

Conclusions from the seminar

“The needs of the Public Administration in higher education. Future challenges”

The seminar constituted a forum for dialogue and reflection on improvements in public recruitment and training for new professionals.

What will be the most sought-after profile in the Public Administration?

Firstly, professor Carles Ramió gave an opening presentation focussing on the forecast for employment in the Public Administration. He presented several ideas concerning the future of the Public Administration, such as the importance of the ageing of staff in the Public Administration and the impact of robotics on Administration, particularly in the field of management.

Based on his presentation, essentially, a civil servant should be skilled in terms of the ability to read, write and speak in a sophisticated manner.

Being able to read means:

- ✓ An ability to interpret reality, anticipate problems
- ✓ An ability to assess the legal impact of proposals presented (possessing basic legal knowledge)
- ✓ An ability to calculate the financial impact of measures (possessing economic knowledge)
- ✓ Human resource management skills

Being able to write means:

- ✓ An ability to find solutions for problems: give a factual, argument-based account, etc.

Being able to speak means:

- ✓ An ability to communicate, lead, persuade and work in a cooperative manner with other public workers and other parties.

Aside from these skills, higher education must be accompanied by two areas of content that are becoming increasingly important in all spheres: philosophy and mathematics (algorithms).

What do we know about local entities in Catalonia?

The second part of the seminar focussed on the educational needs of the Local Administration: AQU Catalunya presented the results of the survey of local administrations to gain an acquaintance of how they perceive university education; how they cooperate with universities;



and the future needs they expect to have, among other issues. This was followed by a round table in order to identify proposals for improvement.

The most interesting conclusions drawn from the study and the participants of the round table are as follows:

- ✓ Half of the local administrations surveyed employ fewer than 10 individuals and employees with a university qualification account for a low proportion of all staff.
- ✓ Cross-disciplinary skills which show scope for improvement in the university education received in order to work for the Administration are practical training, autonomous work and problem solving (as is the case with other study programmes). Nevertheless, the results vary depending on the size of the administration.
- ✓ Cooperation with universities is very scant. Only 1 in every 4 administrations offer students external training placements and almost none make use of the university job bank service.
- ✓ Skills needs in the coming years are clearly related to ICTs (particularly e-administration), as well as legal and economic knowledge.
- ✓ Areas of employment that will witness a decline in importance include face-to-face citizen information (owing to the promotion of e-administration) and low-skilled labour.

These findings led to the following proposals for improvement from those taking part in the round table:

- ✓ Regardless of their size, all public administrations require qualified staff. In order to ensure quality public management, it is necessary to select and/or train staff with education in economics and law.
- ✓ It is necessary to enhance cooperation between the Administration and university job banks. Some administrations encounter major difficulties in finding qualified professionals for temporary contracts and students have very little information about vacancies in the Administration; therefore, universities could advertise vacancies in the Administration among individuals who have recently graduated.