

A decorative background at the top of the slide featuring a network diagram with red and black nodes connected by lines, set against a light red gradient.

# The Impact of Social Sciences and Humanities on Society

14-16 October 2020, Ottawa


12.30 – 13.45pm

## Training & Skills for Impact

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# Training and Skills for Impact

## AESIS Impact of SSH on Society

### #SSH20



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# SSH Skills for Innovation

Sandra Lapointe, McMaster University



# What Skills for Impact?

There are two main kinds of skills perceived as needed to create impact, those associated with **innovation** and those associated with **collaboration**.

- What are the skills associated with innovation and collaboration?

## PHASE 1. FOUNDATIONAL SKILLS, COMPETENCIES AND PRODUCTIVE TALENT OUTCOMES.

- We analyzed 45 sources looking for the skills private and public stakeholders say employees need.
- We identified 13 foundational skills emphasized as important based on relative frequency.
- We used quantitative and qualitative analyses to measure the “relatedness” of these skills to each other.

# FOUNDATIONAL SKILLS

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- Active listening
- Analytical Skills
- Capacity for Continued Learning
- Critical Thinking
- Creativity
- Cultural Awareness
- Integrity
- Judgement
- People Skills
- Problem Solving
- Self-Management
- Teamwork
- Writing

## NOTE:

- We needed a taxonomical tool that would be tailored to discussion of skills across sectors.
- The aim was not to develop a taxonomy for its own sake, but to leverage a qualitative and quantitative analysis of skills-talk to refine our conceptual tools.





## PHASE 2: SSH ACADEMIC DISCIPLINES' CONTRIBUTION TO FOUNDATIONAL SKILLS-BUILDING

- Increasingly, SSH departments are leveraging skills-talk to advertise the value of their programs.
- We scanned every SSH program website in Canadian universities, by discipline, to track references to the 13 skills we identified in PHASE 1.
- Our question: What is the average humanist or social scientist willing to argue is the potential contribution of her discipline to foundational skills-building (and what's her evidence?)





Average of Percentage (color) and average of Percentage (size) broken down by Departments vs. Skills. The data is filtered on Province, which keeps 10 of 10 members.

Which foundational skills are individual disciplines most likely to claim to be able to build?

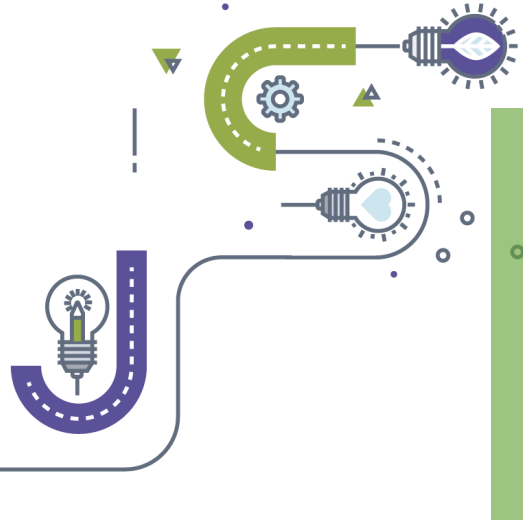
# Are there important differences between the humanities and the social sciences?

## Where are there skills-development gaps?



# RESEARCH TRAINING

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• Social and emotional intelligence is essential to fruitful collaboration and leadership (and interdisciplinarity is in essence co-design).

• What would be the impact of intentionally integrating such skills building opportunities to research training?

