

Sustainable Development of Human Competencies

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Abstract:

The main objective of this study is to explore the concept of sustainable development of human capabilities, their significance, and methods for improving them to enable individuals and organizations to contribute towards a more sustainable and just future.

Using a deductive and descriptive approach, the study has concluded that the sustainable development of human capabilities is a process that enables individuals to constantly acquire the necessary knowledge, skills, and abilities, and engage in responsible behaviors in order to ensure a sustainable future for all. This can be achieved through the utilization of technology, community initiatives, and lifelong learning.

Keywords: Human capabilities; sustainable development; environment; future generations.

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Introduction

Sustainable development concept has been a major topic in economic growth and social progress discussions. It is generally defined as development that meets the present needs without compromising the ability of future generations to meet their own needs. While sustainable development has usually been associated with environmental concerns, recent discussions have expanded the concept to include human development as well. This includes developing the competencies, skills and knowledge that enable individuals to navigate complex and rapidly changing social, economic and technological systems. In light of these developments, scholars have increasingly turned their attention to the sustainable development of human competencies with the aim of exploring the intersection between sustainable development and human competencies, including the key competencies necessary for individuals to thrive in a rapidly changing world.

Human competencies' sustainable development is an important topic in management sciences that focuses on enhancing the capabilities, knowledge and skills of individuals and organizations

to achieve long-term growth and success while taking into account environmental, social and economic sustainability. The concept of sustainable human capital development is rooted in the idea that people are the most valuable resource in any organization and that investing in their development can lead to a more competitive, productive and innovative workforce. The concept also stresses the need to balance economic growth with social and environmental responsibility, recognizing that the success of any organization depends not only on financial performance but also on its impact on society and the environment.

In general, the sustainable development of human competencies is an important topic in management sciences, which requires a deep understanding of the interaction between human resources, sustainability, and organizational performance. It is a dynamic and evolving field that holds great potential to shape the future of work and the way organizations operate.

1.1 The problem

Human competencies are considered essential in the development of sustainable societies. They are the competencies that enable individuals to work towards achieving high global standards in economic, social and environmental development.

Here the following problem can be raised:

What is the concept of sustainable development of human competencies and how can it be enhanced to achieve long-term growth and success?

1.2 Sub-questions:

In order to answer the main research problem, we ask the following sub-questions:

- What is the concept of sustainable development, and what is the concept of human competencies?
- What is the concept of sustainable development of human competencies?
- What are the core competencies necessary to achieve sustainable development in the twenty-first century?
- How can human competencies be effectively developed to promote sustainable development, and what are the best practices for doing so?
- What are the potential barriers to the sustainable development of human competencies, and how can they be overcome?

1.3 Hypotheses

- The sustainable development of human competencies is the combination of the concept of sustainability and the development of human competencies.
- The sustainable development of human competencies can be promoted through continuous education and training.

- One of the most important ways of human competencies' sustainable development is technology-based solutions and cooperation between individuals, organizations, and society.

1.4 Study significance

This research study's topic, the sustainable development of human competencies, is an important field of study, given the increasing global focus on sustainability and the need to address the challenges posed by the current environmental, economic and social systems.

Here are some key points about the importance of this Study:

- Human competencies are essential to achieving sustainable development: the term "competencies" refers to the knowledge, skills, attitudes and values possessed by individuals, which enable them to perform various tasks and activities;
- Sustainable development requires a multidisciplinary approach: Sustainable development is a complex and multifaceted concept that requires the collaboration of multiple disciplines.
- Human competencies are constantly evolving: The knowledge, skills and attitudes required for sustainable development are constantly evolving in response to changing economic, social and environmental conditions.
- Sustainable development requires a long-term perspective: Achieving sustainable development requires a long-term perspective that takes into account the needs of future generations.
- Sustainable development requires a comprehensive approach: Sustainable development requires a comprehensive approach that takes into account the needs of all members of society, including marginalized and vulnerable groups.

1.5 Study objectives

This study aims to:

- Identify human competencies, their types, and ways to develop them in a sustainable manner;
- Identify sustainable development and its most important areas;
- Identify the main factors that contribute to the sustainable development of human competencies;
- Explore the role of technology in the sustainable development of human competencies;
- Study the relationship between sustainable development of human competencies and sustainable development goals such as environmental sustainability and social justice;
- Develop practical recommendations for policy makers and other stakeholders to promote the sustainable development of human competencies at the local, national and international levels.

1.6 Study methodology

In order to answer the problem raised this study, the deductive descriptive approach is adopted to address the various hypotheses put forward and prove their validity by following the writings and statements of specialists to come up with a result that answers the main problem raised.

2. Human competencies:

In the current world, human competencies are among the main factors that are considered a reason for personal and professional success. These competencies are also considered strong indicators of a person in his/her society, as they represent the ability to deal with problems and obstacles that s/he may face in his/her practical and personal life.

2.1 Definition of human competencies:

Human competencies are defined as the knowledge, skills, abilities, and behaviors that an individual possesses to effectively complete a task and/or job. These competencies can intersect with many different areas, including problem-solving, communication, teamwork, leadership, and creativity to ensure employee success and achieve organizational goals. It is important to determine which competencies are most important to the organization by assessing the competencies that the organization has identified as most valuable. Organizations can ensure that their employees and management provide the highest quality of service and work collaboratively to achieve set goals.

Human competencies are the skills, abilities, and knowledge that an individual has acquired as a result of their experiences throughout life. These competencies can overlap with many different areas, such as communication, leadership, problem-solving, creativity, and decision-making. It is important for organizations to determine which of these competencies are most critical to success in their specific organizational environment. In order to make this determination, organizations need to identify the key competencies that will be most successful for them and then measure them through reliable tools and methods in order to assess the competency levels of their employees (Andres & Brown, 2011).

In today's highly competitive global business environment, organizations must be able to quickly identify and develop the competencies most important to them (Holtz & Khaula , 2016). Doing so allows them to stay ahead of their competitors, both in the short and long term. Organizations need to identify the most important competencies, such as communication, cognitive flexibility, problem-solving, and collaboration, and then focus on developing those skills in their employees (Barrett, 2020).

Humans possess unique talents and abilities that set them apart from other species. Our individual talents and abilities can vary greatly, depending on a variety of factors, such as the level of education and training and the quality of the environment in which we live. Our unique skills are often the result of a combination of both nature (our genotype) and nurture (our environment). Although research has shown that nature has more influence on our abilities than

nurture does in most cases, knowing our skills and how to use them better can greatly improve our quality of life. Human competencies, or the set of activities that humans are capable of performing, are an important component of success in many fields and professions, from problem-solving to communication. These skills enable us to succeed in a variety of tasks, both personal and professional. By understanding and enhancing our natural competencies, we can use them to reach our goals and become better versions of ourselves.

2.2 Types of human competencies

There are different types of competencies that can be discussed. Here are some examples with brief comments on each type:

1. **Cognitive Competencies:** Refers to the mental abilities possessed by individuals, including problem-solving, decision-making, and critical thinking skills. Individuals with strong cognitive competencies are generally able to quickly learn new information and apply it in a variety of situations (Eysenck & Keane, 2015).
2. **Emotional Competencies:** Refers to an individual's ability to identify and manage his own emotions as well as those of others. Emotional competencies are important for effective communication and social interaction (Salovey & Mayer, 1990).
3. **Social Competencies:** Refers to an individual's ability to interact with others in a positive and effective manner. Social competencies include skills such as communication, empathy, and conflict resolution (Goleman, 1995).
4. **Physical Competencies:** Refers to an individual's ability to perform physical tasks, such as manual dexterity, hand-eye coordination, and physical endurance. Physical competencies are important for many types of work and activities (Bompa, 2015).
5. **Cultural Competencies:** Refers to an individual's ability to understand and navigate different cultural contexts. Cultural competencies include knowledge of cultural norms and customs as well as the ability to communicate effectively with people from different cultural backgrounds (Deardorff, 2006).

Table 1: Summary of types of competencies

| Types of competencies | Definition |
|-----------------------|--|
| Cognitive | The ability to process information and solve problems using reasoning, memory, perception, and judgment. |

| | |
|-----------|---|
| Emotional | The ability to identify and regulate one's own emotions, as well as to perceive and understand the feelings of others |
| Social | The ability to interact effectively with others, including communication, teamwork and leadership skills |
| Physical | The ability to perform physical tasks and maintain physical health and fitness. |
| Creative | The ability to generate new ideas, think outside the box, and approach problems in innovative ways. |

Source: prepared by the researchers

2.3 Developing human competencies

Humans are capable of amazing things, and they are constantly evolving. We have the non-inherited ability to develop our competencies in order to succeed. Here we will discuss the different ways of developing human competencies.

Developing human competencies, or learning new skills, is a major aspect of personal and professional development. One way to acquire and build skills is through self-learning by seeking out new resources and challenging oneself with new tasks and activities. In addition, formal education through courses and certifications can help develop specialized knowledge and skill sets. For example, Faisal et al. (2020)'s study on the effects of online learning on the professional competence of adult Jordanian students. The results of that study indicated that online education provides individuals with up-to-date knowledge and encourages more critical thinking, which ultimately leads to enhanced competencies. Moreover, attending professional workshops and events provides the opportunity to gain insights from a variety of service providers, allowing one to learn from the experiences of others. Mentoring programs provide invaluable opportunities for trainees to be mentored by professionals and thus build tangible field-related competencies. Self-study, formal education, workshops and events, or mentoring programs provide important ways and means to develop the competencies of individuals.

Developing human competencies is essential in a variety of learning, work and personal contexts. Various methods have been tried to develop these competencies to be effective. For example, according to a study published in the Journal of Educational Psychology, the consistent practice of skills can lead to significant advancement in a person's competencies. In addition, according to the UC Davis Human Resources Department, the use of peer-supported learning classes has been found to be beneficial in developing competency. Furthermore, scientists have also observed that maintaining positive feedback loops encourages learners to be more independent individuals, leading to increased competencies. These methods represent just a few of the many ways in which human competencies can be developed effectively.

3. Sustainable development

Sustainable development is development that ensures meeting the needs of the current generation without penalizing the next generation and without harming the natural environment. It is an important principle that aims to achieve sustainable equality between humans and the environment, and makes possible continuity in economic, social and environmental development.

3.1 Definition of sustainable development

Sustainable development is a term that has been widely used in recent years, but is still difficult to define in simple terms. Sustainable development is a concept that enhances understanding of the environment and its associated systems in order to preserve natural resources and our environment for present and future generations. According to the World Commission on Environment and Development (WCED), “sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs” (WCED 19). In other words, it is a way of planning and implementing development while preserving the natural resources available to us today and avoiding the depletion of these resources.

Development is a critical factor for societies that must be considered to ensure long-term sustainability. It is an inspiration when it makes residents able to meet their needs today without sacrificing the needs of their future generations. Sustainable development is a complex balance between the resources and capabilities of the present population with the possibility of meeting their future needs. According to the International Institute for Sustainable Development (IISD, n.d.), sustainable development is “the organizing principle for achieving human development goals while at the same time preserving the ability of natural systems to provide the natural resources and ecosystem services on which the economy and society depend.”

3.2 Areas of sustainable development

The use of sustainable development is a key component to ensuring a healthy and prosperous future for humanity. Sustainability is an important concept in the modern world, and its definition has primarily focused on preserving the environment, including "meeting the needs of the present without compromising the ability of future generations to meet their own needs". This includes using renewable resources, increasing awareness of environmental issues, and reducing waste and pollution. In order to promote sustainability, many countries and organizations have implemented various policies aimed at minimizing environmental damage,

such as emissions standards, green energy initiatives, and carbon taxes. These efforts are necessary to preserve the environment and reduce the effects of climate change.

Sustainable development includes the idea of balancing the economic, social and environmental aspects of development in order to meet the needs of the present without compromising the ability of future generations to meet their own needs. Achieving sustainable development requires a comprehensive plan that takes into account economic growth, social transformation, environmental protection and the use of natural resources. Governments play a major role in planning for sustainable development, as it requires a clear vision for the future of society and a commitment to invest in policies, initiatives and infrastructure that reflect this vision.

Protecting the environment is essential to achieving sustainable development, according to the United Nations, sustainable development is “development that meets the needs of the present without compromising the ability of future generations to meet their own (IISD, 2020) Thus, in order to create this kind of development, current environmental protection policies must be implemented and taken seriously. For example, the United Nations has committed itself to addressing climate change and reducing greenhouse gas emissions, in order to secure a healthy planet. These efforts to protect the environment are essential to creating a more secure future economically and socially. Without environmental protection, sustainable development will not be possible.

3.3 Sustainable development goals

Sustainable development aims to create a better world for all. It is a set of 17 global goals set by the United Nations in 2015 to end poverty, reduce inequality and protect the planet. It addresses the global challenges the world faces, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.

The Sustainable Development Goals (SDGs) are a global initiative by the United Nations to establish a baseline for global low-carbon development by 2030. The SDGs consist of 17 goals and 169 individual targets that focus on key areas such as poverty, gender equality, climate action/environmental sustainability, and global partnerships. All sustainable development goals seek to create a socially and environmentally sustainable economy and society.

The Sustainable Development Goals are designed to ensure that development is responsible, inclusive and respectful of the environment, with the goal of achieving a just and prosperous world for all. Achieving the SDGs requires a global effort from governments, businesses, development agencies and ordinary citizens, who must work together to create sustainable change for future generations.

Sustainable development is often presented as a solution to the pressing issue of climate change. However, according to a 2016 paper by scientists from the Global Sustainability Institute, sustainable development is far from a sufficient solution. This paper argues that while sustainable

development can reduce emissions and thus mitigate the effects of climate change, the strategy is not sufficient, as it "does not provide sufficient mitigation of climate change to prevent eventual runaway global warming" (yeb-Karlsson, MacClune, & Benson, 2016). Indeed, the effects of climate change can only be truly reversed through greater efforts, such as those within the purview of climate justice policies (yeb-Karlsson, MacClune, & Benson, 2016).

3.4 The difference between development and sustainable development:

Sustainable development is a concept that has gained a lot of traction in recent years due to our need to maintain a healthy environment in order to protect the resources and biodiversity of our planet. At first glance, it may seem that development and sustainable development are interchangeable terms, but that is not the case.

Development is a broad term that usually refers to the process of growth, expansion, and improvement of something, such as land, infrastructure, or industry. Development can extend from physical development, such as building roads and bridges, to economic growth, such as creating job opportunities and raising wages. While both traditional development and sustainable development share the common goal of creating a better future for society, their approaches differ greatly. Specifically, traditional development usually focuses more on the physical development and improvement of the land, often with little regard for its broader social or environmental impacts. On the other hand, sustainable development is more people-oriented, and focuses on improving livelihoods, protecting resources, and protecting ecosystems. In addition, sustainable development prioritizes poverty reduction, economic justice, and social justice in the pursuit of broad improvement.

Development has traditionally been seen as more focused on emerging economies and modernization, with less regard for environmental sustainability or the needs of local communities. However, as the effects of climate change and population growth become apparent, sustainable development has emerged as a more people-oriented approach to development that emphasizes solutions that meet the needs of current generations while protecting the environment and resources for future generations.

Sustainable development includes a set of activities and practices, such as investing in renewable energy sources, promoting economic and social development, and managing natural resources in a responsible manner.

Development is defined as the process of improving the quality of life as well as economic growth, usually in an area that is not well-off politically, socially, or economically (Arce, 2017). On the other hand, sustainable development is a more specific form of development, which seeks to achieve continuous economic and environmental progress while preserving the environment and resources (Meli, 2018). It is a term often used in relation to the environment, and focuses on managing the use of natural resources such as water, and on the effects of activities on ecosystems

and the atmosphere (Torrano, 2016). Sustainable development seeks to create acceptable growth for society and the environment over a long period of time.

5. Sustainable development of human competencies

The sustainable development of human competencies is an essential component in creating successful and long-term societies. This development focuses on providing activities, methods, and processes that enable people to better promote success in their communities. This is done by developing the basic competencies required by the twenty-first century, such as:

- **Strategic Planning:** It is necessary to develop and implement strategies that support the achievement of the sustainable development goals. This includes setting KPIs, setting goals, and monitoring progress;
- **Innovation:** Identifying and adopting innovative solutions to create sustainable and resilient systems that can withstand social, environmental and economic challenges;
- **Leadership:** Leaders must create and promote a culture of sustainability, provide guidance and direction to their teams and stakeholders, and promote ethical behavior and values;
- **Stakeholder Engagement:** Engaging with stakeholders, including employees, customers, investors and community members, is essential to achieving sustainable development. It involves understanding their needs and values and designing solutions that meet their expectations;
- **Building collaboration and partnership:** Building strategic partnerships with other organizations to share knowledge, resources and experience is essential for sustainable development;
- **Financial management:** Achieving the SDGs requires effective financial management. This includes allocating resources effectively, managing risks, and identifying financing opportunities;
- **Environmental and social responsibility:** Adopting a responsible approach to environmental and social issues is critical to achieving sustainable development. This includes minimizing the negative impacts of business operations on the environment and society while maximizing the positive impacts;
- **Continuous improvement:** Sustainable development requires a continuous improvement mindset, constantly looking for ways to improve performance, innovate and adapt to changing conditions.

Individuals can be more effective in their ability to work in a collaborative environment and find innovative solutions to the challenges facing their communities (Lewin, 2019). In addition, engaging in activities that promote economic growth and social stability can help facilitate a sustainable environment capable of fostering the growth of competencies of individuals and collective societies as a whole (Granis, Sirovica, Rojec, & Škraba, 2019). By investing in the development of human capabilities, societies have the power to overcome challenges and create a

positive world. The sustainable development of human competencies is an important factor in creating and maintaining successful societies, and refers to the provision of activities, methods or processes that develop the skills and abilities in people that are necessary to live in a healthy and successful environment.

The concept of building these competencies is beneficial because it allows individuals to be more productive, engaged, and successful in their lives. By developing human competencies, people have the ability to make the society in which they live better and more prosperous.

Providing sustainable development of human competencies is essential for safe working conditions and environmental protection. Occupational Health and Safety (OHS) requires appropriate training in safety procedures and risk assessments. In addition, providing workers with adequate access to non-toxic materials and safe equipment can contribute to reducing workplace hazards, providing an improved work environment (Occupational Health and Safety, 2020). Equipping workers with the knowledge and skills to complete their tasks efficiently and safely is central to securing sustainable and healthy workplaces.

Likewise, providing sustainable development of human competencies for an eco-friendly life is crucial for a healthy planet. Protecting the environment dictates that individuals be educated in sustainable practices such as using green energy, reducing one's carbon footprint, and minimizing waste through methods such as recycling and composting (Sustainable Living, 2020).

Sustainability has become an increasingly important concern in modern society, which has led to an increased interest in how to best develop human competencies. According to an article from the United Nations Educational, Scientific and Cultural Organization (UNESCO), sustainable development focuses on meeting "all the needs of present and future generations." This means that economic and social factors must be taken into account in addition to environmental factors ("Brief Introduction to the Concept of Sustainable Development"). In order to promote the sustainable development of human capacities, UNESCO encourages cooperation between different sectors, such as companies and governments, to promote positive activities and reduce negative ones, with the economy and social development.

The sustainable development of human competencies is a critical aspect in improving the quality of life for individuals and societies. It involves developing the skills, knowledge, and attitudes that allow individuals to adapt and thrive in an ever-changing environment. Education and training programs, community initiatives, and technology-based solutions are among the methods for the sustainable development of human competencies.

- **Education and training programmes**

Education and training programs are among the most effective ways of human competencies' sustainable development. These programs provide individuals with the knowledge and skills

necessary to adapt to changing labor markets and technological advances. It also enhances critical thinking, problem-solving and communication skills, which are essential in all aspects of life.

In particular, vocational education and training (VET) programs have been shown to have positive effects on the employability and job skills of individuals. In addition, lifelong learning programs such as continuing education and professional development courses provide ongoing opportunities for individuals to develop new competencies and stay up to date with the latest trends in their fields.

- **Community initiatives**

Community Learning Centers (CLCs) are “partnerships between schools and other community resources that facilitate learning and development opportunities for children, youth, and families” (Flowers & Mertens, 2000). These centers offer a range of services, such as after-school programs, academic tuition, enrichment activities, health services, and adult education (Reisner & Reese, 2005).

Community Learning Centers are usually located in schools or other community settings, and aim to create a safe and supportive environment for learning outside of traditional school hours (Mabry & Whittaker, 2006). The goal of CLCs is to enhance the academic achievement and personal development of students, along with providing support and resources to families and the wider community (Flowers & Mertens, 2000).

One example of successful community initiatives is Community Learning Centers (CLCs) in Egypt. These centers offer a range of educational and vocational training programs for individuals in rural and disadvantaged areas, helping to bridge the gap between formal education and the needs of the local labor market.

- **Technology based solutions**

Finally, technology-based solutions can also be used to promote the sustainable development of human competencies. Online learning platforms, virtual reality simulations, and game learning programs are just a few examples of how technology can be used to enhance the learning experience and provide individuals with opportunities to develop new skills.

One study found that gamified learning programs can improve learners' motivation and engagement, leading to better learning outcomes and increased skill development. In addition, virtual reality simulations can provide learners with hands-on experiences in a variety of fields, such as healthcare and engineering, allowing them to develop practical skills and knowledge.

The sustainable development of human competencies, which includes the continuous development and improvement of the knowledge, skills and abilities of individuals, is critical to the long-term success of any organization. However, there are many potential barriers to sustainable development that can hinder progress and limit the potential of individuals and

organizations. Some of the potential barriers to sustainable development of human competencies are:

1. Lack of resources: One of the biggest barriers to the sustainable development of human competencies is the lack of resources, such as finance, time and staff. Organizations that do not invest in the resources necessary to develop their employees may find that they lack the skills and competencies needed to compete effectively in their markets;
2. Resistance to change: Some employees may resist change, making it difficult to introduce new programs and initiatives that can help them develop new competencies. This can lead to a lack of motivation and engagement among employees;
3. Lack of leadership support: another potential barrier to sustainable development is lack of leadership support. If managers and executives do not prioritize human development initiatives or fail to model desirable behaviors themselves, employees are less likely to be motivated to develop their competencies;
4. Inconsistency with business goals: If development initiatives are not aligned with the overall goals and objectives of the organization, employees may not see the value of being involved in it, leading to a lack of engagement and commitment.

In order to overcome these potential barriers to sustainable development of human competencies, organizations can take several steps, such as:

1. Provide adequate resources: Organizations need to invest the necessary resources in the development of their staff, including providing access to training and development programmes, mentoring and coaching opportunities;
2. Communicate Benefits: To overcome resistance to change, organizations need to communicate the benefits of developing new competencies to employees. This could include highlighting potential for career advancement, increased job satisfaction, and improved work-life balance;
3. Leading by example: Leaders need to model desirable behaviors themselves to show employees that they are committed to continuous improvement. This could include participating in development programmes, providing mentoring and training, and providing regular feedback to employees;
4. Align development initiatives with business goals: To ensure that employees see the value in development initiatives, organizations need to align them with the overall goals and objectives of the organization. This can help employees understand how their development can contribute to the success of the organization as a whole.

6. Conclusion

Sustainable development of human competencies is an important concept in today's world. It is the process of developing and maintaining the skills, knowledge and capabilities of individuals and organizations in order to ensure their long-term success. This concept is closely related to the

idea of lifelong learning, which emphasizes the importance of continuous learning and development throughout an individual's life.

In general, sustainable development of human competencies is an important concept for any organization. It is imperative that organizations invest in the development of their employees in order to ensure their long-term success. In addition, organizations must strive to create a culture of learning and development, provide employees with the necessary resources and support, and create an environment conducive to the development of human competencies.

6.1 Study results

- Sustainable development of human potential is a critical component of sustainable development;
- Individuals need to constantly improve their knowledge, skills, attitudes and behaviors in order to contribute to sustainable development;
- Various competencies are necessary for sustainable development, including environmental and social responsibility and continuous learning;
- The development of these competencies is not only beneficial for individuals, but also for society as a whole, as it enables individuals to engage in responsible behaviours, and contribute to the achievement of the Sustainable Development Goals;
- There are several obstacles to achieving sustainable development of human competencies, such as resistance to change, lack of support, and incompatibility of the goals of the organization.

6.2 Recommendations

The success of sustainable development of human competencies is essential for the future of our society. To ensure the success of this development, there are several key recommendations that must be followed.

- a) It is important to focus on developing skills relevant to the current and future needs of the workforce. This means that employers must invest in training and development programs tailored to the specific needs of their employees. This could include providing access to training courses, workshops, and webinars that focus on the latest trends and technologies in the industry. In addition, employers should also provide opportunities for employees to gain experience in different areas of the business, such as customer service, marketing, and finance. This will help employees develop a more comprehensive understanding of the business and its operations;
- b) Employers should also focus on creating a culture of learning and development in the workplace. This can include providing employees with access to resources such as books, articles, and videos that can help them keep up with the latest trends and technologies;

- c) Employers should also focus on providing employees with tools and resources to help them develop their skills. This includes providing access to software and hardware that can help employees keep up with the latest trends and technologies;
- d) Employers should also focus on creating a supportive environment for employees to develop their skills, such as providing employees with access to flexible working hours, job sharing, and other forms of flexible working arrangements. In addition, employers must also provide employees with access to career development opportunities, such as job shadowing and mentoring programs.

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