Competencies for Labour Market

Fourth Meeting of the OECD LEED Forum on Partnerships and Local Governance ‘Partnerships for Skills and Competitiveness’
Zdenek Karasek, karasek@rpic-vip.cz, www.keycompetencies.eu
MORAVIAN-SILESIAN REGION
REGION OF CHANGE AND INNOVATION

- 5,427 km² = 6.9% of the Czech Republic
- 1,250,000 inhabitants = 12.2% (of CR)
- from steel&coal to diversified economic structure
- 1990: 250,000 S&C employees; 2008: 40,000 in S&C
- 2003: 106,000 unemployed (19.6% of CR); 2007: 66,000 (18.6%)
- from unemployment to adaptability and life-long learning
- a majority of substantial labour market innovations in the Czech Republic come from the region of Moravia-Silesia
PARTNERSHIP FOR SOFT SKILLS

RPIC-ViP (lead organization) + 20 partners:

- Moravian Silesian Region (Regional Government)
- CEZ – Czech Power Plants
- All public Employment Services in the region
- Regional Chamber of Commerce
- Regional Education Centre for Pedagogical Staff
- Regional Association of Life-long learning centres
- private and NGO consulting & education firms
- University of Ostrava
What is Your Chance to Win in TV Show?

0,000001%  99,999999%
BEING EXCELLENT = BEING COMPETENT

- Generic soft skills are key factor to performance at work
- Soft skills/Key competencies are transferable
- Development of transferable key competencies (soft skills) can improve employability and adaptability of individuals to succeed on the labour market (and life)
- Key competencies, however, do not play an appropriate role in the life long learning
- The existing education system is focused mainly on development of knowledge and profession related skills
- A majority AGREES, many WANT TO CHANGE IT but only a few KNOW-HOW TO MAKE IT HAPPEN!
REGIONAL MODEL OF COMPETENCIES

- **1997**: inspiration from U.S. – „Competence at Work“
- **2002**: inspiration from Scotland – „Life after Steel“
- **2003, 4 a 6**: surveys of employers´ demand - >2000 firms
- **2004**: Competence Model approved by Regional Parliament
- **2005**: „Competencies for Labour Market“ project (EQUAL) – training programmes to develop 14 competencies/soft skills
- **2006**: „Competencies for Labour Market“ initiative validated as the good practice example by European Commission
- **2006-7**: training programmes verified by partners from U.K., Belgium, Germany, Spain, Portugal, Poland and Romania
- **2007/8**: transfer of training programmes into English
- **2008+:** mainstreaming of the training programmes within LLL systems in the region, Czech Republic and Europe
COMPETENCE MODEL APPROACH

- **Knowledge**
  - easy to measure
  - easy to develop

- **Key competencies**
  - difficult to measure
  - difficult to develop

- **Professional skills**
  - easy to measure
  - development in practice
Which competencies do you consider the key (most important) for your employees?
1. Competency for effective communication
2. Competency for cooperation
3. Competency for entrepreneurship
4. Competency for flexibility
5. Competency for meeting customers’ needs
6. Competency for efficiency
7. Competency for independence
8. Competency for problem solving
9. Competency for planning and organizing one’s work
10. Competency for lifelong learning
11. Competency for proactive approach
12. Competency for stress resiliency
13. Competency for finding and managing information
14. Competency for communication in foreign languages
TRAINING PROGRAMMES
14 COMPETENCIES/SOFT SKILLS

Trainers manual
Competence guide
Work book
Diagnostic Manual
Internet Test

Video programme on DVD

English Po Polski
INTERACTIVE DVD PROGRAMMES
„SKILLS OPERA“ TEAM
Competencies for Labour Market

Tests online

- Competency for effective communication
  - Self-evaluation of presentational skills
  - Are you communicative?

- Competency for co-operation
  - Are you Co-operative?

- Competency for entrepreneurship
  - Are you an active person?

- Competency for flexibility
  - Are You Flexible?
RESULTS BY 2/2008

- 14 soft skills training programmes for adults
- 6 soft skills trainings for primary and high school children
- 420 adult trainees in verification trainings of competencies
- >1,500 adult trainees in the implementation trainings
- >5,000 children trained in soft skills
- >6,000 users of internet applications
- Register of certified trainers
FURTHER INFORMATION & CONTACTS

Internet:   www.mamenato.cz
www.keycompetencies.eu

„Competencies for Labour Market“ booklet

Contact person: Zdenek Karasek
RPIC-ViP Ltd., Vystavni 2224/8, Ostrava Czech Republic, karasek@rpic-vip.cz
Tel: +420595 616 975, +420602 718 026