

# SYSTEMATISATION OF THE CROSS-CUTTING COMPETENCIES

## Skills for social inclusion and employment of the vulnerable population: a measurement system adapted to the Colombian context

EUROsocial collaborates with the Social Prosperity Department to establish a measurement system that allows training to be focused on cross-cutting competencies issues in different programmes addressed to the vulnerable population.

SOCIAL PROTECTION



COMPREHENSIVE SOCIAL PROTECTION SYSTEMS

COLOMBIA



## CROSS-CUTTING COMPETENCIES

Cross-cutting competencies, also called life skills, are those personal qualities or features that allow a person to act in an effective manner with others and that, beyond technical competencies, are crucial to access and evolve in the world of work. In this regard, the lack of those skills is a social inclusion barrier that is apparent mainly in the most vulnerable populations, whose life conditions, traumatic experiences or social context hinder their development or diminish their own abilities.

Many of the social programmes working with the most vulnerable sectors of the population in Latin America seek to strengthen these skills on their beneficiaries, as key to the policies oriented to empower people. In this area, the Colombian Government, through the Social Prosperity Department (DPS), has taken an interest in incorporating this element in many of their social programmes, in particular for Young People in Action (a scholarship programme for higher education), Social Income (conditioned transfers) and Enrúdate-TU (accompaniment in work through Guidance for Employment and Entrepreneurship Centres).

## EUROSOCIAL'S SUPPORT

EUROsocial has contributed in creating a system to measure the cross-cutting competencies of the poor and vulnerable population, adapted to the Colombian context and that has already been added into the social programmes of the DPS. In addition, the Programme has defined assessment and training methods for the staff from those programmes.

Together with this collaboration, the Programme has supported the consolidation of the Inter-Institutional Board regarding cross-cutting competencies.

Other countries in the region, such as Chile, Ecuador, Honduras and El Salvador have declared their interest in looking into this experience in order to draw conclusions to learn lessons for national processes from the cross-cutting competencies.



## FIRST-HAND

► **Elsi Joanni Burgos Córdoba**  
Beneficiary of the employment programme and displaced due to the armed conflict



“Training in life skills has helped us to improve as people and to reconcile with our own situation [...]. We have learnt more about our potential and that of our environment as well as to create tools to carry out our life project”.

► **Juan David Merángolo**  
Beneficiary of the “Young People in Action” programme



“I have learnt about respect and leadership [...], all I have learnt is going to be useful in the future. I am studying Political Science and I would like to attain a public post in order to help the community to develop”.

## INTERINSTITUTIONAL ARTICULATION

The consolidation of the Inter-institutional Board about Cross-Cutting Competencies has been supported as part of EUROSociAL's accompaniment. It is a place where all the institutions involved (Department of Social Prosperity; National Planning Department; Ministries of Education, Labour, Culture and Agriculture; National Learning Service and Colombian Institute for Family Welfare, among others) share their experiences and discuss conceptual, methodological and operational factors to build a framework that allows the creation of a common focus, making progress on coordinated options.

## EUROSOCIAL'S SUPPORT ITINERARY

- Identifying a list of priority cross-cutting competencies and their indicators. Work obtained from 11 territorial workshops.
- Identification of the most appropriate rating scales to assess the priority competences and the preparation of a survey.
- Validation of the scales taking into account the social context and the characteristics of the beneficiaries. Validation performed with a sample of 1,027 beneficiaries.
- Preparation of reference standards for the target population and operational guides according to the different social programmes.
- Training of DPS officials and operators to embody the proposal.

## VIDEOS



Interview with Lina María Castaño, Department of Social Prosperity (DPS) in Colombia



Cross-cutting competencies in Colombia.

## PUBLICATIONS



### ► National Development Plan

EUROSociAL has supported the preparation of the public policy document from the National Planning Department regarding strategies to strengthen the human capital of the vulnerable population, particularly in cross-cutting competencies. This document has become one of the tools that have oriented the drafting of the National Development Plan 2014-2018.

## PRIORITY CROSS-CUTTING COMPETENCIES

A list of eleven priority competences adapted to the Colombian context has been identified together with the operators of the social programmes:

1. Communication
2. Responsibility
3. Leadership
4. Self-confidence
5. Emotional control
6. Resilience
7. Teamwork
8. Emotional self-awareness
9. Conflict management
10. Adaptability
11. Initiative

Coordinating Partner



Operating Partners

