

Matching graduates' skills and labour demands through authentic learning scenarios

Glossary of Terms

Last Update: 20.01.2018

Project number: 2016-1-ES01-KA203-025432



This project has been funded with support from the European Union. This publication reflects the views only of the author, and neither the Commission nor the National Agency can be held responsible for any use which may be made of the information contained therein.

Glossary of concepts and terms

The purpose of this glossary is to provide definitions for terms and key concepts that have a specialised meaning in this project and support its theoretical framework.

Authentic learning scenario: It refers to a particular educational context or situation that reflects/reproduces/matches the real-life/labour market skills, knowledge and competences that graduates will need when entering the professional world.

Competence: "The proven ability to use knowledge, skills and personal, social and/or methodological abilities, in work or study situations and in professional and personal development and is described in terms of responsibility and autonomy" (European Qualifications Framework).

Employability: "A set of achievements – skills, understandings and personal attributes – that makes graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy" (Yorker, 2006).

Employability skills: A combination of personal qualities and beliefs, knowledge, skilful practices and the ability to reflect critically and productively on experience. Also the need to frequently retrain during the working life.

Employment: A set of tasks and duties performed by a person, or expected to perform, either for an employer or for his own account. (Source: ILO, 2008).

Hard skills: A set of discipline-specific skills demanded to perform a specific occupation/job.

Higher Education (HE): We use Higher Education or the acronym HE to refer to post-secondary education, or third level education that occurs in universities or vocational schools.

ICT: This acronym stands for Information and Communication technology.

Knowledge: "The body of facts, principles, theories and practices that is related to a field of work or study and is described as theoretical and/or factual" (European Qualifications Framework).

Overskilling: "Situation where an individual is not able to utilise fully their abilities and skills in the current job" (source: Cedefop, 2014. [Terminology of European education and training policy](#)).

Oversupply: A form of skill mismatch in which there is a lack of vacancies to the job applicants with the demanded qualifications.

Skills: "The ability to apply knowledge and use know-how to complete tasks and solve problems and are described as cognitive (involving the use of logical, intuitive and creative thinking), and practical (involving manual dexterity and the use of methods, materials, tools and instruments)" (European Qualifications Framework).

Skills mismatch: Situation of imbalance in which the level or type of skills of job applicants does not correspond to labour market demands.

Skill shortage or undersupply: A form of skill mismatch in which there is a lack of job applicants with the demanded qualifications.

Soft skills: A set of generic or transferable skills demanded for certain types of employment not linked to a specific discipline or area.

VET: This acronym stands for Vocational Education and Training. Education and training to equip people with knowledge, skills and competences required in particular occupations or more broadly on the labour market. (Source: Cedefop, 2014. [Terminology of European education and training policy](#)). In the context of the project we use VET to refer to higher education that takes place in post-secondary vocational schools, not in universities.

Underskilling: A situation where an individual lacks the skills necessary to perform a job to acceptable standards (source: Cedefop, 2014. [Terminology of European education and training policy](#)).