

EMPLOYMENT IN FUTURE: CAN “SKILL DEVELOPMENT” HELP BRIDGE THE GAP OF (FUTURE) JOBS?

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ABSTRACT:

With unprecedented, ongoing changes in global economy, today jobs are getting more and more complex, the nature of jobs are also changing. The world can't ignore the automation happening at a rapid pace which further has put many researchers to think about the future of jobs. Many economies, markets and industries have already been touched by this. The skills needed for each job depends on the real nature of job itself. With the world talking about artificial intelligence the researchers are more concern about the nature of jobs in future. In such times, skill development can contribute in achievement of a job KPIs. Skill development can serve as a platform to bridge gaps between a current situation of a professional and the future of a job requirement. In simple words skill development is the process of enhancing a professional ability or an individual ability to do a job in more efficient and effective manner. Today concept of skill development is gaining lot of importance as employees skill development leads to an organization skill development. The process of skill development was limited to employees training at one point however the concept now is gaining importance the jobs market is facing a global change. When we talk about inclusive growth in terms of existing economies and the current global situation, skill development appears as a stronger concept which can influence employment and jobs. The study below includes skill development in many regions like Asia, Middle East, North Africa and others.

Keywords:

Economic Growth, Skill Development, Transferable Skills, Work Integrated Learning and Work Skill Development

1. INTRODUCTION:

The world around us offers many ways of skill development. It can be in form of learning, training, education and much more. Generally, skill development is taken as the process to find the skill gap and then filling it as per the environment need. Skill development can serve as an addition to anybody.

It's essential to discover the gap for professionals as this can help them to fit in the future job market. It must be noted that inclusive growth includes our efforts for betterment and one major effort can be skill development of employees, professionals and all workforce. This can impact creating better employment and much stronger businesses (International Labour Organization. Research and publications, n.d.). It must be noted here that in order to achieve inclusive growth in any economy skill development of the workforce is important and this is needed in every economy.

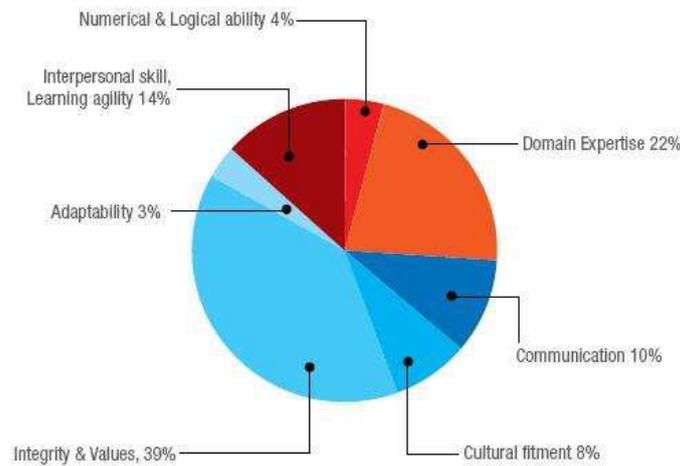
The paper strives to offer the meaning of skill development and also discusses the reason related to the importance of skill development in today's world. The research paper will also try to include and then, focus on the importance skill development can have in future jobs and employability. The paper will also include some examples of economies which have tried to work in skill development.

2. LITERATURE REVIEW:

Skills are required for a person to grow and sustain in his job. The job markets are changing and in order for a professional to sustain, he needs to enhance his skills, must be able to develop those skills which can help him cope with changing job environment. Skill gap is referred as variation between the skills that any organization expects from its workforce and also the skills which workforce extends (Vasanthan, 2018). An interesting thing which must be noted that in any industry the hiring also depends on skill gap. An industry looks for people who already have skills which will make them more fit for a job. Also, after a certain time skill development become important due to changing technology. Some people who have their qualification but then they do additional certificates to become more competent and fit for a job they are in (Mishra, 2017). So, any addition which bridges the gap and let a person become more competent is a kind of skill development.

The World Skill Development (WSD) framework monitors the proactive participation of professionals during their hiring using work skill facets. The six most common facets are Resourcefulness, Lifelong learning, Self-Management, Problem Solving, Initiative, Communication and teamwork. These were based on the research done in Australian universities (Bandaranaike, 2018)

The skills mostly desired by employers can be listed below (Birajdar, 2015)



Source: Skills Desired by Employers (Birajdar, 2015)

In the above figure we can see the highest and the lowest skills. It's good to know the integrity and values have highest percentage.

Education is also taken as one solution to enhance skill development. Educators from different cultures have realized that any form of education does carry value. And the challenge is not education but it should be given in the manner which is most likely acceptable and give maximum value. Even the UNESCO commission on education for the 21st century which was chaired by Jacques Delors has mentioned at one point: It is thus education is anoble task to encourage each and every one, acting in accordance with their tradition and convictions, and paying full respect to pluralism (Maclean, 2007)

3. SKILL DEVELOPMENT IN INDIA:

Over all in recent time Indian economy has come to appear as knowledge based economy. It because of flexible and qualified human resources available in the market. As India have been exposed to globalization, so it has tried hard to keep up its distinct rank in the world due to its young workforce as well (Khan, 2019). An important discussion here is that in a democratic country like India skill development is taken care by Ministry of Skill Development and Entrepreneurship (MSDE). MSDE is solely accountable for bringing skill development activities across the country and also ensure that its synchronized and adapted at all levels including states and various levels. The MSDE which is part of the government aims to accomplish vision of "Skilled India". (Vasantha2, 2018). Another interesting thing to mention in this research is the ministry is supported by National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF), 33 Sector Skill Council (SSCs) and 187 training partners registered with NSDC (Vasantha2, 2018). One of the achievement listed on the MSDE website is "Skill Development Management System (SDMS) with 1400 training partners, 28179 training centers, 16479 trainers, 20 Job portals, 77

assessment agencies and 4983 empaneled assessors. Hosting infrastructure certified by ISO 20000/27000 supported by dedicated personnel” (Ministry of Skill Development and Entrepreneurship, 2020)

It has been found at one level that India has a literacy rate of around 70% in comparison it's much lower than many other countries. If the government with support from public and private sector is able to develop the required skills from the right age, the nation would soon see a development in its literacy rate as well and it will as a result make the country's workforce more productive (<https://greycaps.com/theteacher/Community/Skill-Development>).

It must be noted that If the government efforts are successful and India's Skill India mission is implemented efficiently supported fully by MSDE, NSDC, NSDA and SSCs the skill gap can be reduced in the Indian economy. Skill education and formal education are equally important and add value to any professional (Vasantha2, 2018)

“The more we give importance to skill development, the more competent will be our youth.”

“Skill development remains our priority. We are blessed with a demographic dividend that can take us to great heights.”

- Narendra Modi

4. SKILL DEVELOPMENT IN GULF REGION:

In 2017, in one of the research it was mention that Middle Eastern and North Africa closely determine livelihood of 300 million people. The study states that it is one of the world's youngest population in the world and therefore it's critical to develop education and offer the kind of learning which will have real value. The aim should be but not limited to prepare citizens for todays and for the world of tomorrow (Forum, 2017). It must be noted that gulf countries have been affected by Dutch disease and dependency on foreign labour(Nour, 2013).

In an report published by World Economic Forum in 2017 the estimation was that 41% of all work activities in Kuwait are susceptible to automation, as are 46% in Bahrain and Saudi Arabia, 47% in the UAE, 49% in Egypt, 50% in Morocco and Turkey and 52% in Qatar. The report based on future job analysis also founded that there is a possibility that by 2020, 21% of core skills in the countries of the Gulf Cooperation Council and 41% of those in Turkey will be unique. It's interesting to know that across the MENA region, substantial potential exists for creating high value-adding formal sector jobs in a number of sectors. (Forum, The Future of Jobs and Skills in the Middle East and North Africa, 2017). Most of the economies in this region are taken as oil economy as their most the revenue is from oil. Keeping in mind the fourth industrial revolution which can give both opportunities and threat to existing employment in these countries. It's important that in order to sustain these countries have to diversify their economic activities. The transition towards a diversified economy for these

countries can create millions of jobs in future. For an example, the energy sector in United Arab Emirates is generator of largest in the economy. So, if you see the things are changing and developing (Forum, The Future of Jobs and Skills in the Middle East and North Africa, 2017)

5. AUTOMATION AND SKILL DEVELOPMENT:

In one of the research it's estimated that the risk of automation is estimated for the 32 OECD countries that have participated in the Survey of Adult Skills (PIAAC) so far. That's true that no one can calculate the actual harm of automation but then it can significantly disrupt jobs by automation of production and services. The risk is also assessed against the use of ICT at work in most industrial sector and the role of training in helping workers transit to new career opportunities which already have been seen in many countries(Quintini). In food delivery market we have seen in news that an Indian company named Zomato laid approximately 500 employees due to redundancy to automation. The fear of many businesses or employees is that it's not going to be the last one in Asia or in the world (Moitra, 2019). Many employees do possess transferability skills. Even if they have lost their job let's say due to automation, they can look for another job in another sector due to transferability skills.

6. DISCUSSION:

The important question is who is responsible for skill development? Well, this can be another research in itself. But also, with the information we have around is that one entity cannot be solely responsible for skill development in any developing or developed economy. A need for skill development can start from an individual who wants to improve or learn more. This decision can be personal or an inner call. On the other side, government of any country can play important role in skill development. It can aid educational institutions, establish individual platforms or have skill development policies in liaison with industrial and educational entity. The support can come from public sector and also private sector in different economies.

Apart from automation which is discussed above there are going to be many factors which will also play an important role in influencing the job market and job scenes in markets. These factors can be Technological changes (There are fears regarding automation in job market), Globalization (these types of markets are getting integrated), urbanization (it's said that by 2050, 70% of world population can live in cities), Demographic changes (ripple effect through improving services of health care, finance, housing and more related factors), Environment sustainability (climate change and structural changes are affecting businesses as well), Increasing Inequality (income and spending is on a high and at the

same time wealth inequality is on the high), Political Uncertainty (political changes can increase dramatically anytime and anywhere) and then there can be few more factors in future (Pearson)

7. CONCLUSION:

One part of the research says that education can play an important role in skill development and if universities should be supported by public or private sector to promote research in order to generate more creative opportunities and also to create awareness about the multi-faceted aspects of skill development and changing jobs. Teaching and learning can play an important role in skill development enhancement (Zamorski, 2008). In some instances, up-skilling is also another term given to skill development and it can help an individual to stay in any current job. But as compared to automation skill development and even up-skilling are temporary factors and they can't compete with automation.

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