

Habilidades Y Competencias Para Los Nuevos Profesionales Pos Pandemia

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Abstract: *Nowadays the globalized world requires new professionals who have specific skills and competencies for life, this will not be easy after living in a period of pandemic. Coronavirus accelerated many things present in all environments, specifically in the labor market and education. Covid-19 generated uncertainty in all aspects in the world but also some opportunities. Educational institutions had to become more involved in the changes that have been taking place, adjusting their pedagogical models and offerings as well as providing their students with what will be expected of them in the future. Both educational systems and companies must take urgent measures to be able to face the changes in this new environment and not to lose competitiveness. The basic education of professionals must consider the development of self-learning skills that make it possible for this update not to separate them from their professional life. The introduction of information and communication technologies in the educational system has influenced the generation of critical and scientific thoughts at the base of the curriculum of new professionals.*

Key words: abilities, education, labor market, pandemic, technologies.

1. Introduction

COVID-19 virus spread to different countries, which, like Mexico, had to change teaching strategies, in order not to harm the learning process in students; education should continue as it is a right of every citizen in both developing and developed countries. Today, after living through this pandemic, professionals are required who are prepared to face the challenges that are occurring in our environment.

Recently, people have heard about the "new skills" of professionals and about the capacity that the educational system must generate in them, as we are experiencing the pandemic worldwide. It is necessary to identify what skills are necessary and what actions to take so that professionals can join the labor market.

These new professions will have to master their own specialization, technological and management skills. Social renewal, advancement and progress go through the reinvention of professionals, who have to leave their *comfort zone* to establish new relationships with the public, clients or suppliers.

The new challenges posed by the pandemic, the economy and the so-called transformation have led companies to increase the pressure of the work environment. The gap between skills and professional demands is increasing day by day. It is necessary that the students of the 21st century develop certain skills that they do not possess, therefore, there must be a new vision of education which develops the potential towards learning where technologies are interacted with.

Developing

Pandemic generated by COVID-19 virus posed an unprecedented challenge for education, also affecting the professional market. Schools, offices, meetings,

conferences... everything changed, including the skills that companies requested. Several of them were already essential before the crisis, but now they are urgent (Observatorio ORH, 2021).

Future of work suggests a mindset of eternal learning, the world of work today requires human skills among which collaboration, empathy and creativity stand out.

Ibarra (2002), maintains that "human resources education and training systems are promoting changes in both the forms of organization and content of the programs as well as in teaching methods."

This new scenario for professional development is characterized by the use of technologies, including genetics, biotechnology, nanotechnology, artificial intelligence, robotics, among others, and when combined, they generate associations that increase their effect and make it somewhat unpredictable.

With the rise of new technologies, the world has significantly changed the way of educating in training institutions, which has led to the recognition of skills that will be convenient in the future and that will help people face new work challenges.

Educational sector saw the need to converge towards the teleworking modality to carry out its functions, transforming the use of platforms into a virtual education teaching space, and not only through educational scenarios but also through the use of information systems videoconferencing, instant messaging, social networks, among others. Certainly the use of information and communication technologies (ICT) favors and strengthens the possibilities of communication, since through them young people can communicate, exchange and present information and ideas.

Bricall (2000) mentions that ICT:

They promote the development of competencies and practical skills by students in virtual research laboratories, the provision of the possibility of feedback in communication between students and their access to educational resources.

There are several educational institutions that have focused on cognitive skills such as writing, reading and mathematics, although it is true that in order to learn mathematics or

science we must first learn our language and handle it accurately, it is also necessary to give tools to students so that they can perform as integral citizens.

So-called 21st century skills "refer to the knowledge, skills, habits, attitudes, and emotions that enable students to be successful in school, college, and life" (Concepts, 2016).

Within the skills of the 21st century, some for personal and professional life are presented in the following diagram:

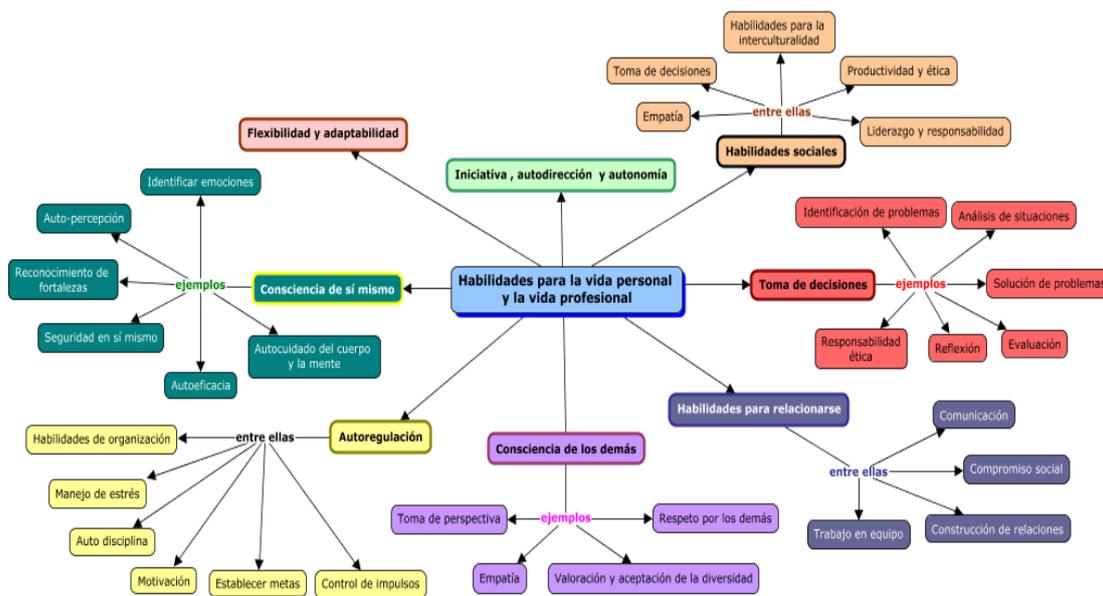


Diagram 1: Skills for personal and professional life (Own elaboration)

-Among the skills that are shown in the diagram above and that new professionals must have, is that of communication, since it represents an important role both in educating students not only as lifelong learners but also as individuals of a society with a sense of responsibility towards others.

Business environment today requires professionals who have these new skills and abilities, among them teamwork, problem solving, organization, management of software programs, editing and writing reports, sales and marketing, among others.

Job skills are all those knowledge, aptitudes and job skills that an individual possesses to competently cover a certain job. Labor competence includes having the necessary knowledge and tools to be able to carry out the work, but also the ability to carry it out despite the difficulties or setbacks that may arise (CETYS EDUCACIÓN CONTINUA, 2021).

In recent years, job skills began to occupy a privileged place at the time of personnel selection. For corporations, it is important that workers have professional training and the ability to carry out tasks successfully, which is why the selection of personnel must be carried out accurately, assessing the strengths and weaknesses of each applicant, with the aim of finding to the best human talent.

Undoubtedly, the confinement highlighted positive aspects of most people around the world, who had the need to develop skills that were lacking or needed to be improved.

2. Conclusions

ICTs are certainly the protagonists in this pandemic experienced in the last two years, influencing homes, companies, schools, government and the countryside, forging new concepts and processes, making everyday terms such as culture, economy and digital governments that were not previously were taken into account from this point of view, they were not affected by this new phenomenon that came to radically change the way of thinking and acting.

21st century requires professionals with essential skills for life. This implies knowing how, when and why to use a specific competence to solve a problem. The new challenges of today's globalized world impose the training of professionals based on a competency approach in which educational practices must be reconsidered by reviewing, selecting and organizing content so that it is relevant and in accordance with the present.

Pandemic that it is going through brought with it transformations not only in people but also in companies, workers and entrepreneurs who also had to adapt and update themselves to re-enter the labor market. Previously, skills that professionals should have were demanded and those

today are taking more prominence, among them are the ability to work in situations of uncertainty, the level of commitment and digital skills.

Undoubtedly, training has become the key and differentiating factor in job selection processes; companies have realized this by providing their workers with programs that allow them to be trained in new skills that will guarantee greater productivity and reintegration into labor markets.

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