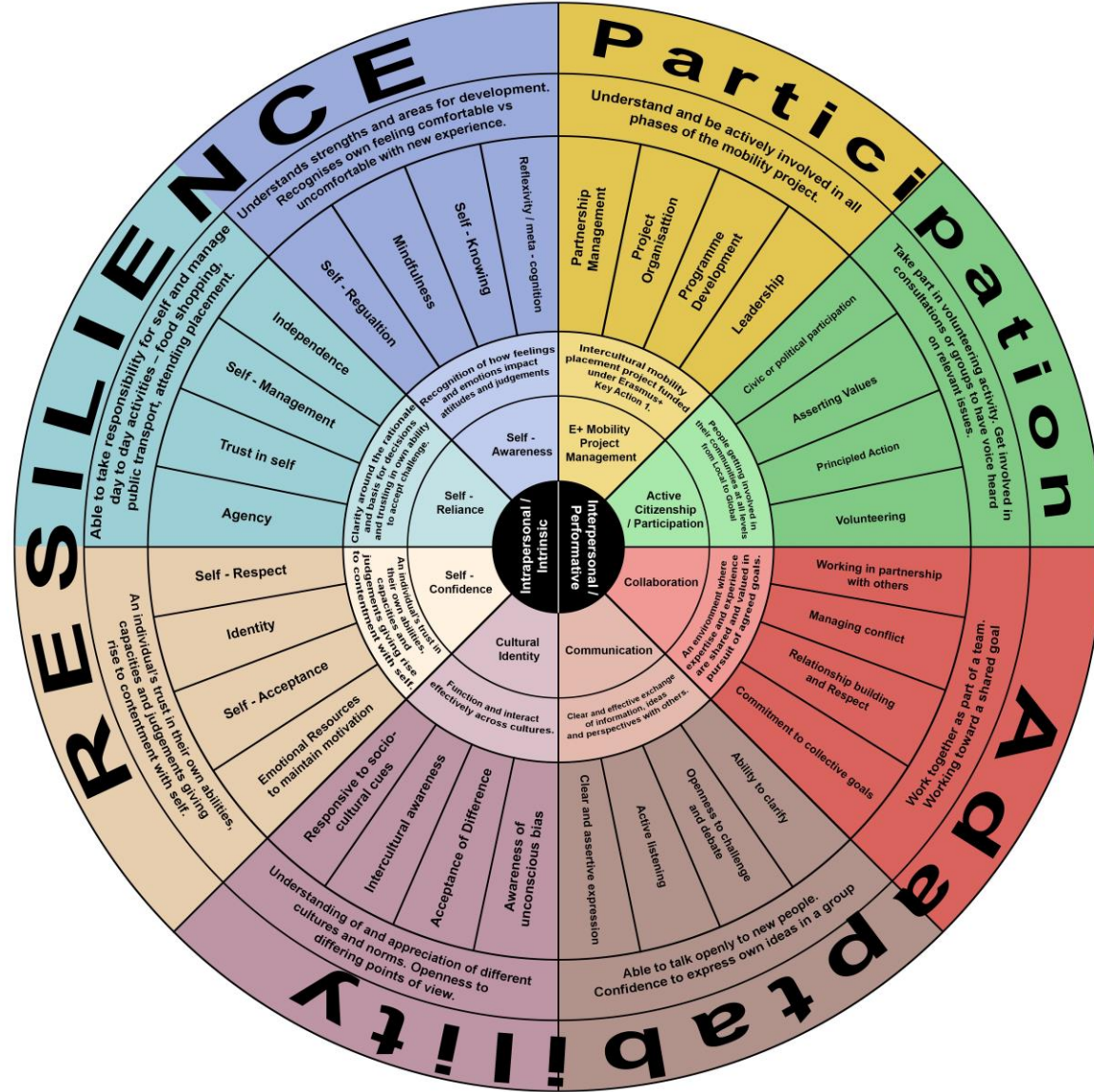
Report Findings – Transversal Skills

- Continuously reported by past participants of Erasmus+ mobility projects that **Transversal Skills are those most valued deriving from the VET placement experience**. The transformative benefit of these skills impacts the individual in their life and work.
- Teaching of Transversal Skills needs to be undertaken in an **applied context**.
- The process of the VET mobility from **pre-departure preparation through to execution** of the placement to post-placement follow-up, fosters and expedites the development of Transversal Skills.
- Learner mobility experience is reported to have the **most positive cultural and interpersonal impact on those with fewer opportunities** or those who have not lived away from home, and these participants highlight the value of their placements in terms of developing Transversal Skills.
- Post the disruption caused by COVID-19, the identification of priority Transversal Skills has shifted from **inter-personal** (between people) to **intra-personal** (within self) and include mostly those relating to Emotional Intelligence such as resilience, self-confidence and self-regulation.

Report Recommendations – **ACTION!**

- Awareness be heightened of Erasmus+ as a great vehicle to support the rapid development of Transversal Skills.
- Commitment is required from senior leadership to embed intercultural placement and EU partnerships as a strategic activities of an organisation.
- Teaching of Transversal Skills needs to be undertaken in an applied context.
- Innovative and new ways to facilitate the demonstration of capability for Transversal Skills will need to be developed to complement the more subjective reflective process.
- Organisations to orientate towards Transversal Skills development.
- Navigate a collaborative Transversal Skills Competency Framework for Erasmus+.

COMPETENCY FRAMEWORK FOR TRANSVERSAL SKILLS



Competency Framework– Interpersonal skills

Communication

Collaboration

Participation

Project Management

Competency Framework– Intrapersonal skills

Self
Awareness

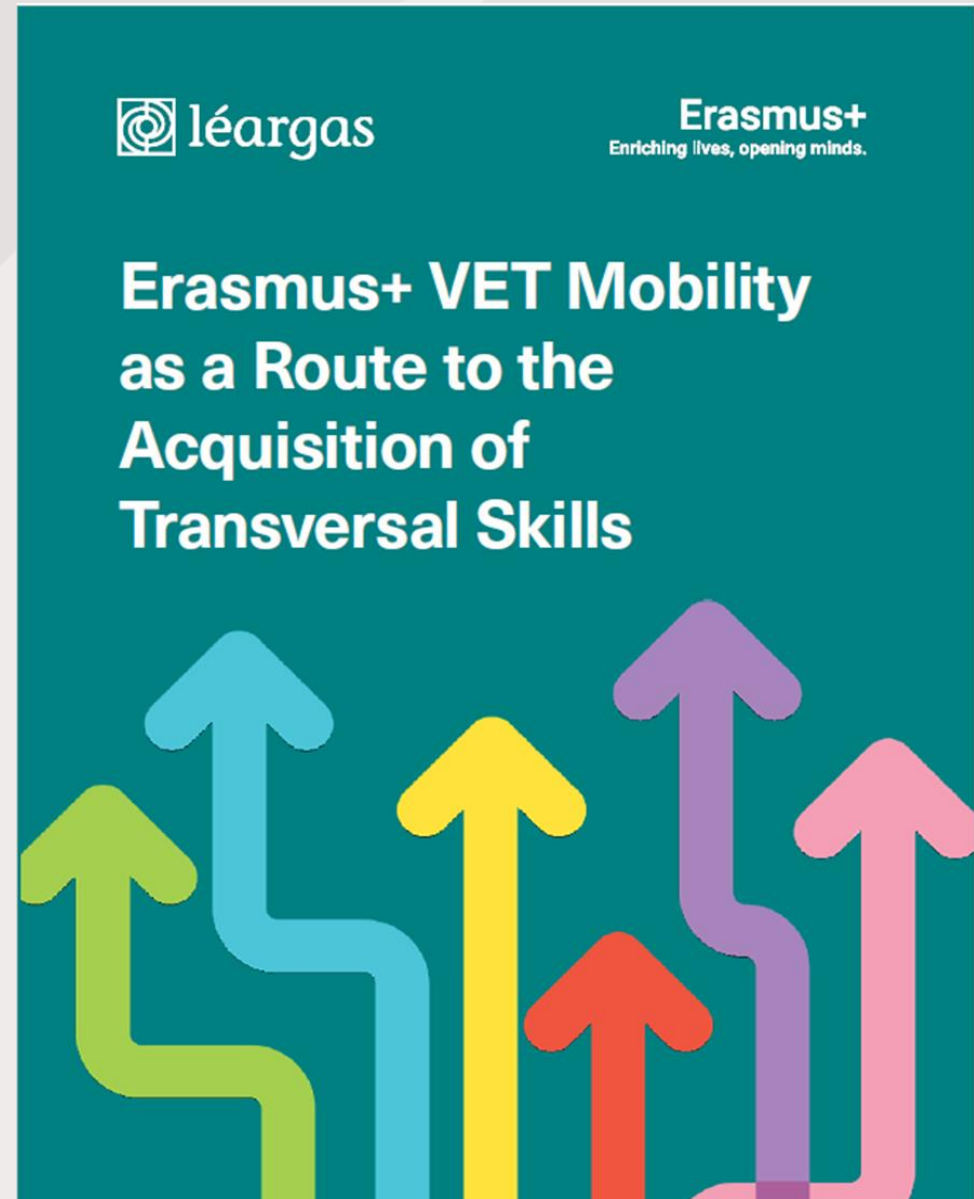
Self Reliance

Self
Confidence

Cultural
Identity

Furthering the Work

- Continue to promote the research findings.
- Use our participant reports to gather more information.
- Further develop out the Competency Framework.
- Develop a toolkit of resources to implement during the mobility that will encourage development of transversal skills.





Lucy's Story - Bray IFE



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Thank you
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