



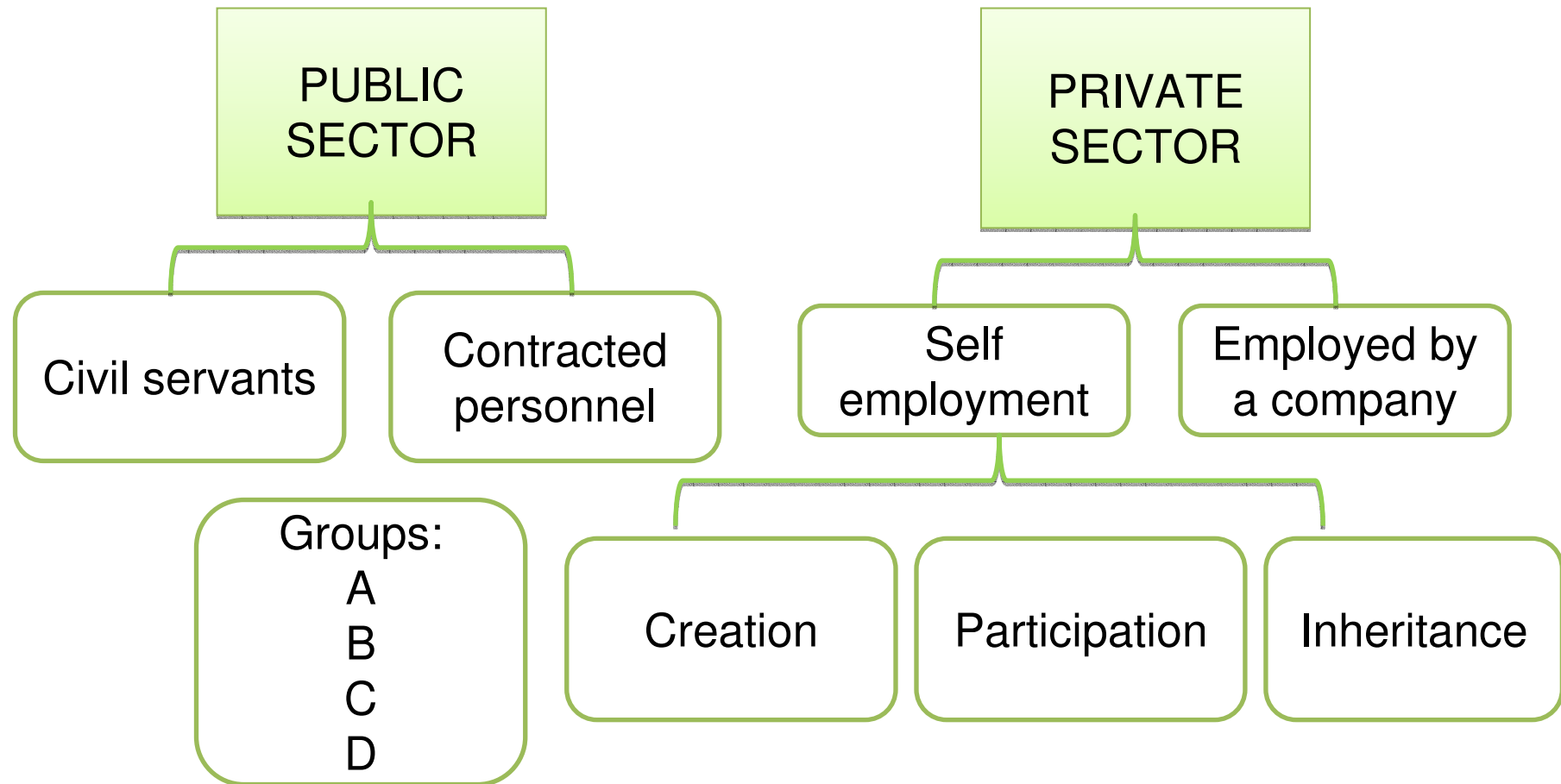
UNIVERSITAT ROVIRA I VIRGILI

How to look for a job?
**New competences in the labour
market**
New occupations

Ana Beatriz Hernandez
Mireia Valverde
Rosalía Cascón-Pereira
Tatiana Gorjup



Type of jobs





Job Offers by the Public Sector

<http://www.boe.es/boe/dias/2009/03/03/pdfs/BOE-A-2009-3574.pdf>



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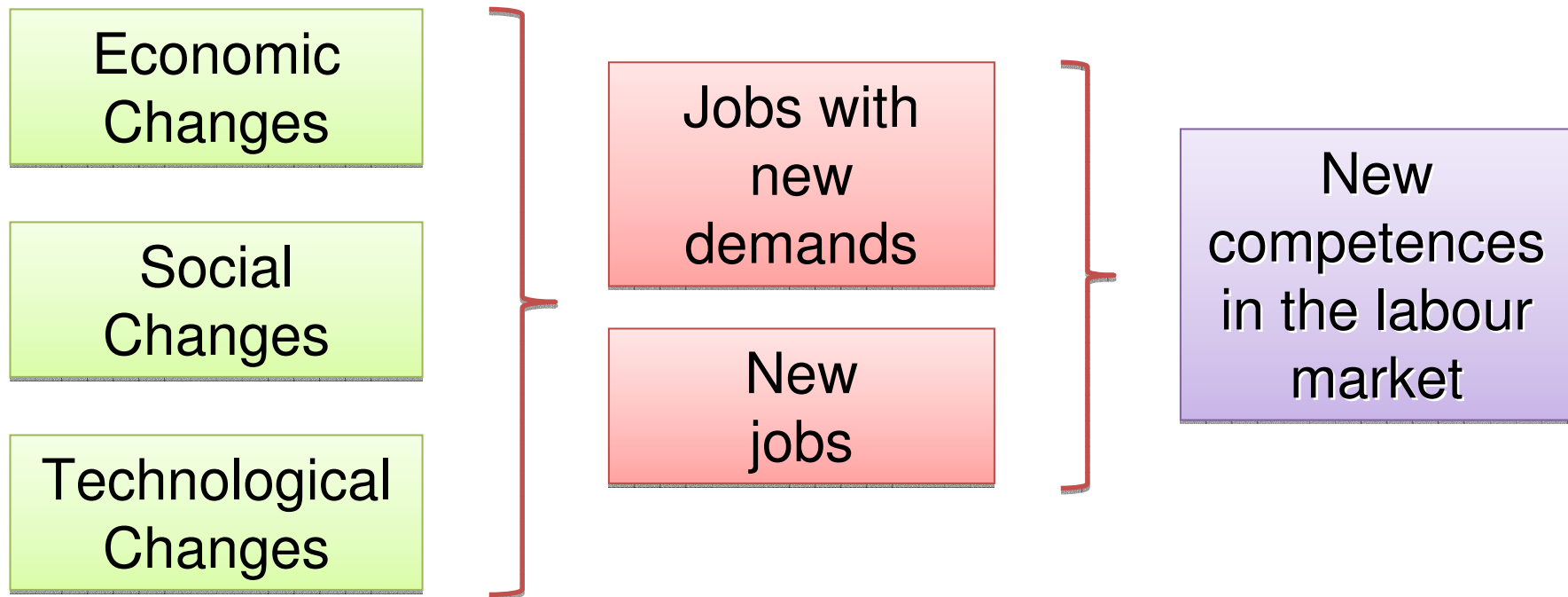
ANEXO I

NUEVO INGRESO

		Cupo General	Reserva Discapacitados	Total Plazas
Administración General del Estado				
<i>Personal Funcionario</i>				
Subgrupo A1				
Cuerpos de la Administración del Estado				
0903	ABOGADOS DEL ESTADO	23	2	25
0605	ARQUITECTOS DE LA HACIENDA PÚBLICA	5	0	5
0001	CARRERA DIPLOMÁTICA	42	3	45

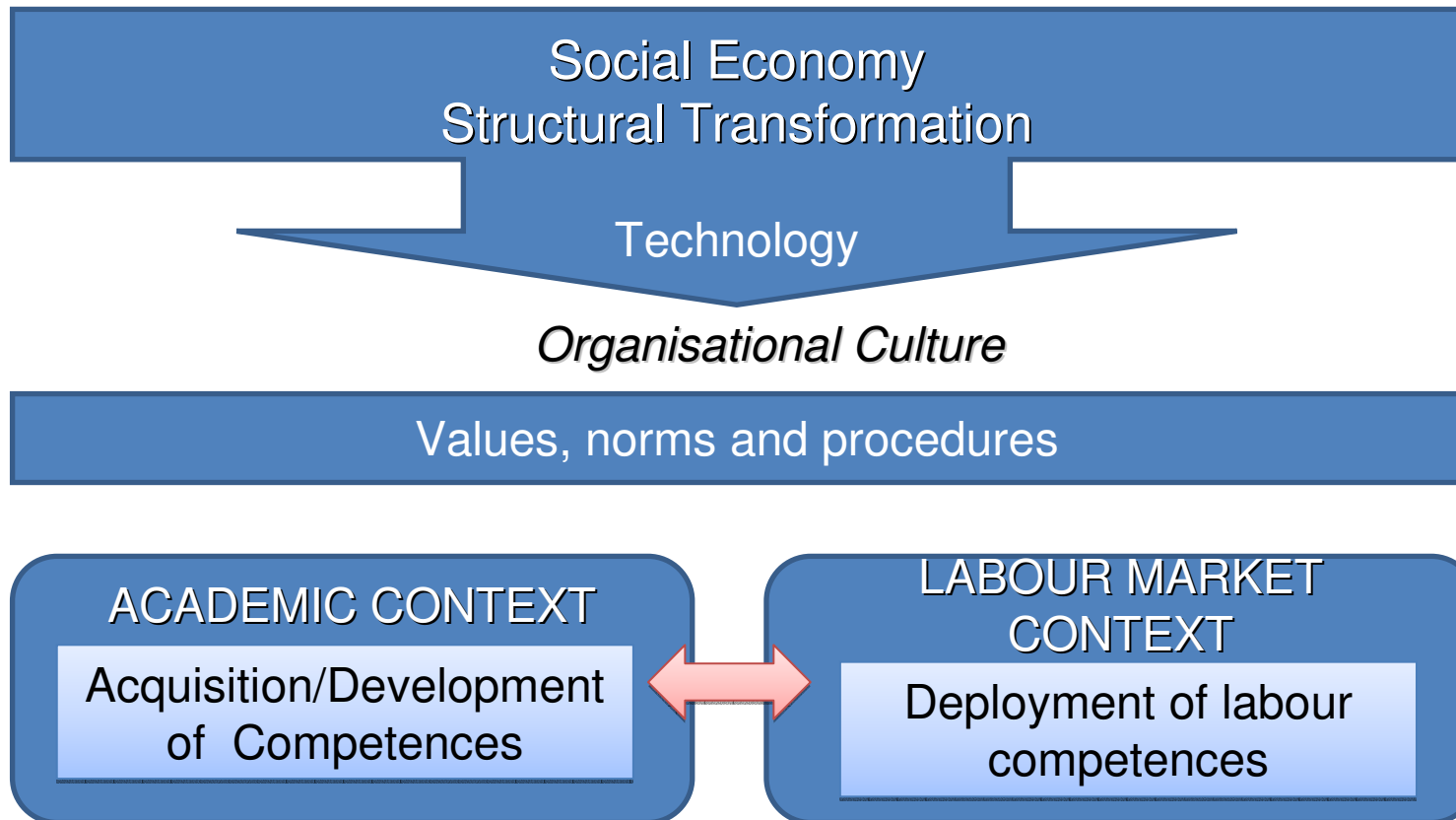


Changes in the labour market context





Identifying Transversal COMPETENCES



(Fuente: Barrio Lapuente, 2005)



What is a **COMPETENCE**?

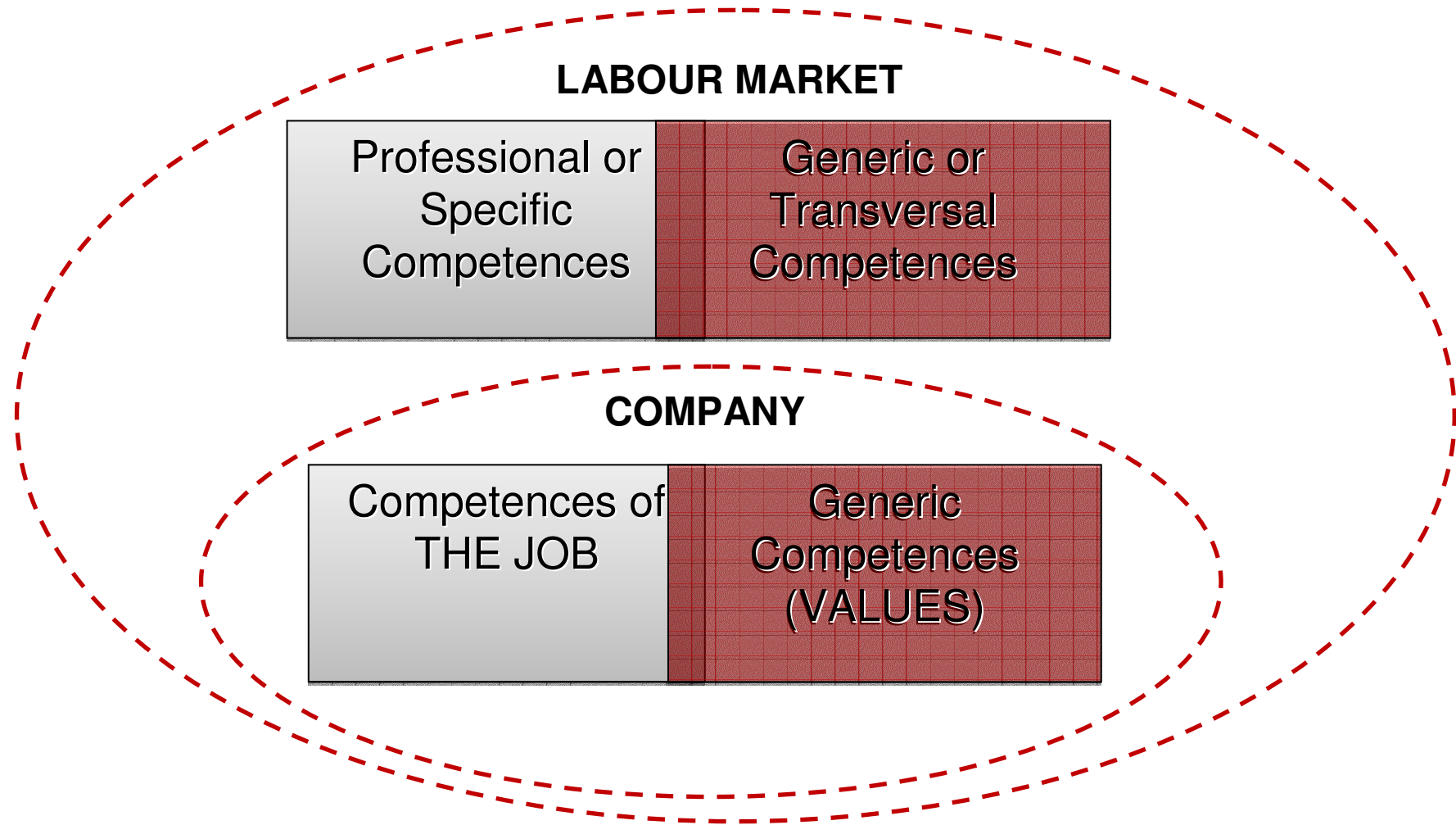


“... combination of personal abilities, skills and attitudes which materialise in specific behaviours and maintain a cause-effect relationship with the effective development of the job activities”

(source: Boyatzis, 1982)



Types of competences





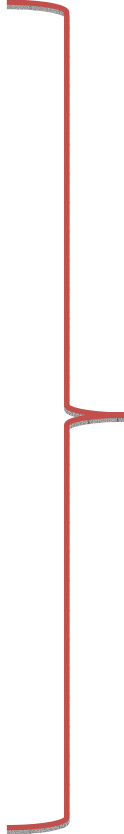
**What competences do
companies look for in
University leavers?**

Exercise



Transversal **COMPETENCES**

?

- 
- ✓ Learning ability
 - ✓ Team work
 - ✓ Problem solving
 - ✓ Time management
 - ✓ Leadership
 - ✓ ...



Towards NEW Occupations

TRADITIONAL OCCUPATIONS

People study, work, develop their professional career in a particular company and finally retire

Lifelong employment

NEW OCCUPATIONS

People choose what to study considering their professional interests. Continuous training and working in different companies strengthen their professional experience

Different Jobs



What do we know about New Occupations?

Denomination	Characteristics
New Occupations	Occupations that did not exist a few years ago <u>Example</u> : Experto en logística inversa; Webmaster
Changing Occupations	Occupations with the same name but that have changed in recent years, requiring new knowledge and competences <u>Example</u> : Administrativo digital
Emerging Occupations	Occupations that respond to emerging needs of people and firms <u>Example</u> : Mediador sociosanitario
Professionals Hybrids	People with training in different areas who combine functions of different disciplines in their occupations <u>Example</u> : Bioinformático

Source: Lorenzo Di Pietro, Director de "Porta22, Espai de Noves Ocupacions" de Barcelona Activa



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