



Methodology for the evaluation of employability in any group and professional sector (EAS method)

DESCRIPTION OF THE TECHNOLOGY

Employability is one of the most pressing objectives of states, companies and individuals. International bodies, governments, business federations and associations, non-profit associations and trade unions around the world are working to improve the employability of workers.

The International Labour Office (ILO) defines employability as "*the transferable skills and qualifications that strengthen the capacity of individuals to take advantage of educational and training opportunities available to them to find and retain decent work, to progress in business or to change employment and to adapt to changing technology and labour market conditions*". The EAS method makes it possible to evaluate these competences and qualifications.

Research staff from the University of Valencia, members of the TRANSICIONS research group and the IDOCAL research institute have created the EAS method for the assessment of employability from a bio-ecological and systemic perspective. This perspective integrates the person, their circumstances and their context.

At present, there are various instruments that value employability, but these focus on variables of the person and specialise in specific groups such as university students, graduates, migrants, etc. These lack a universal criterion and

are limited to some particular aspect of it. This method is a tool to evaluate the basic competences of employability assessing individual aspects and personal circumstances of any person and professional sector.

This methodology is a universal and effective tool to be used in different groups and fields (e.g. business, university, employment service). The questionnaire consists of 35 questions which are structured in 5 blocks: protective behaviours for the achievement of employment, risk behaviours in the achievement of employment, job search behaviours, self-control and behaviours for lifelong learning.

The EAS method offers scientifically validated cut-off criteria and standards. After its completion, the tool provides the results in relation to the population average. In this way, it is possible to observe the strengths and weaknesses of the competence profile of the employability of the person being assessed. From this profile it is possible to obtain the diagnosis of employability and generate intervention proposals aimed at the transition to employment, the development of working careers, the construction of insertion itineraries for vulnerable populations, the design of permanent training in companies and/or training at any educational level, etc.

MARKET APPLICATION SECTORS

The questionnaire is of interest to:

- Human resources offices
- Companies in any sector
- ITTs
- Anyone who wants to develop and self-manage their career
- Training providers at all levels All types of civil society organisations such as non-profit associations, boards of trustees, entities, etc. that work in the field of employment
- Official and/or private employment services (e.g. LABORA)

TECHNICAL ADVANTAGES AND BUSINESS BENEFITS

The main advantages provided by the invention are

- Fast completion
- Self-manageable.
- It measures employability from a systemic perspective: a person's skills and personal circumstances.
- Applicable to any group (e.g. young people, migrants, women, skilled workers, unemployed,



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- unskilled workers, etc.)
- A scale of employability is available for the adult population
- The evaluation is instantaneous and graphic since an office application is available that generates it automatically.
- It is easily applicable to the analysis of jobs in any company in any sector. It serves as a tool for personnel selection
- It has multiple uses (for example, it serves training purposes, social intervention, research, etc.).

CURRENT STATE OF DEVELOPMENT

The technology is validated for immediate application. It is presented in paper format and in an office automation programme. In addition, the result has benefited from the University of Valencia's Valoritza i Transfereix 2019 programme, so a proof of concept is being carried out for the development of a new app that will show the result of the evaluation and suggest a specific intervention programme for each of the groups.

INTELLECTUAL PROPERTY RIGHTS

Technology is protected by intellectual property rights.

COLABORATION SOUGHT

- User license agreement.
- Subcontracting agreement with companies and/or institutions.

RELATED IMAGES



Pictures of the EAS method

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