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TRANSVERSAL COMPETENCES – RESILIENCE IN DISRUPTIVE WORK ENVIRONMENT

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Content

- What are transversal competencies and why are they important?
- How can we train transversal competencies?



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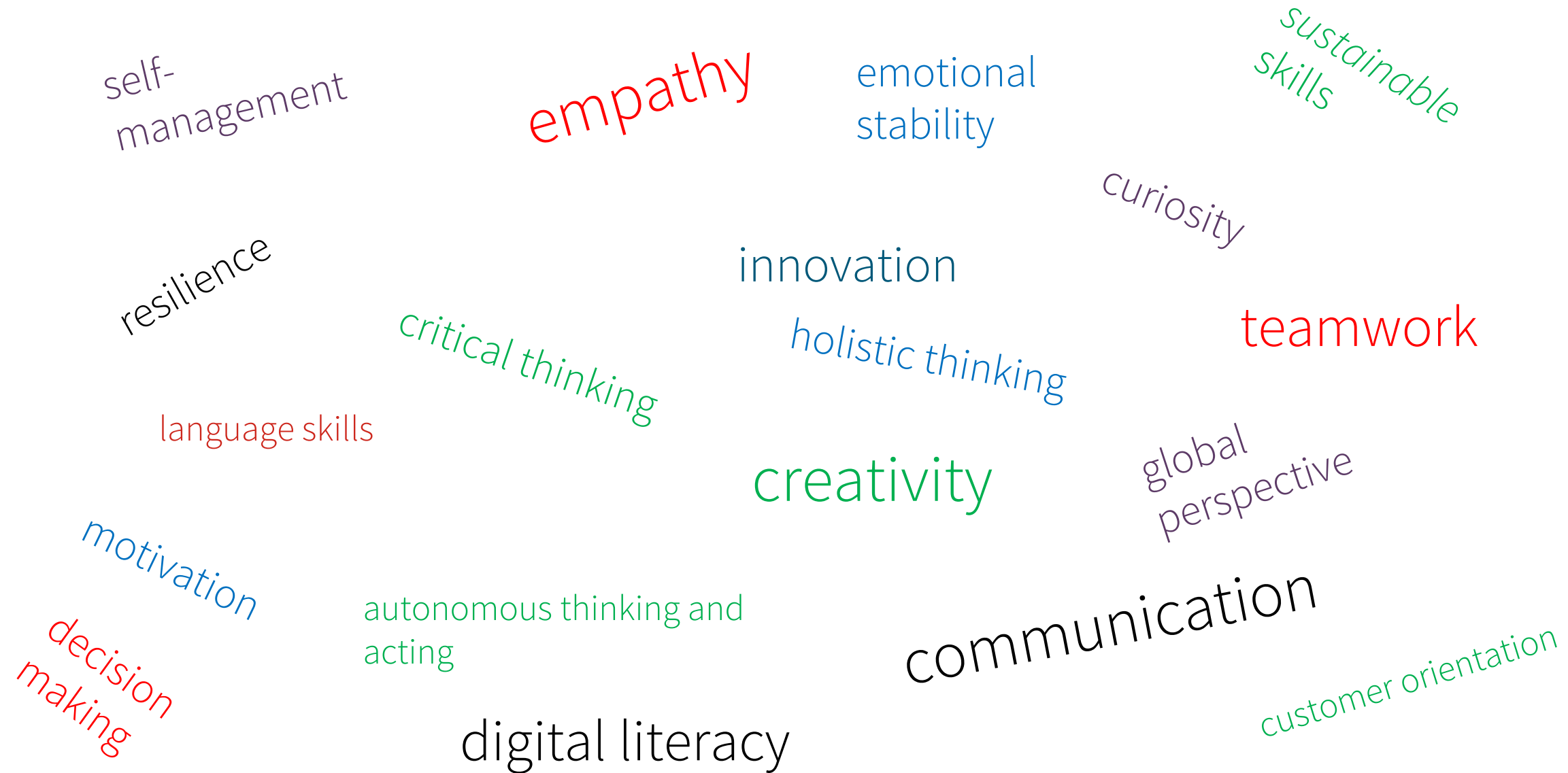
WHAT ARE TRANSVERSAL COMPETENCIES AND WHY ARE THEY IMPORTANT IN THE ERA OF AI?

What are transversal competencies?

21st Century Skills,
Critical Core Skills,
Key Competencies,
Transferable
Skills...

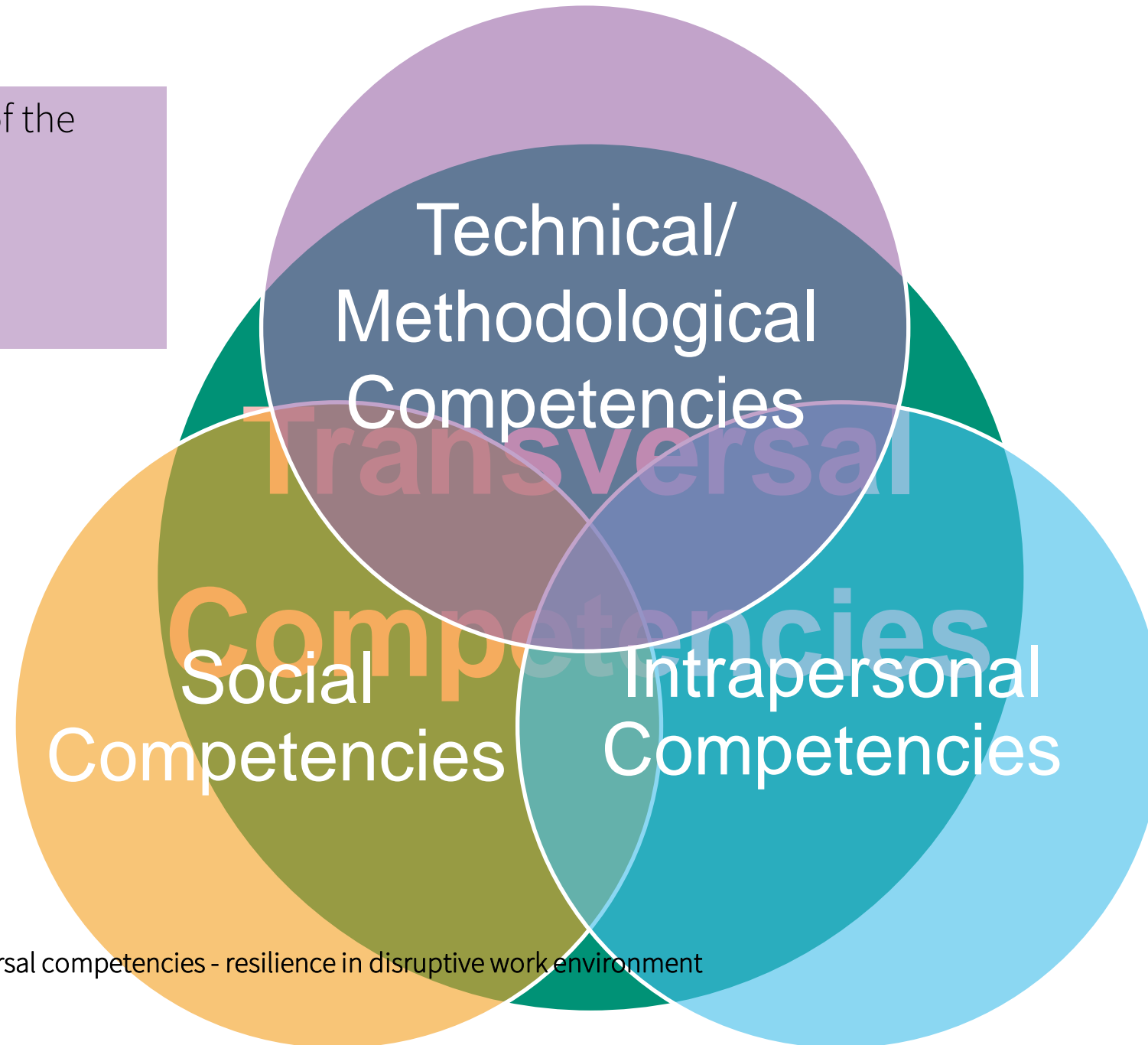
“Generally, it is capabilities that are acquired in a specific situation and can be transferred to another one”. (kesytart2work in Scharnhort, Kaiser 2018)

What are transversal competencies? - Umbrella term



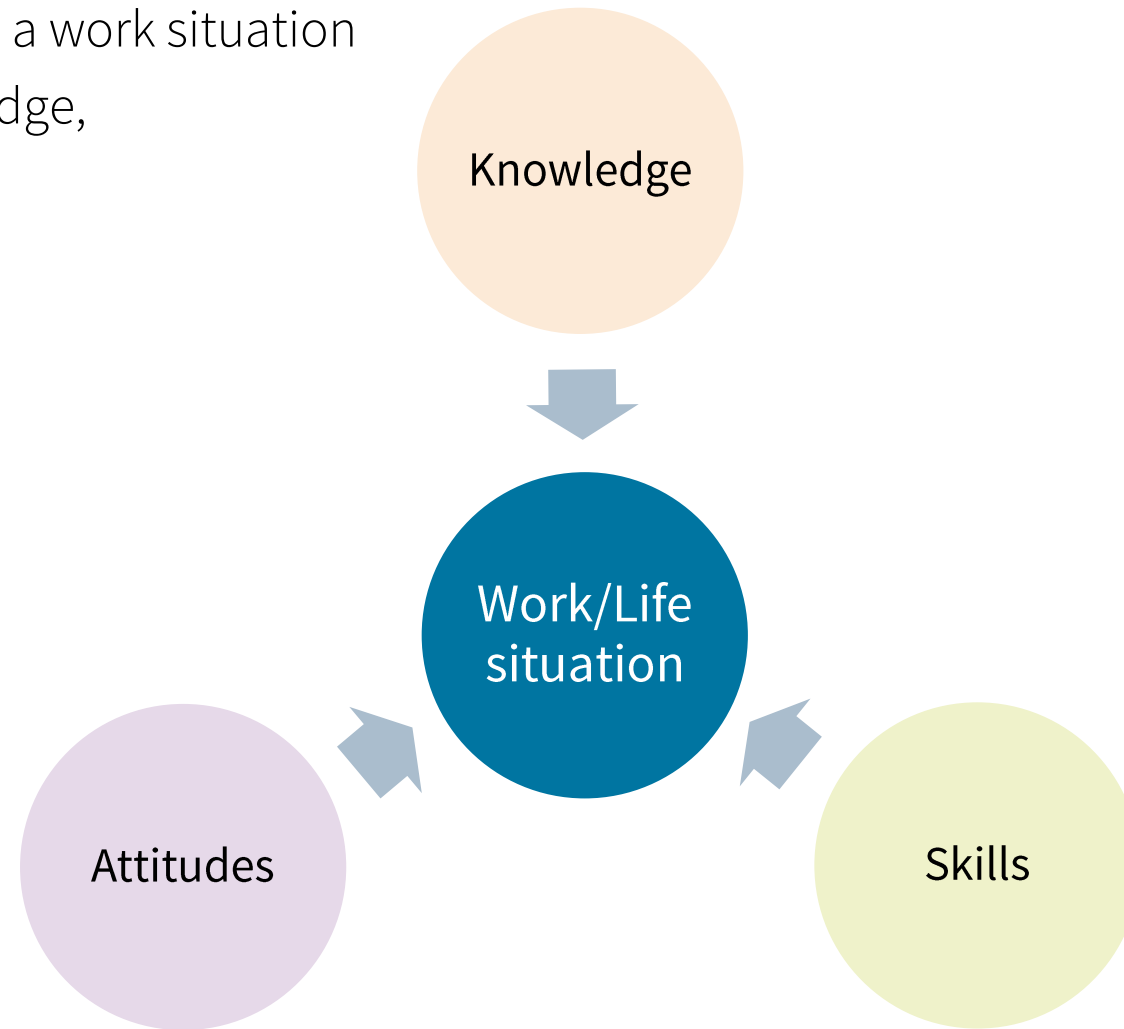
Transversal Competencies – Conceptual Approach

Competencies consist of the resources:
Knowledge
Skills
Attitudes

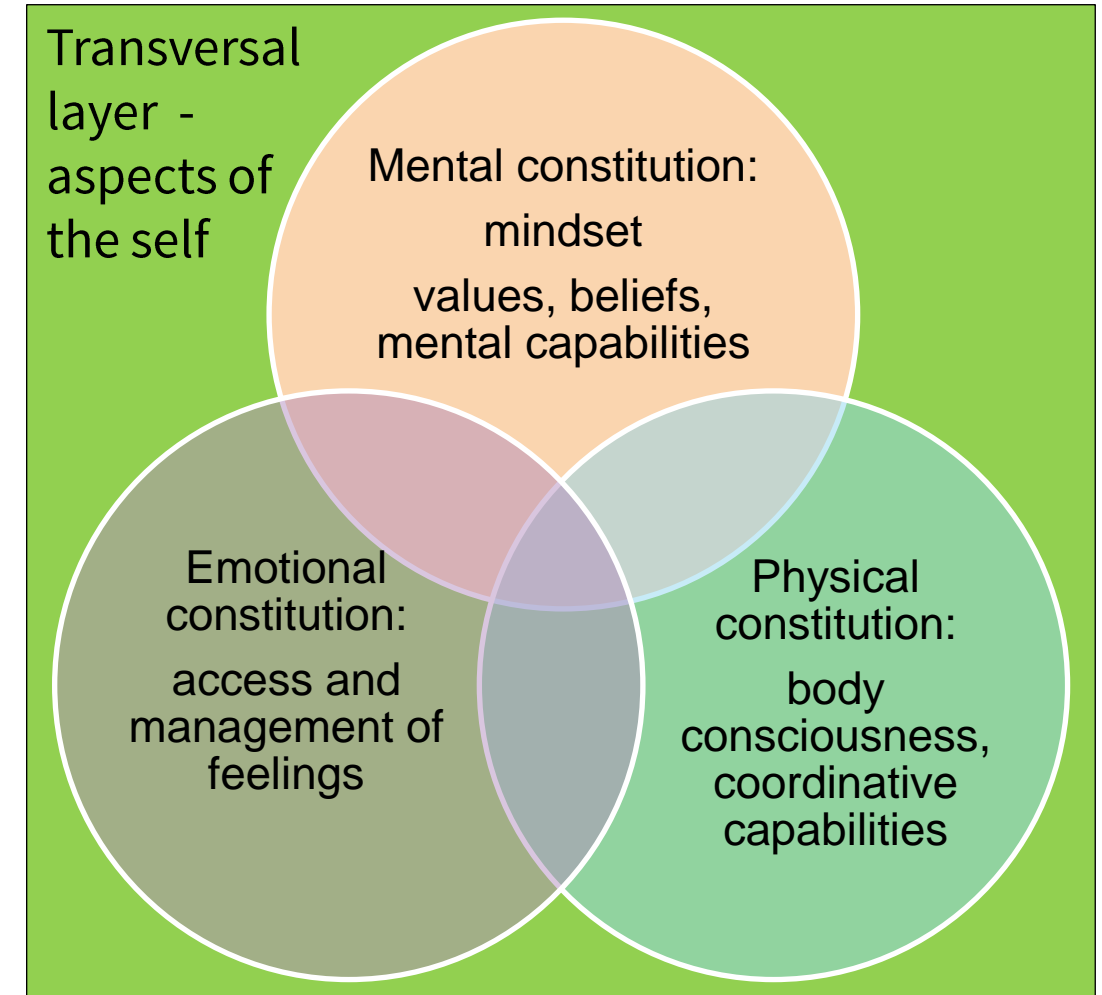
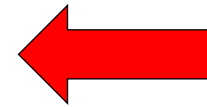
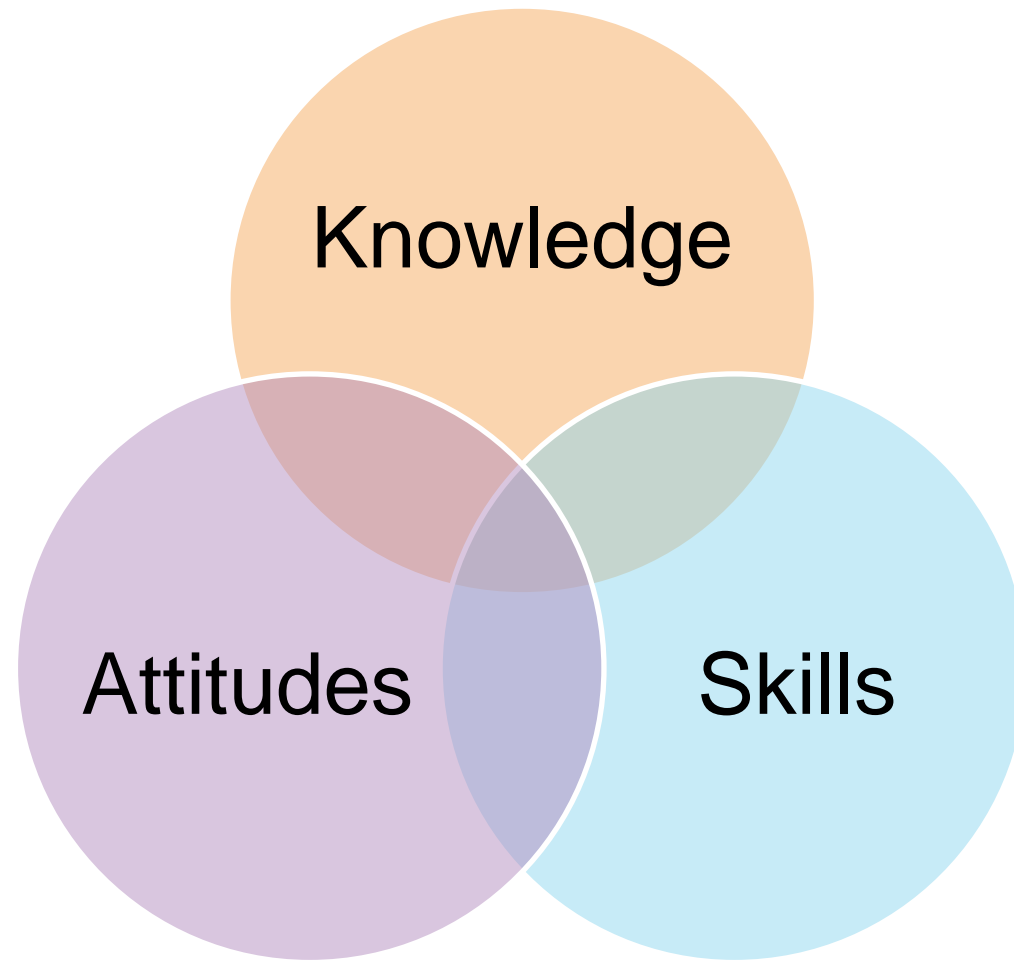


Competent is...

...a person who is able to manage a work situation successfully by mobilizing knowledge, skills and attitudes (Kaiser, 2005)



A deeper, transversal layer of a competence



Resilience as a result of positive self-relation



Resilience is needed to manage disruptive work environment

- Sudden and unforeseen change is extremely challenging for most human beings. The loss of control, new challenges and demands, as well as ever changing settings overstrain, scare and block most of us.
- Shifting towards AI often creates such disruptive working environments in more and more professions.
- Resilience results from robust constitutions on the deeper layer of the self.

The shift towards AI demands resilient human beings

- Resilience is demonstrated by someone who can adapt to new challenges by displaying transversal competences like:

empathy

emotional stability

autonomous thinking and acting

self-management

curiosity

critical thinking

innovation

teamwork

open-mindedness

holistic thinking

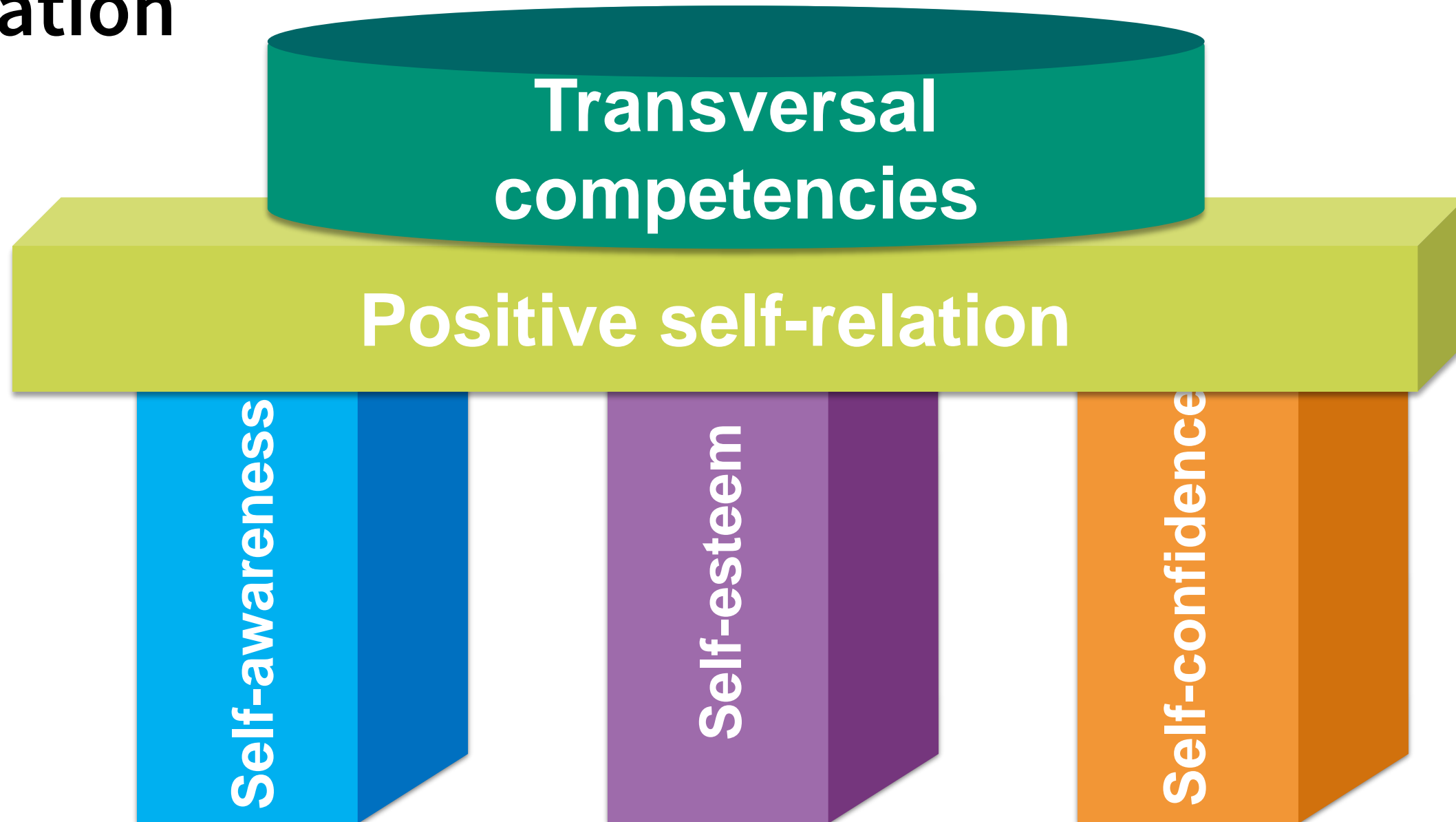
motivation

creativity

communication

global perspective

Transversal competencies as a result of positive self-relation





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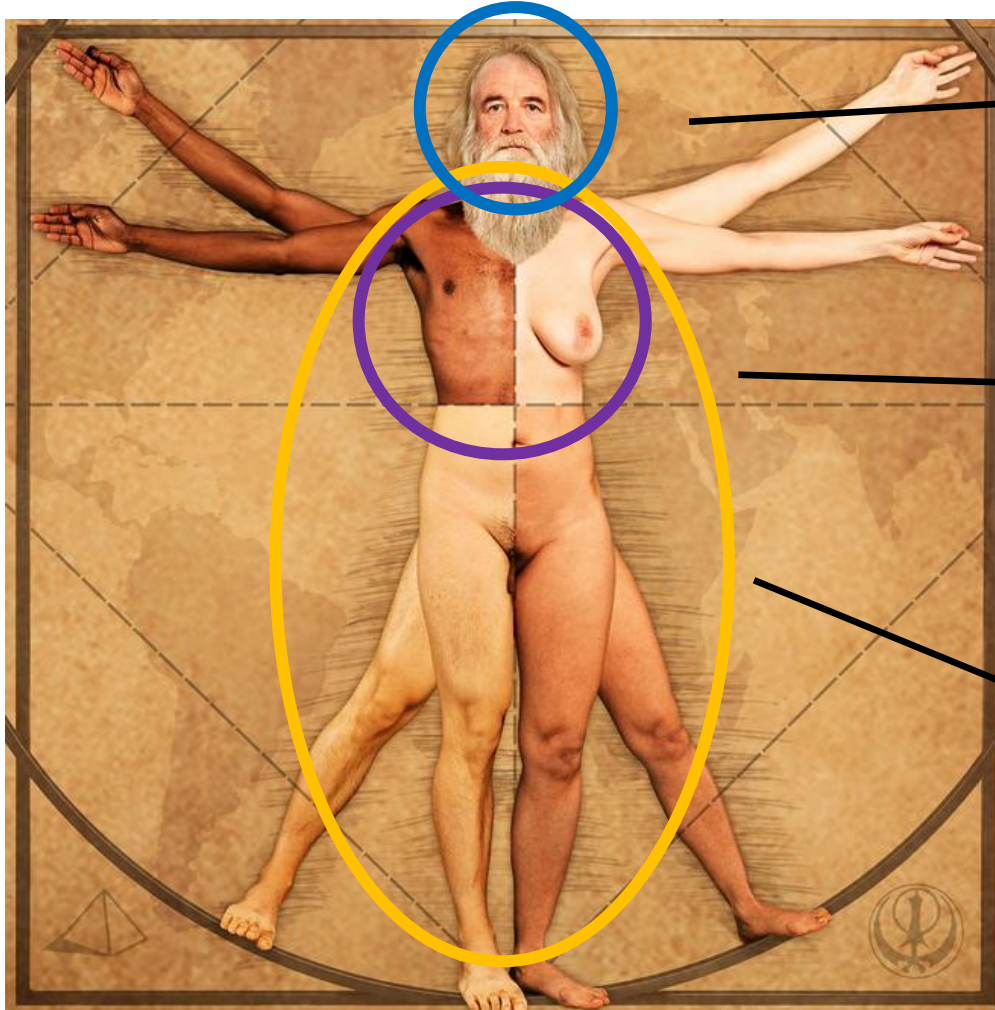
HOW CAN WE TRAIN TRANSVERSAL COMPETENCIES (IN VET)?

Current situation in most state schools

- Worldwide most state schools **fail to prepare our young for the challenges of the AI era.**
- Focus still lays basically **on intellectual skills** and problemsolving, often abstract and academic (math, physics, biology, languages, IT etc...)
- Pupils and students are **not recognized as holistic, sentient beings with mind, soul and body**, the parts that build their self. The soft skills and the positive self-relation remain neglected.

The holistic understanding of the self

Picture: weROne by Mathias Kniepeiss



Mind/head: knowledge; inspiration, innovation, mental capabilities

- Transversal aspect: mental constitution > mind-set, values, beliefs
- Training effects self-awareness

Soul/heart: attitudes; feelings, intuition, creativity, empathy, mood, passion, motivation/motives

- Transversal aspect: emotional constitution > access and management of feelings
- Training effects self-esteem

Body/hand: skills; performance, health, body coordination

- Transversal aspect: physical constitution > body-consciousness, body control, health
- Training effects self-confidence

Dual VET fosters transversal competencies

- About 80% of the total skills acquisition stems from non-formal settings (work and social life)
- Especially soft-skills, values and beliefs are rather conveyed in non-formal settings like the real work environment
- Training in the real work environment fosters soft skills
- Training of competencies in the real work environment promotes the acquisition of transversal competencies

Vision: How we achieve to manage the era of AI for the best of economy, ecology and society

- In education our young are trained **holistically on the levels mind, soul and body** through subjects such as meditation, arts, music, sports, yoga, martial arts, theater play, wisdom, humor, connection with animals and plants, holistic thinking, functional beliefs, mindset, empathy, quantum physics, etc.
- The teacher – student relation is based on mutual respect of the dignity of the other

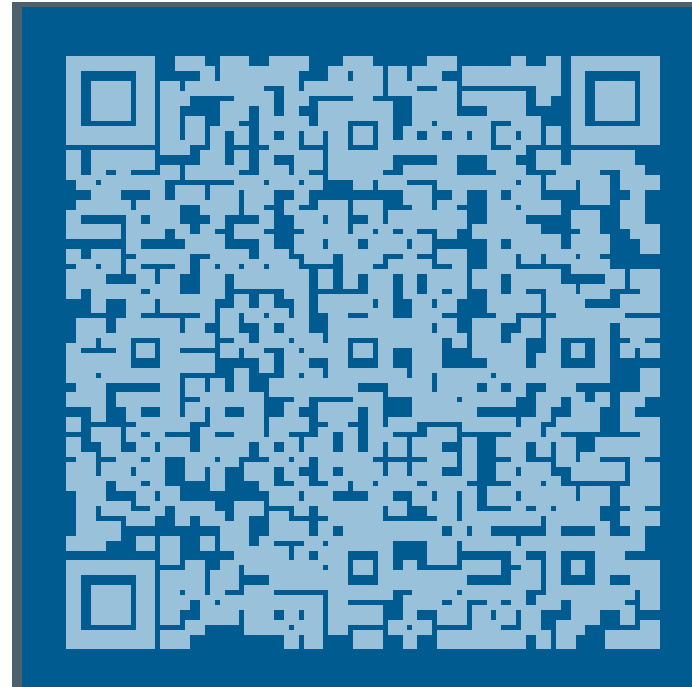
Wrap up

- AI can create disruptive work environment that leads to fear and **blocks motivation**
- **Resilience** as means to face this challenge is demonstrated by **transversal competencies**
- Transversal competencies can only be trained **when deeper layers of our self are addressed**
- Helpful is a pedagogy that is based on a holistic human image and to **address mind, soul and body** through transdisciplinary learning activities

Training at SFUVET in the Swiss International VET Academy in Switzerland



Tailor made
training on
transversal
competencies



www.sfuvet.swiss/international-relations

Understanding Swiss VET
success model: directly after
world skills24 in Switzerland



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