

How anticipation of skills professional profiles to future labour market Needs?



The post-capitalist society is divided by a new dichotomy of values and aesthetic perceptions. There will be the "twocultures", the literary and the scientific. The dichotomy is between "intellectuals" and "managers", the first dealing with words and ideas, and the latter, people and work. Overcome this dichotomy and achieve a new synthesis will be challenging philosophy and educational of the utmost importance in the post-capitalist society.

Peter F. Drucker

Abstract

The profound transformations in the economic, social and technological have resulted a perceptible change in the structure and content of employment with higher demand of skills causing a clear imbalance between supply and demand of professionals in the information society and knowledge.

One of the defining characteristics of the current employment situation are the constant economic, social and technology change are bringing about profound changes in business structure and supply and demand in labour markets. If I had to highlight one of the most significant factors that characterize these changes would underline the following:

Economic sphere

The globalization of markets and free movement of capital has meant that many products do not have national identity are investigated and developed in one country, in another are designed and its are manufactured in a third.

The classic factors of production (land, labour and capital), i adding a fourth factor, the information. The raw material in the new paradigm (techno economic) is the information and knowledge.

To confirm the above statements we can see that currently the centre of the economy no longer hold only companies that produce and distribute products as thirty years ago but companies producing and distributing knowledge and information. Consider the value and market control exerted companies like Microsoft, Disney and CNN.

Social Domain

The new age pyramid in most OECD countries, the level of education amongst the people, the emergence of new phenomena such as structural unemployment, labour discontinuity in the number of firms for which one provided their services and content of the trades that can be carried out during the working life, multiculturalism, the tendency to hedonism, namely, earn more, work less and have more leisure time, the cult of youth represented by the sport, leanness and dynamism as trends to follow. The broad consensus on environmental protection and the start of the consolidation of sustainable development.

Technological field

The development and innovation in the technological world, characterized by the ease and speed in creating new products and services and the explosion of Telecommunications and information technologies are breaking into all areas of human life. A clear example of this phenomenon is the great expansion of social networks 2.0 and corresponding need for social and technological adaptation. Therefore, we can say that technological changes are not revolutions but one constantly changing structures.

Directly or indirectly, as discussed above, these changes have generated and are generating profound changes in the content, methods and means of employment and production systems, distribution and labour organization.

Here are some examples:

- Companies looking for new skills associated with new organizations "decentralized network as" where "workers perform a variety of tasks, instead of passing the work of one another."
- The need for greater flexibility "to deal with fluctuations in demand for their goods and services", and reliability in production processes means that production is mainly based on economies of scale, is moving into a production also continue to seek such economies of scale, is based on economies of scope and quality of products and services.

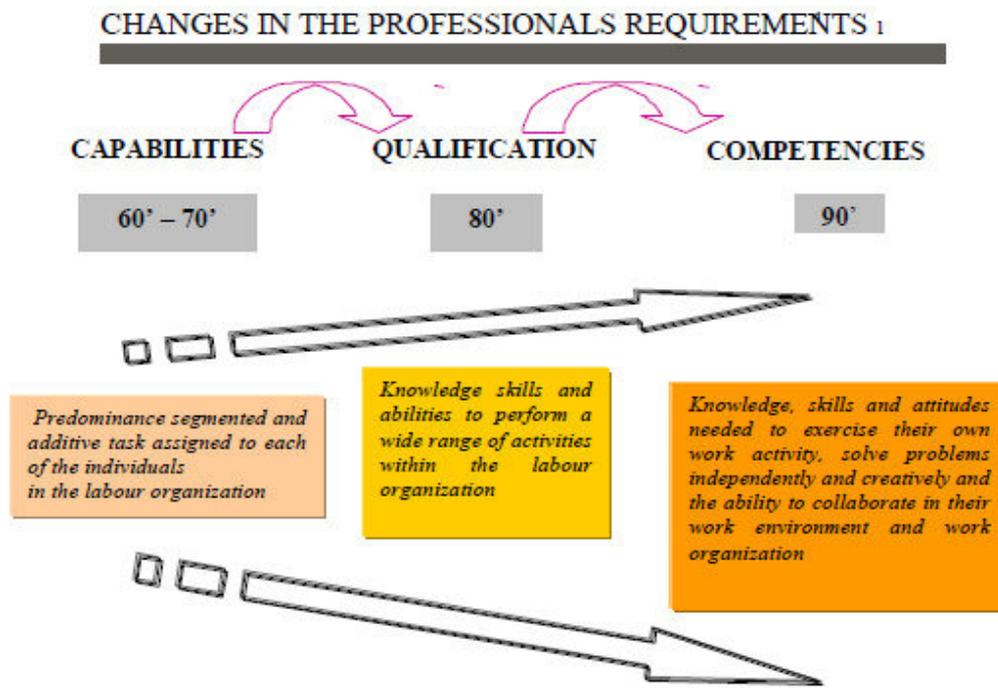
- Changing patterns of competition between companies to a "gradual elimination of barriers between product development, process development and human resource development." And "models and traditional management techniques are proving inadequate and inflexible in a workplace that requires workers and controls the opposite: the development of a new industrial and enterprise culture characterized by flexibility, trust, commitment and ability to anticipate change and reap its fruits. "

Changes in work organizations have resulted in a perceptible change in the structure and content of employment and therefore a demand for larger and increasingly diverse skills resulting in a clear imbalance between supply and demand of professionals in the call information society. "... The problem is that no new jobs, old skills. New jobs require new skills. The gap will continue to increase until governments and employers undertake a new policy, much more radical, to give people new skills and expertise related to developing new forms of work organization and the introduction of new technologies. EU"

- ❖ In the 60 -70, Organizations demanded capabilities because the jobs were mainly defined by a set of tasks summative and segmented.
- ❖ From the 80's started a demand that include professional qualifications, with, technical aspects knowledge and methodological for a wide range of work activities and adaptability to one ever wider range of functions.
- ❖ Since the beginning of the 90, as a first step to reduce this imbalance, have been progressively defined professional profiles and training curricula in terms of professional competences by taking a quantum leap in this process, and passed to take into account also attitudinal and emotional aspects of working not just those of a technical and methodological.

But in addition to the powers specifically related to a job or a given sector, needs to acquire the so-called transferable competencies , without being specific to a particular job or a particular profession, and therefore , transferable

to a wide range of tasks performed in different work contexts are necessary to carry out different tasks at the level required for employment, with the dual aim of promoting the employability of students and to reduce the obsolescence of workers to proportion more likely to adapt.



¹DR. Benito Echeverria. Emeritus Professor of the University of Barcelona

Further action is needed and to go deep in the identification of its contents. For this it is necessary to start the one hand, the differential analysis between the cultural contexts of education and employment and the type of skills they generate. And, secondly, monitoring and analysis of the constant changes that are experiencing labour organizations over time where the products and / or services sold do not have a stable framework to define a linear fashion in the time the type of tasks that its members should be able to develop in the future. So, with the concept of competence expands demand to the workers and in Parallel on the training that they require, because they encompass various dimensions of person: knowledge competencies, technical competencies and forms of individual and collective behaviour.

Do not lose sight that a product or service resulting from the application of a set of skills performed by a group of people and therefore the generation and development of these competencies is the strategy to be followed for continue innovating and creating new products or services.

Rafael Barrio
Technical senior of public administration
Recognition of research proficiency
Post graduate Business Administration
Bachelor's degree in Philosophy and Educational Science