Developing sustainable competences through the whole professional life

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During their whole professional life individuals develop different competences through various activities, at work or out of work, with one or many employers. Some of them improve their “capital of competences” through a new job, a skills assessment, a training opportunity, or coming back at university to undertake master studies, etc., and so they should remain employable. Other individuals unfortunately, do no longer progress or can no longer develop their competences, and so risk becoming less and less employable. The book deals with this question: How can we describe both profiles of workers and differentiate them?

To answer this question, this book analyses the “transport” or “transfer” of competences in time (competences remaining in time) and in space (transferable competences from one job to another, from one activity to another) and the relation with employability on the labour market. Through seven case studies during the whole professional life, with more than one hundred interviews of workers and training or employment advisers, especially very mobile workers (people with boundary less careers), Jean-Marie DUJARDIN tries to identify the resources that enable someone to manage his “capital of competences” lifelong; he proposes to include those resources in a global concept called “metacompetence” (employability metacompetence). This concept is being described and analysed; the different ways to develop it in education, lifelong learning and at work are investigated.

Finally the book comes to ask this global question: how can we as individuals and particularly as workers develop and maintain lifelong competences?