

The value of knowledge economy competencies

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Agenda

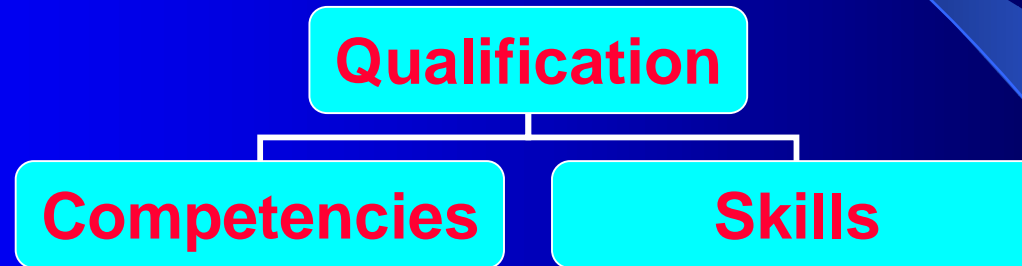
- | Introduction
- | CHEERS Survey
- | Knowledge economy competencies
- | Empirical Results
- | Conclusion

Introduction I

- | Knowledge Society
- | Concerns about workforce competencies

- | To what extent are higher education graduates equipped with the tools needed to succeed in a knowledge driven economy?

Introduction II



Competencies = Skills

Introduction III

Human Resources Development Canada

- | Reading
- | Numeracy
- | Working with others
- | Writing
- | Document use
- | Thinking skills
- | Oral communication
- | Computer use
- | Lifelong learning

OECD

- | Communication skills
- | Problem solving skills
- | Working in teams
- | Direct ICT skills
- | Additional workplace skills

CHEERS Survey

- | Autumn 1998 to Spring 2000
- | HE graduates from 12 countries
- | Respondents graduated 1994-1995
- | Sample Sizes targeted at 3000-3500
- | 18 Pages long mailed questionnaire
- | Response rate varied between 15% in Spain and 50% in Norway
- | Weighted (representative) data set

Countries

- | Italy
- | Spain
- | Austria
- | France
- | Germany
- | Netherlands
- | United Kingdom
- | Finland
- | Sweden
- | Norway
- | (Czech Republic)
- | Japan

KE competencies I

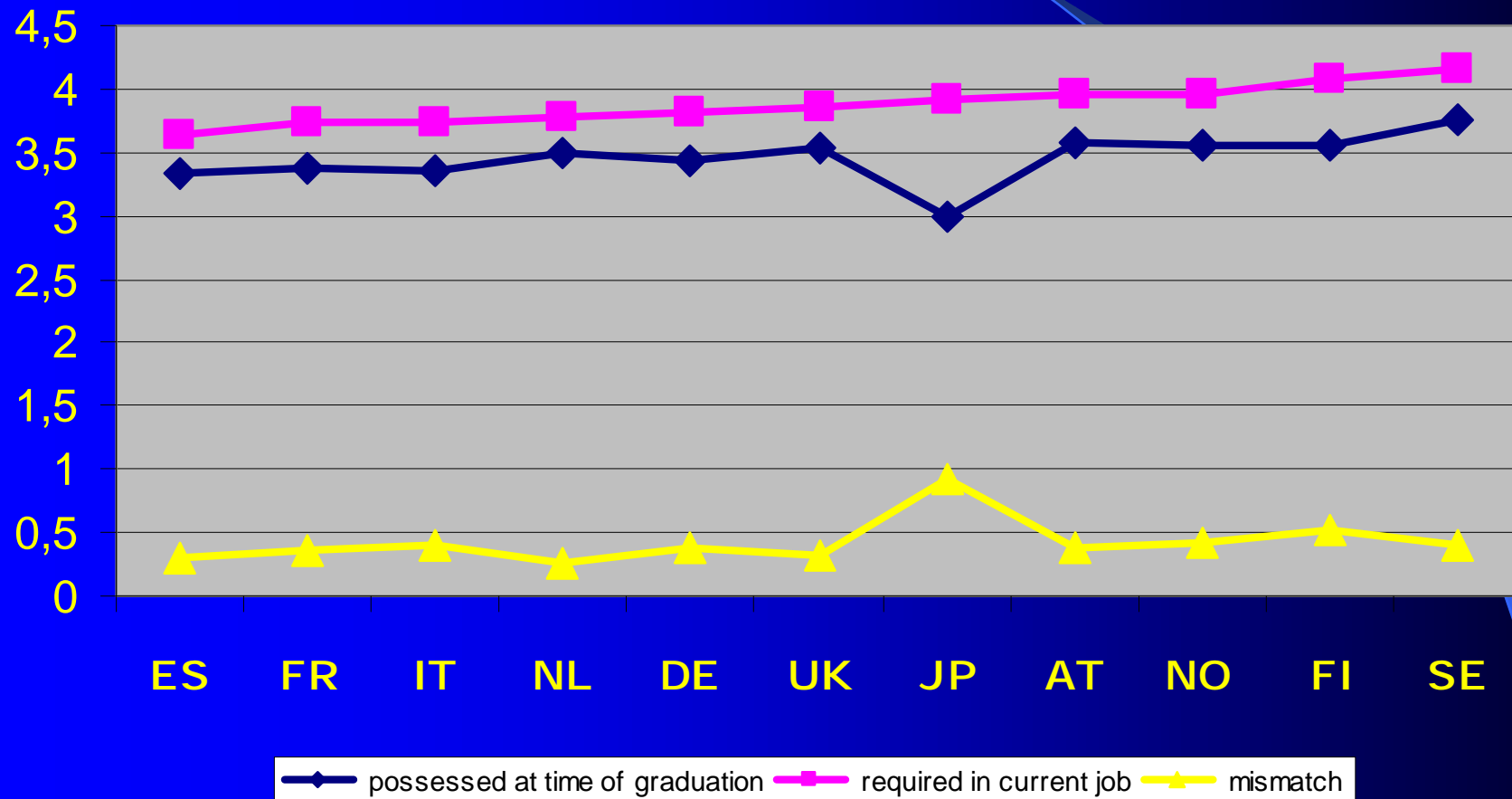
- | Direct, but subjective, approach
- | Both:
 - Competencies possessed at time of graduation
 - Competencies required in current occupation

5 point scale (not at all --- to a very high extent)

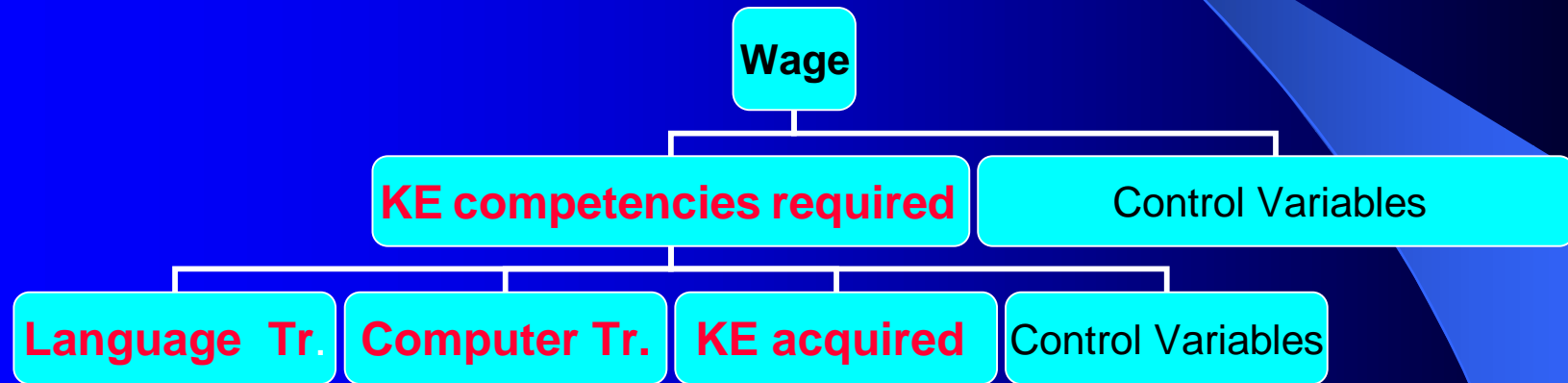
KE competencies II

- | Computer skills
- | Foreign language
- | Understanding complex, social and technical systems
- | Documenting ideas
- | Problem solving
- | Analytical skills
- | Learning abilities
- | Working in team
- | Oral communication
- | Written communication

KE competencies III



Empirical Approach



Empirical Results I

	Required KE competencies
Italy	0.036
Japan	0.040
Netherlands	0.047
Norway	0.053
Finland	0.057
Austria	0.075
Spain	0.086
United Kingdom	0.090
France	0.102
Germany	0.111
Sweden	0.122

Empirical Results II

	KE C
Italy	0.411
Japan	0.074
Netherlands	0.401
Norway	0.425
Finland	0.358
Austria	0.244
Spain	0.235
United Kingdom	0.369
France	0.385
Germany	0.329
Sweden	0.394

Empirical Results II

	KE C	L TR
Italy	0.411	0
Japan	0.074	0.176
Netherlands	0.401	0.191
Norway	0.425	0
Finland	0.358	0.088
Austria	0.244	0.102
Spain	0.235	0.044
United Kingdom	0.369	0
France	0.385	0.118
Germany	0.329	0.152
Sweden	0.394	0.098

Empirical Results II

	KE C	L TR	C TR
Italy	0.411	0	0.180
Japan	0.074	0.176	0.178
Netherlands	0.401	0.191	0.089
Norway	0.425	0	0.102
Finland	0.358	0.088	0.096
Austria	0.244	0.102	0.137
Spain	0.235	0.044	0.065
United Kingdom	0.369	0	0.140
France	0.385	0.118	0.093
Germany	0.329	0.152	0.060
Sweden	0.394	0.098	0.062

Conclusion

- | KE competencies are valued in Labor market
- | Europe: Acquisition in HE is crucial
- | Japan: On-the-job training is crucial