



Part 3:

Mapping of VET skills and competences:

Field research

An interdisciplinary approach

Cognitive, affective & conative competencies

❑ **Specific general knowledge or/and academic background = cognitive competencies**

- knowledge = underpinning theory and concepts + tacit knowledge out of experience
- specialized knowledge = meeting content specific demands and solving content-specific tasks
- general world knowledge : understanding context, environment of a given society

❑ **Value-based, feeling and relating-orientated trainers' skills = affective competencies**

- personality and attitudes
- affective competencies of teachers directly affect student learning

❑ **Acting, behaving = conative competencies**

- connection of knowledge and affect to behaviour and is associated with the issue of why
- personal, intentional, playful, deliberate, goal-oriented, or striving component of motivation, the proactive (as opposed to reactive or habitual) aspect of behaviour



SSE Groundwork

- history, values & concepts, variety of practices & organisations social-economic environmental context at national, European, and international level
- trends, framework and strategies designed from public institutions



Sociological, Anthropological and Economics and Business background

- social and environmental impact
- alternative resources and tools of economic sustainability:
 - ethical finance,
 - societal purpose, political, economic, ecological and social goals,
- management, finance, administrative, market & digital knowledge
- horizontal decision making and management, working conditions in SSE, social/economic sustainability,
- legal environment, multi-stakeholder involvement, social accounting, social finance
- awareness of political dynamics and the knowledge of the laws in matter of work environment.

Knowledge and academic background: Cognitive competencies



Local social reality especially in Italy, France, Portugal and Germany

- comprehensive understanding of the economic and social territorial context
- analysing local dynamics

Network & Partnership

- mapping and understanding of the social and economic dynamics
- build and participate to network and partnerships



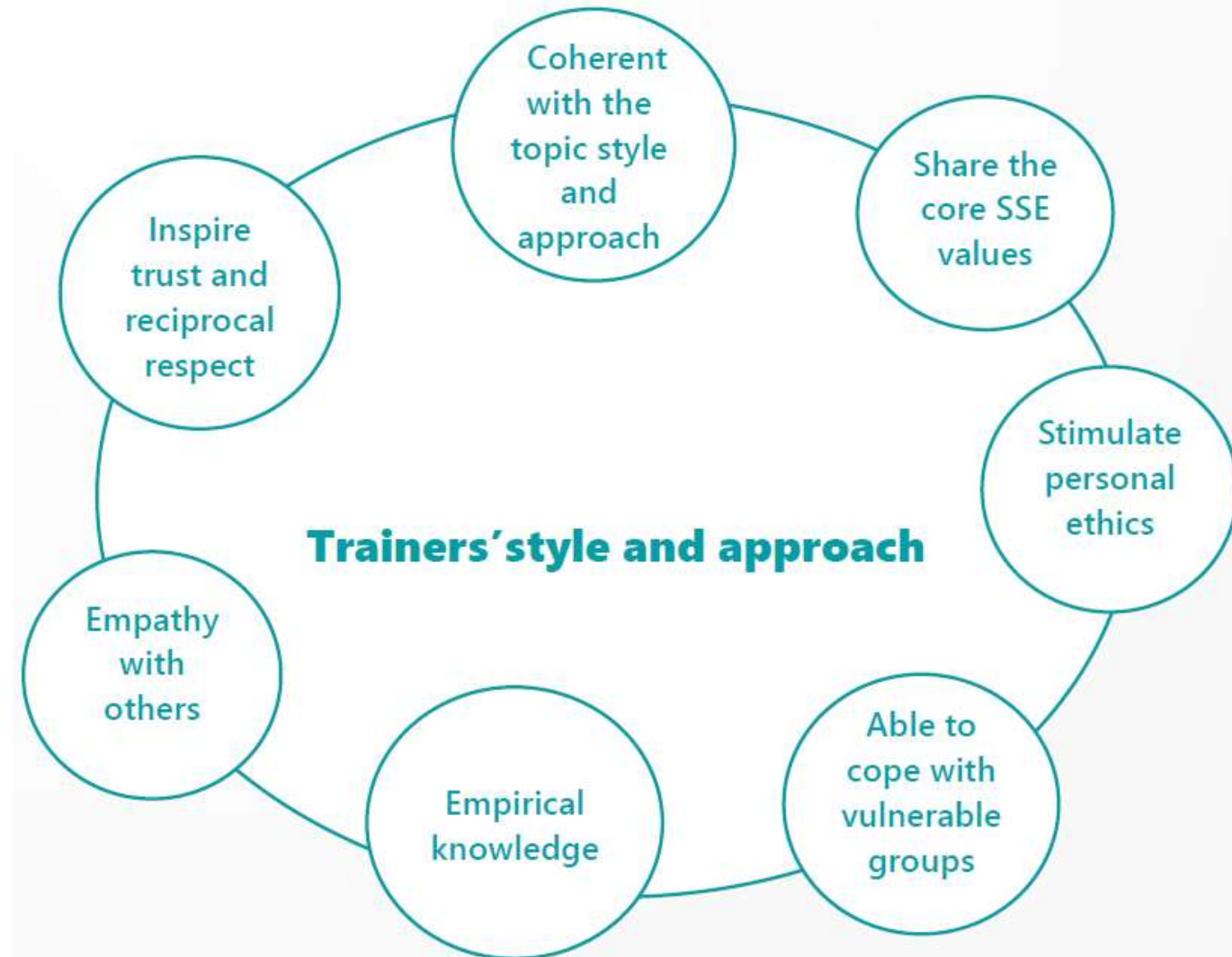
Nature of work

- information on workers rights
- training on hybrid and innovative ways of working life corresponding to nonprofit horizontal management
- Workers/members adherence to company objectives

Affective competencies

...towards a balance among knowledge, capacities and social attitude

coherence of personal profile/style →
matching SSE values



Affective competencies

on SSE organisation/social enterprise/ Civil Society organisations

Trainers' experience on SSE organisation



... Inspiring and be proactive

