



Project Start Date: 1.9.2016

Project Duration: 30 months

## D.3.2. Learning Outcomes, Skills/Competencies Definitions, Methods & Metrics of Assessment: Executive Summary

Deliverable details	
<b>Deliverable number</b>	3.2 Learning Outcomes, Skills/ Competencies Definitions
<b>Authors</b>	Philip McCready, University of Ulster Róisín Smith, Kennedy Institute for Conflict Intervention, Maynooth University Rowena Timms, Upskill Enterprise Kamila Trochowska, WDU Rachel Barrett, TCD Anne Holohan, TCD Vinnie Wade, TCD
<b>Due date</b>	31 July 2017
<b>Reviewed by</b>	Mads Haahr, HPS; Anne Holohan, TCD
<b>Dissemination level</b>	PU
<b>Contact person EC</b>	Carla Rocha-Gomes

History of Changes			
Date	Version	Person in Charge	Description
19/07/ 2017	v0.1	Philip McCready	First Draft of Document
25/07/2017	v0.2	Róisín Smith	Second Draft of Document
28/07/2017	v0.3	Vinnie Wade	Updated Friday July 28th
30/7/2017	v0.4	Anne Holohan	Updated Sunday July 30th



## EXECUTIVE SUMMARY

The purpose of this report is to produce key competencies, definitions and skills, methods and metrics of assessment and expected learning objectives and outcomes for the curriculum and game scenarios of the GAP programme. In order to complete the learning objectives and learning outcomes, this review compares the extensive literature review with interdisciplinary knowledge and practice embedded within peacebuilding personnel and other key stakeholders represented by the project partners. Previous deliverables within this work package indicated that key stakeholders and end users agreed that soft skills were critical not only to the successfully strategic aims and objectives of a CPPB (Conflict prevention and peacebuilding) missions but also in the harmonisation and the establishment of a relationship in an informal context within a CPPB environment. However, initial analysis of the qualitative data collected from interviews with end users highlighted that there was a notable difficulty for end-users in identifying specific soft skills, necessary to be integrated within a training environment. In order to generate expected learning outcomes and qualitatively driven identifiable soft skills a detailed analysis of the qualitative data from all regions was undertaken. A detailed mapping exercise of macro and micro-level soft skills were identified and collated under distinct but inter-related soft skill themes.

It is from the soft skill elements identified by end-users as critical to the successful implementation of CPPB measures that macro-level soft skills can be discerned. The extrapolation of soft skill elements from end-user interviews highlights the transferability and multi-faceted nature of soft skills prescient within a CPPB context. The critical soft skill themes identified in this review through the bi-lateral approach to compare soft skills identified within literature relating to CPPB training and detailed mapping of data collated from interviews across all regions. **The main findings point to key soft skills in: Communicating and listening in Peacekeeping; Cooperation; Leadership and Decision-making; Gender and Cultural Awareness in Peacekeeping; Coordination in peacekeeping; Stress Management in Peacekeeping.**

The expected learning outcomes from the curriculum and game scenarios are designed as a platform for developing an individual's own ability or skills in achieving competent conflict management, human security and peace building. This work package has integrated knowledge from soft skills documents identified in reading and identified soft skills gaps in current training, plus gaps in soft skills required in the field as identified in interviews with endusers, and has established a starting



point for an iterative game generated curriculum plus assessment to be embedded in game scenarios in work package 4. Here, we map out a suite of assessment methods, including in-game measurement of soft skills, and pre- and post- testing of soft skills awareness and use. This enables us to confirm learning outcomes delivered through GAP game scenarios developed in WP4.

