

Making all Skills Visible: The Validation of Transversal Skills

Stockholm, 24th and 25th May 2023

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ATLAS OVERVIEW

Definition: Atlas of work and qualification can be defined as a mapping of the world of labour market and qualifications based on the description of activities carried out in work context

Goal: to achieve a universal description of the work in order to monitor and evaluate how the market is moving within an extremely dynamic socio-economic context



The website is divided into 3 sections

<https://atlantelavoro.inapp.org>

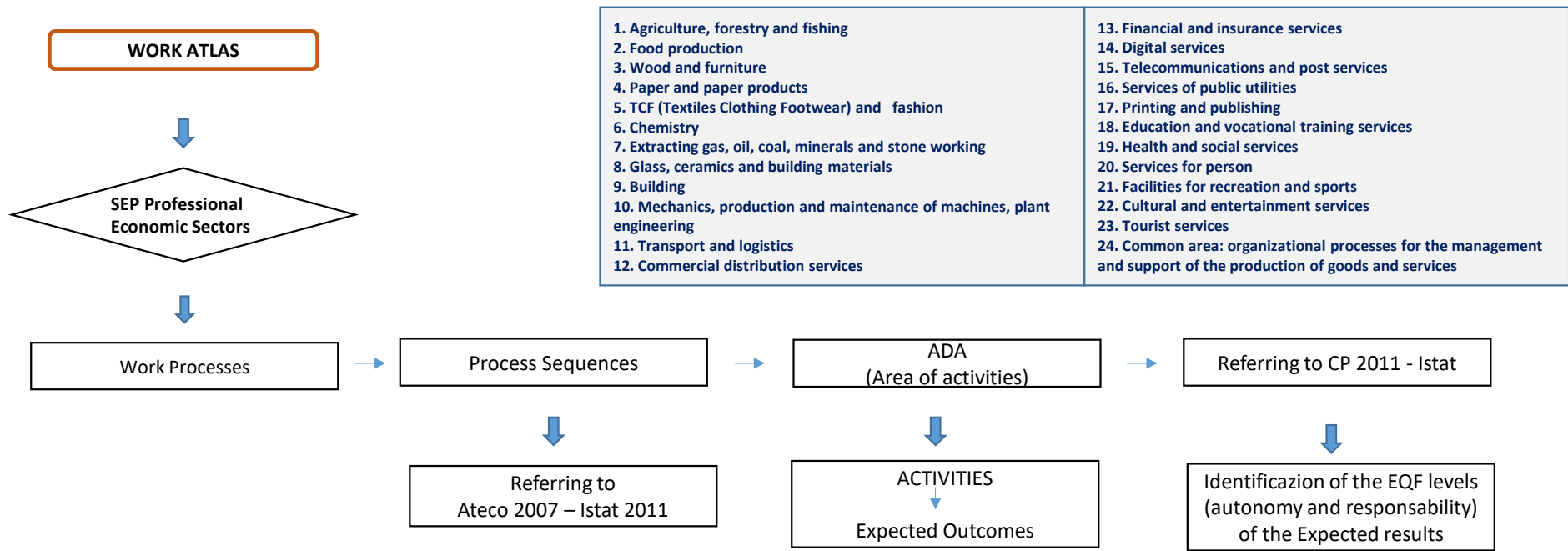
Work Atlas: describes the content of the work in terms of activities

Atlas and Qualifications: hosts the National Repertory of Education, Training and Professional Qualifications

Atlas and Professions: collects the regulated professions (covered by Directive 2005/36/EC) and the repertory of Apprenticeship professions



WORK ATLAS: THE CORE OF THE PLATFORM



Atlas of work and qualification is not a static tool!
 It is constantly developed and updated by preparing procedures for its maintenance as required by the Decree 30/6/2015



Work Atlas: what is it for?

System support tool for lifelong learning for:

Transparency and reorganization of the Italia Qualifications system

Planning of the public training offer

Definition of the policies in the field of active labour policies

Evaluation of the training offer in relation to the skills needs expressed by labour market

Referencing to the National Qualifications framework

Employability and lifelong learning services support tool for:

Analysis of the organizational and productive evolutions of the sector

Support training planning

Assessment

Process of recognition of educational credits

Processes of Identification, Validation and Certification (IVC) acquired in non-formal and informal learning contexts

Career guidance, also with a view to profiling and skills assessment services



Some examples of use

Providers can verify whether the training path they are planning will guarantee the obtaining of competences useful for carry out activities described in Atlas and, in case, modify and update the training path.

Operators of Public Employment Services can make skills audit or skills gap analysis for different type of users (job seekers, workers interested in career change, etc.).



Work Atlas: tool to support transversal skills Experimentation on the European framework DigComp 2.1

ATLANTE LAVORO ▾ ATLANTE E QUALIFICAZIONI ▾ ATLANTE E PROFESSIONI ▾ RISORSE ▾ MULTIMEDIA ▾ NOVITÀ

ESPLORA 













Dettaglio sequenza: SQ_CD_01_01 - DIGCOMP

 SETTORE CD [ADA DigComp 2.1](#)

 PROCESSO - [DIGCOMP](#)

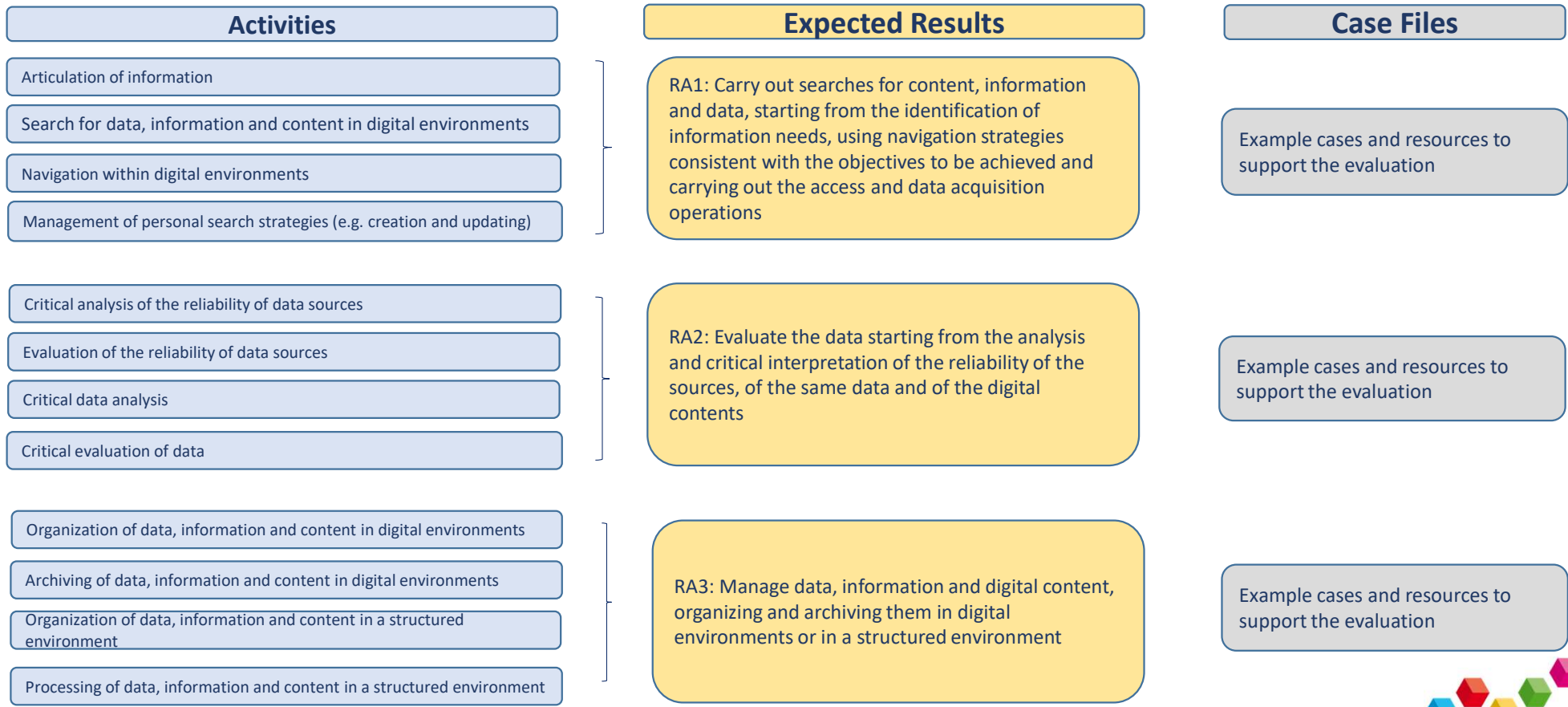
Elenco ADA associate alla sequenza

-  ADA.CD.01.01 (ex) - Ricerca e gestione di informazioni, dati e contenuti digitali 
-  ADA.CD.01.02 (ex) - Comunicazione e collaborazione in contesti digitali 
-  ADA.CD.01.03 (ex) - Creazione di contenuti digitali 
-  ADA.CD.01.04 (ex) - Sicurezza Digitale 
-  ADA.CD.01.05 (ex) - Soluzione di problemi tecnici 



Work Atlas: tool to support transversal skills
Experimentation on the European framework DigComp 2.1

ADA.CD.01.01 - Research and management of information, data and digital content



CASE FILE: operational tool for the construction of situations assessment tests

AIM:

- ▶ Making regional and national qualifications more transparent in both labour market and education sectors
- ▶ Create common and standard evaluation tests at national level for validation and certification of skills and competences possessed by people

The guiding principle

for drafting the case files, for each expected result, is to create "objects" containing a set of "situations-types" consisting of an "doing" that can be observed and evaluated in an assessment context



Each case file is structured in dimension, i.e. categories characterizing activities and degree of complexity of the learning objectives.
It is accompanied by a framework of physical and technical resources to support the evaluation.
The elaboration process is conducted in collaboration with an expert in reconstruction and analysis of the work processes



Work Atlas: tool to support transversal skills

Mapping transversal skills (soft skills) in National Civil Service projects

The references taken into consideration to carry out this analysis are represented by the National Reference Frameworks of Regional Qualifications (QNQR) present in Work Atlas.

The purpose of the analysis is twofold:

- verify the presence of transversal skills identified in the National Civil Service in the various Regional Repertoires
- verify the possibility of proceeding with a path of validation of transversal skills in the context of the projects proposed by the National Civil Service



Services of public utilities

Education and vocational training services

Health and social services

Services for person

Cultural and entertainment services

Common area: organizational processes for the management and support of the production of goods and services

“Production and marketing technician for cultural events, music and entertainment”, presents references to transversal skills in both the communication (contextualization of communication and multi-language) and organizational - methodological fields, through the ability to design and plan activities and team working



Survey on the evolution of the structures and organizational processes of Italian companies (INAPP, 2023)



AIM:

to analyze the organizational models of companies in the Italian production system; the survey contains a section on the need for skills of human resources

SAMPLE:

the research involved a sample of around 9.000 companies with 20 or more employees, including companies operating in all sectors of economic activity and throughout the country.

The sample is representative of the reference population: enterprises active in all private sectors that produce goods and services intended for sale and having the legal form of corporations and partnerships, limited to enterprises with 20 or more employees. (Sampling frame: ASIA 2019, Istat. 83.625 enterprises referring population)



Survey on the evolution of the structures and organizational processes of Italian companies (INAPP, 2023)

Question G3 – Sec G : The Council (2018) has adopted a Recommendation on Key Competences for Lifelong Learning based on a Commission proposal. The Recommendation identifies eight key competences needed for personal fulfilment, a healthy and sustainable lifestyle, employability, active citizenship and social inclusion:

Literacy

Multilingualism

Numerical, scientific and engineering skills

Digital and technology-based competences

Interpersonal skills, and the ability to adopt new competences

Active citizenship

Entrepreneurship

Cultural awareness and expression



RESULTS

SKILLS

1. Digital and technology-based competences
2. Interpersonal skills, and the ability to adopt new competences
3. Multilingualism
4. Entrepreneurship
5. Literacy
6. Cultural awareness and expression
7. Active citizenship
8. Numerical, scientific and engineering skills

PERCENTAGES

1. percentage of YES varies between 83.7% and 50.9%
2. percentage of YES varies between 77.3% and 54.6%
3. percentage of YES varies between 67% e 31.2%
4. percentage of YES varies between 66% e 36%
5. percentage of YES varies between 62.3% e 42.7%
6. percentage of YES varies between 56.% e 31.3%
7. percentage of YES varies between 50.2% e 27.8%
8. percentage of YES varies between 40% e 6.8%

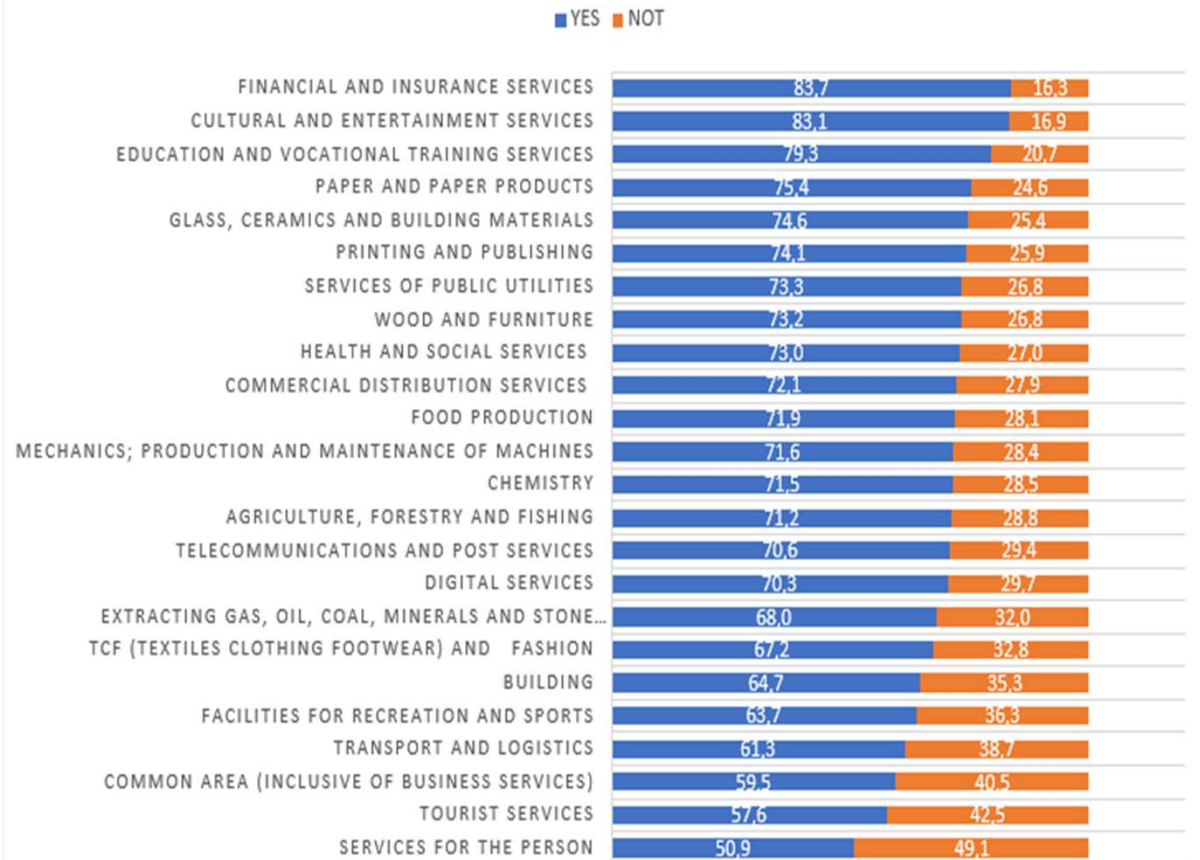


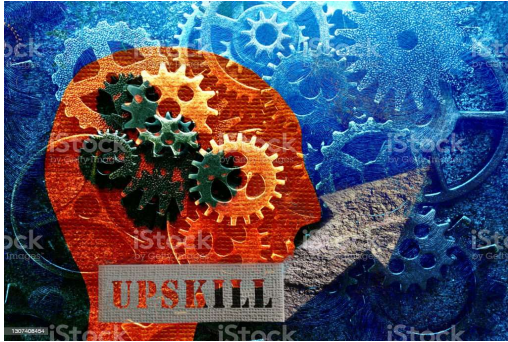


**SKILL WITH THE HIGHEST
PERCENTAGE OF YES
(= INDISPENSABLE TO BE
STRENGTHENED)**

**Digital and technology-based
competences
between 83.7% e 50.9% in 24
Sectors**

DIGITAL SKILLS: NEED UPSKILLING

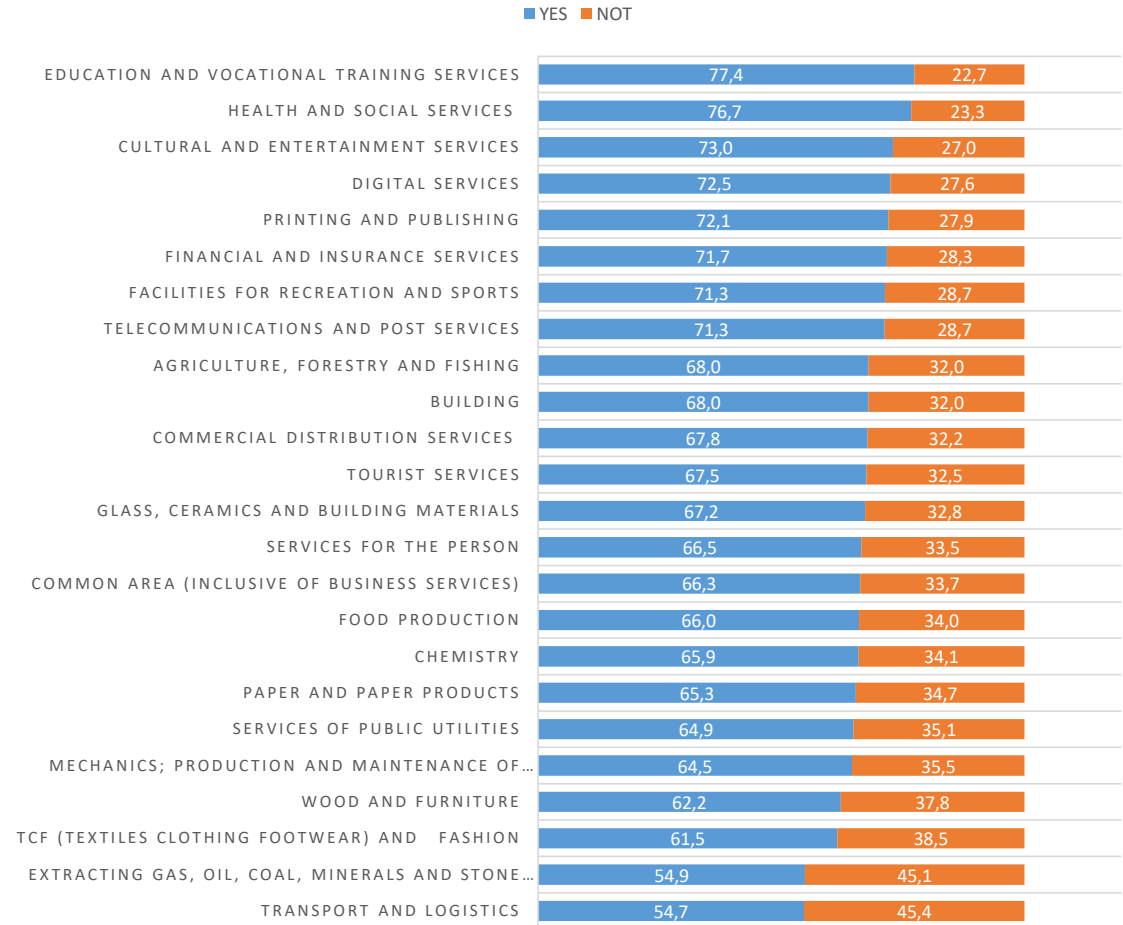




**SKILL WITH THE SECOND
PLACE IN THE PERCENTAGE
OF YES (= INDISPENSABLE TO
BE STRENGTHENED)**

**Interpersonal skills,
and the ability to adopt new
competences
between 77.3% and 54.6% in
24 Sectors**

INTERPERSONAL SKILLS: NEED UPSKILLING



THANK YOU FOR YOUR ATTENTION

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