**LEARNING AGREEMENT FOR STUDIES**

**The Student**

|  |  |  |  |
| --- | --- | --- | --- |
| Last name (s) |  | First name (s) |  |
| Date of birth |  | Nationality[[1]](#footnote-1) |  |
| Sex [*M/F*] |  | Academic year | 2015/2016 |
| Study cycle[[2]](#footnote-2) |  | Subject area,Code[[3]](#footnote-3) | **011 Education** |
| Phone |  | E-mail |  |

**The Sending Institution**

|  |  |  |  |
| --- | --- | --- | --- |
| Name |  | Faculty |  |
| Erasmus code (if applicable) |  | Department |  |
| Address |  | Country,Country code[[4]](#footnote-4) |  |
| Contact person[[5]](#footnote-5) name |  | Contact persone-mail / phone |  |

**The Receiving Institution**

|  |  |  |  |
| --- | --- | --- | --- |
| Name  | **KPH WIEN / KREMSCampus Krems** | Faculty | **Education** |
| Erasmus code (if applicable) | **A WIEN10** | Department |  |
| Address | Dr. Gschmeidlerstr. 28A 3500 Krems | Country,Country code | **AT, Austria** |
| Contact person5 name | Mag. Liesbeth Engelbrecht, BEd. | Contact persone-mail / phone | **+43 2732 83591 180**liesbeth.engelbrecht@kphvie.ac.at |

#### **Section to be completed BEFORE THE MOBILITY**

#### **I. PROPOSED MOBILITY PROGRAMME**

Planned period of the mobility: from February 2016 till June 2016.

*[Indicative start and end months]*

This Learning Agreement includes all the educational components*[[6]](#footnote-6)* to be carried out by the student at the receiving institution.

*[The student is recommended to take educational components totalling a minimum of 30 ECTS[[7]](#footnote-7) credits per semester or 15 ECTS credits per trimester.]*

*[If applicable, additional educational components that the student follows above the required number of ECTS credits needed for his/her degree curriculum are also listed below.]*

Table A: Study programme abroad

|  |  |  |  |
| --- | --- | --- | --- |
| **Component code(if any)**  | **Component title (as indicated in the course catalogue) at the receiving institution** | **Semester [autumn / spring][or term]** | **Number of ECTS credits to be awarded by the receiving institution upon successful completion of the component**[[8]](#footnote-8) |
| *Example:* |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  | *Total:*  |

**Web link to the course catalogue at the receiving institution:**

|  |
| --- |
| *Web link(s) to be provided* |

If successfully completed, the educational components of the study programme abroad will be recognised by the sending institution in the following way:

Table B: Set of components to be replaced at sending institution

|  |  |  |  |
| --- | --- | --- | --- |
| **Component code(if any)**  | **Component title (as indicated in the course catalogue) at the sending institution** | **Semester [autumn / spring][or term]** | **Number of ECTS credits**  |
| *Example 1:* |  |  |  |
|  | *Mobility window* | *…* | *30* |
|  |  |  | *Total: 30* |
| *Example 2:* |  |  |  |
|  | *Course x* | *…* | *10* |
|  | *Module y*  | *…* | *10*  |
|  | *Laboratory work* | *…* | *10* |
|  |  |  | *Total: 30* |

In case some educational components would not be successfully completed by the student, the following provisions will apply: [please specify or provide a weblink to the relevant information.]

|  |
| --- |
| **Language competence of the student**The level of language competence[[9]](#footnote-9) in ………… *[language of instruction]* that the student already has or agrees to acquire by the start of the study period (for the above-mentioned dates) is:A1 🞏 A2 🞏 B1 🞏 B2 🞏 C1 🞏 C2 🞏 |

**II. RESPONSIBLE PERSONS**

|  |
| --- |
| **Responsible person[[10]](#footnote-10) in the sending institution:**Name: Function: Phone number: E-mail:  |

|  |
| --- |
| **Responsible person[[11]](#footnote-11) in the receiving institution:**Name: Mag. Liesbeth Engelbrecht, BEd. Function: Erasmus Coordinator for Incoming StudentsPhone number:+43 2732 83591 180 E-mail:liesbeth.engelbrecht@kphvie.ac.at |

**III. COMMITMENT OF THE THREE PARTIES**

By signing[[12]](#footnote-12) this document, the student, the sending institution and the receiving institution confirm that they approve the proposed Learning Agreement and that they will comply with all the arrangements agreed by all parties. Sending and receiving institutions undertake to apply all the principles of the Erasmus Charter for Higher Education relating to mobility for studies (or the principles agreed in the inter-institutional agreement for institutions located in partner countries).

The receiving institution confirms that the educational components listed in Table A are in line with its course catalogue.

The sending institution commits to recognise all the credits gained at the receiving institution for the successfully completed educational components and to count them towards the student's degree as described in Table B[[13]](#footnote-13).

The student and receiving institution will communicate to the sending institution any problems or changes regarding the proposed mobility programme, responsible persons and/or study period.

|  |
| --- |
| **The student**Student’s signature Date:  |

|  |
| --- |
| **The sending institution**Responsible person’s signature Date:  |

|  |
| --- |
| **The receiving institution**Responsible person’s signature Date:  |

**Section to be completed DURING THE MOBILITY**

#### **CHANGES TO THE ORIGINAL LEARNING AGREEMENT**

#### *[The section to be completed before the mobility should be kept unchanged, and changes should be decribed in this section only.]*

#### **I. EXCEPTIONAL CHANGES TO THE PROPOSED MOBILITY PROGRAMME**

#### *[Exceptional changes should be made within a month. Only if absolutely necessary, any party can request changes within the first two-week period after regular classes/educational components have started. All these changes have to be agreed by the three parties within a two-week period after the request.]*

#### Table C: Exceptional changes to study programme abroad

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Component code (if any) at the receiving institution**  | **Component title (as indicated in the course catalogue) at the receiving institution** | **Deleted component*****[tick if applicable]*** | **Added component*****[tick if applicable]*** | **Reason for change** [[14]](#footnote-14) | **Number of ECTS credits to be awarded by the receiving institution upon successful completion of the component**[[15]](#footnote-15) |
|  | *Course 1* | ⌧ | □ | A3 | 5 |
|  | *Course 3* | □ | ⌧ | B1 | 5 |
|  |  |  |  |  | Total: ………… |

#### *[Only if changes affect table B, please insert a revised version below and label the table as "Table D: Exceptional changes to set of components to be replaced at sending institution".]*

#### **II. CHANGES IN THE RESPONSIBLE PERSON(S), if any:**

|  |
| --- |
| **New responsible person in the sending institution:**Name: Function: Phone number: E-mail:  |

|  |
| --- |
| **New responsible person in the receiving institution:**Name: Function: Phone number: E-mail:  |

#### **III. COMMITMENT OF THE THREE PARTIES**

The student, the sending institution and the receiving institution confirm that the proposed amendments to the Learning Agreement are approved.

*[Agreement of the proposed amendments by email is accepted. Original or scanned signatures are not mandatory for this specific section.]*

|  |
| --- |
| **The student**Student’s signature or approval by e-mail Date:  |

|  |
| --- |
| **The sending institution**Responsible person’s signature or approval by e-mail Date:  |

|  |
| --- |
| **The receiving institution**Responsible person’s signature or approval by e-mail Date:  |

**Section to be completed AFTER THE MOBILITY**

#### **RECOGNITION DOCUMENT**

*[This Recognition Document must be issued together with the sections before and during mobility and it can additionally be issued indepently].*

Actual dates of the start[[16]](#footnote-16) and the end[[17]](#footnote-17) of the study period:

from *[day/month/year]* ……………. till *[day/month/year]* …………….

*[The receiving institution commits to provide the sending institution and the student with a Transcript of Records[[18]](#footnote-18) according to Table E below and containing all the educational components agreed in the above sections. This should be done within a period stipulated in the inter-institutional agreement and normally not longer than five weeks after publication/proclamation of the student’s results at the receiving institution.]*

Table E: Transcript of Records

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Component code(if any)**  | **Component title (as indicated in the course catalogue) at the receiving institution** | **Was the component successfully completed by the student? [Yes/No]** | **Number of ECTS credits**  | **Receiving institution grade** |
| *Example:* |  |  |  |  |
|  | *Course 3* | *Y* | *5* | *…* |
|  | *Module 2*  | *Y* | *10*  | *…* |
|  | *Thesis research* | *Y* | *15* | *…* |
|  |  |  | *Total: 30* |  |

*[Following the receipt of the Transcript of Records from the receiving institution, the sending institution commits to provide to the student a Recognition Document including Table E above and the completed Table F below, without further requirements from the student, and within five weeks.]*

Table F: Recognition outcomes

|  |  |  |  |
| --- | --- | --- | --- |
| **Component code(if any)**  | **Component title (as indicated in the course catalogue) at the sending institution** | **Number of ECTS credits**  | **Sending institution grade, if applicable** |
| *Example 1:* |  |  |  |
|  | *Mobility window* | *30* |  |
|  |  | *Total: 30* |  |
| *Example 2:* |  |  |  |
|  | *Course x* | *10* |  |
|  | *Module y*  | *10*  |  |
|  | *Laboratory work* | *10* |  |
|  |  | *Total: 30* |  |

All the above educational components will appear as well in the student's Diploma

Supplement with also the exact title that they had in the receiving institution.

**LEARNING AGREEMENT FOR TRAINEESHIPS**

**The Trainee**

|  |  |  |  |
| --- | --- | --- | --- |
| Last name (s) |  | First name (s) |  |
| Date of birth |  | Nationality**[[19]](#footnote-19)** |  |
| Sex [*M/F*] |  | Academic year | 20../20.. |
| Study cycle[[20]](#footnote-20) |  | Subject area, Code[[21]](#footnote-21) |  |
| Phone |  | E-mail |  |

**The Sending Institution**

|  |  |  |  |
| --- | --- | --- | --- |
| Name |  | Faculty |  |
| Erasmus code (if applicable) |  | Department |  |
| Address |  | Country, Country code[[22]](#footnote-22) |  |
| Contact person name |  | Contact personE-mail / phone |  |

**The Receiving Organisation/Enterprise**

|  |  |  |  |
| --- | --- | --- | --- |
| Name Sector[[23]](#footnote-23) |  | Department |  |
| Address, website |  | Country |  |
| Size of enterprise[[24]](#footnote-24) |  |  |  |
| Contact person[[25]](#footnote-25)name / position |  | Contact persone-mail / phone |  |
| Mentor[[26]](#footnote-26)name / position |  | Mentor e-mail / phone |  |

#### **Section to be completed BEFORE THE MOBILITY**

#### **I. PROPOSED MOBILITY PROGRAMME**

|  |
| --- |
| **Planned period of the mobility**from *[month/year]* ……………. till *[month/year]* …………… |
| **Number of working hours per week: …** |
| **Traineeship title****………………………..** |
| **Detailed programme of the traineeship period, including tasks/deliverablesand associated timing to be carried out by the trainee****………………………..** |
| **Knowledge**, **skills (intellectual and practical) and competences to be acquiredby the trainee at the end of the traineeship (learning outcomes)****………………………..** |
| **Monitoring plan** *[describing how/when the trainee will be monitored during his / her traineeship by both the sending institution and the receiving organisation / enterprise. Specify the number of supervision hours. Specify if a third party is also involved, such as a higher education institution in the receiving country, and if yes, specify the contact details of the person in charge.]***………………………..** |
| **Evaluation plan** *[describing the assessment criteria to be used to evaluate the trainee'ship period.]**Examples of assessment criteria: academic skills/expertise, analytical skills, initiative, adaptability, communication skills, teamwork skills, decision-making skills, ICT skills, innovative and creative skills,* *strategic-organisational skills, foreign language skills***………………………..** |

|  |
| --- |
| **Language competence of the trainee**The level of language competence[[27]](#footnote-27) in ………….. *[workplace language]* that the trainee already has or agrees to acquire by the start of the mobility period (for the above-mentioned dates) is: A1 🞏 A2 🞏 B1 🞏 B2 🞏 C1 🞏 C2 🞏 |

|  |
| --- |
| **The sending institution**The institution undertakes to respect all principles of the Erasmus Charter for Higher Education relating to traineeships.* The traineeship is embedded in the curriculum and upon satisfactory completion of the traineeship, the institution undertakes to:
* Award …….. ECTS credits.
* Give a grade based on: Traineeship certificate 🞏 Final report🞏 Interview 🞏
* Record the traineeship in the trainee's Transcript of Records.
* Record the traineeship in the trainee's Diploma Supplement (or equivalent).
* Record the traineeship in the trainee's Europass Mobility Document Yes 🞏 No 🞏
* The traineeship is voluntary and upon satisfactory completion of the traineeship, the institution undertakes to:
* Award ECTS credits: Yes 🞏 No 🞏 If yes, please indicate the number of ECTS credits: ….
* Give a grade: Yes 🞏 No 🞏

If yes, please indicate if this will be based on: Traineeship certificate 🞏 Final report 🞏 Interview 🞏 * Record the traineeship in the trainee's Transcript of Records Yes 🞏 No 🞏
* Record the traineeship in the trainee's Diploma Supplement (or equivalent), except if the trainee is a recent graduate.
* Record the traineeship in the trainee's Europass Mobility Document Yes 🞏 No 🞏 If the trainee is a recent graduate this is recommended.
 |

|  |
| --- |
| **The receiving organisation/enterprise**The trainee will receive a financial support for his/her traineeship: Yes 🞏 No 🞏If yes, amount in EUR/month: …. The trainee will receive a contribution in kind for his/her traineeship: Yes 🞏 No 🞏If yes, please specify: ….Is the trainee covered by the accident insurance (covering at least damages caused to the trainee at the workplace)? Yes 🞏 No 🞏If yes, please specify if it also covers:- accidents during travels made for work purposes: Yes 🞏 No 🞏- accidents on the way to work and back from work: Yes 🞏 No 🞏If not, please specify whereas the trainee is covered by an accident insurance provided by the sending institution: Yes 🞏 No 🞏If yes, please specify if it also covers:- accidents during travels made for work purposes: Yes 🞏 No 🞏- accidents on the way to work and back from work: Yes 🞏 No 🞏Is the trainee covered by a liability insurance (covering damages caused by the trainee at the workplace)? Yes 🞏 No 🞏The receiving organisation/enterprise undertakes to ensure that appropriate equipment and support is available to the trainee.Upon completion of the traineeship, the organisation/enterprise undertakes to issue a Traineeship Certificate to the trainee *[corresponding to the form in the section After the Mobility which needs to be filled in the present document and can additionally be issued independently.]* |

**II. RESPONSIBLE PERSONS**

|  |
| --- |
| **Responsible person[[28]](#footnote-28) in the sending institution:**Name: Function: Phone number: E-mail:  |

|  |
| --- |
| **Responsible person[[29]](#footnote-29) in the receiving organisation/enterprise (supervisor):**Name: Function: Phone number: E-mail:  |

**III. COMMITMENT OF THE THREE PARTIES**

By signing[[30]](#footnote-30) this document, the trainee, the sending institution and the receiving organisation/enterprise confirm that they approve the proposed Learning Agreement and that they will comply with all the arrangements agreed by all parties.

The trainee and receiving organisation/enterprise will communicate to the sending institution any problem or changes regarding the mobility period.

|  |
| --- |
| **The trainee**Trainee’s signature Date:  |

|  |
| --- |
| **The sending institution**Responsible person’s signature Date:  |

|  |
| --- |
| **The receiving organisation/enterprise**Responsible person’s signature Date:  |

**Section to be completed DURING THE MOBILITY**

#### **EXCEPTIONAL MAJOR CHANGES TO THE ORIGINAL LEARNING AGREEMENT**

#### **I. EXCEPTIONAL CHANGES TO THE PROPOSED MOBILITY PROGRAMME**

|  |
| --- |
| **Planned duration of the mobility period**from *[month/year]* ……………. till *[month/year]* …………… |
| **Number of working hours per week: …** |
| **Traineeship title** ……………………….. |
| **Detailed programme of the traineeship period, including tasks/deliverables and associated timing to be carried out by the trainee**……………………….. |
| **Knowledge, skills (intellectual and practical) and competences to be acquired by the trainee at the end of the traineeship (learning outcomes)**……………………….. |
| **Monitoring plan** *[describing how/when the trainee will be monitored during his / her traineeship by both the sending institution and the receiving organisation / enterprise. Specify the number of supervision hours. Specify if a third party is also involved, such as a higher education institution in the receiving country, and if yes specify the contact details of the person in charge.]*……………………….. |
| **Evaluation plan** *[describe the assessment criteria used to evaluate the traineeship period]*……………………….. |

#### **II. CHANGES IN THE RESPONSIBLE PERSONS, if any**

|  |
| --- |
| **New responsible person in the sending institution:**Name: Function: Phone number: E-mail:  |

|  |
| --- |
| **New responsible person in the receiving organisation/enterprise:**Name: Function: Phone number: E-mail:  |

#### **III. COMMITMENT OF THE THREE PARTIES**

The trainee, the sending institution and the receiving organisation/enterprise confirm that the proposed amendments to the Learning Agreement are approved.

*[Agreement of the proposed amendments by email is accepted. Original or scanned signatures are not mandatory for this specific section.]*

|  |
| --- |
| **The trainee**Trainee's signature or approval by e-mail Date:  |

|  |
| --- |
| **The sending institution**Responsible person’s signature or approval by e-mail Date:  |

|  |
| --- |
| **The receiving organisation/enterprise**Responsible person’s signature or approval by e-mail Date:  |

**Section to be completed AFTER THE MOBILITY**

#### **TRAINEESHIP CERTIFICATE**

*[This Traineeship Certificate must be issued together with the sections before and during mobility and it can additionally be issued independently].*

|  |
| --- |
| **Name of the trainee:** |

|  |
| --- |
| **Name of the receiving organisation/enterprise:** |

|  |
| --- |
| **Sector of the receiving organisation/enterprise:** |

|  |
| --- |
| **Address of the receiving organisation/enterprise** *[street, city, country, phone, e-mail address]***, website:** |

|  |
| --- |
| **Start[[31]](#footnote-31) and end[[32]](#footnote-32) of the traineeship:**from *[day/month/year]* ……………. till *[day/month/year]* ……………. |

|  |
| --- |
| **Traineeship title:** |

|  |
| --- |
| **Detailed programme of the traineeship period including tasks carried out by the trainee:** |

|  |
| --- |
| **Knowledge, skills (intellectual and practical) and competences acquired (learning outcomes achieved):** |

|  |
| --- |
| **Evaluation of the trainee**[[33]](#footnote-33)**:** |

**Date:**

**Name and signature of the responsible person at the receiving organisation/enterprise:**

1. Country to which the person belongs administratively and that issues the ID card and/or passport. [↑](#footnote-ref-1)
2. Short cycle (EQF level 5) / bachelor or equivalent first cycle (EQF level 6) / master or equivalent second cycle (EQF level 7) / doctorate or equivalent third cycle (EQF level 8). [↑](#footnote-ref-2)
3. Please refer to the ISCED 2013 subject field that is closest to the subject of the degree to be
 awarded to the student by the sending institution. For the list of detailled subject fields, see:
 <http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx>. [↑](#footnote-ref-3)
4. Please use ISO 3166-2 country codes available at: https://www.iso.org/obp/ui/#search. [↑](#footnote-ref-4)
5. A person who provides a link for administrative information and who, depending on the structure of the higher education institution, may be the departmental coordinator or will work at the international relations office or equivalent body within the institution. [↑](#footnote-ref-5)
6. An "educational component" is a self-contained and formal structured learning experience that features learning outcomes, credits and forms of assessment. Examples of educational components are: a course, module, seminar, laboratory work, practical work, preparation/research for a thesis, mobility window or free electives. [↑](#footnote-ref-6)
7. In countries where the "ECTS" system it is not in place, in particular for institutions located in partner countries not participating in the Bologna process, "ECTS" needs to be replaced in all tables by the name of the equivalent system that is used. [↑](#footnote-ref-7)
8. The sending institution should fully recognise this number of ECTS credits and any exception to this rule should be documented in an annex of the Learning Agreement and agreed by all parties. [↑](#footnote-ref-8)
9. For the Common European Framework of Reference for Languages (CEFR) see <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr> [↑](#footnote-ref-9)
10. An academic who has the authority  to approve the  mobility programme of outbound students (Learning Agreements), to exceptionally amend them when it is needed, as well as to guarantee full recognition of such programmes on behalf of the responsible academic body. [↑](#footnote-ref-10)
11. An academic who has the authority to approve the mobility programme of incoming students and is committed to give them  academic support in the course of their studies at the receiving institution. [↑](#footnote-ref-11)
12. Scanned copies of signatures or digital signatures are recognised. There is no need to circulate papers with original signatures. [↑](#footnote-ref-12)
13. Any exceptions to this rule are documented in an annex of this Learning Agreement and agreed by all
 parties. [↑](#footnote-ref-13)
14. Reasons for deleting a component: A1) Previously selected educational component is not available at receiving institution A2) Component is in a different language than previously specified in the course catalogue A3) Timetable conflict, A4) Other (please specify).

 Reason for adding a component: B1) Substituting a deleted component, B2) Extending the mobility period, B3) Other (please specify). [↑](#footnote-ref-14)
15. The sending institution should fully recognise this number of ECTS credits and any exception to this rule should be documented in an annex of the Learning Agreement and agreed by all parties. [↑](#footnote-ref-15)
16. First day the student has been present at the receiving organisation for academic reasons (e.g. first course, welcoming event organised by the host institution, language and intercultural training etc…) [↑](#footnote-ref-16)
17. The end of the study period is the last day the student has been present at the receiving organisation for academic reasons (e.g. end of exam period/course/work/mandatory sitting period...) [↑](#footnote-ref-17)
18. Grading distribution information should be attached to the Transcript of Records (or a web link where this information can be found). [↑](#footnote-ref-18)
19. Country to which the person belongs administratively and that issues the ID card and/or passport. [↑](#footnote-ref-19)
20. Short cycle (EQF level 5) / bachelor or equivalent first cycle (EQF level 6) / master or equivalent second cycle (EQF level 7) / doctorate or equivalent third cycle (EQF level 8) - specify the latest study cycle for recent graduates. [↑](#footnote-ref-20)
21. Please refer to the ISCED 2013 subject field that is closest to the subject of the degree to be
 awarded to the trainee by the sending institution. For the list of detailled subject fields, see:
 <http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx>. [↑](#footnote-ref-21)
22. Please use ISO 3166-2 country codes available at: https://www.iso.org/obp/ui/#search. [↑](#footnote-ref-22)
23. For the list of top-level NACE sector codes, see : http://ec.europa.eu/eurostat/ramon/nomenclatures/index.cfm?TargetUrl=LST\_NOM\_DTL&StrNom=NACE\_REV2&StrLanguageCode=EN. [↑](#footnote-ref-23)
24. For instance: 1-50 / 51-500 / more than 500 employees. [↑](#footnote-ref-24)
25. A person who can provide administrative information within the framework of Erasmus traineeships. [↑](#footnote-ref-25)
26. The role of the mentor is to provide support, encouragement and information to the trainee on the life and experience relative to the enterprise (culture of the enterprise, informal codes and conducts, etc.). Normally, the mentor should be a different person than the supervisor. [↑](#footnote-ref-26)
27. For the Common European Framework of Reference for Languages (CEFR) see <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>. [↑](#footnote-ref-27)
28. The responsible person in the sending organisation is responsible for signing the Learning Agreement and recognising the credits and associated learning outcomes as set out in the Learning Agreement. [↑](#footnote-ref-28)
29. The responsible person in the receiving organisation (supervisor) is responsible for signing the Learning Agreement, supervising the trainee during the traineeship and signing the Traineeship Certificate. [↑](#footnote-ref-29)
30. Scanned copies of signatures or digital signatures are recognised. There is no need to circulate papers with original signatures. [↑](#footnote-ref-30)
31. First day the trainee has been present at the enterprise to carry out his/her traineeship. [↑](#footnote-ref-31)
32. The end of the traineeship period is the last day the trainee has been present at the receiving enterprise to carry out his/her traineeship. [↑](#footnote-ref-32)
33. According to the agreed assessment criteria, such as: academic skills/expertise, analytical skills, initiative, adaptability, communication skills, teamwork skills, decision-making skills, ICT skills, innovative and creative skills, strategic-organisational skills, foreign language skills, … [↑](#footnote-ref-33)