Collaboration in Education and Skills Development to Improve Students' Employability and Transition to World of Work

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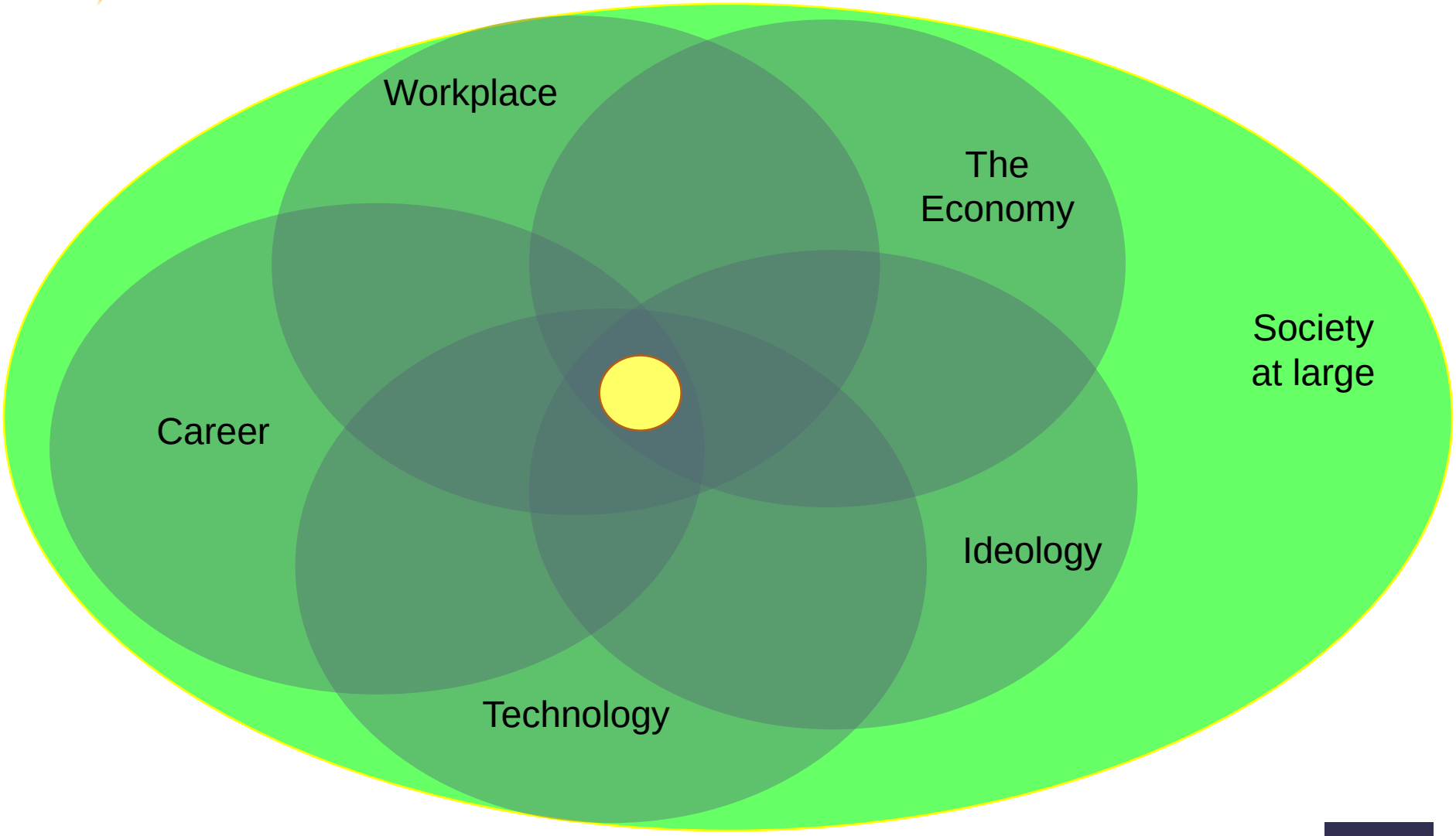
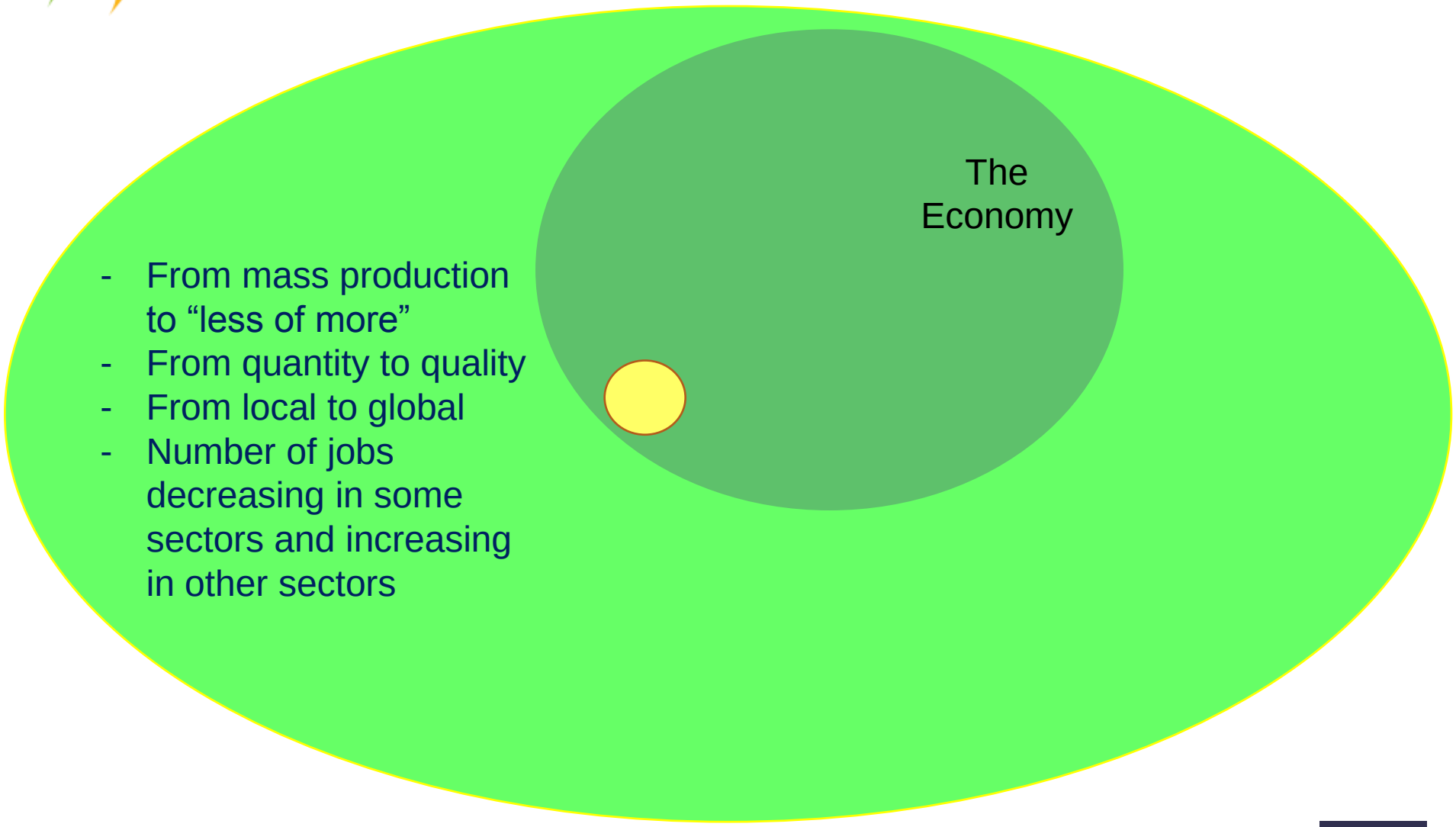
Presentation Outline

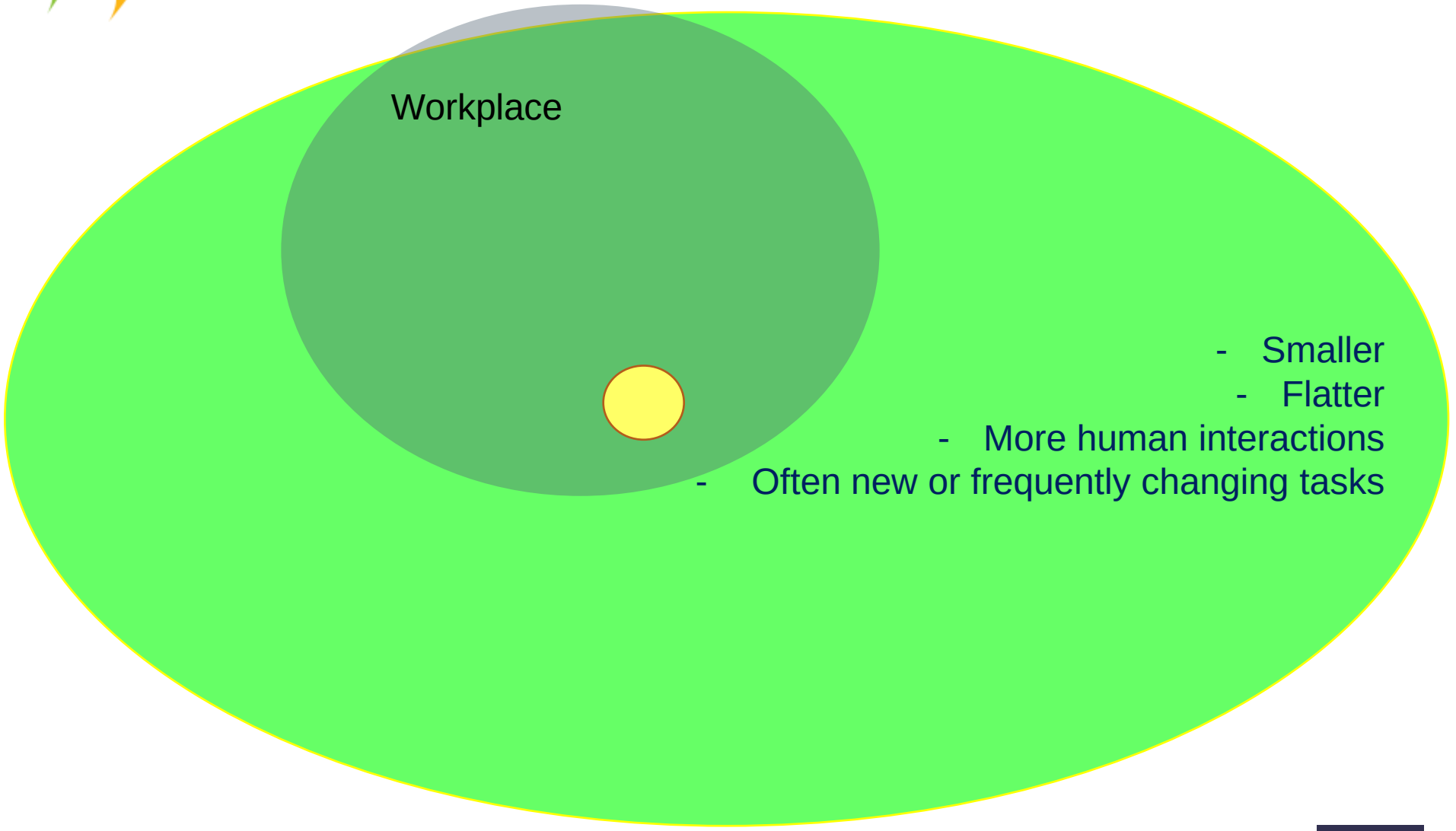
- The context: current and future
- Education and skills policy implications
- Transitions from vocational education to work, from university to work
- The increasing demand for upskilling and reskilling
- Youth at risk – inclusiveness challenge
- Elements of skills development ‘ecosystem’

The Context


Workplace
The Economy
Society at large
Career
Ideology
Technology



- From mass production to “less of more”
- From quantity to quality
- From local to global
- Number of jobs decreasing in some sectors and increasing in other sectors


Workplace
- Smaller
- Flatter
- More human interactions
- Often new or frequently changing tasks

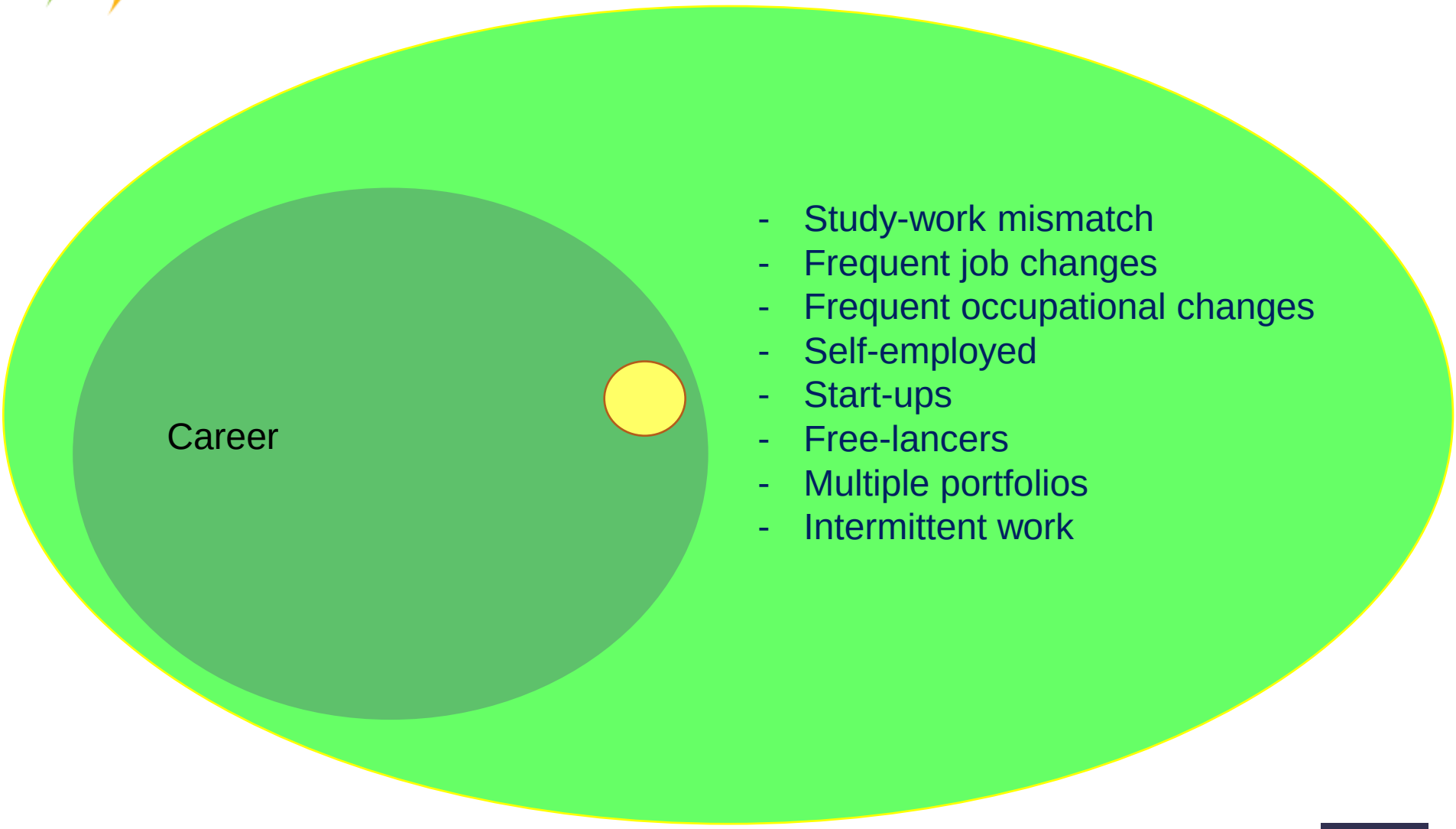
Front-line Workers

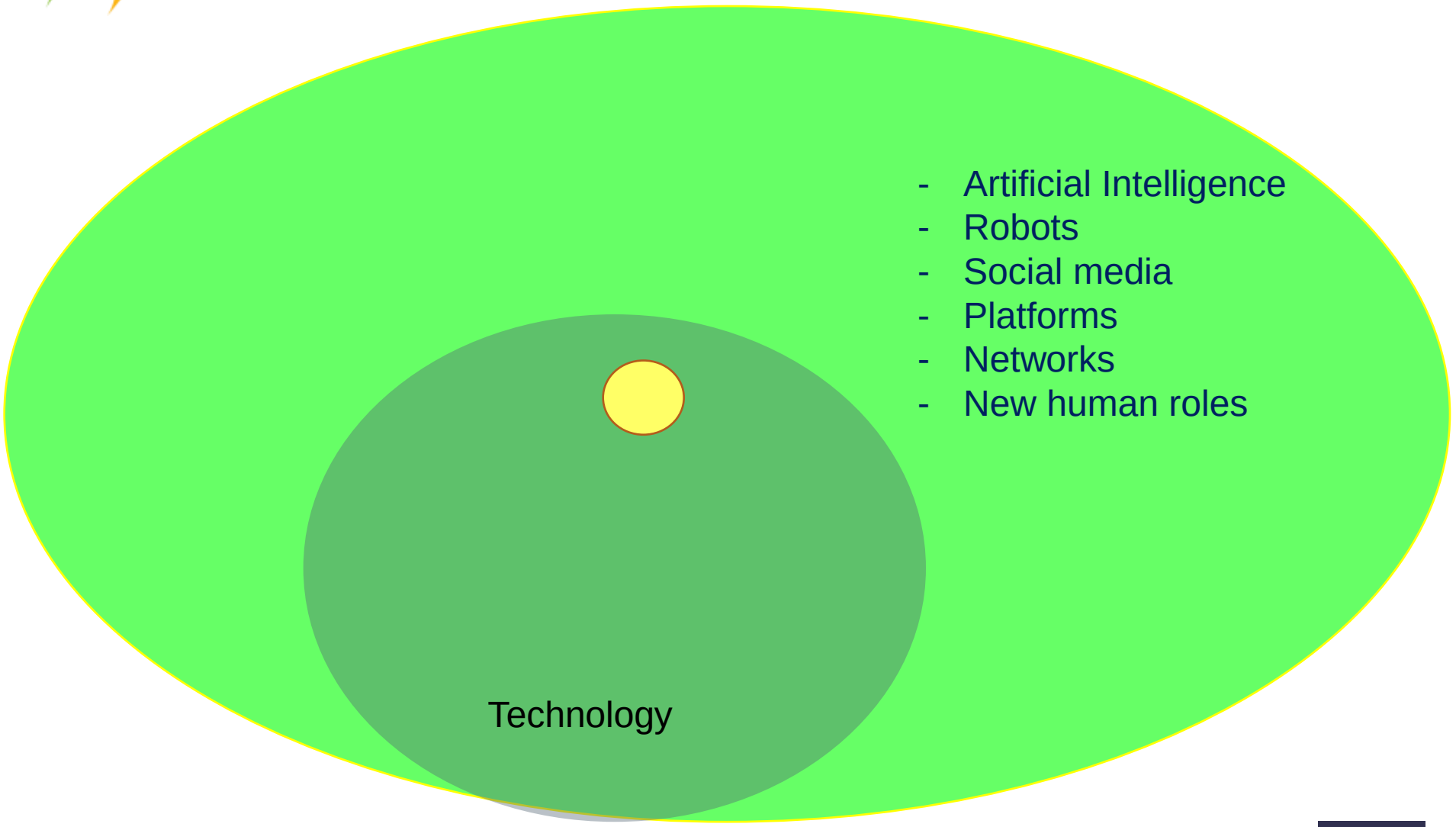
Industrial

- Bottom of the hierarchy
- Hiring due to credentials
- Member of a specialised department
- Using specific skills
- Routine and repetitive activities
- Working according to job descriptions
- Following set procedures
- Abiding by rules and regulations
- Appraised by degree of compliance
- Stable and secure job
- **Blue collar workers**

Post-industrial

- Member of a small group
- Working in teams
- Directly facing clients
- Directly facing problems
- Anticipating total solutions
- Designing solutions with creativity
- Using multiple skills
- Taking risks
- Improvising fit-for-purpose activities
- Managing oneself
- Learning on-the-job, on-demand, just-in-time
- Performance appraised 360^0
- Unstable, uncertain and insecure job future
- **Knowledge workers**


Career
- Study-work mismatch
- Frequent job changes
- Frequent occupational changes
- Self-employed
- Start-ups
- Free-lancers
- Multiple portfolios
- Intermittent work


- Artificial Intelligence
- Robots
- Social media
- Platforms
- Networks
- New human roles
Technology

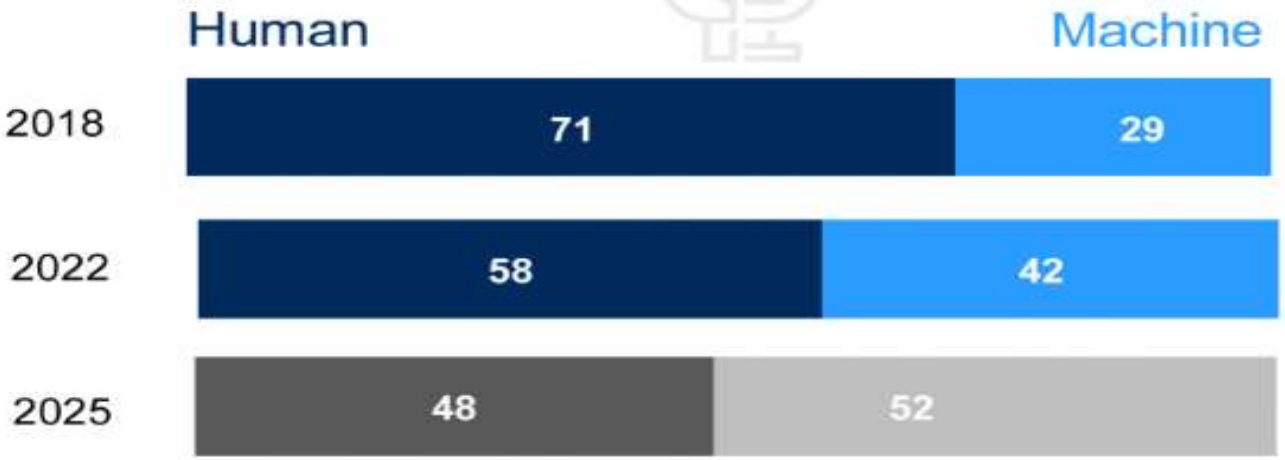
The many faces of the robot revolution

	Humanoid Robots	Stationary Robots	Aerial and Underwater Robots	Non-humanoid Land Robots
				
Adoption among companies by 2022	23%	37%	19%	33%
First movers	(35%) Financial Services and Investors	(53%) Automotive, Aerospace, Suppy Chain	(52%) Oil and Gas	(42%) Automotive, Aerospace, Suppy Chain

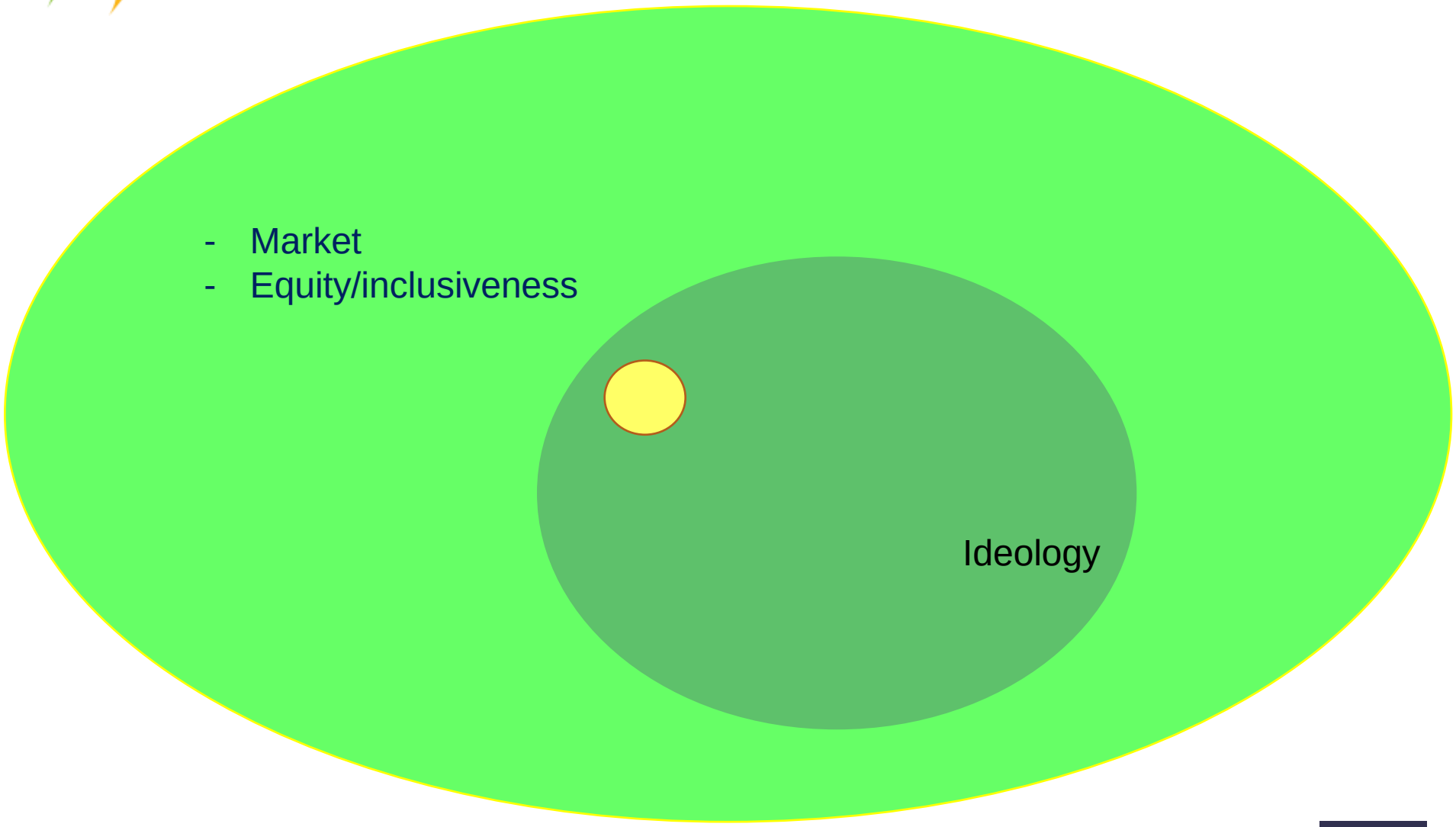
Source: Future of Jobs Report 2018, World Economic Forum

Rate of automation

Division of labour as share of hours spent (%)



Source: Future of Jobs Report 2018, World Economic Forum


- Market
- Equity/inclusiveness
Ideology

The Jobs Landscape in 2022

emerging roles, global change by 2022

133 Million

declining roles, global change by 2022

75 Million

Top 10 Emerging

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. General and Operations Managers
4. Software and Applications Developers and Analysts
5. Sales and Marketing Professionals
6. Big Data Specialists
7. Digital Transformation Specialists
8. New Technology Specialists
9. Organisational Development Specialists
10. Information Technology Services

Top 10 Declining

1. Data Entry Clerks
2. Accounting, Bookkeeping and Payroll Clerks
3. Administrative and Executive Secretaries
4. Assembly and Factory Workers
5. Client Information and Customer Service Workers
6. Business Services and Administration Managers
7. Accountants and Auditors
8. Material-Recording and Stock-Keeping Clerks
9. General and Operations Managers
10. Postal Service Clerks

Source: Future of Jobs Report 2018, World Economic Forum

2022 Skills Outlook

WORLD ECONOMIC FORUM

COMMITTED TO IMPROVING THE STATE OF THE WORLD

Growing

1. Analytical thinking and innovation
2. Active learning and learning strategies
3. Creativity, originality and initiative
4. Technology design and programming
5. Critical thinking and analysis
6. Complex problem-solving
7. Leadership and social influence
8. Emotional intelligence
9. Reasoning, problem-solving and ideation
10. Systems analysis and evaluation

Declining

1. Manual dexterity, endurance and precision
2. Memory, verbal, auditory and spatial abilities
3. Management of financial, material resources
4. Technology installation and maintenance
5. Reading, writing, math and active listening
6. Management of personnel
7. Quality control and safety awareness
8. Coordination and time management
9. Visual, auditory and speech abilities
10. Technology use, monitoring and control

Source: Future of Jobs Report 2018, World Economic Forum

Employability and Employment

- Relationship between number of years of schooling and employment less clear when labor markets evolve.
- What does employability mean?
- How can education help improve employability of graduates?
- What kind of collaboration is needed among countries to improve employability of graduates in regional labor markets?

Policy Development

- Improve student pathways from school education to technical and vocational education and training (TVET) and to tertiary/higher education.
- Strengthen the role of education and skills programs in improving student's employability and supporting their transition to world of work.
- Improve the attitude and ability of students to become lifelong learners.
- Establish timely and flexible Training Funds for short term skills training to respond to the increasing demand for workforce upskilling and reskilling.

Skills for Employability

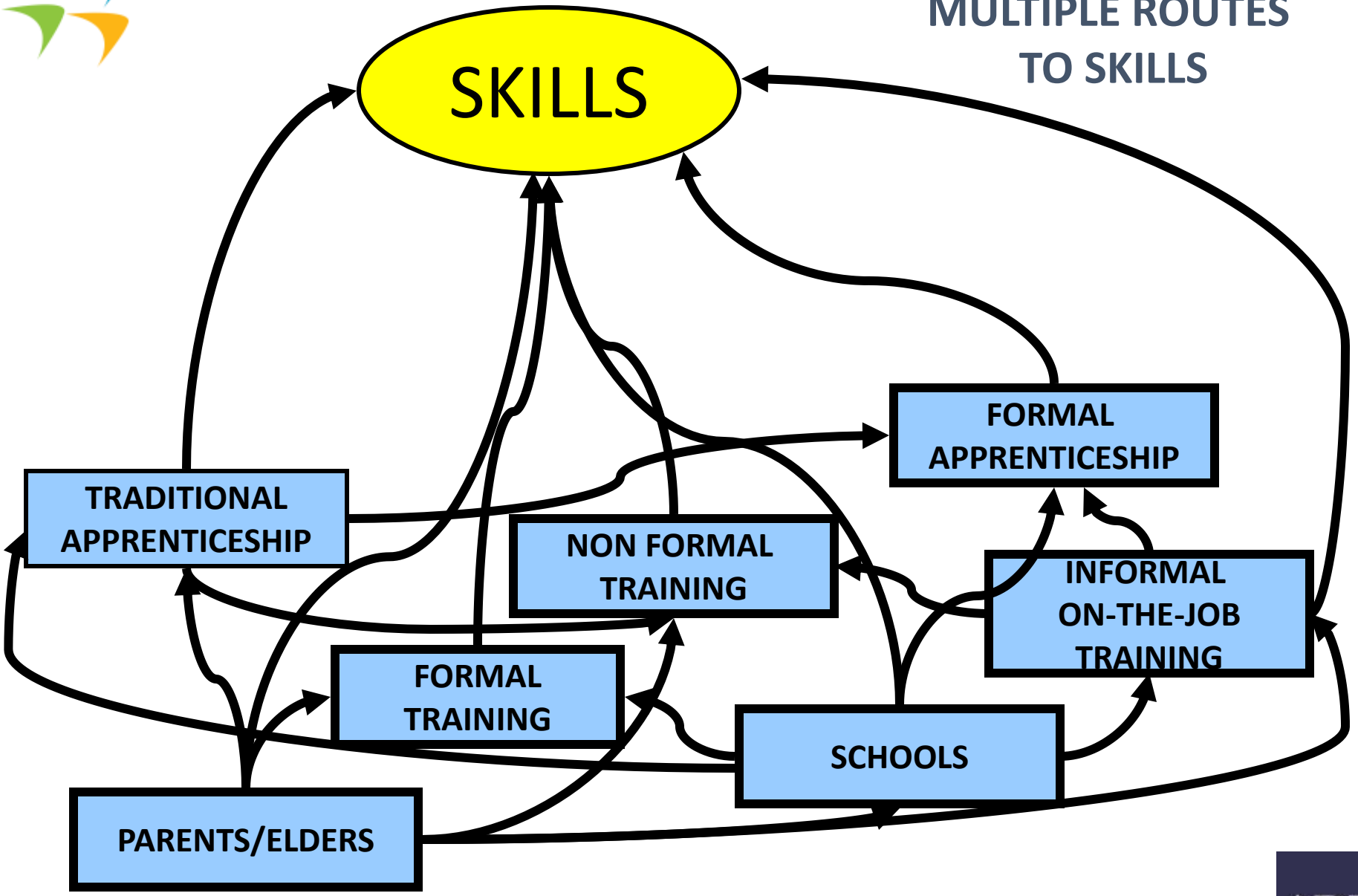
Policies and Strategies	Rationale	Possible Benefits
Develop skills credentials, qualifications, and assessment systems in partnership with industry.	There is evidence of growing problems of skills mismatch even though investment in education and training has been increasing.	Industry and employer-validated credentials, together with assessment systems, reduces the gap in the transition from skills training to the work place.

Transition from School to Work

- Advanced skills are indispensable for a high-productivity economy while medium-skills workers are key for growth of labor-intensive sectors.
- Skills credentials developed and endorsed by industry are crucial for successful transition.
- Education and training institutions should engage industries to jointly develop skills assessment tools which help improve job-readiness of students.

ADB

MULTIPLE ROUTES TO SKILLS



Improving Transitions from University to Workplace

Better align university curricula and instruction with labor market needs.

Increase emphasis on the skills demanded by the changing workplace:

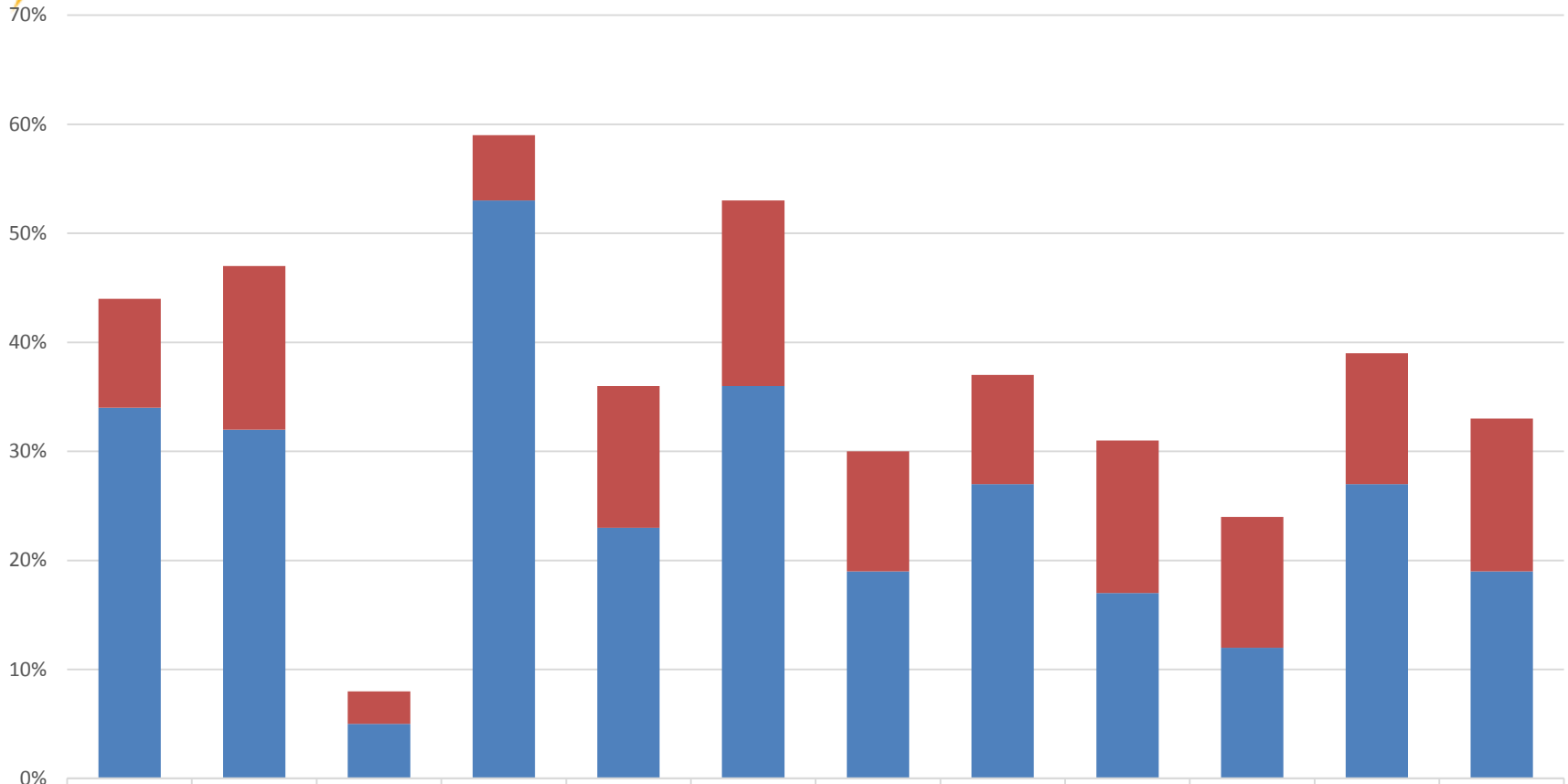
- soft skills in higher learning, including cross-disciplinary perspectives,
- critical thinking, and collaborative problem solving

Inclusive Education Can Help Tackle Inequalities

Demand is strong for shifting agenda from narrow education access strategies, that focus only on increasing student enrollments, to widening participation and opportunities:

- Increasing student pathways in education system;
- Providing targeted support to marginalized groups;
- Strengthening readiness of ALL students and their transitions from school - to work place.

Youth NEET Rate



	WORLD POPULATION	Central and Western Asia	Eastern Asia	Southern Asia	South-Eastern Asia & the Pacific	Northern Africa	Sub-Saharan Africa	Arab States	Eastern Europe	Northern, Southern & Western Europe	Latin America & the Carribean	Northern America
Male	10%	15%	3%	6%	13%	17%	11%	10%	14%	12%	12%	14%
Female	34%	32%	5%	53%	23%	36%	19%	27%	17%	12%	27%	19%

The Youth NEET rate is the percentage of people between 15 and 24 years old who are not in employment, education or training. Source: ILO.2017. The Global Employment Trends for Youth.

Support to Youth at Risk is Important

- Counselling services on education, training, specialization, and job opportunities
- Student subsidy programs
- Systems for tracking students in labor market after education or training
- Specific support particularly to NEET youth to help them get back to education, training or employment
- Sharing knowledge and lessons among CAREC countries increasingly important.

Skills Development – Building an Eco System

- Skills eco system: Industry for demand side
- Governmet for regulation and affirmative action
- Professional bodies for quality assurance and certification

Constituent Elements

Thank you.