



THE SKILLSET

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In the project 'Sustainable Learning', we started from the following belief:

We envision a future where education truly empowers young people.

This means creating **inclusive and diverse learning systems** that are thoughtfully adapted to each individual's unique potential, capacities, and motivations. It's about recognizing that every young person learns in their own way and has their own strengths to contribute. Crucially, education must also include a deep understanding of sustainability and green skills.

From this foundation, we conducted research to determine which skills are essential for young people in the context of an inclusive learning environment, one that strengthens individuals and prepares them for the future.

We discovered that **it's not only green skills that matter, but also personal skills**, skills that help young people actually apply green thinking in real life. These personal skills are key in preparing youth for a future we can't fully predict one that requires adaptability, flexibility, and the ability to navigate constantly changing circumstances.

We developed two sets of skills **Personal Skills** and **Green Skills**

These are outlined in a [Skills Grid](#)

In this grid, you can find different skill categories, each broken down into specific, concrete abilities and knowledge.

The Skills Rubric

In total, 16 skills have been described, along with a set of related abilities.

For each skill, a rubric has been developed that outlines what should be achieved and what can be used as a basis for coaching—both for the educator and the young person, and across different levels.

For each ability we've defined five levels of development:

1. **Start:** what to do and prepare before starting
2. **Basic level:** just getting started with this skill; becoming aware of its importance and starting to apply the skill in real-life situations, with guidance. A youngster at a basic level should have practiced but still need coaching to perform independently.
3. **Advanced level:** A youngster gets an idea about how to master all the abilities belonging to this skill and receives coaching from the educator on his learning path. A youngster at this level can perform the skill independently in different situations.
4. **Assessment level:** What does the youngster do to get the skill assessed. A youngster at this level can perform independently and reflect on his/her abilities and on the learning path.
5. **Validation:** The gained abilities and skills can be validated with an Open Badge in Badge Craft.

Here is an overview of the skills Rubrics personal skills_ And here is the skills rubric of the green skills.

