

A large, intricate, fan-shaped coral structure, likely a sea fan, dominates the frame. The coral is a vibrant orange-brown color and has a complex, branching, and porous texture. It is set against a deep blue background, which is the clear water of an underwater environment. A semi-transparent map of the African continent is overlaid on the central part of the coral, showing its outline in a light blue color. The overall scene is brightly lit, suggesting a shallow depth in a healthy reef.

# **Bridging the past and the future**

**A standards-based approach to transferable skills**

Robert Cook

# The Problem

- Most people need to find work at some stage
- Selection criteria need to be answered
- Ideal method is to use prior, relevant work experience

But

- Not everyone has work experience, especially relevant work experience
- Answers to criteria may need to be found elsewhere

# Literature Review

- Areas looked at
  - ❖ Job Descriptions
  - ❖ Continuing education standards
  - ❖ Checklists from educational institutions
  - ❖ Anecdotal articles
  - ❖ Focus groups

# A Possible solution

- Most activities are controlled by some sort of standard
- The wording from these standards could be used to help with answering criteria

But

- This method can be very weak depending on how relevant the activity is to the job being applied for

# Areas Investigated

In roughly decreasing order of relevance

- Job Descriptions
- Continuing education
- Legislation
- Volunteer activities
- Sports
- Hobbies
- Esoteric skills

Example -



Communications

# Limitations

- Likely to be weaker – sometimes much weaker – than work-related examples
- Be very careful with anything too exotic
- Not recommended for anyone experienced, but may be useful as plan C or D for a first job

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# Questions



Thank you



# Photo Credits

- Damien Siviero (Title slide)
- Simon Mitchell (Questions slide)
- Robert Cook (others)