



GOOD PRACTICES

Partner: INDEPCIE

Practice's title: **Soft Skills Project**



Including **Chess As a Re-education Up-Skilling** tool

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1- BACKGROUND AND SCOPE

1.1 Background

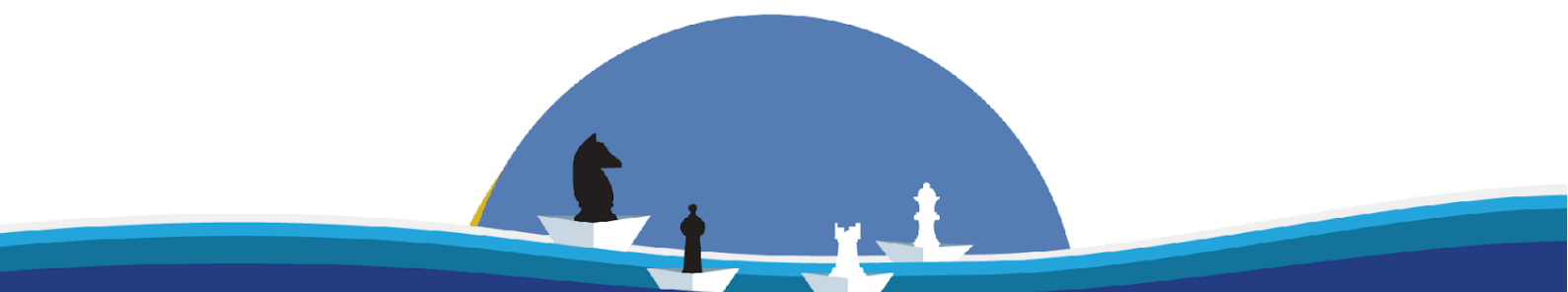
The "Soft Skills" project is a European Commission initiative that aims to improve the match between the skills of workers and the needs of the labour market.

The European Commission works with EU countries to strengthen the common framework of key competences, in other words knowledge, skills and behaviours that will help the learners in their personal fulfilment and, later, in their job search and participation in civil society. These key competences consist of 'traditional' and 'horizontal' skills. At a time when the world of work is changing profoundly and the global economy is not creating a sufficient number of jobs, there is a growing emphasis on those 'horizontal' skills. Indeed, employers want their new employees to have both good interpersonal and technical skills. Those "soft" skills are human skills, personality traits and know-how-to-be.

In this context, the development of "soft skills" is particularly important to enable people with low qualifications or disabilities to meet future challenges. In its current form, vocational training, based on a formal organization, does not meet the expectations of people with low levels of qualification who often do not have access to formal training. It is therefore essential to develop a new vision of training and to add the acquisition of "soft skills".

1.2 Main subject

The Erasmus+ Soft skills project is part of an approach that facilitates access to soft skills for people with low levels of qualification in order to accelerate their professional integration. Indeed, mastering a professional activity does not only



involve the implementation of technical skills specific to the job (hard skills), it also relies on the mobilisation of soft skills. To this end, the partnership has developed a method as well as pedagogical tools for the training and the evaluation of soft skills.

The main subject at the heart of the practice is the development of soft skills for the labour market.

- communication
- teamwork
- problem solving
- creativity.

1.3 Target

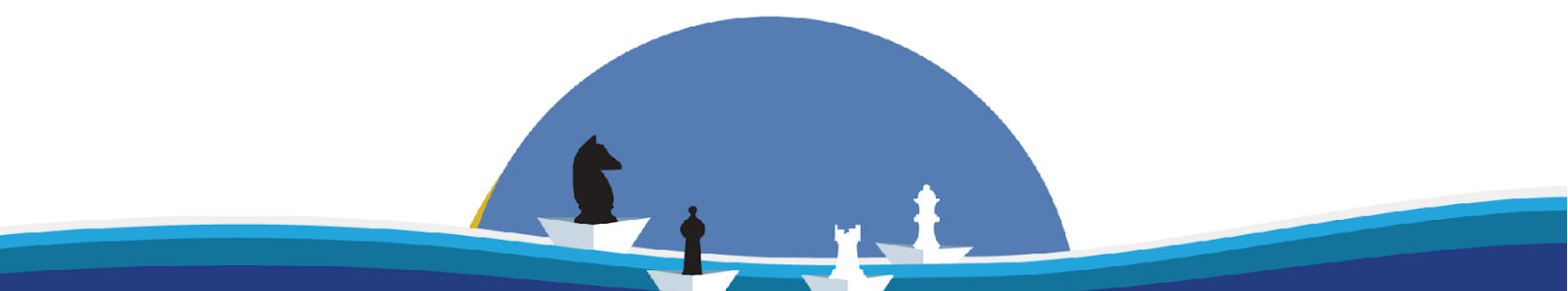
The target group of the practice is trainers and people who are far from employment or in a handicap situation.

2- OUTLINE OF THE PRACTICE

2.1 Description

The following were created:

- The European catalogue of soft skills references which gives an overview of the soft skills approach followed by the project: it contains the list of soft skills defined within the framework of the project, the levels of acquisition and their definitions as well as a description of the process of acquisition of soft skills and of the positioning and evaluation which are linked to it
- The training kit enables the preparation and implementation of soft skills training in any organisation and with any learner. It describes the training method and



program in detail and provides training summary sheets by level. It also provides suggestions on the pedagogical tools to use at each stage of the training or the posture to adopt as a trainer.

- The Soft skills pedagogical toolbox presents a collection of more than 80 tools that can be used to train in soft skills. The tools are based on the experience of the project partners. The training kit suggests their use.
- The soft skills positioning and evaluation protocol provides all the keys to evaluate and certify the acquisition of soft skills. It describes the different moments and methods of training and gives tools to evaluate correctly;

2.2 Aim/goal

The aim of the practice is to help participants find a job and improve their career prospects. The main objectives were the followed ones:

- to associate soft skills and appropriate pedagogical approaches of alternative education and personal development,
- to create pedagogical tools for technical supervisors and people with low qualifications or in a handicap situation
- work on soft skills evaluation methods

2.3 Training Approach

The "Soft Skills" project offers practical and application-oriented training in soft skills in the work environment.

- **Blended learning:** Online and face-to-face learning are combined.
- **Project-based learning:** Participants work on projects to apply the soft skills they have learned.
- **Continuous assessment:** Participants' progress is assessed on an ongoing basis.

3- TOOLS

A variety of tools are used in 3 panoramas:

1. Pedagogy:

- a. Catalogue
- b. Soft skills list with pictograms
- c. Soft skills base
- d. Wheels
- e. Summary of the soft skills acquisition process
- f. Zero barrier manual
- g. Occupational Standards

2. Training:

- a. Training kit
- b. Tool cards
- c. Training certificates
- d. Attendance sheet
- e. Satisfaction survey
- f. Facilitation techniques
- g. Training for trainers
- h. Training certificates
- i. Satisfaction survey

3. Assessment:

- a. Soft skills placement and assessment protocol
- b. Generic placement grid
- c. Specific placement grids
- d. Generic assessment grid
- e. Specific assessment grid
- f. Soft skills checklist for trainers

4- OBSERVATIONS

The “Soft Skills” project has had a positive impact on participants. A study conducted by the European Commission found that 70% of participants had found a job after completing the programme.

Links: <https://www.softskills-project.eu/en/#materials>
<https://erasmus-plus.ec.europa.eu/projects/search/details/2018-1-FR01-KA202-047925>

5- DISCLAIMER

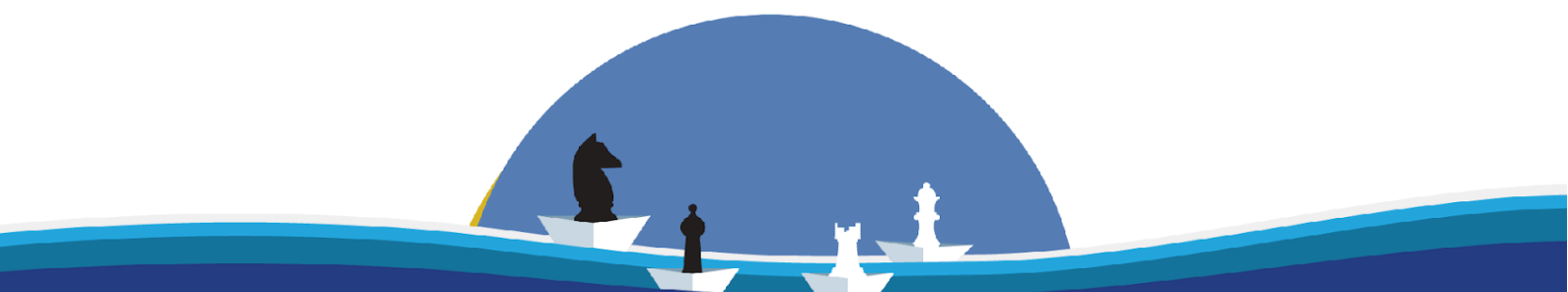
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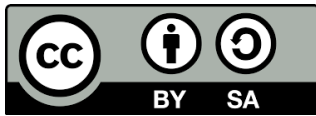
Authors

© May 2024 – Skill Up Srl, UniChess ssdlr, INDEPCIE sca, Club Magic Extremadura Sport Club, Centre for Education and Innovation Research, Latvian Chess Federation

This publication was carried out with the financial support of the European Commission under Erasmus + Project **“ICARUS – Including Chess As a Re-education Up-Skilling tool”**, N. 2023-1-IT02-KA220-ADU-000152409.

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