THE IMPORTANCE OF KEY COMPETENCES IN THE CONTEXT OF LIFELONG LEARNING

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The problem. Aging population and the growing labor shortages require to find the new ways to help adults to stay longer in the labor market. These processes and economic globalization as well as the intensification of competition for jobs, require constantly adapt to the changes. Therefore, key competences are becoming a significant factor that determines the ability of adults to participate in the development of public welfare of the citizens, designing their career. The development of key competencies and mobilization are becoming an important task for citizens, business and states. However, there is a lack of research-based information on common competence mainstream status, challenges and opportunities in Lithuania.
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- **Object** of the research presented in the paper is conceptualization of key competencies.
- **Aim** of the research is to perform theoretical key competencies mainstream and development researches at the national and international levels.
- **Methods** of the research is analytic literature review, research sources and documents analysis and synthesis.
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Activities covered by a general abilities that defines operational performance requirements

Person’s general abilities
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Key competences:
- Communication in mother tongue
- Communication in foreign languages
- Mathematical and basic competences in science and technology
- Digital competences
- Learning to learn
- Social and civic competences
- Sense of initiative and entrepreneurship
- Culture awareness and expression
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Map of the adults LLL significant key competences

1. Communication in Native and foreign languages:
   - Vocabulary
   - The reasoned expression of thoughts
   - Understanding of the information or comprehension
   - Dialogue support

2. Numerical and Informational Society Technologies
   - Online services
   - Computing facilities
   - Internet
   - Mastering the programs
   - Logical and practical calculation
   - Communication

3. Learning, personality and citizenship: Learning to learn
   - Learning with the other
   - Self-regulated learning
   - Reflection of learning
   - Planning of learning
   - Problem Solving

4. Learning, personality and citizenship: Cultural awareness and expression
   - Analysis of art
   - Interest in art
   - Enrichment of sight
   - Development of culture
   - Art application

5. Entrepreneurship
   - Planning of activities
   - Responsibility
   - Initiative
   - Tolerability of the risk
   - The achievement of objectives
   - Investing in the Future
   - Innovation
   - Meeting the other needs
   - Development of information
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Map of the adults LLL significant key competences

1. Communication in Native and foreign languages:
   - Dialogue support
   - Vocabulary
   - The reasoned expression of thoughts
   - Understanding of the information or comprehension
   - Text preparation

2. Numerical and Informational Society Technologies
   - Memory calculation
   - Internet
   - Mastering the programs
   - Logical and practical calculation
   - Communication
   - Online services
   - Computing facilities

3. Learning, personality and citizenship: Learning to learn
   - Learning with the other
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Native and foreign language

<table>
<thead>
<tr>
<th>Competency</th>
<th>Abilities</th>
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</thead>
<tbody>
<tr>
<td>Native and foreign languages</td>
<td>Native/foreign language dictionary and grammar knowledge</td>
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<td></td>
<td>The information transmitted in their native/foreign language oral and</td>
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<td></td>
<td>written comprehension</td>
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<td></td>
<td>Ability to read and understand the literary and non-literary texts</td>
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<td></td>
<td>Ability reasoned thought and opinion</td>
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<td></td>
<td>Ability to prepare written and oral text</td>
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<td>Ability to interact with others in constructive dialogue</td>
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<td></td>
<td>Ability recognize cultural diversity and intercultural communication and</td>
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<td>the need for cooperation</td>
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</table>
## Numerical and informational society technologies

<table>
<thead>
<tr>
<th>Competency</th>
<th>Abilities</th>
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</thead>
</table>
| Numerical and Informational Society Technologies| Ability from memory to perform elementary calculations required for household  
Ability to think mathematically and logically in practical calculations in everyday life (the calculation of the apartment / house square footage, etc.).  
Ability to use electronic devices for mathematical calculations (calculators, cell. Handset)  
Ability to use IT tools for personal and / or business purposes (e-mail, Skype, Facebook)  
Ability to use IT for personal and / or business purposes (e-banking, voting in elections, purchase services, press, etc.).  
Ability to use the Internet for finding and selecting relevant information  
Process information using computer programs (Word, Excel, etc.). |
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Learning, personality and citizenship: learning to learn

<table>
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<tr>
<th>Competency</th>
<th>Abilities</th>
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</thead>
<tbody>
<tr>
<td>Learning, personality and citizenship: learning to learn</td>
<td>Ability to organize their own learning process</td>
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<td>Ability to learn and act independently</td>
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<td></td>
<td>Ability to learn and operate within a group</td>
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<td>Ability to solve problems</td>
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<td>Ability to discuss (reflect) their own learning and activities</td>
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## Learning, personality and citizenship: Cultural awareness and expression

<table>
<thead>
<tr>
<th>Competency</th>
<th>Abilities</th>
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</thead>
<tbody>
<tr>
<td>Learning, personality and citizenship: Cultural</td>
<td>Interest in art, feeling the need of art (interest in selected art direction and areas of classical works and innovation)</td>
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<tr>
<td>awareness and expression</td>
<td>Ability to analyze and interpret works of art in their messages, evaluating its relevance (select for yourself interesting and socially relevant works of art, works of art critically evaluate the ideas proposed, their relevance to human society)</td>
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<td></td>
<td>Ability to apply creative artistic elements of work and everyday life (the ability independently perform simple acts of artistic creation or elements and adapt them at work and in everyday life)</td>
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<td></td>
<td>Ability to develop their cultural outlook and enrich it purposefully (critically evaluate works of art and cultural events in their own fitness-minded development, to decide on the most appropriate cultural and artistic events, etc.)</td>
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<td></td>
<td>Ability to communicate with other people of culture and arts, developing and enriching the cultural outlook (egg, participation in the artistic expression activities - clubs, societies, associations, arts and arts institutions).</td>
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**Entrepreneurial competency**

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<tbody>
<tr>
<td>Entrepreneurial</td>
<td>Orientation towards the achievements of the objective;</td>
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<td></td>
<td>Initiative - the ability to take the initiative;</td>
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<td></td>
<td>Responsibility for own and the other (e.g., work group, team) actions and initiatives against the organization and society; Innovation -</td>
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<td></td>
<td>orientation towards the various innovation by establishing and deployment;</td>
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<td></td>
<td>Risk tolerance - Ability to assume the risks and to act rationally in risky situations.</td>
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<td></td>
<td>Ability to evaluate the cost and the current (potential) added value</td>
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<td>Ability to plan own work and other short-term and long-term</td>
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<td>Ability to refuse to meet the current needs of investing in the future.</td>
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<td>Ability to understand others (consumers') needs</td>
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<td>Ability to communicate conclusively and formally to convey to others the ideas and data.</td>
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Conclusions

1. Theoretical analysis revealed that the general abilities are understandable not only as personal characteristics, but also how certain characteristics of the activities.

2. Key competencies in terms of knowledge and abilities are important for every individual of the knowledge-based society. They provide added value in the labor market, social cohesion and active citizenship, by offering flexibility and adaptability, satisfaction and motivation. Therefore, they should be regularly educated in both international and national levels.

3. The eight key competences are also thought of as five conceptualization competence and are integral with each other. In each case the focus is on critical thinking, creativity, initiative, problem solving, risk assessment, decision-making, and constructive management of feelings.