

Challenges and Opportunities

- 36% Pakistani Population under 14 years (WDI)
- 64% Pakistani Population under age 30 years
- skill-biased technical change
 - **Skill inequality gap**
- Opportunities to excel but requires skills
- 25 million aged 17-25, universities catering 2.5-3 million
- Skill inequality gap based on degree and its quality is huge

 **Haque and Nayab (2022)**

Key Recommendations:

 **Weise(2020) Long Life Learning**

Expose graduates to a wide variety of skills, mentoring them on reliable resources, strengthening soft skills and enabling them to move on a continuous learning path.

Create opportunities for working learners for re-skilling and up-skilling opportunities.

Factory forced learning model based on fixed time to learning outcome based model

36th AGM and Conference of PSDE

Charter of Economy

PSDE 36th AGM

Investment, Productivity & Employment

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Assessing graduates' readiness for jobs of today and tomorrow

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Research Questions

Whether our graduates are well equipped with skills for jobs of today and tomorrow?

What type of learning eco-system can enable higher education institutions to prepare graduates work ready and continuous learners

- 3rd decade of the 21st century is being characterized as the 'Talent wars' perhaps eclipsing the conflict for resources, ideology, territory etc. Talent flows to the highest bidder. Talent thrives in economic and competitive environments.

Outline

Huge youth bulge, unemployment, low economic growth

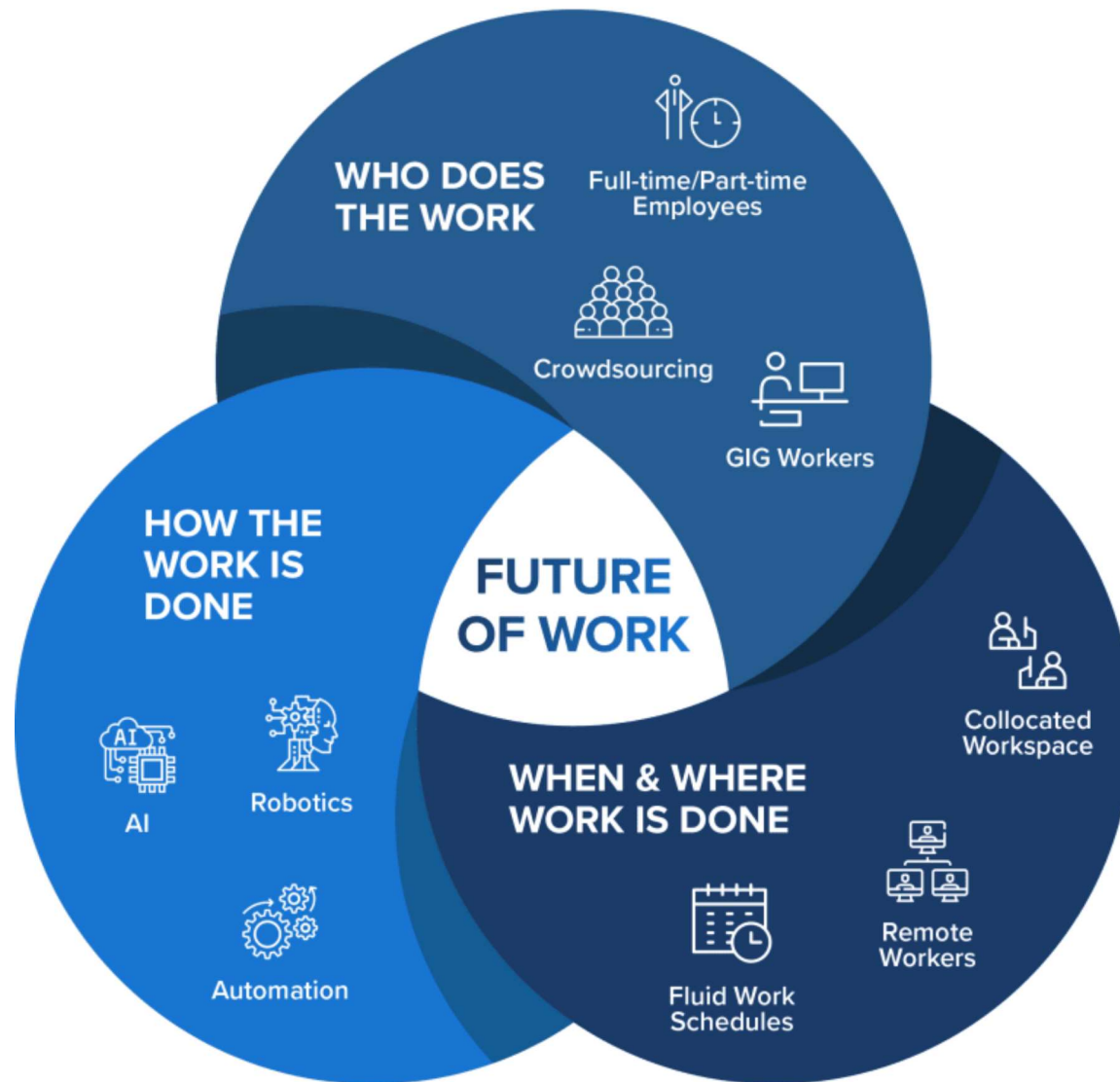
Lower productivity, stagnant output

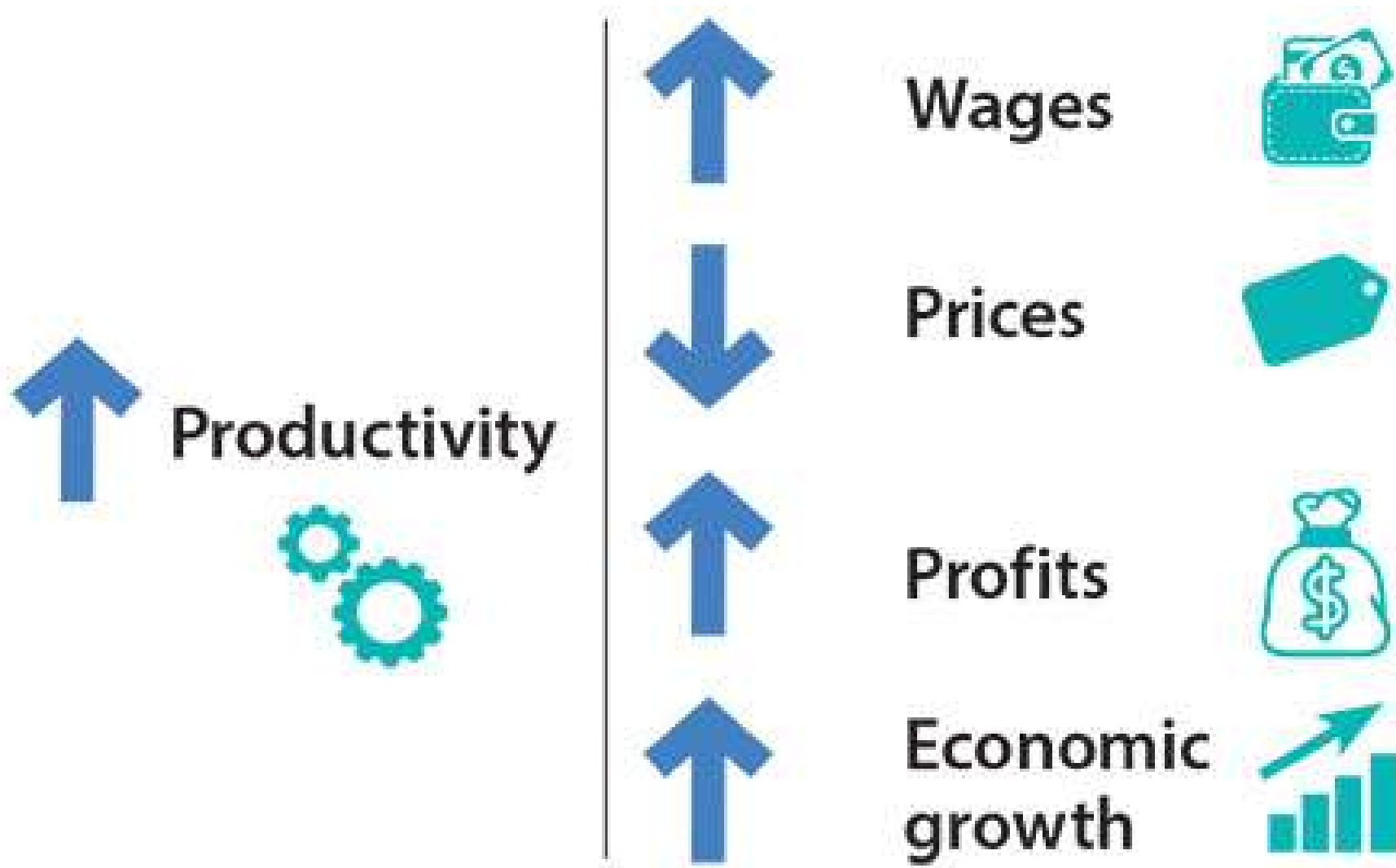
Traditional skills

Universities : Business as usual

Shift from old paradigm to new paradigm

New learning ecosystem





Challenges

- Chasm between skills required and skill prevailing
- Digital revolution, gig economy and Silicon Valley era
- Employers placing higher values on work ready graduates
- Firms : buying talent instead of investing in talent

Questions

What sort of skilling and reskilling may help our burgeoning young population and labor force to unlock its potential?

How , what types and where long-term investment be made by the institutions in skilling, reskilling and upskilling of youth and working population should be made?

Enabling workers to remain productive in a continuously evolving workplace requires empowering them with excellent skills programs at all stages of life—in primary and secondary schools, in vocational and college programs, and in ongoing adult training programs.

 **According to Robert Solow (2022 Preface The Work of the Future)**

- Maintaining a skilled and adaptable labor force : productivity.
- Easy access to education can function as an equalizing factor, although it is pretty clear that it does not perform this function very well in the US.

“Are we prepared for this new world? Our education system our governance system all need to be realigned if we are to meet this new world. Many new opportunities will open only if the economy and the policy are both seriously reimagined.”

Survey Results

Program of Study

Table 1. Program of study

Characteristic	N = 274 ¹
program	
BS	107 (40%)
MPhil	112 (42%)
Other	20 (7.5%)
PhD	28 (10%)
Unknown	7
¹ n (%)	

Awareness

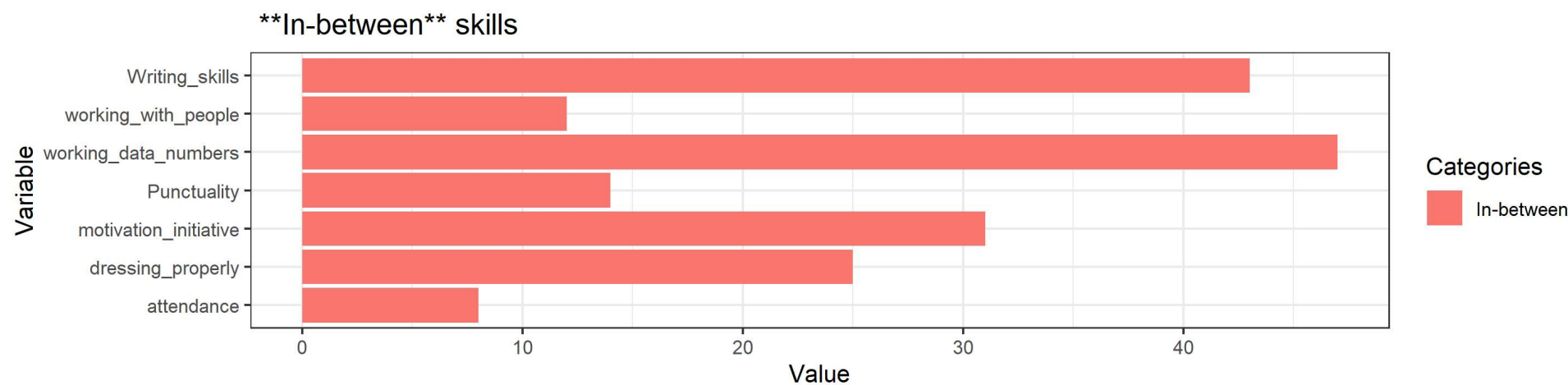
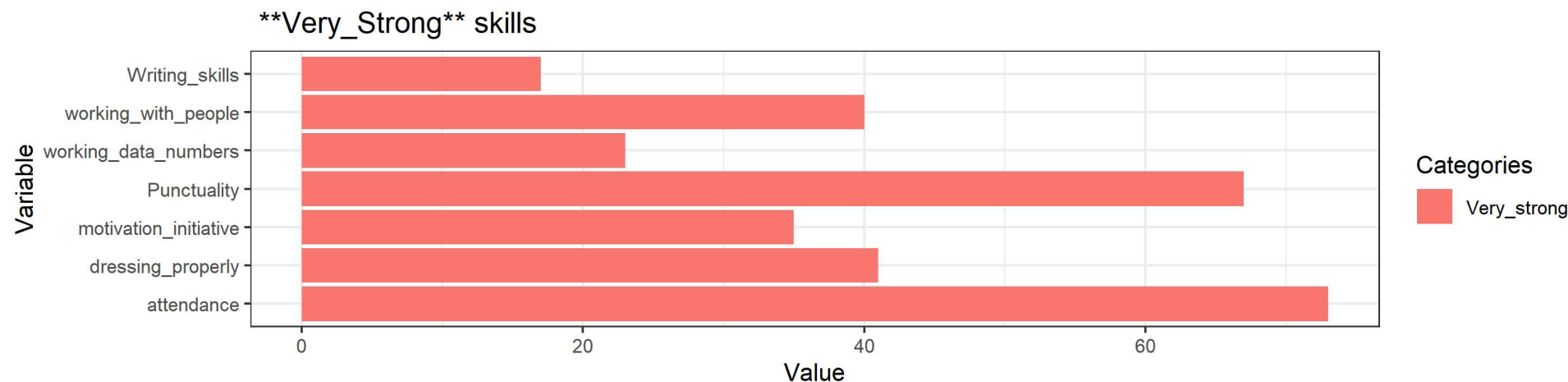
Table 2: Awareness about AI, ML, Robotics and other disruption in future jobs

RESPONSE	N	%AGE
No , not yet	19	6.9
Probably, I'm not sure	30	10.9
Yes to a great extent	21	7.7
Yes to some extent	69	25.2
No answer	135	49.3

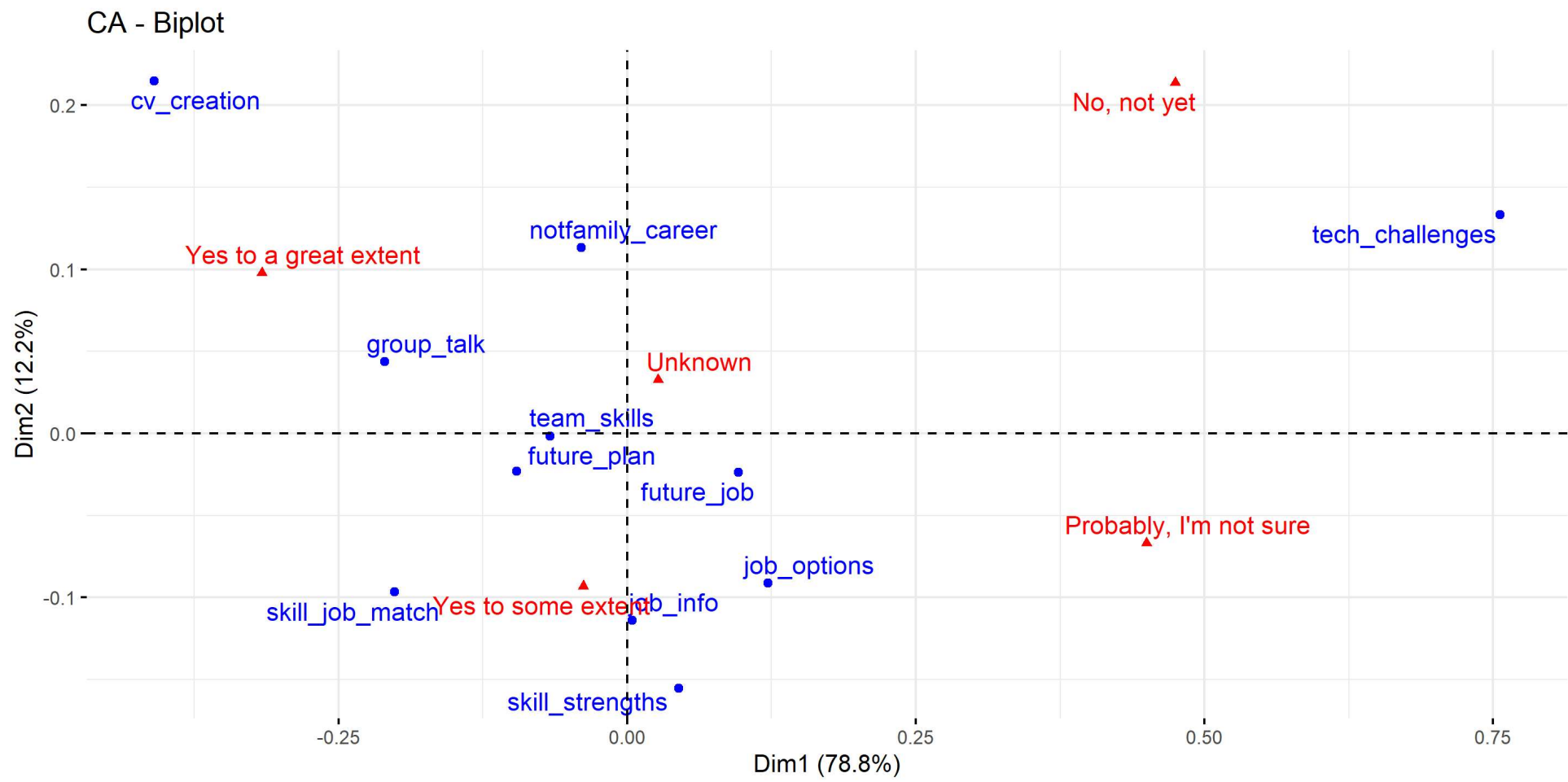
Preparedness

Table 3: How prepared one feels for job entry						
HOW DO YOU FEEL	OVERALL	BS	MPHIL	PHD	MALE	FEMALE
Bored	2.6	0.9	4.5	3.6	4.3	0.8
confident	37.0	41.0	37.0	29.0	47.0	26.0
Excited	13.0	15.0	12.0	14.0	9.4	17.0
I know exactly what I want	11.0	15.0	6.3	21.0	9.4	14.0
Ready	7.8	8.4	9.0	7.1	5.8	10.0
Worried	27.0	20.0	32.0	25.0	24.0	32.0
Unknown	0.0	0.0	0.0	0.0	0.0	0.0

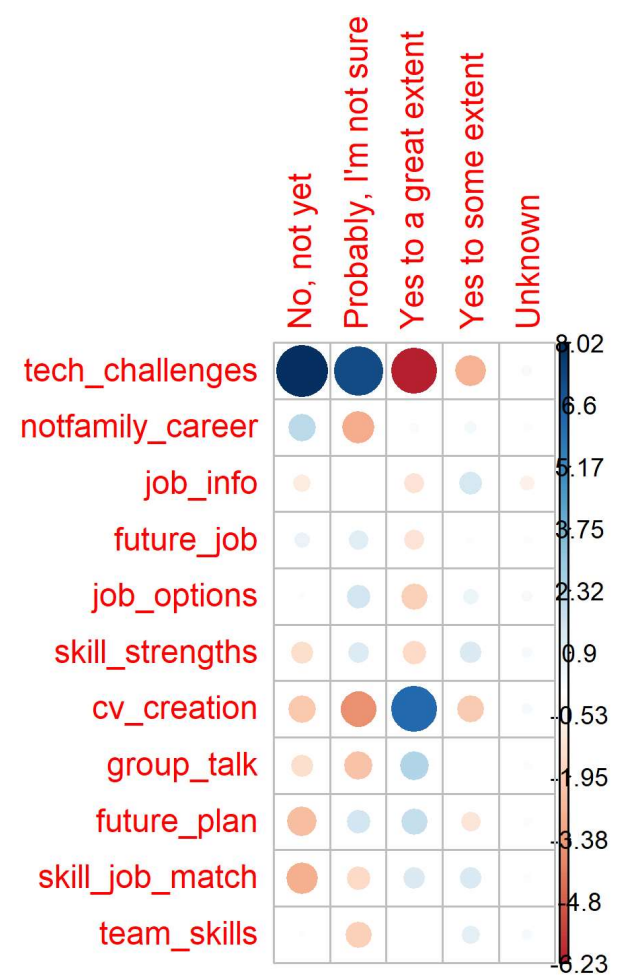
Skills strengths



Correspondence Analysis



Chi-square



Career counseling

Do you think choice of degree would have been better if you were provided career counseling before admission to a university?

Response	%age
Yes	68.8%
No	13.4%
Maybe	17.9%

Do you think career counseling be mandatory?

Response	% response
Strongly agree	67.5%
Agree	26.3%
Nuetral	5.5%

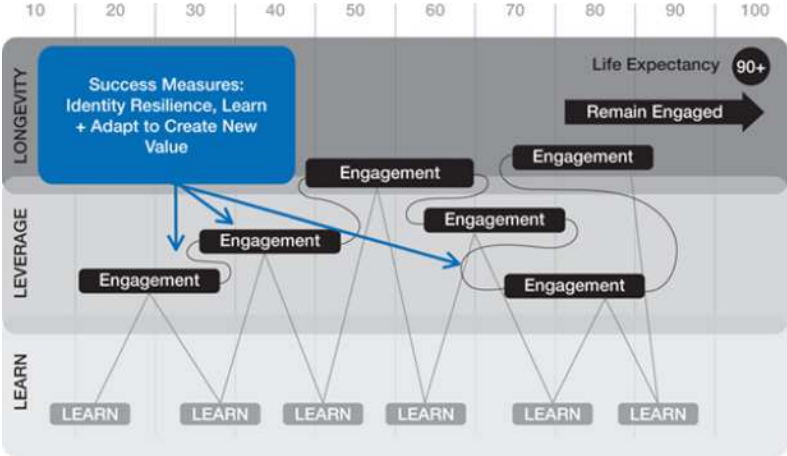
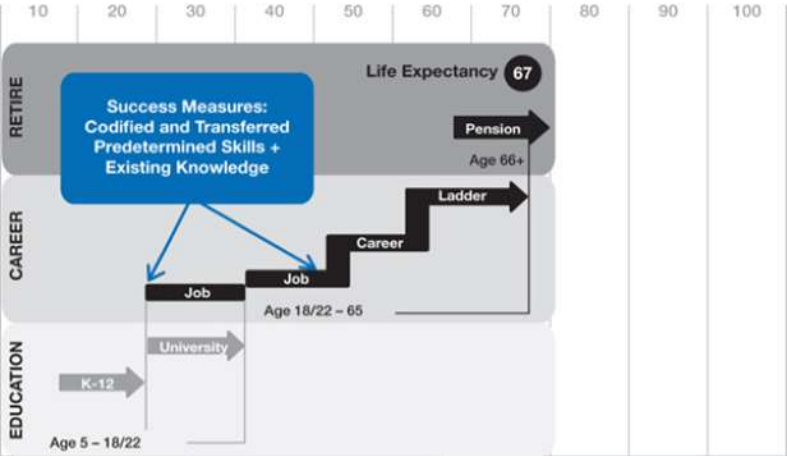
Response	% response
Disagree	0.7%
Strongly Disagree	0%

Average earnings per month in USD by qualification

Qualification	Earnings (USD)
Matric	165.54
Intermediate	156.76
Bachelor	198.94
Masters	117.54
PhDs	350.00

Universities' Role

Learning Ecosystem



“If we want to move from a future we dont want to a future we want, we have to consciously practice bold thinking to achieve the desired future.”

I argue the need for developing a new learning ecosystem to for accessible, engaging, and cost effective skill development.