

Transferable skills

WHAT is it about?

This guide is on transferable skills. The ILO defines these as ‘employable skills which can be used productively in different jobs, occupations and industries’. Entailing on the one hand core life skills such as literacy and numeracy and also e.g. critical and creative thinking. On the other hand, there are the general vocational-technical skills: basic vocational skills that - due to the standardization of products and processes- form a versatile foundation for further more specific (on-the-job) training. E.g. basic electro-mechanics.

HOW does it work?

This manual guides you to better know what transferable skills you need to target exactly. Why and when are they especially useful? Which transferable skills should you focus on in which context? The guide also includes two examples.

WHOM does it target?

Training institutions, VET authorities and others can use this guide to help them reflect and decide on whether and how to enhance the transferable skills of their target groups. Especially in regions, where large-scale investment projects are expected to offer jobs and self-employment opportunities, but it is not yet possible to predict the exact demand for skilled labour, increasing transferable skills can improve the employability of young local jobseekers.

TOOL Fact sheet

Manual



13 pages



- Training Institutions
- VET authorities

Focus on Africa



Implementing Agency
GIZ

Year of creation
2018

Transferable skills

WHERE was it used?

Ghana

An example for the implementation of transferable skills is the partnership of GIZ with Samsung, KOICA and the Ghanaian Council for VET targeting women to be successful in selling, installing and servicing consumer electronics from December 2014 until February 2018.

Mozambique

Another project implemented by GIZ conducted comprehensive work readiness training in the northern region of Cabo Delgado, Mozambique, to impart transferable vocational-technical as well as core life skills to young people to prepare them for the job market.

LIMITATIONS

Investing in increasing the transferable skills of local young jobseekers is no guarantee that they will find employment when the investments come through. The skills gap might still be too large for the employers. Still, increased transferable skills will also increase chances of successful self-employment.

Would you like to know more about this tool?