

KEY COMPETENCIES NEEDED ON LABOR MARKET IN THE OPINIONS OF INTERNATIONAL EXPERTS – STUDY RESULTS IN THE CONTEXT OF EMPLOYABILITY CHALLENGES

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Abstract:

The aim of the presentation is to share the results of research concerning the opinions of international experts, from Thailand, Spain and Poland, about key competences needed on the labor in next 5 years. Research was carried out in 2016 with usage of Delphi method in three countries. Based on the results, it can be concluded that the importance of formal education is decreasing, while new competences, that have never been taught yet, are starting to take on special significance. Results show that key competences for employability cannot be taught with use of traditional methods. So hitherto hierarchical institutions have to become flatter, flexible and more virtualized organizations. Research brings to the conclusion that there is a challenge for educators which is related to development of learnings skills, especially these which cannot be acquired in class. There is a question how to improve virtual collaboration, build up trust in virtual networks, develop transdisciplinarity, social intelligence, or cross cultural competencies. Game-based learning web sites, and practical knowledge and experience obtained by working through projects seem to be a good option.

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