

Perdana Discourse Series 22:
**Envisioning Malaysia's Future
Employment: Trends vs Skills**

25 August 2022, Thursday



Professor Elizabeth Lee
Chief Executive Officer
Sunway Education Group

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Introduction: The Youth Unemployment Dilemma

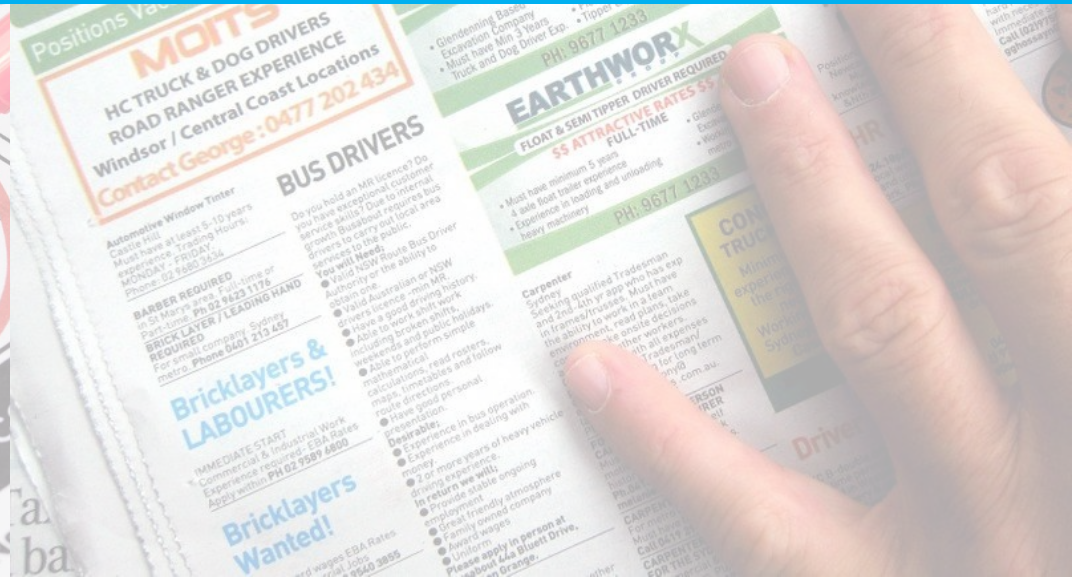
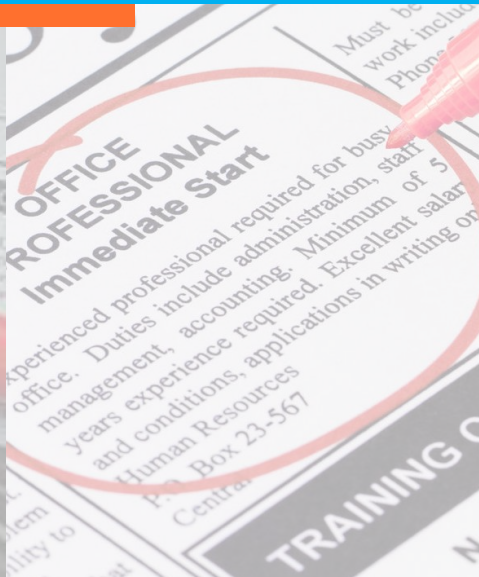
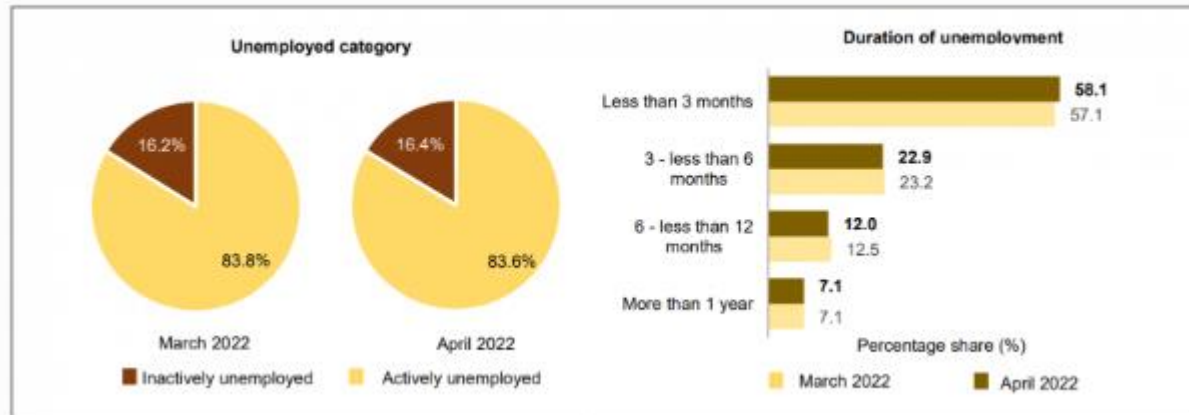


Chart 4: **Unemployed** category and duration of unemployment, March and April 2022



- The **unemployment rate in Malaysia** is at **3.9%** (**93.4 thousand persons**).
- The **unemployment rate for youth aged 15 to 30 years** is at **7.7%** (**501 thousand persons**).



According to a Talentcorp survey, in 2011, the **number of high-skilled graduates exceeded the number of high-skills jobs**

Malaysia urged to create more high-skilled jobs

High-skilled jobs in the country remains at a low proportion, compared to other advanced economies such as Singapore.

By: **Shawn Liew** | January 6, 2022

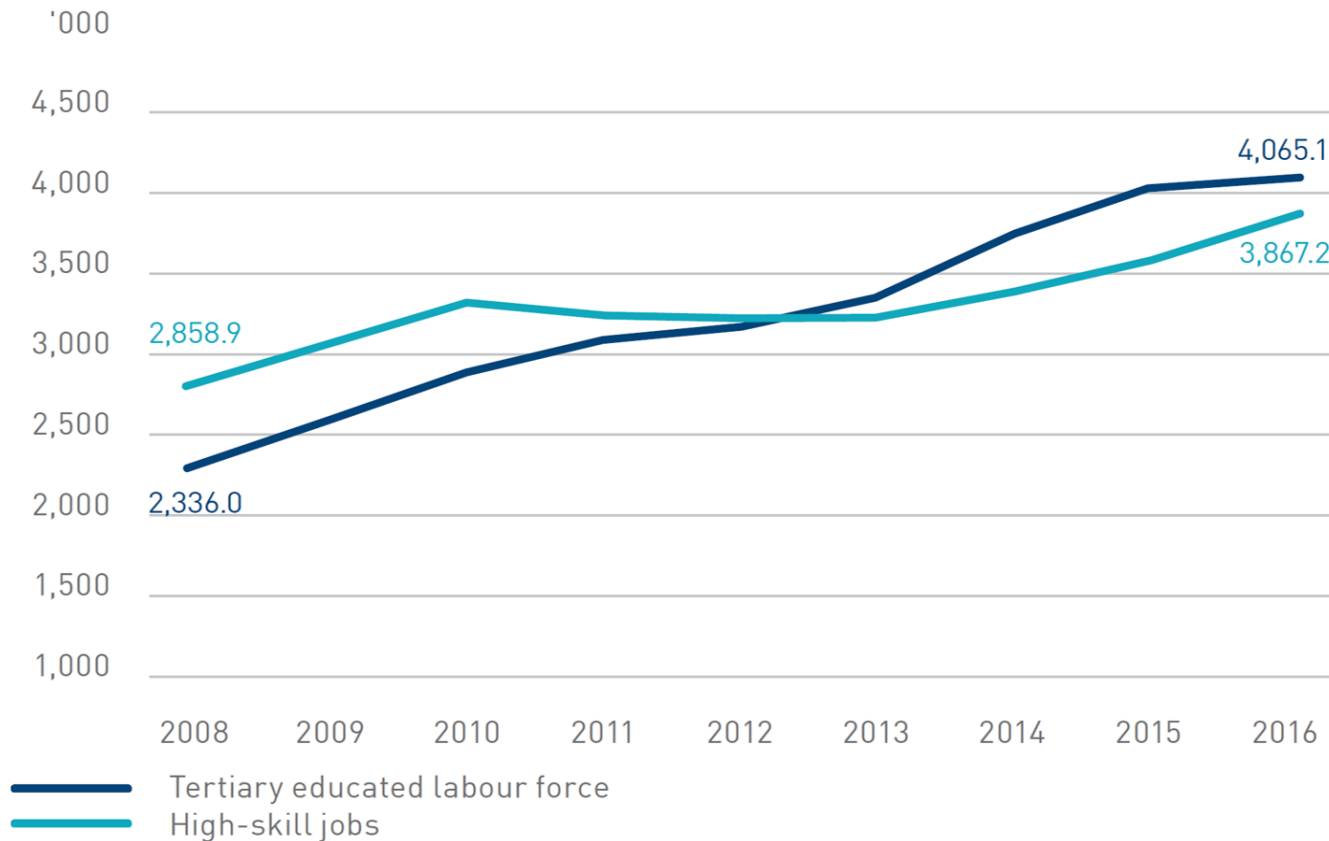


Malaysia needs to create more high-skilled jobs if it wants to stop the country's potential economic growth from slowing down further, said Lee Heng Guie, executive director of Socio-Economic Research Centre (SERC), a non-profit think tank under the Associated Chinese Chambers of Commerce and Industry of Malaysia (ACCCIM).

He added that compared to neighbouring Singapore and other advanced economies, Malaysia has a “very low share” of high-skilled jobs. According to Lee, as of the second quarter of 2021, the share of high-skilled jobs for Malaysia stands at only 24.7%, while 62% are semi-skilled and 13.1% are low skilled.

This pales in comparison to other countries, where high-skilled job percentages over the total labour force registers close to 60%, Lee said. “In the case of Singapore, the share is about 54.7%, Switzerland 51.3%, and the United States 42.2%. That’s a long way to go for us to increase the percentage of a skilled workforce.”

Number of Tertiary Educated Workers vs High-skill Jobs from 2008 to 2016

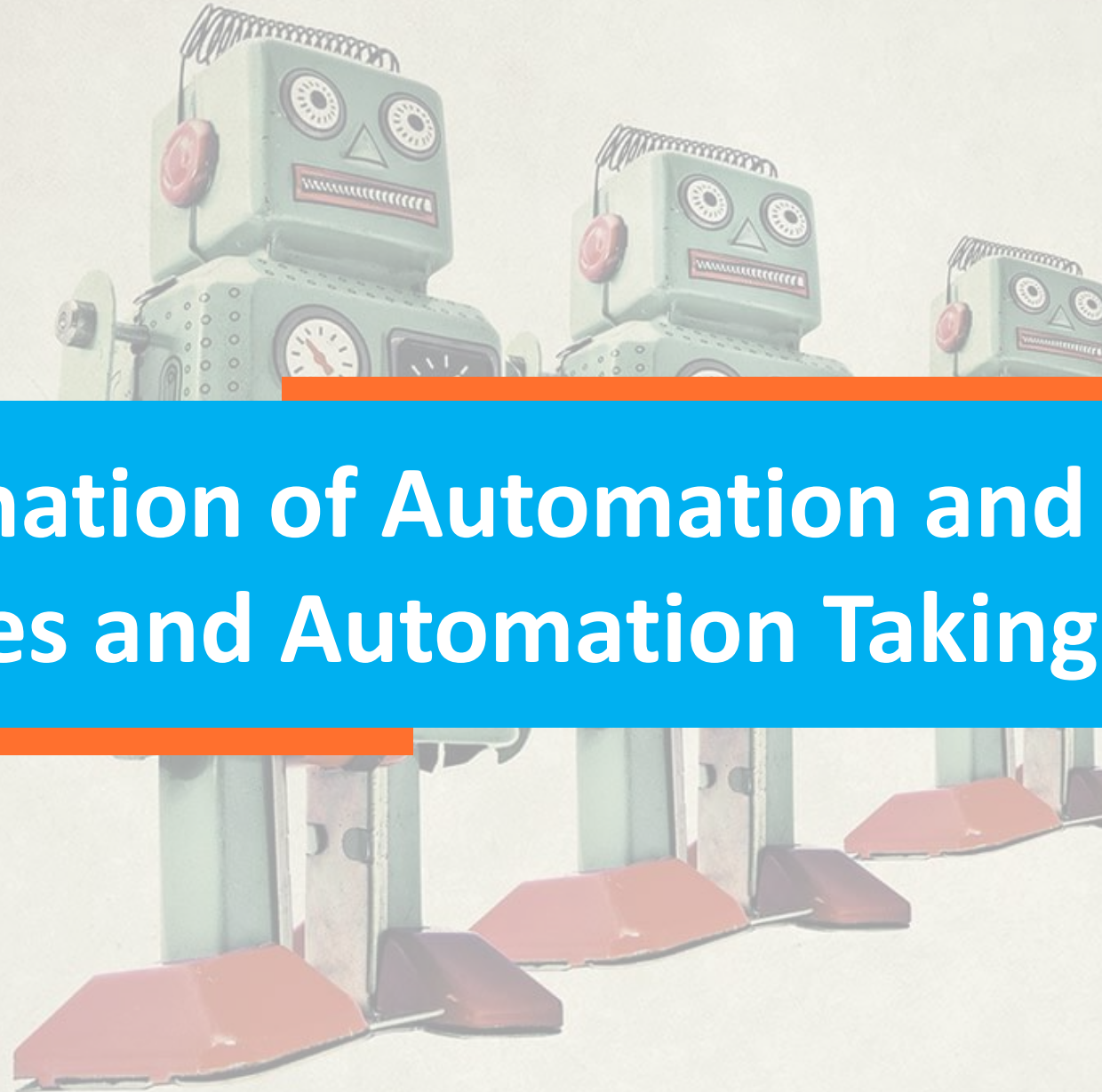


- 2011 onwards, the **rising number of tertiary educated** people in the labour force **surpassed the number of high-skill jobs available** in the economy.
- This increase in university graduates has led to more **competition for the limited high-skill jobs** available in the economy.

Employment Trends – Globally

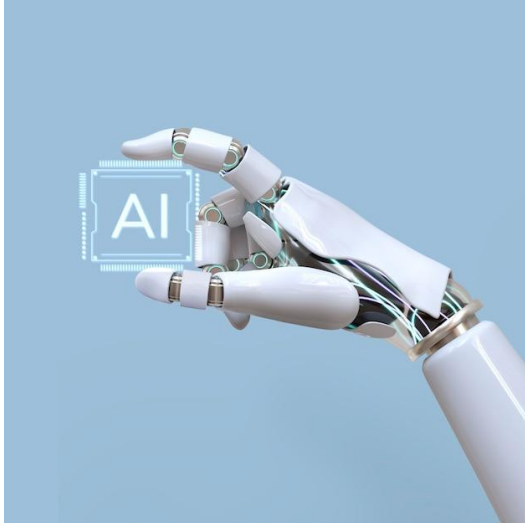
Global Employment Trends

- **Domination of Automation and Tech**
- **The Great Resignation**
- **Persistent Workforce Gender Gap**
- **The Future of Hybrid Work**

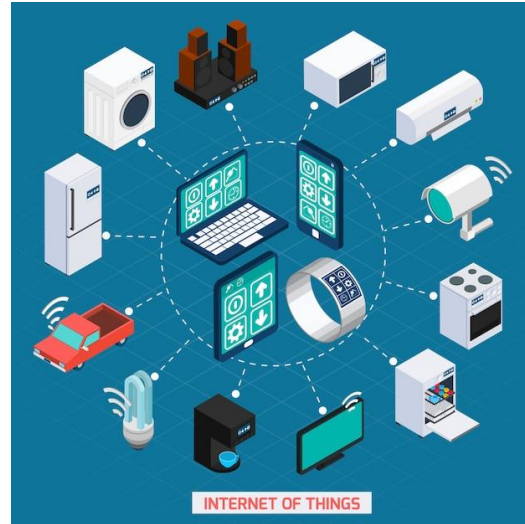


Domination of Automation and Tech: Are Machines and Automation Taking Over Jobs?

The Fourth Industrial Revolution (4IR)



**Artificial Intelligence
and Machine Learning**



**Internet of Things
(IoT)**



**Autonomous Hardware
and Software Robotics**

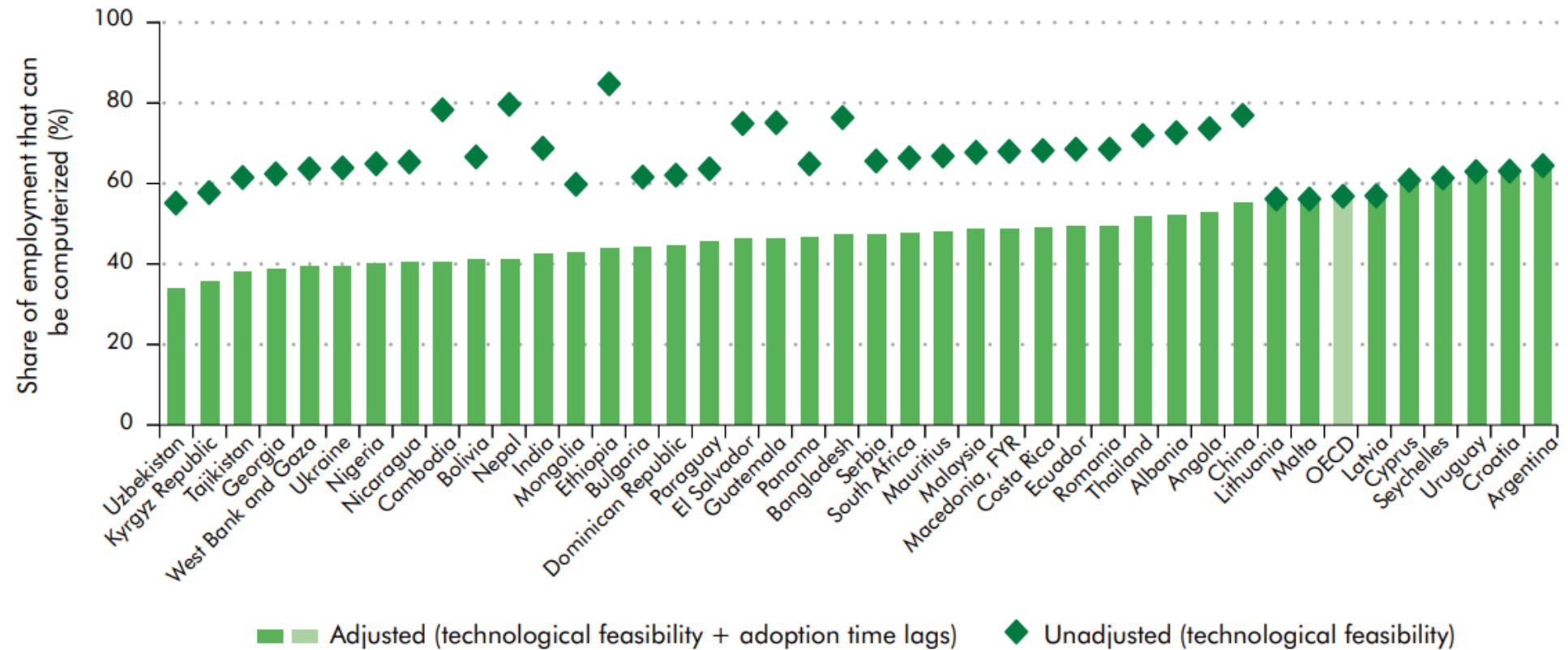


**Advanced Data
Systems**

While the term “automation” often evokes images of robots replacing workers on factory floors, it actually encompasses a wide range of work across all sectors and areas.

Figure O.18 From a technological standpoint, two-thirds of all jobs are susceptible to automation in the developing world, but the effects are moderated by lower wages and slower technology adoption

Estimated share of employment that is susceptible to automation, latest year



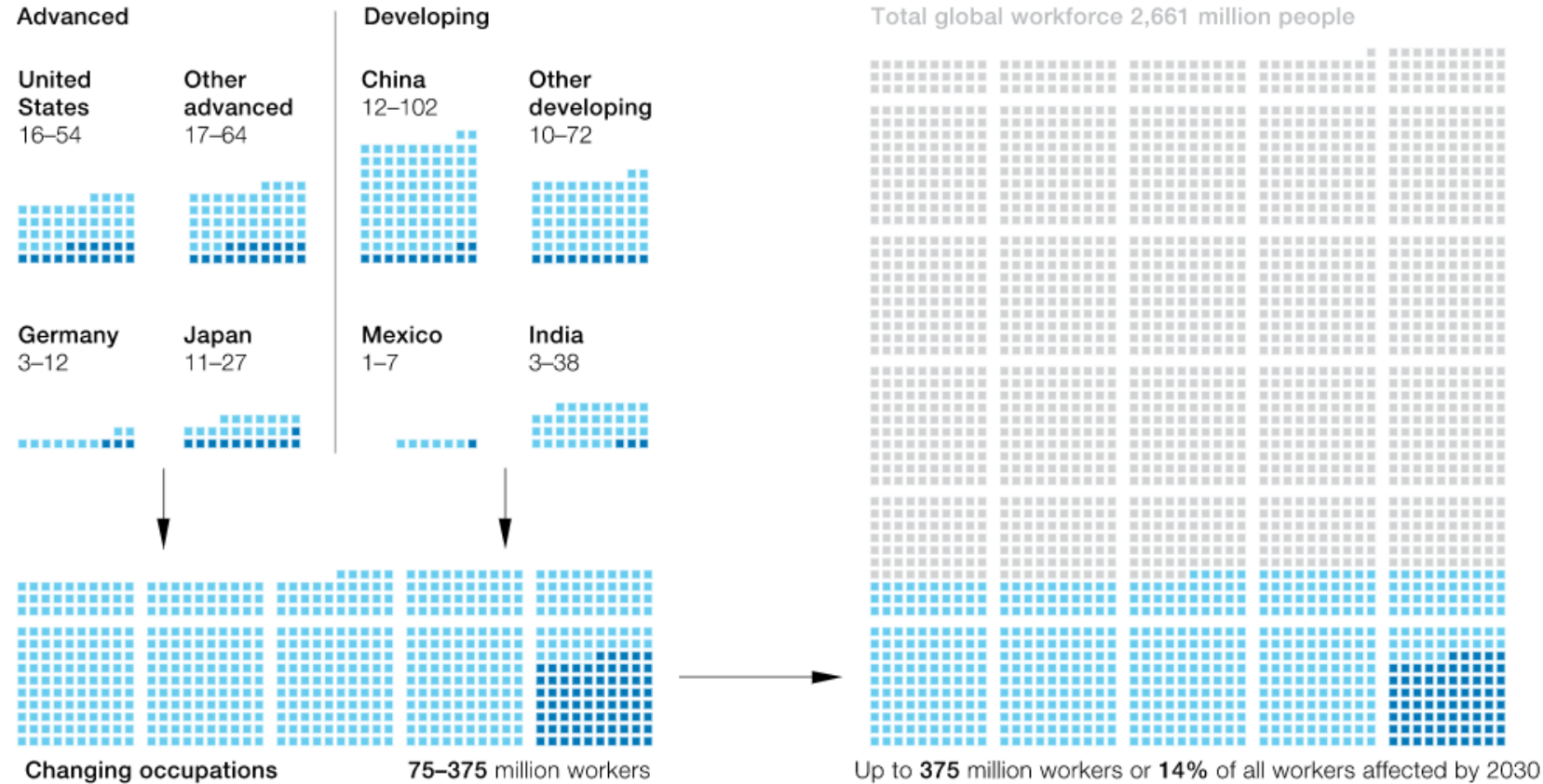
Source: WDR 2016 team. See figure 2.24 in the full Report for more details. Data at http://bit.do/WDR2016-FigO_18.

Note: For more details see figure 2.24 in the full Report. OECD = Organisation for Economic Co-operation and Development.

Globally, up to 375 million workers may need to switch occupational categories.

Number of workers needing to move out of current occupational category to go find work, 2016–30 (trendline scenario)¹

■ Midpoint automation ■ Additional from rapid automation adoption (each block = 1 million workers)



¹ Some occupational data projected into 2016 baseline from latest available 2014 data.

~50% of work time in Malaysia is spent on repetitive activities that are highly automatable.

Automation potential by activity, %	72	71	71	37	26	22	13
Time spent in all Malaysian occupations 2016, %	13	18	19	20	14	10	6
	Process data	Collect data	Predictable physical ⁵	Unpredictable physical ⁴	Interface ³	Expertise ²	Manager ¹
Example occupations with high level of those activities	Payroll officers, transaction processors	Legal support workers, mortgage originators	Production workers, machine operators	Gardeners, construction labors	Personal caretakers, salespersons	Artists, scientists	CEO, project manager
Most susceptible activities to automation account for ~50% of total working hours in Malaysia							

1. Managing and developing people.
 2. Applying expertise to decision making, planning, and creative tasks.
 3. Interfacing with stakeholders.
 4. Performing physical activities and operating machinery in unpredictable environments.
 5. Performing physical activities and operating machinery in predictable environments.
 Note: Numbers may not sum due to rounding.
 Source: ONET, BLS, Oxford Economics, IHS, EIU, McKinsey Global Institute analysis

**McKinsey
& Company**

However, using our midpoint scenario of automation adoption, we find that automation could displace up to 25 percent of hours, or 4.5 million equivalent workers, in Malaysia by 2030.



Machines Will Do More Tasks Than Humans by 2025 but Robot Revolution Will Still Create 58 Million Net New Jobs in Next Five Years



Future of Jobs in Numbers

By 2022:

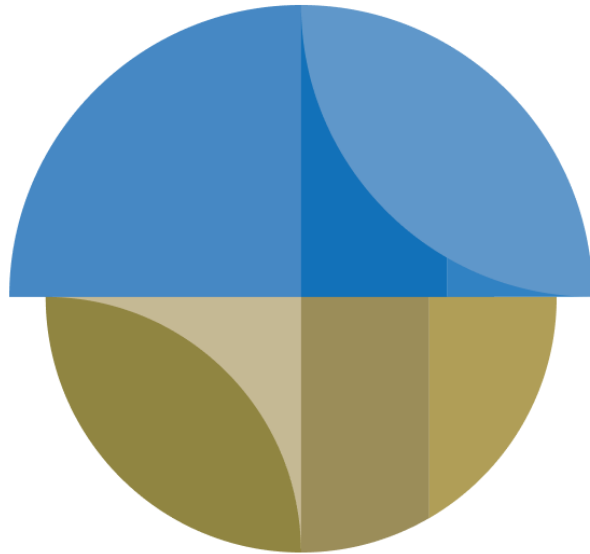
Share of workforce requiring re-/upskilling:	54%
Companies expecting to cut permanent workforce:	50%
Companies expecting to hire specialist contractors:	48%
Companies expecting to grow workforce:	38%
Companies expecting automation to grow workforce:	28%
Jobs projected to be displaced	75 million
Jobs projected to be created	133 million

% of total task hours performed by machines in 2017:	29%
% of total task hours performed by machines in 2022:	42%
% of total task hours performed by machines in 2025:	52%

Job landscape

By 2025, new jobs will emerge and others be displaced by a shift in the division of labour between humans and machines, affecting:

97 million



85 million

Growing job demand:

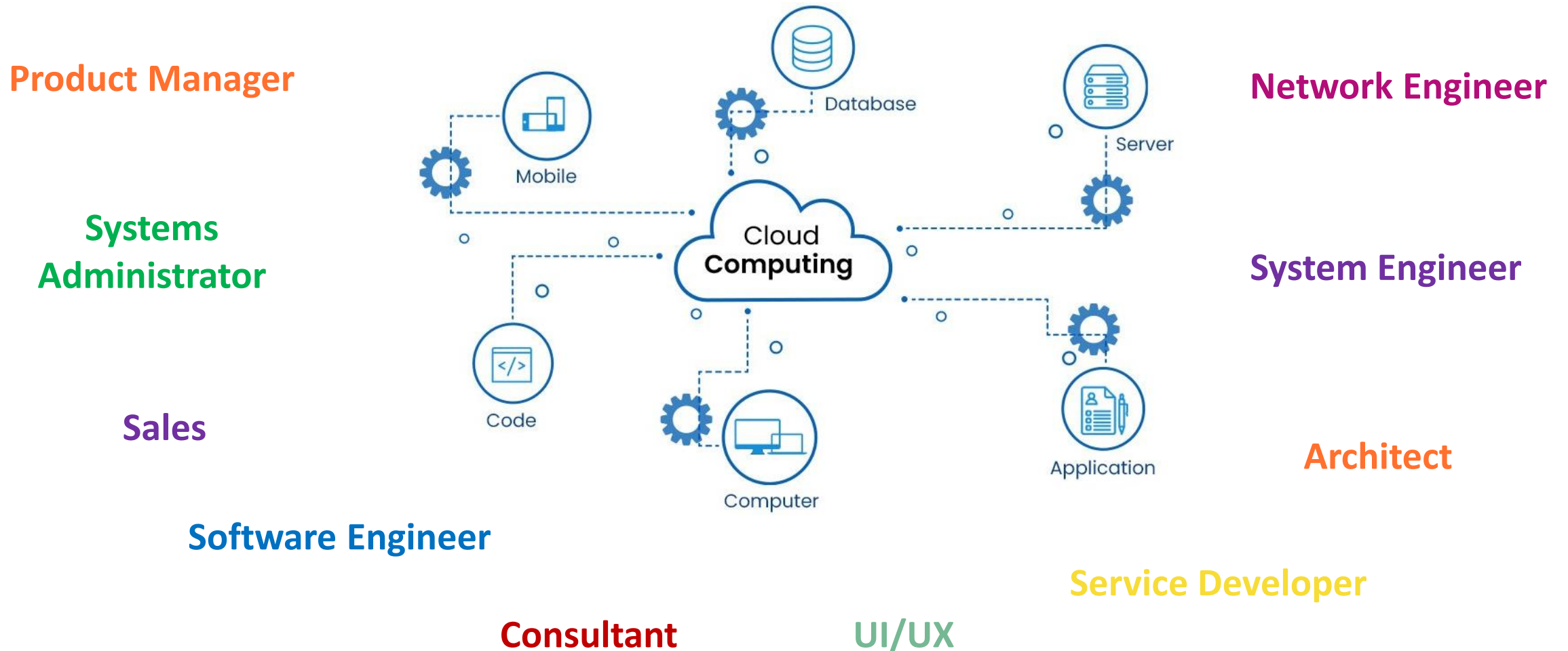
1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. Big Data Specialists
4. Digital Marketing and Strategy Specialists
5. Process Automation Specialists
6. Business Development Professionals
7. Digital Transformation Specialists
8. Information Security Analysts
9. Software and Applications Developers
10. Internet of Things Specialists

Decreasing job demand:

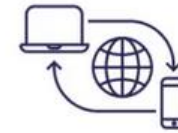
1. Data Entry Clerks
2. Administrative and Executive Secretaries
3. Accounting, Bookkeeping and Payroll Clerks
4. Accountants and Auditors
5. Assembly and Factory Workers
6. Business Services and Administration Managers
7. Client Information and Customer Service Workers
8. General and Operations Managers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

Who will be filling up these jobs?

How many jobs can you think of which are related to this technology?



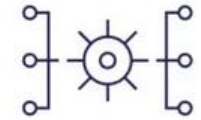
COVID-19 is pushing companies



to scale
remote work



to accelerate
digitalization



to accelerate
automation



Source: Future of Jobs Report 2020, World Economic Forum.

The COVID-19 pandemic has accelerated the arrival of the future of work. The Future of Jobs Survey finds that 50% of employers will accelerate the automation of their work, while over 80% are set to expand the digitization of their work processes. That means that some jobs that have been lost will never come back, and those that do will require new ways of working and new skills

The Great Resignation

Spring, Summer & Fall 2021

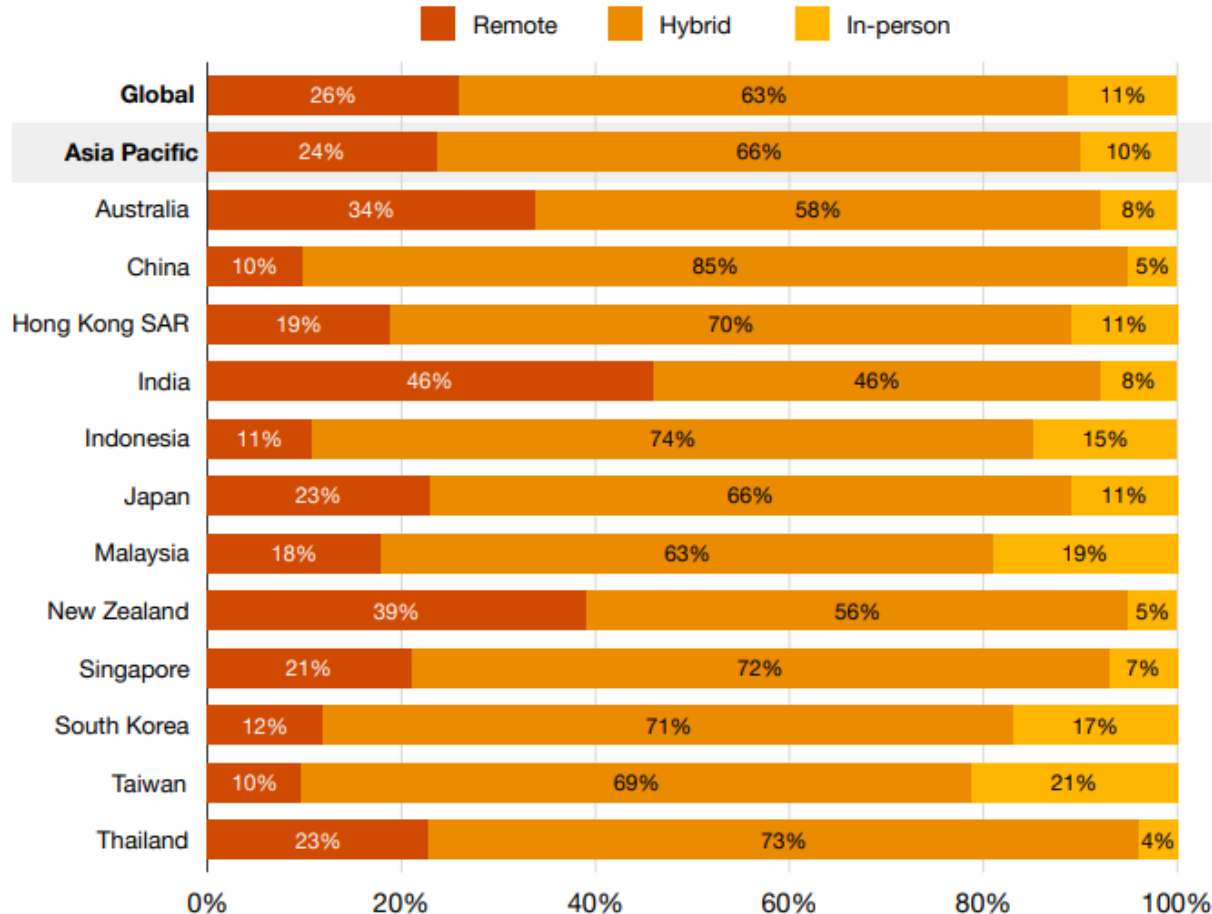


*“11.5 million
workers quit
their jobs
during the
spring of 2021”*

The Great Resignation caught the business world by surprise. It's always held that people needed work and so would be grateful for any job they could get. While this shift in work life culture might have some scratching their heads as to why people are leaving these once coveted jobs, the work and... have some scratching their heads as to why people are leaving these once coveted jobs.

Inc.

Regarding your current job role: How would you prefer to work 12 months from now?



Base: Asia Pacific respondents who stated that their job can be done remotely/from home (10,930)

- The Global Workforce Hopes and Fears Survey by PwC found an **increased importance on work flexibility by staff.**
- **26 percent** of those surveyed preferred **full-time remote working** but only **18 percent** said their **employers are likely to adopt such flexibility.** Another **18 percent** said their **employers are like to require full-time in-person work.**
- **We must take into consideration that not all in the workforce can be allowed to work remotely.**

The Guardian

Turns out the Great Resignation may be followed by the Great Regret

Gene Marks



That theory has been given credence by another study released this week by the job search site the Muse. Its study of more than 2,500 workers found that almost three-quarters of them (72%) experienced either “surprise or regret” that the new position or new company they quit their job for turned out to be “very different” from what they were led to believe. Nearly half (48%) of these workers said they would try to get their old job back thanks to a phenomenon that the Muse is calling “shift shock”.



Questions with regard to the future of work:

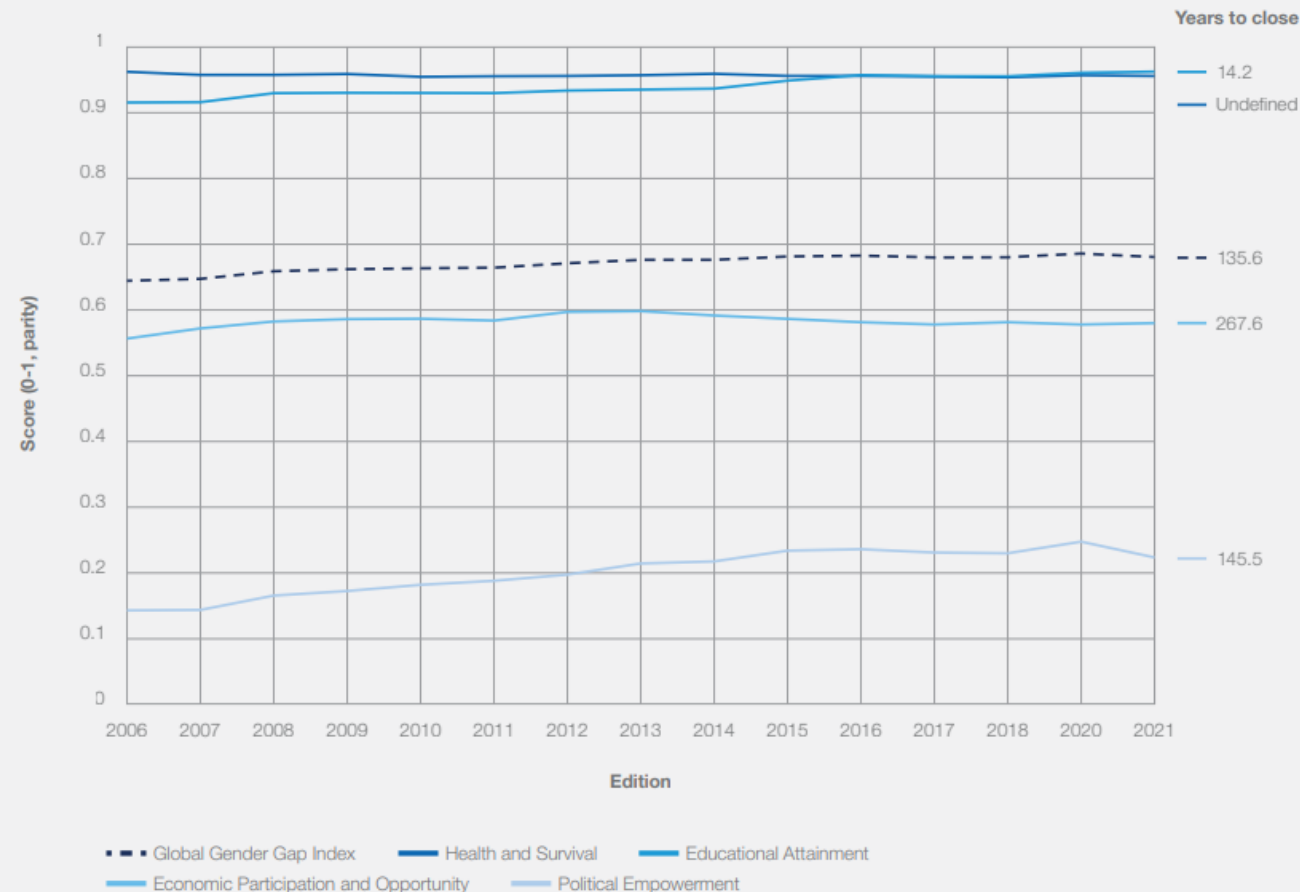
1. Can work really be done **remotely in the long term** from the office?
2. Have we really learned anything about **work-life balance post-COVID-19**?
3. What really is the **ideal for workers**?

A man with a beard and a woman with glasses are looking at a smartphone together. The man is holding the phone. They are both wearing business attire. The background is a plain, light color.

The Gender Gap Persists

FIGURE 1.4 Evolution of the Global Gender Gap Index and subindexes over time

Evolution in scores, 2006–2020



Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Population-weighted averages for the 107 economies featured in all editions of the index, from 2006–2021.

The latest World Economic Forum Global Gender Gap 2021 found that it would **take 267.6 years to close the workplace disparities between male and female workers.**

McKinsey
& Company

Women are more vulnerable to COVID-19–related economic effects because of existing gender inequalities

While most people's lives and work have been negatively affected by the crisis, our analysis shows that, overall, women's jobs and livelihoods are more vulnerable to the COVID-19 pandemic. The magnitude of the inequality is striking: Using data and trends from unemployment surveys in the United States and India, where gender-disaggregated data are available, we estimate that female job loss rates due to COVID-19 are about 1.8 times higher than male job loss rates globally, at 5.7 percent versus 3.1 percent respectively.

MALAYSIA

Rina Harun: 9,015 domestic violence cases reported during Covid-19 pandemic

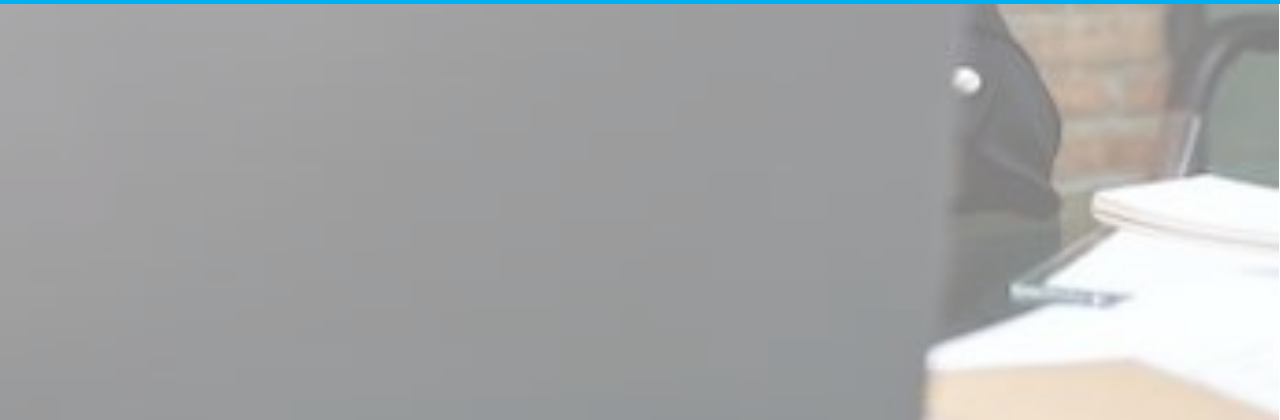
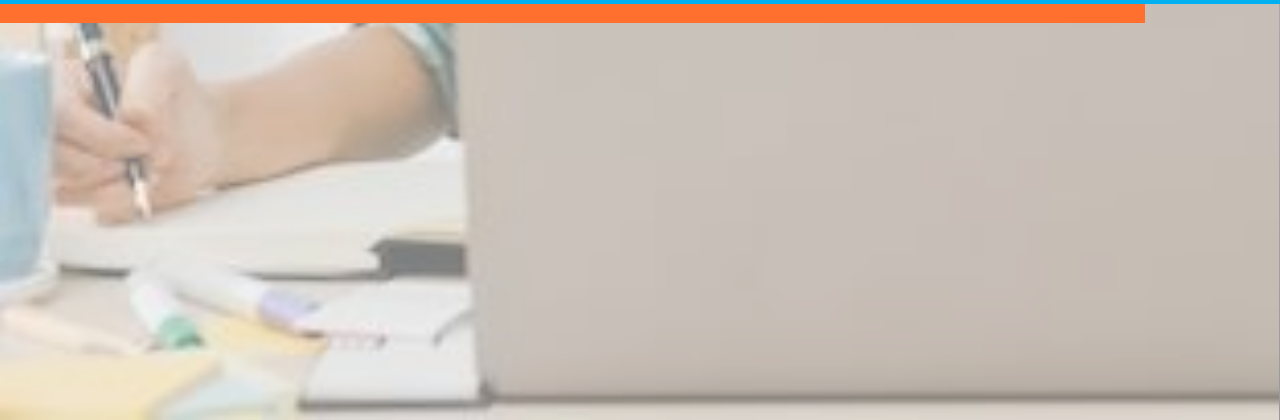


- According to the OECD Development Centre's Social Institutions and Gender Index (SIGI), **women around the world carry out up to 10 times more care work than men.**
- Especially during the lockdowns, women have to care for children at home as well as aged parents while they were working from home.
- Unfortunately, **cases of violence, abuse and exploitation of women increased as well.**

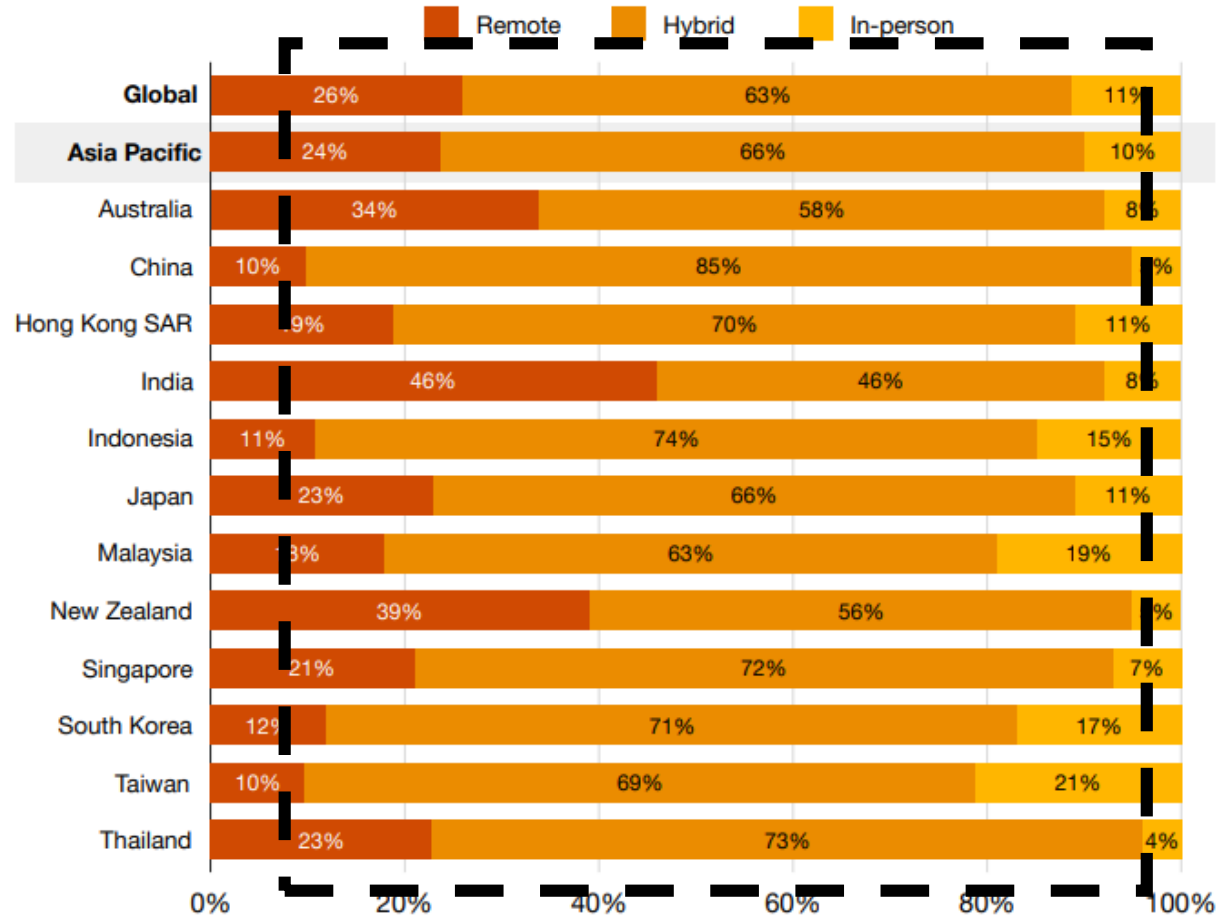




The Future of Hybrid Work



Regarding your current job role: How would you prefer to work 12 months from now?



Base: Asia Pacific respondents who stated that their job can be done remotely/from home (10,930)

NEWS | THE BARRON'S DAILY

Apple Urges Return to the Office as Tech CEOs Try to Boost Productivity



Updated August 17, 2022 / Original August 16, 2022

Order Reprints

Apple employees launch petition to protest return-to-office plans

Employee advocacy group Apple Together says more flexibility is needed.



D. Cooper | 08.22.22
@danielwcooper

A **balance** must be struck





Many companies have found that **hybrid work arrangements maximise productivity, efficiency and output**. It is generally believed that **hybrid work is here to stay** as it is feasible when it works to benefit employees and employers.

Employment Trends - Malaysia

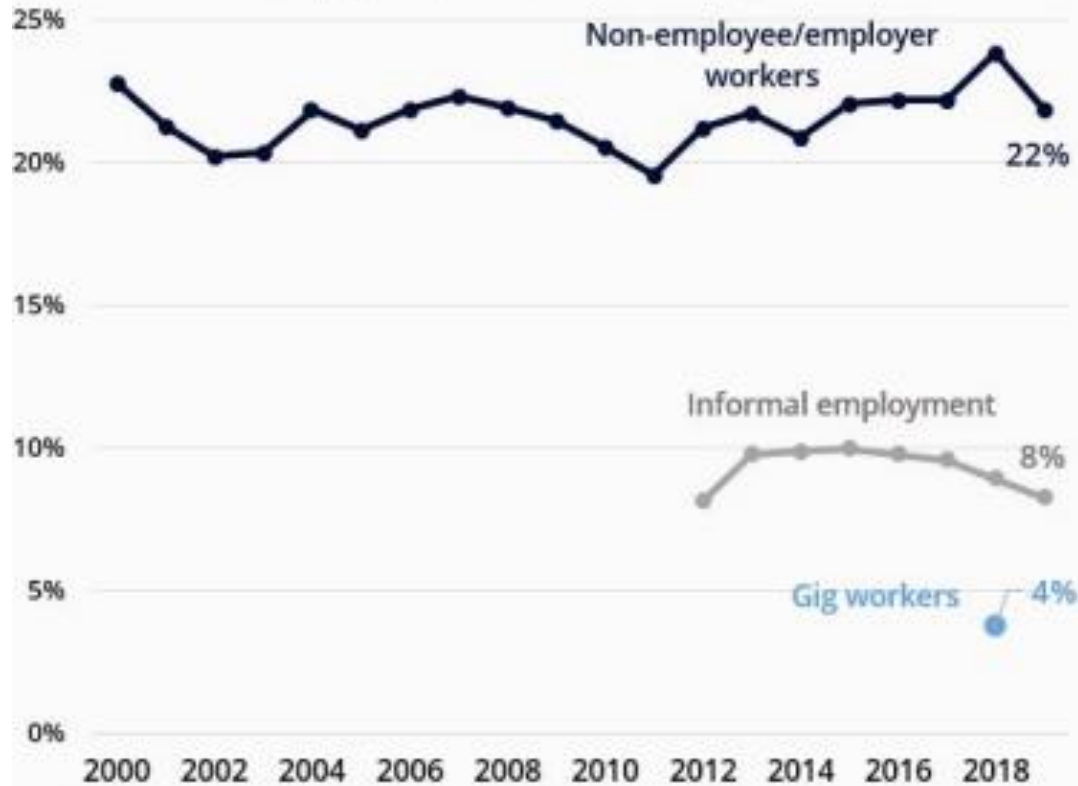


Shifts in Non-Standard Work



Non-standard forms of employment will continue to rise in the future

Alternative forms of employment (as % of total labour force)



Source: DOSM, Harun et al. (2020), Authors' estimates

Note: Gig worker figures for 2018 are based on Harun et al. (2018); non-employee/employer workers consist of own-account workers and unpaid family workers from annual labour force surveys

Stats Facts on Gig Workers

26% of the total **15.3 million** Malaysian labour force form part of the growing gig economy. That's close to **4 million** freelancers!

Source: <https://marketingmagazine.com.my/malaysian-freelancers-will-finally-get-the-rights-they-deserve-heres-why/>

The gig economy workforce in Malaysia had grown by **31%** in 2017, surpassing the growth in the conventional workforce

Source: <https://www.nst.com.my/opinion/columnists/2019/11/534683/regulating-gig-economy>

160,000

e-hailing drivers employed in the Malaysian gig economy

Source: <https://www.nst.com.my/opinion/columnists/2019/11/534683/regulating-gig-economy>



10,000
riders

Food Riders in
Klang Valley as of
November 2019



13,000
riders

Source: <https://www.nst.com.my/opinion/columnists/2019/11/534683/regulating-gig-economy>

- The Department of Statistics Malaysia (DOSM) shared the total was **almost 4 million people working in the gig economy.**
- Statistics published by World Bank in 2020, highlighted **26 percent of the Malaysian workforce were gig workers.**



TWELFTH MALAYSIA PLAN

2021-2025

A PROSPEROUS, INCLUSIVE, SUSTAINABLE MALAYSIA



The **rise of NSE** is both a trend that has raised caution amongst market observers. As it could indicate:

1. The **lack of higher-value jobs** within the market
2. **Youth losing interest** in full-time roles because of **low compensation/wage challenges**
3. **Higher dependency on foreign labour** and thus **capital outflow**

Skilled Jobs in Demand



~50% of work time in Malaysia is spent on repetitive activities that are highly automatable.

Automation potential by activity, %	72	71	71	37	26	22	13
Time spent in all Malaysian occupations 2016, %	13	18	19	20	14	10	6
	Process data	Collect data	Predictable physical ⁴	Unpredictable physical ⁴	Interface ³	Expertise ²	Manager ¹
Example occupations with high level of those activities	Payroll officers, transaction processors	Legal support workers, mortgage originators	Production workers, machine operators	Gardeners, construction labors	Personal caretakers, salespersons	Artists, scientists	CEO, project manager
<hr/> Most susceptible activities to automation account for ~50% of total working hours in Malaysia							

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 4. Performing physical activities and operating machinery in unpredictable environments.
 5. Performing physical activities and operating machinery in predictable environments.
 Note: Numbers may not sum due to rounding.
 Source: ONET, BLS, Oxford Economics, IHS, EIU, McKinsey Global Institute analysis

- In its ‘Automation and adaptability: How Malaysia can navigate the future of work’ 2020 report, McKinsey found **50 percent of work time in Malaysia is spent on repetitive or routine activities.**
- Manual, physical and basic cognitive skill jobs will be on the decline, with **expected growth in jobs requiring technological, social, emotional, and higher cognitive skills.**

Skills Aligned to Sustainable Development Goals (SDGs)





Keynote Address

Prof. Jeff Sachs

SUNWAY COLLEGE
Sunway Conference on Learning and Teaching
SCLT 2022
20 AUGUST 2022

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“Students hear about it (the SDGs), they want to know more about it, but they don’t get it. They don’t get the scientific dimension, the political dimension or the business dimension. Yet in a few years, in their jobs they will have to deal with sustainability, ESG, and all sorts of SDG related issues in their businesses. This is why SDG education is important”.

Professor Jeffrey Sachs

Tan Sri Jeffrey Cheah Distinguished Honorary Professor and Director of the Jeffrey Sachs Center on Sustainable Development at Sunway University

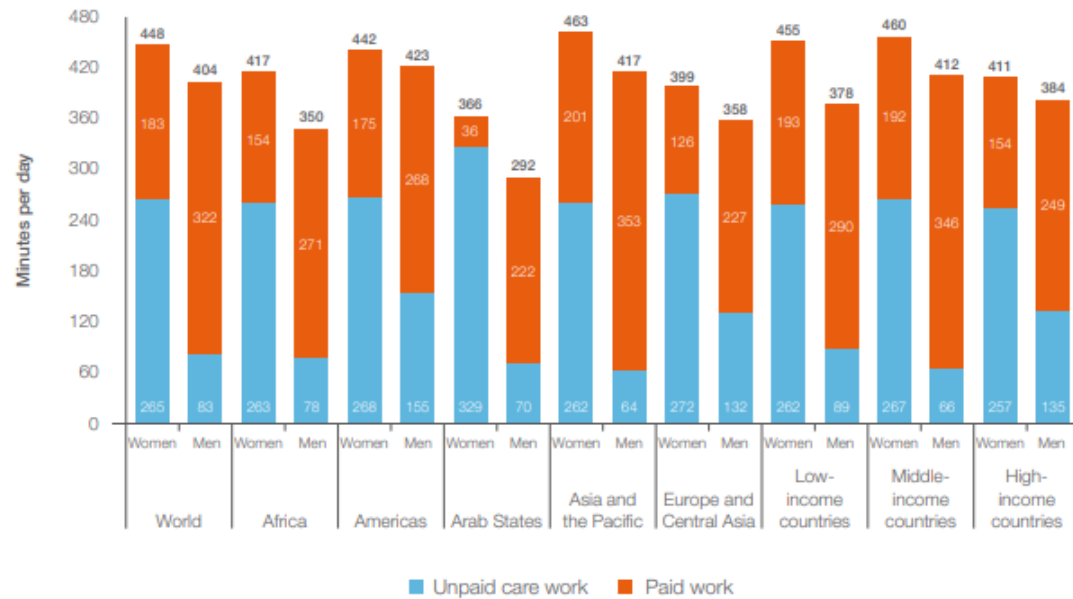


Education on sustainability **equips** students with knowledge and skills in emerging markets – from new methods of recycling to consultancy roles – **providing job opportunities** which could help overcome poverty.

A photograph of two women in business attire standing on a modern city bridge. They are both looking at a smartphone held by the woman on the right. The background shows a dense urban skyline with tall buildings. The image is partially obscured by a blue banner with white text.

Increased Women Participation in the Labour Force

Figure 2. Time spent daily in unpaid care work, paid work and total work, by sex, region and income group, latest year

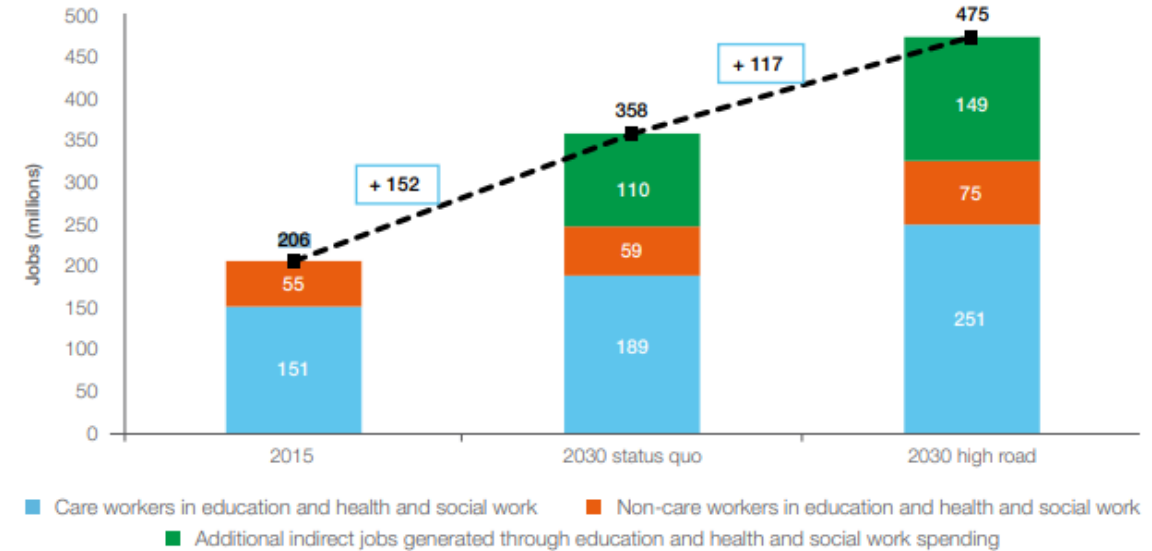


Note: See Chapter 2, figure 2.8 (64 countries).

Source: ILO calculations based on Charmes, forthcoming (see full report).

According to the International Labour Organization (ILO), **most care workers (whether paid or unpaid) are mainly women**, hence with more women entering the labour force, the demand for care services is expected to increase.

Figure 8. Total care and related employment in 2015 and 2030, status quo and high road scenarios



Note: See Chapter 5, figure 5.11 (45 countries). For 2015, ILO calculations based on labour force and household survey microdata.

Source: Ilkkaracan and Kim, forthcoming.

The ILO estimates total care and its related **employment would increase from 206 million jobs in 2015 to 358 million in 2030**. This may lead to an increase in the demand for skills related to care services.



In a recent interview on BERNAMA hosted by my colleague Danial Rahman, the ILO's Chief Technical Advisor, Dr Junichi Mori said, **"Malaysia's workforce needs further diversification, and getting women involved in technical and vocational education and training (TVET) is vital for its future"**.

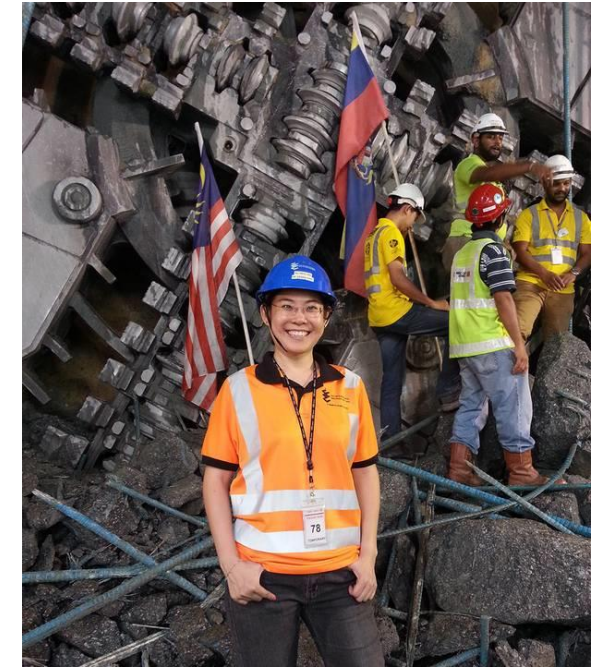
Women in TVET



**Nur Izzati Athirah
Mohammad Yusoff**
Malaysia's first female
underwater welder



Kwen Liew
First Malaysian woman to
become Michelin-starred chef



Suzanne Ng Siew Lian
Civil Engineer



Continuous Upskilling and Lifelong Learning

- In **Asia Pacific** there are currently **28 million learners**, with online learning providing access unlike ever before.
- The **Malaysian Qualifications Agency** is aggressively promoting **APEL (Accreditation of Prior Experiential Learning)**.



Eizaz Azhar,
Entrepreneur



Michael Veerapen,
Malaysian Jazz Pianist



What Malaysia's Future Employment Landscape Could Look Like





Saturday, June 18th, 2022 at Money | News

“As I mentioned earlier, 5G will boost the economy by RM650 billion and create 750,000 high-value jobs between now and 2030. Hence, the success of our 5G deployment is a matter of public interest,” he said in an interview with *The Straits Times* yesterday.



MEASAT-3d successfully launched into orbit from French Guiana

Bernama - June 23, 2022 8:38 AM



Dubbed as the most comprehensive and complex satellite in MEASAT's fleet, the newest and most advanced satellite costs RM1.2 billion and has a lifespan of 18 years.

It is expected to bridge the digital connectivity gap and shape a better connectivity future for Malaysians in line with the government's initiatives through the National Digital Network (Jendela) plan.

Talentcorp's Critical occupations list

Policy and
Planning
Managers

Sales and
Marketing
Managers

Advertising and
Public Relations
Managers

Information and
Communications
Technology (ICT)
Managers

Chemists

Mathematicians,
Actuaries and
Statisticians

Industrial and
Production
Engineers

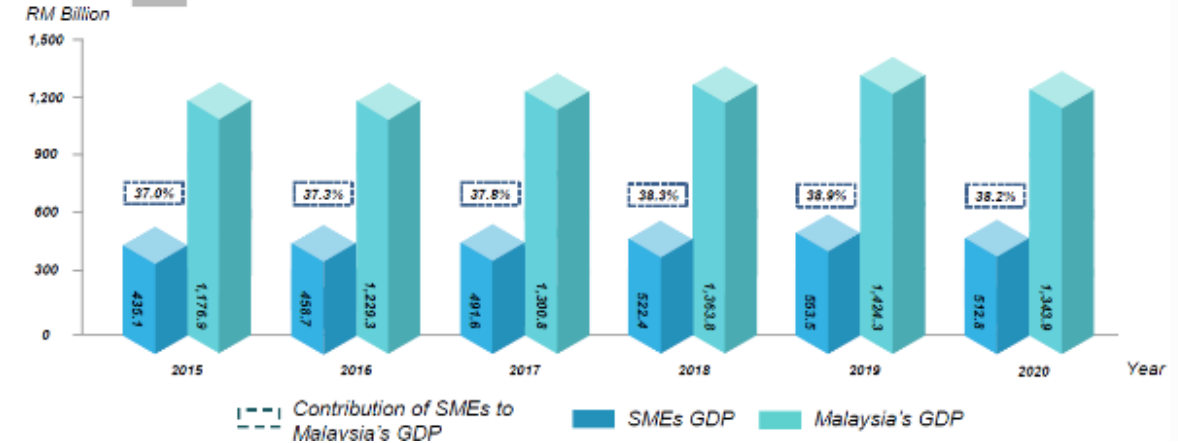
Civil &
Mechanical
Engineers

Specialist
Medical &
Nursing
Practitioners

Environmental and
Occupational Health and
Hygiene Professionals

Accountants
and Auditors

Chart 2 Value Added and Contribution of SMEs to Malaysia's GDP 2015-2020 at Constant 2015 Prices



SMEs make up the backbone of the Malaysian economy and contributed to approximately **38.2 percent of the country's GDP** and generates **70 percent of employment**.

Machines Will Do More Tasks Than Humans by 2025 but Robot Revolution Will Still Create 58 Million Net New Jobs in Next Five Years

Future of Jobs in Numbers

By 2022:

Share of workforce requiring re-/upskilling:	54%
Companies expecting to cut permanent workforce:	50%
Companies expecting to hire specialist contractors:	48%
Companies expecting to grow workforce:	38%
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Jobs projected to be displaced	75 million
Jobs projected to be created	133 million

% of total task hours performed by machines in 2017:	29%
% of total task hours performed by machines in 2022:	42%
% of total task hours performed by machines in 2025:	52%

Will our graduates
be able to take up
these roles?

COUNTRY CARD

Malaysia

YOUTH BETWEEN 15-24

5,773,341 people

YOUTH WITHOUT SECONDARY ED. LEVEL SKILLS

3,461,358 | 60 % of the youth

YOUTH WITHOUT SECONDARY ED. LEVEL SKILLS

Secondary skills is based on students meeting benchmarks in either literacy and/or numeracy based on recent PISA/TIMSS data. We assume that those in school (based on total net enrolment rate) achieve this calculated rate of skills acquisition, and those out of school achieve half of this value. In this way, it accounts for those both in school and learning, as well as those out of school and learning, and allows us to account for the school closure learning shock experienced during the pandemic.

COUNTRY CARD

Malaysia

YOUTH BETWEEN 15-24

5,773,341 people

YOUTH WITHOUT DIGITAL SKILLS

2,027,107 | 35.1 % of the youth

YOUTH WITHOUT DIGITAL SKILLS

Digital skills refers to the ability to use and understand technology and is measured by the proportion of youth who are able to perform basic computer-related activities, including: copying or moving a file or folder, using copy and paste tools to duplicate or move information within a document, sending e-mails with attached files, and transferring files between a computer and other devices.



Malaysia Education Blueprint 2013-2025

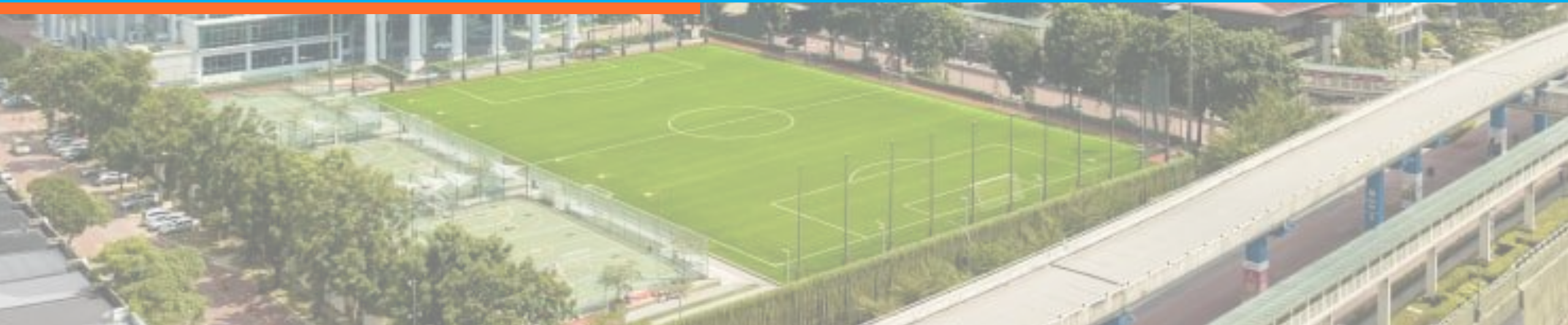
(Preschool to Post-Secondary Education)



Strengthening the teaching of the English language

The Ministry will test the proficiency levels of all 61,000 English language teachers by the end of 2012 using the CPT. Teachers will be grouped into three categories based on their results—proficient, requires part-time immersive training over one year to reach proficiency, and requires part-time immersive training over two years to reach proficiency. The Ministry will consider rewarding the best performers under the Incentive Payment for Education Subjects or *Bayaran Insentif Subjek Pendidikan*. There is likely to be a small, fourth group of teachers whose grasp of English is too weak to teach the language and who will be redeployed. A pilot study involving 7,500 teachers from four states showed that a significant number of teachers did not achieve the minimum proficiency level in English language and a small number of teachers will need to be redeployed.

What the Sunway Education Group is Doing






To date, via the Jeffrey Cheah Foundation, over **RM618 million in scholarships** have been disbursed to thousands of deserving students.

Jeffrey Sachs Center on Sustainable Development




The Jeffrey Sachs Center on Sustainable Development is a regional center of excellence that advances the achievement of the 17 Sustainable Development Goals (SDGs) in Malaysia and Southeast Asia, tackling the sustainability agenda through education, training, research and policy advisory.


The SDG Academy at Sunway




Changing Behaviour For Sustainable Development
Any Time




Ecosystem-Based Adaptation: Working With Nature To Adapt
Start Date: Sep 14, 2022





Living Heritage And Sustainable Development
Any Time




Governance For Transboundary Freshwater Security
Any Time




Nature-Based Solutions For Disaster And Climate Resilience
Any Time



LEARN HOW WE CAN NOT JUST COEXIST ON THIS PLANET, BUT COME TOGETHER TO SAVE IT.

RESOURCES ARE FREE, OPEN, AND AVAILABLE ONLINE.





Shannon Kobran
Lead, KL office



Imran Mohd Rasid
Education Manager



<https://sdgacademy.org/>



@sdg_academy



@sdgacademy.org

Mission 4.7



Sunway Centre for Planetary Health



Tan Sri Dr Jemilah Mahmood
Executive Director



Dr. Renzo Guinto
Chief Planetary Health Scientist



Oliver Lacey-Hall
Senior Adviser for
Communications & Partnerships



Maisarah Faiesall
Special Assistant to the Executive Director



Sunway FutureX Farm



In 2021, we have

- Grown more than 70 varieties of lettuce, Asian greens, and microgreens
- Nourished > 1,500 families through Growner subscription model
- 38 students graduated from agrifood apprentice programme (4 students started their own agri company after programme)
- Organised 9 paid workshops that impacted > 500 participants
- Ongoing agritech R&D projects with SunU academics and industry

Sunway iLabs



Sunway Innovation Labs

INSPIRE BUILD LAUNCH



iLabs Foundry aims to bridge the gap between academia and the industry by driving entrepreneurship and fostering innovation.



iLabs Ventures team up with passionate entrepreneurs to **build and launch companies in-house from idea to full scale operation.**

42KL

WHAT MAKES 42KL DIFFERENT?



PEER-TO-PEER LEARNING

Students are in charge of their own success and that of their classmates. We firmly believe that the most effective way to learn is through **collaborative engagement** with your peers.



GAMIFICATION

Progress is accounted for using **experience points**, through completion of each project.



NO TUITION FEES

42 KL is **completely free** and we mean it. We are supported by industry partners consisting of top corporations and established startups in Malaysia.



NO TEACHERS

42's programme is structured to help you become **resourceful** without depending on teachers or lecturers.



NO CLASSES

Students are **free to explore** their own field of programming and discover what they are most passionate about.



MALAYSIA'S
#1
IN GRADUATE
EMPLOYABILITY

*Talentbank Index 2022

Sunway University ranks No. 1 in Talentbank's graduate employability survey

Syafiqah Salim / theedgemarkets.com

July 21, 2022 17:37 pm +08



KUALA LUMPUR (July 21): Sunway University has been ranked No.1 in Graduate Employability by Talentbank Group in its National Graduate Employability Index (GE Index), which gauges the employability of graduates of universities across Malaysia.



The Way Forward and What the Future Holds

Cognizant



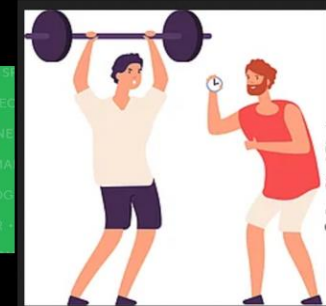
JOBS OF THE FUTURE

A GUIDE TO GETTING - AND STAYING -
EMPLOYED OVER THE NEXT 10 YEARS



AI-Assisted Healthcare Technician

Fitness Commitment Counselor



Artificial Intelligence Business Development Manager

Genomic Portfolio Director



Have you heard of these unique emerging roles?

Digital Death Manager

Pokemon Go Trainer
(to hire someone to walk around
and hatch poke-eggs)

Digital Detox Specialist
(for when we need to log-off)

**85% of the jobs that
today's learners will be
doing in 2030 haven't
been invented yet.**

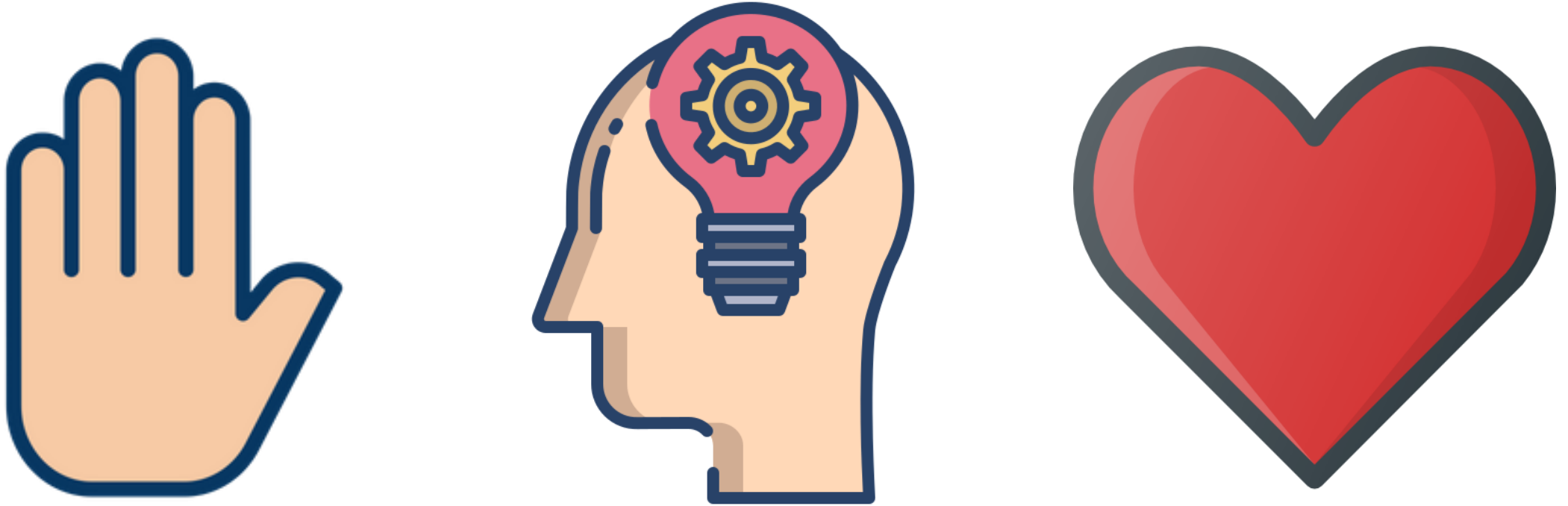
- Institute for the Future &
Dell Technologies, 2017

Mindset Skills

- Analytical and critical thinking
- Creative, curious and initiative-taking
- Problem-solving and cognitively flexible
- Entrepreneurially minded, informed risk-takers
- Committed to and capable of lifelong learning

Participation Skills

- Technically and digitally literate
- Team-spirited, able to lead and collaborate
- Emotionally and culturally intelligent
- Environmentally concerned and socially responsible
- Trustworthy, professional and ethically minded



**We have to focus on the essential skills –
the hand, head and above all, the heart.**



- We have seen and gone through unforeseen shifts in the way we work due to COVID-19. **Youths have to be equipped to face challenges, to learn and improve, to constantly acquire new knowledge and be able to work with others from diverse cultures, backgrounds and gender, either in teams or individually.**
- We need to understand that **we can no longer follow the direct and usual approach to teaching and learning**, but rather take into consideration that the learning has to respond and adapt to economies, industries and societies as they evolve, or risk being left behind.



“The illiterate of the 21st century will not be those who cannot read and write, but those who **cannot learn, unlearn, and relearn.”**

ALVIN TOFFLER

American writer, futurist, and businessman

Thank you!