

**We need to accept that the labor market is dynamic, and people want it to be so**

At Birn + Partners we strive to share the knowledge obtained, and trends being observed, in our entire network with you. In the following text a good business relation from Vapo Group shares her considerations, about how to understand the labor market.

It seems to me that politicians and many people still dream of safe, permanent and nice work places. I even get the feeling that our learning system produces such expectations. The truth is different. As a result of global dynamics labor markets are continuously changing.

If you cannot control the environment, you need to learn to live with the flow. Maybe there are no permanent jobs in information society? Maybe the ultimate goal of an employee is not to have a long career with growing responsibilities in the same organization? Maybe we should not let anybody expect that they will do the same kind of work their whole life. I think that if we update our attitudes we see a new picture of today's heroes in labor markets!

First we need a common understanding and shared statements of work. What if we assume that labor markets are continuously changing? What if we assume that there is no achieved status or even achieved professional competence? But instead there are a lot of learning opportunities, many interesting networks, and most of all possibilities to create something new.

If we accept these twists and turns that belong to the work life, we do not waste our energy on resistance. Isn't it time to think how to ensure lifelong learning and how we add individual skills that both the individual and the organization benefit from?

So, maybe today's hero is one who can cope with changing and even difficult situations she meets at work? I think that it is about curious attitudes, disciplined actions and surely being in the uncomfortable zone. It is also about humbleness, loneliness and determination.

I suggest that we give the 'hero medals' to these people. These heroes know how to learn a new profession again and again. These people are we. We know that the most important work skill is to "go with the flow and twist".

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