
TOWARDS IMPROVING THE EMPLOYABILITY OF URBAN PLANNING GRADUATES IN ALGERIA

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Abstract. The objective of this research is the assessment of the employment offers and the competency framework of the urban planner's trade. The research is based on the results of a survey carried out with urban planning graduates, dealing with the acquired competencies during the university training, and on the documentary analysis of the Algerian framework of competencies of the urban planner with regard to its counterparts – the Operational Register of Trades/Professions and the Professional Office of Qualification of Urban Planners in France. The adopted approach follows these stages: the inventory of 422 trade sheets; their breakdown into indicators; the analysis of the requirements for job access; the comparison of the Algerian urban planner sheet with the French one; and the crossing of their competencies. The assessment demonstrates the inadequacy of the Algerian urban planner framework with its French counterpart; the disrespect of Bloom's taxonomy and the rules of writing competencies; and the mismatch between the training offer and the employment offers. The results allow for the development of employment opportunities and improvement of the relevance of the framework competencies for urban planners in Algeria in view of a better employability of this trade and the concordance between training and employment.

Keywords: *Assessment, competencies, employability, framework, labour offers, university offer, urban planner, urban planning graduates, trade.*

JEL Classification: I230

INTRODUCTION

Throughout the world, sustainable, economic, technological developments, as well as international standards, mean that the exercise of any profession requires specific and shared qualifications and competencies. Algeria, in the wake of this development and urban renewal and in order to remedy all the urban dysfunctions and restore the city (the urban planner's domains of intervention) in its functional dimension, and to bring together the favourable conditions for initiating it towards a sustainable city, promulgated the law no. 01-20 of 12 December 2001, relating to the planning and sustainable development of the territory which defines the orientations of the planning of the territory so as to guarantee a balanced and sustainable development of the whole country and the law no. 06-06 of 20 February 2006, carrying law of orientation of the city, generating reforms in urban planning and in land use and consumption.

To achieve this policy and implement these regulatory and urban changes, the decision-maker must have qualified human resource to provide effective and sustainable responses to the expectations of the socio-economic sector. In this regard, territorial engineering, being the set of professional know-how needed by public authorities and local actors to conduct territorial development or sustainable planning (Trognon et al., 2012), has opened up the field of urban planning to new professions and consequently to the competency-based approach, where the urban planner can intervene as a generalist as well as a specialist. They must have a diversified range of competencies because their role is not only limited to designing urban plans according to the zoning principle, i.e., locating urban functions on a territory, but also extends to the rational use as well as the land profitability and to assisting urban actors in orienting the development of their territories by integrating the objectives of sustainable development.

According to the Association for the Employment of Executives in France, the urban planner can, in addition to the production of studies and the design of projects, provide assistance to the project owner, public or private, particularly in terms of consultation and participation. Urban planner can practice the following trades: Project manager urban planner, urban planner landscape planner, Urban planning officer, Urban planning engineer, Urban planner – regulatory, Urban planner – cartographer, Urban designer, Urban planner-geographer, Urban planner in charge of studies, Urban planner-economist, Urban planner in charge of missions, Urban planner architect (Apec, 2019).

The competency-based approach of trades has been widely adopted in recent years and has been the subject of several scientific studies (Pitan, 2017; Megahed et al., 2020). The international standard “Quality Management Systems–Requirements” (ISO-9001, 2015), in its chapter 7, requires any organisation to determine the necessary competencies of professionals in each trade and to ensure that they are genuinely suitable on the basis of initial or professional training, or appropriate experience and to carry out actions to acquire the necessary competencies and assess the effectiveness of these actions.

The policy of renewal has also been extended to the higher education sector with the aim of better integrating graduates into the job market. The reforms consist, firstly, in the broadening of the missions of higher education, which are not limited to training and research but also include professional integration, and secondly, in the introduction, as from 2004, of the License, Master, Doctorate (LMD) system with its professionalization process, training engineering and pedagogical engineering, which requires, for each level of learning, the identification of the competencies aimed at qualification, closely linking the world of university training with the world of work.

Since 2004, the National Employment Agency with the objective of developing human resources has been involved in the engineering of university and vocational training by the establishment of a new strategy combining training offers to employment offers and consequently of the urban economy. For this reason, the definition by the field of economic activity of the number and the qualification profile of people to be trained becomes capital. Specifically, the Algerian Nomenclature of Trades/Professions ANTP was put into operation in 2015 (NAME,

2019) with a view to modernization and performance. It is an operational tool setting the national reference framework of trades and professions, allowing through its 422 trade sheets, the identification of the required competencies. The latter present an adaptation of the job descriptions of the Operational Register of Trades/Professions ORTP in France to the Algerian context.

In February 2019, the Algerian universities that generate the human resource and the competencies required by the professions and trades received a statement from the ministry of higher education and scientific research aiming at the updating of the ANTP framework and the alignment of the diploma with the profession. In this context, the evaluation of the national framework of competencies for urban planners has caught our attention. The Paper tries to answer the following question: “What is the degree of concordance between the training offer and the job offers of this trade”?

The training of urban planners is a French-speaking training course, which has been provided since 2005 at the Faculty of Architecture and Urban Planning of the University of Constantine 3, and remains the only one at the national level until academic year 2019–2020.

Among the multitude of definitions, it appears that a competency is always subject to its context (Fave-Bonnet et al., 2008). For the context of:

- Training: competencies are a dynamic combination of knowledge, understanding, skills and ability. They are gradually constructed through the academic programs developed in teaching units of curricula. They can be specific to a subject or a module or generic (common to the entire diploma program) (Gonzalez & Wagenaar, 2006);
- Professional situation: competence is about solving professional problems by mobilizing different capacities (Bellier & Coulet, 2011). The competency combines a set of knowledge, know-how and know-how-to-be or attitude in order to carry out an activity (RNCP, 2019), (Fave-Bonnet et al., 2008). The competency is linked to the action, requiring combination of internal and external resources (Prieur et al., 2012); it has an evolutionary character (Mercier-Dequidt & Becu-Robinault, 2012).

Some studies have also shown that, in addition to progression, employability development opportunities do not ignore gender and domain (specialization) (Pitan & Muller, 2020).

In the same sense, according to the four levels of cognitive complexity of Miller’s pyramid (Miller, 1990), the progression of competence, whatever the situation and the context, must obey Benjamin Bloom’s taxonomy. The latter, helped by the proposed panel of action verbs, allows for the formulation and the classification of learning objectives into six sequential levels of complexity: knowledge, comprehension, application, analysis, synthesis and evaluation (Brailovsky et al., 1998).

With regard to the match between training offers and job offers, at the national level several studies related to other disciplines have treated the employability of university graduates as the integration of librarianship and information science graduates in the job market and the improvement of the employability of graduates of English as a foreign language (Boukhelouf, 2017), through which the scholar

emphasized the skills of graduates in the face of new requirements of the professional world and proposes that the teaching of foreign languages must be innovative and reoriented to meet the new requirements of globalization and find solutions to employment problems.

Finally, the conclusion is that all of the cited definitions come together and emphasize a common vocabulary, namely: ability, activity, task, action, resources and their link with the practice. Also, the professional context is organized around typified requirements (specific or shared), which must be developed through specialized training. Consideration of these requirements for entry into the profession is indispensable and is materialized by the precision of the level of taxonomic complexity on the one hand, as well as by the respect of the writing rules (action verbs) on the other hand.

The inventory of activities or competencies necessary to practice a profession constitutes the framework. The competency framework is the reference point for any profession because of its precise requirements for the implementation of knowledge and know-how. It is an approach that groups together and describes the required competencies. It constitutes the landmark for any profession. The two frameworks will be presented, respectively, in France and Algeria.

The Professional Office of Qualification of Urban Planners (POQU), created in France in 1998 by a group of urban planners associations, broadened the traditional areas of intervention of the urban planner, which were limited to spatial planning and urban composition in order to multiply them, in 2006 to seven areas, adding activities that took into account the urban policies evolution.

The POQU framework was built according to an approach by functions gathered in major fields of activity that specified registers of urban planner competencies (Pennini & Rousset, 2006). On this basis, the urban planner is responsible of the following domains of activity (Table 1):

- Four domains of specific activities;
- Three domains of activities shared with other professions.

From an operational point of view, all the functions indicated in the framework have been materialized by job description sheets, which specify 68 generic competencies, knowledge, know-how as well as the products as deliverables.

The ORTP was created in 1989 by the National Employment Agency, for the detailed identification of each trade. It is organized around a three-level tree structure: 14 major domains; 110 professional domains and 532 trades' sheets, grouping together more than 11 000 appellations. It defines the missions, activities and tasks for each trade, as well as the prerequisites, qualifications and associated competencies. The sheets group together with the most common job titles around a core business consists of know-how and common basic knowledge. A trade title can only be present in one sheet. The same know-how, knowledge and workplaces may appear in several sheets. The grouping of all possible designations allows for professional mobility between the different designations of the same record as well as the development of professional opportunities.

Table 1. Activities and Competency Framework of Urban Planner Trade of the POQU

Type of domains	Domains of activities and competencies	Functions
Specific	Territorial analysis and foresight	Observation, study, analysis and evaluation Territorial foresight and diagnosis Spatialization of territorial projects and strategic planning Assistance and preparation of urban and territorial public policies
	Urban design	Urban programming Spatial composition
	Production of operations	The implementation and management of urban and development operations
	Urban management	Management of land rights Territorial management of urban operations and urban policy
Shared	Coordination and management of territorial and urban projects	Coordination and facilitation Project management
	Animation of territorial and urban projects	Communication and promotion Consultation and participation
	Knowledge production	Basic and applied research Professional knowledge and practice Education and training Dissemination and popularization.

Source: POQU Framework, authors' treatment, 2019.

Designed by the National Employment Agency, the ANTP platform was created in collaboration with stakeholders in the labour market (companies, training organisations, public or private employers, etc.), according to a competency-based approach, for all existing trades in Algeria. According to a tree structure, the national trade framework ANTP is organized around 16 activity sectors coded from A to P, broken down into 87 domains, 36 sub-domains, 422 ANTP sheets and 5479 appellations (Fig. 1).

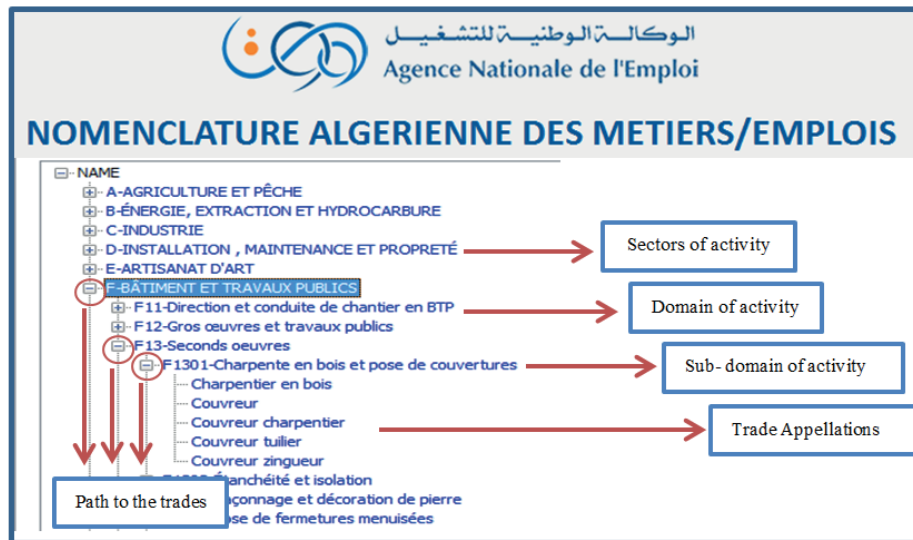


Fig. 1. Path of the trades on the ANTP (ANTP Platform, author's treatment, 2020).

The sectors of activities of the ANTP platform correspond to the economic sectors, namely, the primary sector, the secondary sector and the tertiary sector (administration and services) as shown in Table 2.

Table 2. Sectors of Activity of the ANTP platform

Code	Sectors of activity
A	Agriculture and fishing
B	Energy, extraction and hydrocarbon
C	Industry
D	Installation, maintenance and cleanliness
E	Arts and crafts
F	Construction and public works
G	Commerce
H	Hotel, catering and tourism
I	Transport and logistics
J	Communication, media and multimedia
K	Banking, insurance and real estate
L	Support to the company
M	Health
N	Spectacle
O	Training, education and scientific research
P	Human and community services

Source: Made by the authors, 2020.

In addition, the sheets trades specify the appellation of the profession and its definition, set out the conditions of access to the profession and the exercise of the function in terms of qualifications and the basic activities and competencies.

All ANTP trades are consolidated by basic and specific activities and competencies. The urban planner sheet (P1401) contains five basic activities accorded to eight basic competencies and eight specific activities accorded to six specific competencies (Table 3, Table 4).

Table 3. Activity Framework of Urban Planner Trade on the ANTP

Activities		Functions
Activities	Basic	Define and propose projects for the conservation or enhancement of cultural heritage (management, acquisition, restoration of works, etc.) Design and implement cultural or promotional activities for the structure (temporary or thematic exhibitions, etc.) Organise and monitor the progress of conservation operations (preventive, curative) of works of art, restoration, fitting out of cultural property Organise the inventory of collections and works of art and supervising the keeping of registers (entries/exits, etc.) and the marking of objects Monitor and update cultural, regulatory and professional information
	Specific	Participate and intervene in specific cultural specialties: Antiquities; Arts and popular traditions; Fine arts; Cinematography and audio-visual; Prehistoric, anthropological and historical manuscripts, archaeology Coordinate projects in: Territorial planning; Cultural development; Urban development Raise the awareness of the staff (supervisor, guide, conference speaker, etc.) about the collections and safety instructions Develop or participate in a local development project and provide support to institutional partners Evaluate the local development project, identify new axis of intervention and present them to local authorities. Establish a local urban planning plane for a territory Organise and monitor staff activity (recruitment, salaries, training, schedules, hygiene and safety of the premises, etc.) and provide support to the teams Carry out the administrative and countable monitoring of a structure

Source: ANTP, authors' treatment, 2020.

Table 4. Competency Framework of Urban Planner Trade on the ANTP

Competencies		Functions
Competencies	Basic	Conservation procedures for works Inventory techniques Management techniques Health and safety rules Museology Museography Archaeology Communication techniques
	Specific	Project management techniques Urban planning law Writing techniques Use of Geographic Information System – GIS Modalities of administrative management of personnel Administrative and accounting management techniques

Source: ANTP, authors' treatment, 2020.

All the competencies indicated in Table 4 are a complete and faithful reproduction of what is mentioned on the ANTP platform.

1. METHODS AND PROCEDURES

As France was the partner in the development of the ANTP, the French example was adopted, namely the ORTP and POQU frameworks. The assessment goes through two levels:

At the national level, it aims at:

- Matching the training offer and the labour offers for urban planner through the research of training university domain “Architecture, Urban Planning and City Trades” to which the urban planning discipline belongs, in the 16 domains of job offers available on the platform of the ANTP;
- Identifying the level of employability of urban planning graduates based on the survey conducted among graduates of this training. This survey has dealt with the competencies of the urban planner acquired from the university training.

At the international level, it aims at identifying the degree of relevance of the national framework ANTP, through a documentary analysis and its comparison in a two-step approach with the framework of required competencies for the profession of urban planner of the ORTP (ROME, 2020) and POQU (Pennini & Rousset, 2006).

The study is based on the documentary analysis (Waller & Masse, 1999), which is developed using the following approach:

- Search of the training domain “Architecture, Urban Planning and City Trades” on the ANTP platform;
- Inventory of the 422 trade sheets;

- Breakdown of the five inventoried job sheets into indicators, for the identification of the different appellations of the profession, the necessary qualification and the conditions of access to the profession;
- Tree structure of the five identified jobs trade on the ANTP platform;
- Comparison of the urban planner trade sheet ANTP “P1401” with:
 - o The corresponding ORTP sheet “K1802” of the French nomenclature (indicators comparison);
 - o The competency framework established by the POQU.
- Crossing the required competencies by the sheet “P1401” for the job of urban planner with the corresponding sheet “K1802”.

2. RESULTS AND DISCUSSION

The evaluation process of the framework for the urban planner profession was conducted in the following steps.

2.1. Search of the Training Domain “Architecture, Urban Planning and City Trades” in the List of Domains of Job Offers on the ANTP Platform

According to the ministerial circular on the pre-registration and orientation of baccalaureate students (2019), the urban planning profile belongs to the fourteenth field “D14: Architecture, Urban Planning and City Trades” and constitutes a training pathway in its own right.

From this first step of research, we can conclude that the domain of Architecture, Urban Planning and City Trades is not included in the 87 domains of the ANTP platform. This indicates a mismatch between the field of training and the fields of employment opportunities for urban planners, which poses the problem of employability and professional integration.

With national recruitment, urban planning training was set up in a separate department in 2012, with a ministerial decree, within the Faculty of Architecture and Urban Planning of Constantine, and in 2015, with the creation of the urban planning branch with another ministerial decree. Graduates have the profile of urban planner, which allowed for the confirmation of the profile for the job market as well as the enrichment of the Faculty of Architecture and Urban Planning.

Actually, the Department of Urban Planning trained 1014 graduates from 2012 to 2018; among the graduates 433 were professionals, of which 89 % were Master study programme graduates (Faculty of Architecture and urban planning, 2019).

Theoretically, this professionalized training is an opportunity for specialization and opening up to the job market, but the results of the survey we conducted in December 2018 as part of the Doctoral Thesis, whose main objectives were to evaluate the conditions of professionalization (the professional immersion internship) and to measure the level of employability of this training, did not reflect this idea. The survey was intended for urban planning graduates, 75 of whom responded. A very low percentage of employability of graduates was observed. Of the total number of active respondents, only 3.6 % were working as urban planners, compared to about half (49.1 %) as architects. This first observation is due to the lack of knowledge of the specialty and its confusion with the specialties of the

Faculty of Architecture and Urban Planning. However, 77.2 % of the respondents were willing to work in a profession matching with their training profile (i.e. in the field of urban planning).

2.2. Inventory of Urban Planning Professions on the ANTP Platform

By analysing the content of the sheets of the platform to identify the urban planner trade, those relating to the trade were categorized. The selected categories are translated in order to facilitate the comprehension of the search vocabulary:

- Domains of activities and competencies of the POQU framework (Table 1);
- Functions of the POQU framework (Table 1);
- Keywords: Urban planning and urban planner.

The search by the keywords corresponding to the category of domains of activity and competencies of the framework and that of functions was unsuccessful (Fig. 2); no trade was displayed.

On the other hand, the search using the words *urban planning* and *urban planner* showed six trade appellations (Fig. 3) that represented 0.007 % of all existing appellations on the platform (insignificant percentage):

1. Architect-urban planner;
2. Urban planning draughtsman;
3. Senior urban planning technician-assistant urban planner;
4. Head of architecture, urban planning and technology survey IT;
5. Information systems planner;
6. Urban planner.

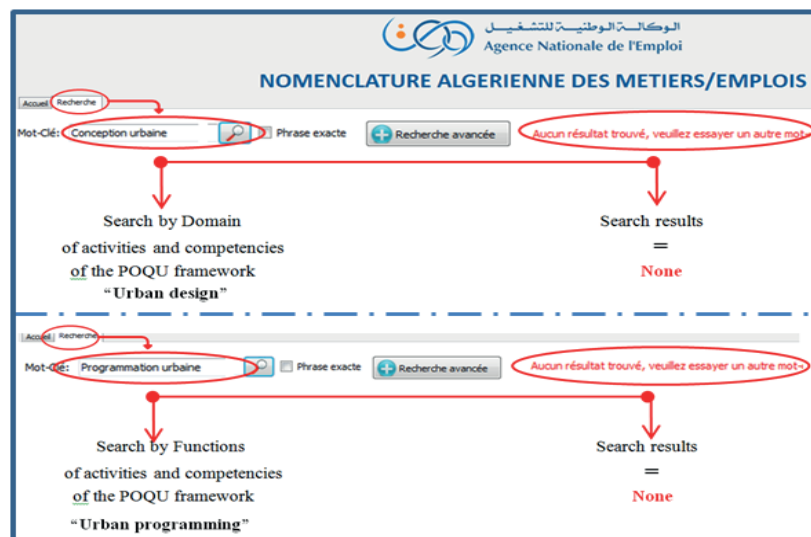


Fig. 2. Search result for the urban planner trade using domains and functions of the POQU framework.

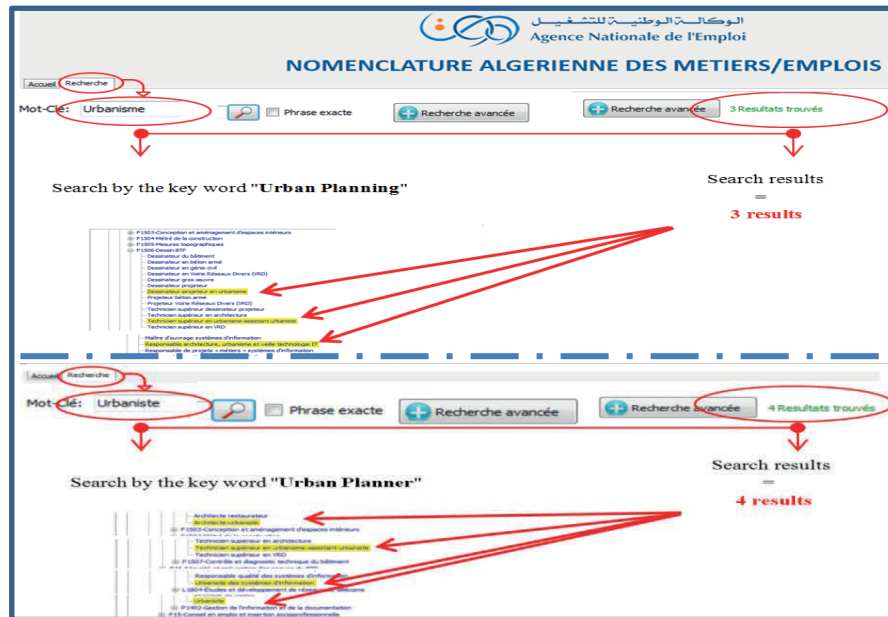


Fig. 3. Search results of the urban planner trade using «Urban Planning and Urban Planner» key words.

2.3. Breakdown of the Inventoried Trade Sheets into Indicators

In total, the trade sheet includes nine rubrics assimilated to indicators:

- Indicator No. 1: Appellations;
- Indicator No. 3: Trade/ profession access “Qualification”;
- Indicator No. 4: Conditions of employment of trade/ profession;
- Indicator No. 5: Workplace;
- Indicator No. 6: Basic activities;
- Indicator No. 7: Basic competencies;
- Indicator No. 8: Specific activities;
- Indicator No. 9: Specific competencies.

These allow for the concordance assessment of the ANTP with the ORTP and the POQU, and its relevance. In addition to the appellation of the trade and its definition, these trade sheets set out:

- In terms of qualification: the conditions of access to the profession and those of the practice of the function;
- In terms of competencies: basic activities as well as basic competencies.
- These last points are the examined indicators in the present paper.

2.4. Tree Structure and Access Requirements to Identified Trades/Professions on the ANTP

On the ANTP platform, each trade is domiciled in a specific sector, which is extended into domains, sub-domains and trade sheet. The path of the six identified trades resulting from the research was studied. The path of the urban planner is illustrated in Fig. 4.

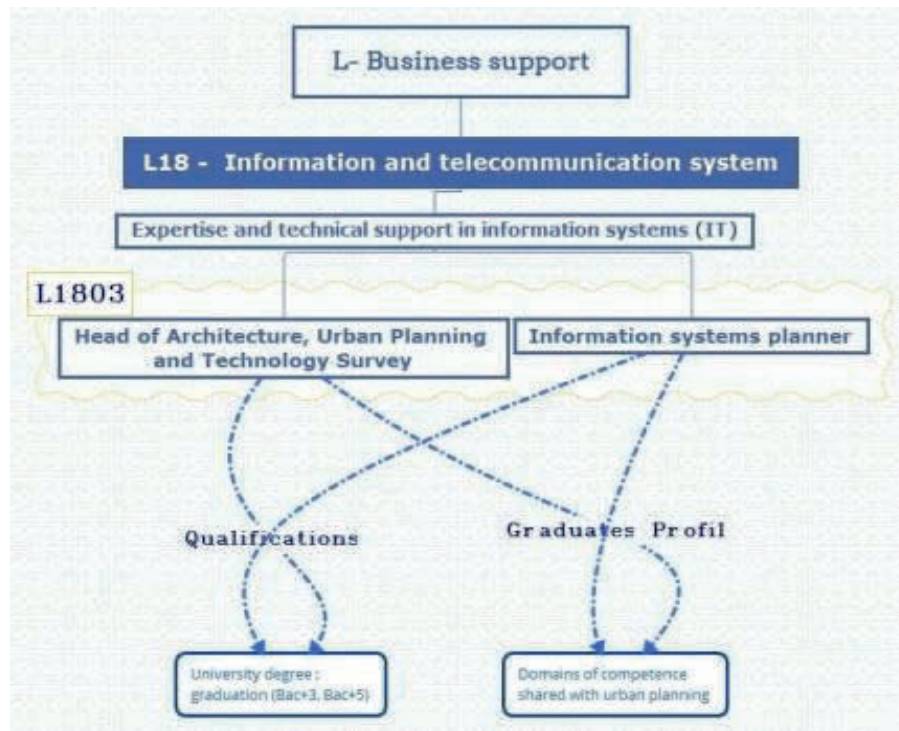


Fig. 4. Path and qualification requirements for access to urban planner trade on P1401 sheet (ANTP sheets, authors' treatment, 2020).

The qualification represents the sheet indicator No. 3. It specifies in P1401 sheet of the ANTP the requirements for access to the trades/professions. From the qualification requirements analysis, the following emerges:

- There are three types of requirements: university qualification, accreditation and qualification in professional training;
- Only trade 6 requires a university degree in urban planning.


2.5. Comparison of the Urban Planner's Trade Sheets

The study focused on the ANTP P1401 of the Algerian nomenclature and the K1802 of the French nomenclature. The comparison focused on the following indicators:

Sheet Indicator No. 1: Appellations

For this indicator, 39 appellations relating to the profession of urban planner are identified on the K1802 sheet, and only 12 appellations on the P1401 sheet. The two sheets come together in only four appellations (Table 5).

Table 5. Indicator Comparison by Appellations (P1401 and K1802)

Appellations	P1401	K1802	Progression job
Agent	✓	✓	
Attached	✓	✗	
Animator	✗	✓	
Assistant	✗	✓	
In charge of studies	✓	✗	
In charge of the mission	✗	✓	
In charge of the development project	✓	✓	
Commissioner	✓	✗	
Conservator	✓	✗	
Project Leader	✗	✓	
Local development advisor	✗	✓	
Coordinator of local development projects	✓	✓	
Economic developer	✗	✓	
Cultural developer	✗	✓	
Museum Director	✓	✗	
Director of economic development	✗	✓	
Responsible for territorial development	✗	✓	
Responsible for local development projects	✗	✓	
Urban planner	✓	✓	

Source: P1401, K1802, Authors' treatment, 2020.

In Table 5, the following is noted:

- The appellations on the two sheets follow an order of hierarchical progression (Table 5);
- The appellations of the K1802 sheet are mentioned by gender (female/male), which is not the case for the P1401;
- The appellations, by specialization, identified on the sheets (Table 6) have been assimilated to three concepts which are:
 - *Thematic* (Social, economic, urban...);
 - *Intervention stratum* (urban, rural, territorial);
 - *Intervention level* (local, regional, national).

Reading the specializations, the sheets partially meet in the title:

- The sheet K1802 deals with local development; 56 % of the listed appellations relate to development and are detailed by stratum and level of intervention. According to the same sheet, the professional in this trade is in charge of designing or participating in design of local and social development projects and implementing them in order to revitalize a territory. The professional may be also involved in setting up and carrying out development projects within the framework of international

cooperation and may coordinate a team (K1802, 2020);

- The sheet P1401 deals with the management of cultural heritage and local development. Through this sheet, the professional can coordinate all or part of the actions for the conservation, preservation, restoration or enhancement of works or cultural property. The professional may participate in the design of local development projects and can coordinate the activity of a team and manage structure (P1401, 2020).

From the analysis of the content of indicator sheet No. 1: Appellations, it emerges that this sheet, apart from the job progression, does not include any precision as to the gender, the stratum and level of intervention (Table 6). It is mostly in line with the profile of those qualified in cultural heritage. The lack of these parameters (gender, specialization, stratum and level of intervention), reduce the opportunities for employability development, as highlighted above by Miller (1990).

Table 6. Existing Specializations in Sheets P1401 and K1802

Specialization	Sheets		Thematic	Intervention Stratum	Intervention Level
	P1401	K1802			
Local development	✓	✓	Development	/	Local
Heritage	✓	✗	Culture	/	/
Museum	✓	✗	Culture	/	/
Urban planning	✓	✓	Urban planning	/	/
Rural development	✗	✓	Development	Rural	/
Urban social development	✗	✓	Sociology	Urban	/
Country charter	✗	✓	Development	Territorial	/
Regional development	✗	✓	Development	Regional	Regional
Territorial development	✗	✓	Development	Territorial	National
Inter-communal charter	✗	✓	Development	Territorial	Intercommunal
Sustainable development Agenda 21	✗	✓	Sustainable development	/	/
Economic development	✗	✓	Economy	/	/
Urban proximity management	✗	✓	Management	Local	/
Cultural development	✗	✓	Culture	/	/
Development of activity areas	✗	✓	Industry	/	/
City contact	✗	✓	Urban planning	Territorial	/

Source: Authors' treatment, 2020.

Indicator Sheet No. 6–9: Activities/Competencies

The identification of urban planner profession's activities and competencies required by P1401 has enabled us to interpret the following:

- From a consistency point of view:
 - None of the basic activities and competencies of the P1401 sheet are related to the urban planner's profession, they concern those qualified in cultural heritage (Table 3, Table 4);
 - Half of the specific activities and competencies in the P1401 sheet relate to the profession of the urban planner (Table 3, Table 4).
- From a wording point of view, all the competencies listed in P1401 sheet, do not respect the rules of formulation of the statements as defined by Bloom's taxonomy, for example, in Table 4. The Planning Law is required as a specific competency, whereas it is a support or a tool for the profession of the urban planner. According to the definition given in the first part, a competency is an ability to carry out an activity or the mastery of a task; however, the formulation should be the mastery of the planning code, respecting the higher levels of Bloom's taxonomy (application, analysis, synthesis and evaluation).

2.6. Crossing Urban Planner's Trade Sheets

Except the second crossing, the construction of the two others matrices is based on double entry tables: horizontally the basic and specific activities and competencies of K1802, as explanatory indicators, and vertically the basic and specific activities and competencies of P1401 as explained indicators. The indicator sheets for this crossing are from 7 to 9:

- From the first crossing, it emerges that because of the bad wording of the statements of competencies in the P1401 detailed above (Table 4), the two-sheet competence crossing is not feasible;
- From the second crossing, relating to the competencies from the K1802 required for urban planner practice with those of P1401, it emerges that, the basic activities of the P1401 do not concern the urban planner profession; therefore, the crossing is not feasible. The specific activities of P1401 require only four specific competencies out of twelve (Table 7);
- For the third crossing with the domains of competences and activities identified by the POQU, unfortunately, no matching was observed in the 68 competencies by the POQU framework. The crossing was unsuccessful.

Table 7. Crossing Indicator No. 9 K1802 with Indicator No.8 P1401

N°	Indicator N°9 Specific competencies K1802	Crossing	Specific activities P1401 Indicator N°8
1	Coordinating territory planning projects		Participate and intervene in specific cultural specialties: Antiquities; Arts and popular traditions; Fine arts; Cinematography and audiovisual; Prehistoric, anthropological and historical manuscripts, archaeology
2	Conducting a development project		Coordinating projects in : Territorial planning; Cultural development; Urban development
3	Designing a socio-cultural actions project		Raise the awareness of the staff (supervisor, guide, conference speaker, etc.) about the collections and safety instructions
4	Coordinating the different stages of a project		Develop or participate in a local development project and provide support to institutional partners
5	Develop a company social responsibility policy		Evaluate the local development project, identify new axis of intervention and present them to local authorities.
6	Define or participate in the definition of the development strategy of a territory		Establish a local urban planning plane for a territory
7	Constituting and presenting a funding request file		Organize and monitor staff activity (recruitment, salaries, training, schedules, hygiene and safety of the premises, etc.) and provide support to the teams
8	Respond to a call for tenders		Carrying out the administrative and countable monitoring of a structure
9	Carry out a call for tenders		
10	Advising company creators		
11	Training company creators		
12	Coordinating the team activity		

Source: Authors' treatment, 2021.

CONCLUSION AND DISCUSSION

Our research has assessed the development of the employment offers and competency framework of the urban planner's trade at the Algerian Nomenclature of Trades/Professions by exploring the French one "source".

The assessment of the urban planner profession has revealed a mismatch between the training offer and the job offers. It has also demonstrated that the Algerian framework is out of step with that of its French counterpart, as well as its non-adaptation to the requirements of the Algerian context.

The identification, analysis, breakdown, comparison and crossing of the Algerian and French competency frameworks of urban planner have revealed the following:

- As a container, the ANTP, POQU and ORTP sheets are identical and have a perfect correlation in terms of interface and progression of trades / professions and rubrics (Indicators): Code, Definition, Appellations, and Conditions of Job Access, Employer, Basic Activities, Basic Competencies, Specific Activities and Specific Competencies;
- However, they stand out in their content in terms of requirements; the Algerian framework does not meet the requirements of the international standard ISO 9001:2015 where the establishment and verification of the necessary competencies for any profession are fundamental.

The mismatch lies in the appellations registered in the ANTP, which concern

partially urban planning. These appellations do not constitute a real employability opportunity and do not open the field to the new professions of the planner. Therefore, we point out the need to:

- Move between the different designations of the same sheet (Professional mobility);
- Adapt the ANTP to the concomitant requirements (basic and specific activities / competencies) of the POQU which is not limited to traditional domains of activity and broaden the urban planner intervention which will open up a wide range of professions to professionals of urban planning and new graduates;
- Rephrase the competence statements according to the six progressive levels of Bloom’s revised taxonomy using the action verbs of the different domains (cognitive, affective and psychomotor);
- Complete the platform and reorganize the trades by inserting the domain of Architecture, Urban planning and City Trades as a sector of activity in the ANTP, for the concordance between training offers and job offers. This sector will group together the urban planning and city trades. And consequently, relocate the trade of urban planner from the sixteenth sector “P-Service to the person and the community” of the ANTP.

For the sake of relevance of the ANTP platform and a better integration of urban planner graduates, we suggest that indicator No. 1 of the “appellations” sheet specifies the gender, the hierarchy in the jobs, the stratum and level of intervention and specialization.

The main limitations of the research and the encountered constraints are first of all linguistic, as the platform used for this article is designed in French. Secondly, the youth of this training, which is still considered recent, delays a better development of the targeted competencies. Thirdly, the absence of a structure for monitoring graduates or an employment observatory at the university made the contact very difficult and limited the number of respondents to the survey questionnaire. Such a structure can ensure a satisfactory response rate and maintain permanent contact.

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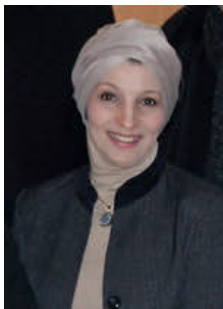


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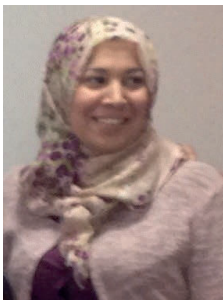


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