

## Theoretical Approach to the Labor Skills of International and Latin American University Graduates: A Systematic Review

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### Abstract

*The main objective of this study was to establish the number of scientific studies published in WoS, Scopus and Scielo from 2021 to 2023 regarding the variety of labor skills a defined group of university graduates had. For this purpose, a systematic review or research was generated, based on the findings of the aforementioned repositories, the main results of which were the low existence of theories related to the variables of study, being a consequence of the selection of empirical articles, it was also determined that the dimensions found in the selected scientific production were the skills of foreign language use, technology management and professionalization. It was also possible to conclude, based on the number of scientific articles found in WoS and Scopus, that, as a main conclusion, the formation of the university towards the graduate, as well as the profile that they created in an institutional way, affect, to a great extent, their potential labor skills.*

**Keywords:** *Profile, Graduates, Language Skills, Technology.*

### Introduction

The economic demand conceived the need to look for new human talents for the companies that affect the financial cycle of a country (Kirzner, I., 2009). In Latin American contexts, these companies have requested the university profile based on efficient labor skills (OECD, 2017); given that, through their behavior, they generate an extra value to the entity and survive in a competitive market of the globalized economy. The university youth, at present, has a great probability of entering these jobs, however, very few are selected, this is due to the poor training or profile that their higher education center has given when it comes to compete with others of the same specialty branch, demonstrating little entrepreneurial capacity on behalf of the university (Gómez., et al., 2017). In view of this, it is necessary to create educational profiles or strategies that promote the entrepreneurial spirit of the university students reflected through their work skills, demonstrating interest in learning, motivation and entrepreneurial activities at all times.

International countries raise the need to know the professional profiles, from a curricular framework aimed at creating learning environments that respond to the needs and challenges of the century (CEPAL, 2020), since entrepreneurship contributes to economic development and reduces the unemployment rate, many institutions consider training from an entrepreneurial approach indispensable. In view of this, labor skills can be characterized as a set of knowledge that are key for insertion in a given organization, since they provide a solid basis for the identification, evaluation and development of talent; however, if they are poorly developed or strengthened, it would result in low competitiveness in the labor market (Dávalos., et al., 2023).

On the other hand, in South American contexts, the analysis of the labor skills of graduates has been significant on its own dimensions, among them the study of technological skills, which were those skills that allowed the insertion of graduates in jobs, practically increased by more than fifty percent their presence in organizations, however, it has been noted that in countries such as Peru there has not been such a great growth respectively (Muñoz., et al., 2023).

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For the above reasons, the research problem was: What studies have been published on the labor skills of graduates of international and Latin American universities in the time frame from 2021 to 2023? The general objective was to analyze sources published in Wos, Scopus and Scielo from 2021 to 2023 on the labor skills of graduates; and the specific objectives were to determine the studies and the definitions on the topic of labor skills as well as identifying the main dimensions and the main conclusions on labor skills in graduates in the last 3 years.

Consequently, the inclusion criteria was: the research associated with the study variables, empirical articles, articles published in the last 3 years, and articles that were generated in the university context.

On the other hand, the exclusion criteria was: the studies that did not study human samples, research that was not generated in the university educational setting, and articles that did not focus on the employability of university students.

## Methodology

The systematic review was generated in the databases of the scientific journal Wos, Scielo and Scopus, since they are the most significant and large repositories in terms of scientific documentation collection in addition to searching, also in Scielo, being such an important repository within Latin America as it is.

In the same way, scientific information was collected under the application of research criteria, choosing every article under aspects of inclusion, besides of being associated with the time that was established in the search. These scientific articles were reviewed during the last 3 years.

To find the scientific articles it was necessary to generate key terms in the search engines, detailing the following: "labor skills" "labor skills of law students" "graduate profile" "university business skills". For the organization of the information, tables were developed, showing the key words or terms in the search engines, as well as their own coding.

**Table 1.** Description of the documentary population

Search words	Code
“Labor skills”	1
“Labor skills of law students”	2
“Graduate profile”	3
“University business skills”	4

Source: Own elaboration based on the selection of documents.

## Results

The systematic review generated the search for scientific documentation under qualitative and quantitative approaches, in addition to review articles, among others; among the journals cited, the main results were as follows: according to the application of the word "Labor skills" in the Scielo database, a total of 19 documents were found from 2021 to 2023. In reference to the scientific database Wos, with the registration of these words, a total of 22983 articles were found from 2021 to 2023. Finally, based on the search in the scientific source Scopus, a total of 2915 documents were collected. Consequently, according to the registration of the phrase "labor skills of law students" in the Scielo database, a total of 0 documents were found from 2021 to 2023. According to the scientific database Wos, with the phrase detailed above, a total of 84 results were found from 2021 to 2023. Finally, a total of 18 articles were found in the scientific database Scopus.

Next, we proceeded to generate the record of the phrase "graduate profile" in the Scielo database, a total of 22 scientific documents were published from 2021 to 2023. In reference to the scientific database Wos,

a total of 8633 documents were found with the phrase from 2021 to 2023. In detail to the scientific database Scopus, a total of 3815 were generated from 2021 to 2023. Finally, the phrase "university business skills" was registered in the Scielo database, where a total of 0 documents were found from 2021 to 2023. In the scientific database Wos, a total of 1170 articles were found with the phrase from 2021 to 2023. Finally, in the Scopus scientific database, a total of 69 articles were generated from 2021 to 2023.

Regarding the second specific objective of the research, the main results were that almost all the scientific articles had a similar conceptualization of the variable labor skills, in that sense they were associated with key terms such as "skills", "aptitudes" and "knowledge".

In view of what has been described, it can be inferred that labor skills in a conceptual manner will always be associated with what is generated by an individual and that has only one purpose, to solve conflicts or solutions to a problem that may arise in the labor area.

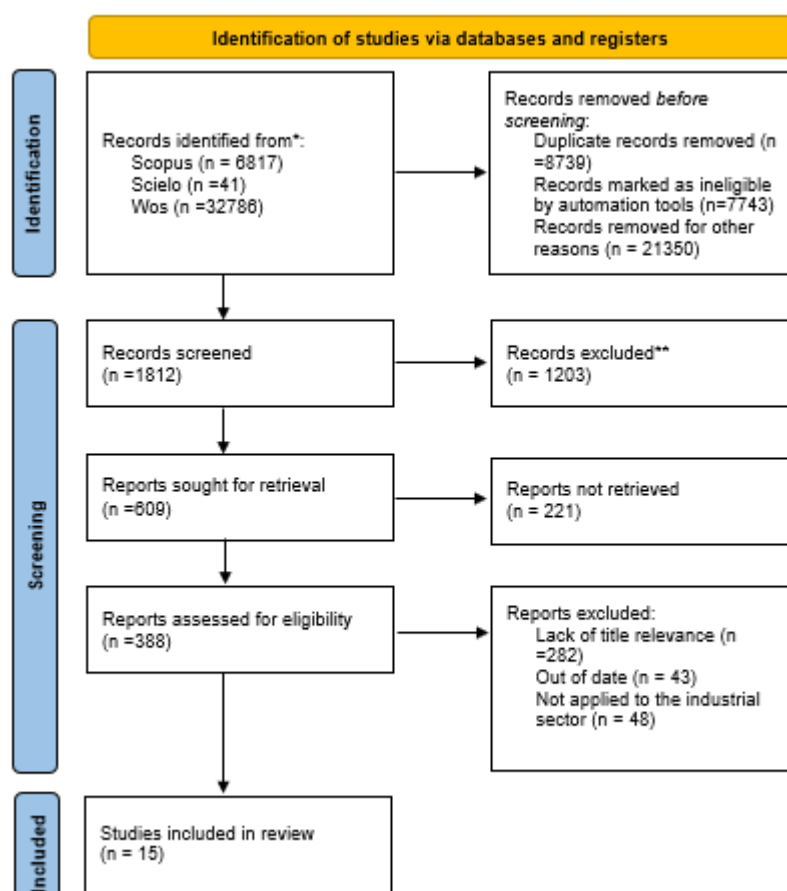
In reference to the findings obtained from the third specific objective of the research, it was determined that the main dimensions that stand out from the labor skills variable are linguistic (associated with the use of the foreign language), technological, business and professional skills.

From the above, it is inferred that the dimensions that are studied to a greater extent in intellectual productions are those reflected in foreign languages, since it is determined that the graduate who tends to manage the use of the language will have more opportunities for his own labor insertion, in the same way, it was determined that European countries excel in the professionalization of the labor exercise and its adaptability with the management of technologies.

Finally, it was found as the main conclusion about the labor skills of the selected intellectual production, that the graduates who tend to be better trained in intellectual, business, linguistic aspects, etc., will be immersed to a greater extent in different organizations.

In view of this, it can be inferred that much depends on the preparation obtained through the university profile of international and Latin American universities to obtain the labor purpose, that is, to include the student to generate economic sources for their own livelihood from their professional career.

**Table 2.** Summary table of selected scientific articles from the years 2021-2013 according to PRISMA



her et al., (2009)

**Table 3.** Summary table of findings on the variable "labor skills".

Author(s)	Country	Definition	Dimensions	Results/conclusions
Spada et al. (2022)	Italy	Knowledge of people to perform tasks.	digital skills job skills	Skills offered for the labor market, under digital operation.
Istomina et al. (2022)	Russia	Problem-solving skill set	economic skills job education	The Russian labor market is undergoing changes due to the skills of graduates.
Sarceda et al. (2022)	Spain	Personal skillful means to occupy a job position.	professional skills professionalization	There is an adequate level of skill due to the professionalization of the graduate.
Almazova et al. (2022)	Russia	Means demonstrating the person's ability	pragmatic skills foreign language development	The use of foreign language skills leads to job placement.
Dayagbil et al. (2021)	Canada	Human skills that distinguish one person from another	pragmatic skills educational skills	Graduates from the Philippines have similar perceptions to those of international experts, generating greater insertion.
Franco et al. (2022)	Brazil	Means demonstrating the ability to express autonomous, technical and soft skills to fulfill a function.	pragmatic skills autonomous skills technical skills soft skills	Assessment strategies should be adjusted to the different skills of the individual, generating their labor insertion.
Delgado et al. (2023)	Brazil	Means that demonstrate a person's ability when occupying a job position.	pragmatic skills professional identity teaching work pedagogical training.	The dimensions of professional identity, teaching work and pedagogical training made it possible to incorporate the graduate into the market.
Jackson et al. (2022)	Australia	Ability of the graduate to generate value in a given company	does not specify	The entrepreneurial skills or skills of university students improve due to the

				synergistic value of SMEs.
Lach et al. (2022)	Australia	Ability of the graduate to generate value in a given company	graduate profile personal practice	The adequate profile of the students has an impact on the improvement of their job skills.
Velásquez (2021).	Peru	Knowledge, skills and aptitudes to develop an assigned task.	educational profile entrepreneurial spirit	Students who possess job skills and entrepreneurial spirit.
Baena et al. (2021)	Peru	Skill set to compete in the labor market	graduate profile	In the Peruvian context, there is a negative impact of graduate training.
Grosu et al. (2023)	Romania	Ability that qualifies a labor production	digital tools performance level situational factors	The ease of use of digital tools and situational factors have an impact on the increase of labor skills.
Pritadrajati (2023)	Australia	Skills that a person generates in a work environment.	economic shocks labor formality	There is evidence of a significant decrease in both employment and labor formality.
Suzuki et al. (2023)	Japan	Not specified	language skills	Discontinuity of language skills impacts the successful development of capacity towards higher positions.
Getahun et al (2023)	Ethiopia	Not specified	does not specify	Managers and decision makers who prioritize the creativity of graduates.

Source: Own elaboration based on the selection of documents.

## Discussion

With regard to the number of scientific studies published in Wos, Scopus and Scielo from 2021 to 2023 on the labor skills of graduates, it could be corroborated that in the Scielo database there are few publications on the chosen topic, despite managing key phrases for the selected search in an effective way. On the other hand, in the scientific database Wos the opposite is perceived, since a large number of scientific and review articles were found in comparison with the previous scientific database, this is based on the use of the foreign language, that includes articles in English, since it is a worldwide database, in addition to having a business and educational influence in certain study contexts. Finally, the results found in Scopus are associated with those found in the scientific base of Wos, since it has been possible to evidence a

considerable intellectual production in relation to the search terms, being one of the leading platforms in terms of scientific production.

In reference to the conceptualization of the study variable, the term "ability, knowledge, capacity, aptitudes" was taken as its own characteristic, having as fundamental-theoretical aspects the theories of digital transformation and educational quality, respectively. In view of this, it can be inferred that the scientific production with respect to the study variable, in a large part of the repository of these scientific bases, qualify the results in preference.

These findings are compared with those found by Yusimin and Santiago (2022), who define labor skills as those functions or actions that characterize an individual, and also determine it as a required skill in the workplace, which is why it is a priority to train and develop them.

With regard to the identification of the study dimensions most used in published articles, it was possible to prove that there are certain dimensions that have been used to a greater extent, such as digital skills, educational or graduate profile, professionalization, technical or soft skills, which fit the study context from which they come respectively.

These results are consistent with the study of Vallejo et al. (2023), who highlighted as the main dimensions in their study related to the study variable, the customer service skills, foreign language skills, education related to a population and personal or ethical skills or the so-called integral provider, being their respective analysis, completely outstanding.

In the same way, it was determined that, among the most significant results, it very much depends on the training of the graduate to compete in the labor market, and it was also established that typing and aspects of foreign language have an impact on their field of work.

These findings are associated with the study of Prisca et al. (2021), who remarked as a result that the skills required by employers at the present time depend on the strict sense and compilation of university basic labor skills received by the graduate, which was highlighted through interviews with successful businessmen.

## Conclusion

Regarding the first specific objective, a total of 14 scientific articles related to the study variable were used, which were identified in the repositories of Wos, Scopus and Scielo, generating a greater depth in the aspect of systematization of the information.

Regarding the second specific objective, it was determined that, from the conceptual specifications, they are associated with the following terms "ability, knowledge, capacity, aptitudes".

Regarding the third specific objective, which refers to digital skills, educational or graduate profile, professionalization and technical or soft skills, they were identified as the most used dimensions, being managed in more than half of the articles selected by the researcher.

Regarding the fourth specific, a total of 15 scientific articles were selected, where they determine that the development of labor skills depend a lot on the university education and digital or foreign language related aspects.

Finally, based on the general objective, it was determined that the scientific database Scielo tends to generate little intellectual production of the variable of study. On the other hand, based on the number of scientific databases available, Wos and Scopus stand out compared to the previous one, due to the context where the variable is applied, the language and other relevant aspects that allow its proper development.

## Authors' Contributions

Conceptualization: David Ricardo Castro Navarro

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Visualization: Maria Alejandra Castro Navarr

Writing - original draft: David Ricardo Castro Navarro

Writing - revision and David Ricardo Castro Navarro.

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