



Labor Competencies



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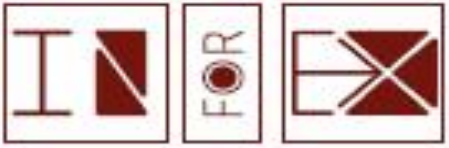




Specifics objectives



- Define which are the basic labor competencies that improve the employability.
- How to evaluate them: interviews, questionnaires.
- How to strengthen the competencies.



What are BASIC LABOR COMPETENCES?

1. What personal qualities are important to perform a job? (define among all)

1.1. cognitive and personal skills

Rigid thinking style

Cognitive flexibility, ability to find new solutions

Self-management

Entrepreneurship/Initiative (propose new ideas to innovate)

Autonomous Learning

Level of adaptation to changes

Job Knowledge

Communication capacity

Knowledge of ICT

Attitude towards positive work



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CLASSIFICATION OF LABOR COMPETENCES

1.2. What social skills are important for a job?

- Skills for social interactions (team integration)
- Capacity for teamwork
- Leadership
- Conflict management capacity (mediator)
- Commitment to the team/company. Identification.



SPECIFIC COMPETENCES

➤ What are the **SPECIFIC SKILLS** necessary to improve employment?

Knowledge of the task

Capacity to learn tasks

Capacity to solve problems. Innovation

Positive attitude towards tasks. Capacity to improve

Level of responsibility

Management capacity and coordination of work





EXERCISE 1:

You are an entrepreneur of the hotel trade, restaurant that you have meals and you need a waiter and a chef.
You must define what qualities must have candidates to be selected by the recruitment company you have hired.

WAITER

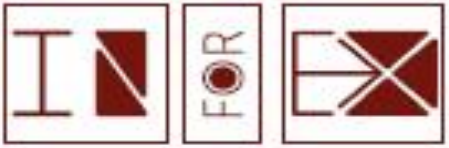


CHEF



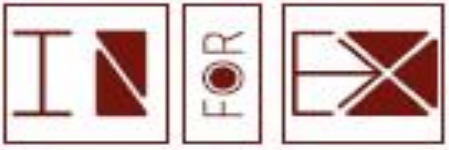
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➤ EXERCISE 2

You have incorporated a new waiter and a cook, inexperienced, who participate in a social project of labor insertion, with a lot of desire to learn, but without experience.

- How can you know if it is fit for the job?

- How are you going to evaluate?

- What qualities are essential? Can they be improved? How?



**THANK YOU FOR
ATTENTION!**



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