

## Mind the Gap: Comparing Competence Development in Business Higher Education and Job Market Expectations

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### Abstract

*In the 21st century jobs have emerged that we could not imagine just 10 years ago, furthermore, the way we do our jobs has also changed. Certain skills have become more crucial, so the question emerges how higher education can prepare graduates for such changes. Various research in the field of education and competence management refer to a competence gap between the competences of graduates and the requirements of the job market, indicating that graduates can complete their task with less efficiency. This current research aims to draw a competence map comparing the competences defined by the Hungarian national guidelines for business higher education and the requirements of the businesses as potential future employers. The research is based on the definition of the OECD, according to which a competence is defined as the ability to successfully meet complex demands in a particular context through the mobilization of knowledge, skills, attitudes and values. The expectations of the business professions are mapped through the analysis of the American O\*NET employment portal, Hungarian job advertisements and focus group interviews involving business professionals.*

*The paper presents the first stage of the research which is based on focus group interviews to reveal the competence expectations of the business professions. Primarily soft skills, such as communication, problem solving, team work and digital skills have emerged as skills expectations. The skills identified in the focus groups will provide the foundation of a further research using Q-method.*

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