

C/ DETAILED OUTLINE

I. Introduction (Suggested 1 slide)

- Provide the overall context to see how the issue of young workers' employment matters.
- Overview of key changes in nature of work and implications for young workers

Hint:

Megatrends and COVID-19 Impact on Skills:

- Rapid changes, including global megatrends (globalization, technological progress, etc.) and COVID-19, significantly influence required skills.
- Adaptability is crucial for overcoming challenges and seizing opportunities

Example:

Context:

- Young workers essential drivers of productivity and growth
- Smooth school-to-work transitions critical for economies and individuals
- You may want to elaborate about the characteristics of Gen Z - the main workforce.

Overview:

- Technological, economic, demographic shifts transforming skill demands, job stability
- Rising barriers to entry, precarious work, skill gaps challenging youth employment

Importance:

- Prevent unequal scarring effects and ensuring inclusive opportunities vital
- Skill problem
- Reduce social disparities and promote fairness
- Protect the well-being of citizens and ensure access to healthcare services
- Supportive education, labor policies, and targeted interventions needed

II. Key changes in nature of work (Suggested 3-4 slides)

Suggested Flow: The flow should move from demographic changes and migration to climate change, the impact of the COVID-19 pandemic, and finally addressing the broader concept of skills imbalances and future trends.

Hint:

- **Slide 1: Adapting to Global Work Dynamics**

1. Globalization and Skill Needs:

- Global value chains (GVCs) influenced by globalization require diverse skills.
- Southeast Asian countries in GVCs need various skills, including professional, technical, cognitive, and social-emotional skills.

2. Technological Progress and Automation:

- Technological progress, digitalization, AI, and automation transform work, requiring upskilling.
- Southeast Asian countries are vulnerable to automation, especially in manufacturing, construction, retail, and hospitality.

3. Digital Economy and Challenges:

- Potential of the digital economy for job creation.
- Challenges in digital employment, especially in low- and middle-income countries.

Example:

In an era of globalization, the dynamics of work are evolving rapidly, demanding a multifaceted skill set from the workforce. Global value chains (GVCs), shaped by globalization, necessitate diverse skills, with Southeast Asian countries emphasizing the need for professional, technical, cognitive, and social-emotional proficiencies. Simultaneously, technological progress and automation redefine job landscapes, urging workers to continually upskill. Southeast Asian nations, particularly in manufacturing, construction, retail, and hospitality, face heightened vulnerability to automation. While the digital economy holds promise for job creation, its challenges, notably in low- and middle-income countries, underscore the imperative for young

workers to navigate a shifting professional terrain, emphasizing adaptability, technological literacy, and a diverse skill repertoire for sustained career opportunities.

- **Slide 2: Navigating Demographic Shifts and Migration Dynamics**

1. Demographic Change and Skill Implications

- Historical population growth led to a demographic dividend, but aging populations pose challenges.
- Investments in skills development are necessary for economic growth.

2. Migration and its Impact on Skills

- Migration affects skill supply, with potential benefits for Southeast Asian countries.
- Circular migration could be beneficial for the region.

Example:

Demographic change has been a pivotal factor in shaping skill requirements. While historical population growth yielded a demographic dividend, aging populations now present challenges. To sustain economic growth, strategic investments in skills development are imperative. Additionally, migration plays a crucial role in influencing skill supply, offering potential benefits for Southeast Asian nations. Embracing circular migration models could prove particularly advantageous for the region, facilitating the exchange of skills and knowledge. Balancing the implications of demographic shifts and harnessing the positive aspects of migration underscore the need for nuanced policy approaches to ensure a skilled and adaptable workforce.

Hint:

- **Slide3: Adapting Skills for a Changing Climate**

1. Climate Change and Green Economy Skills:

- Climate change influences skills through market changes.
- Transitioning to a green economy requires reskilling, especially for vulnerable groups.

2. Opportunities in Green and Blue Economies:

- Investments in green and blue economies as opportunities for youth employment.
 - Projections and policies for additional jobs.
3. Orange Economy (Creative Sector) Challenges:
- The impact of COVID-19 on the creative sector.
 - Importance of labor and social protection in the orange economy

Example:

The specter of climate change is reshaping skill requirements, echoing shifts in market dynamics. Embracing a green economy necessitates a concerted effort in reskilling, particularly for vulnerable demographics, ensuring they are equipped for the evolving landscape. Opportunities abound in green and blue economies, where strategic investments not only promise growth but also serve as a potential avenue for increased youth employment. However, the creative sector faces unique challenges exacerbated by the COVID-19 pandemic. Safeguarding the orange economy demands a dual focus on mitigating pandemic-induced impacts and instituting robust labor and social protection measures to fortify its resilience.

Hint:

- **Slide 4: Workforce Challenges: The Crucial Role of Skills Policies in the Wake of COVID-19**
1. COVID-19 Pandemic and Skills Impact:
 - COVID-19 disrupts sectors, accelerates digital adoption, and reshapes supply chains.
 - Effective skills policies are crucial for responding to changing demands.
 2. Impact of COVID-19 on Youth Employment:
 - Youth experienced higher employment losses during 2019-2020.
 - Long-term effects, slow recovery, and educational disruptions.

Example:

The COVID-19 pandemic has wrought profound changes across sectors, disrupting traditional paradigms, accelerating digital adoption, and reshaping supply chains. In this tumultuous landscape, effective skills policies emerge as a linchpin for navigating

the evolving demands of the workforce. Notably, the impact on youth employment has been substantial, with the younger demographic bearing a disproportionate brunt of employment losses between 2019 and 2020. The reverberations echo in long-term effects, impeding a swift recovery, and exacerbating challenges through widespread educational disruptions. Tackling these issues requires a strategic and comprehensive approach to skills development and policy formulation.

Hint:

- **Slide 5: Global Skill Dynamics: Addressing Imbalances and Anticipating Future Trends**

1. Skills Imbalances and Their Impact:

- Definition of skills imbalances (shortages, surpluses, and mismatches).
- Impacts on productivity at the firm and aggregate levels, with global perspectives.

2. Education and Skills Policies:

- Aligning policies with labor market needs is essential.
- Challenges in skills assessment, regional education trends, and the role of vocational education and training (VET).

3. Addressing Adult Learning Challenges:

- Importance of adult learning to address skills mismatches.
- Challenges, barriers, and the role of digital skills in adult learning.

4. Future Trends and Challenges:

- Anticipation of future skills trends influenced by megatrends and post-COVID-19 effects.
- Importance of aligning education and skills policies with labor market needs.

Example:

Skills imbalances, encompassing shortages, surpluses, and mismatches, wield considerable influence on productivity both at the firm and aggregate levels, presenting a multifaceted challenge globally. Addressing this requires a strategic alignment of education and skills policies with dynamic labor market needs,

acknowledging the nuanced challenges in skills assessment, regional education trends, and the pivotal role of vocational education and training (VET). Moreover, recognizing the pivotal role of adult learning in mitigating skills mismatches becomes imperative. However, this endeavor is beset by challenges and barriers, underscoring the need to integrate digital skills into adult learning initiatives. Anticipating future skills trends shaped by megatrends and post-COVID-19 effects emphasizes the importance of proactive alignment with labor market needs in education and skills policies.

III. Career Opportunities (1-2 slides)

- Give advice to these young workers on how to overcome the challenges posed to them. What should they do or what should they stop doing?
- Give examples of how to apply these pieces of advice into real life.

Hint:

- Investments in Green and Digital Transition:
 - The need for considerable investments in green and digital transition.
 - Active engagement of young people in shaping a sustainable future.
- Care Economy as a Major Employer:
 - The care economy as a significant employer.
 - Challenges and the need for sustainable recruitment in health.

Example:

Actions to Take:

- Actively upskill - Pursue in-demand digital, technical qualifications
- Seek experienced mentors - For guidance navigating role shifts
- Explore emerging sectors - Identify growing green/care economy niches
- Embrace flexibility - Consider freelancing and diversified income streams

Possible pathways:

- Software developers learning AI applications
- Nurses consulting health tech startups on product design
- Forestry graduates joining renewable materials companies

- Teachers monetizing curriculum expertise through online platforms

IV. Conclusion (Suggested 1-2 slides)

- Restate the main ideas
- Emphasis on important areas that will need further focus

Example:

Main Ideas:

- Work landscape transforming through technology, economics, demographics
- Poses risks but opportunities for adaptable young workers
- Career pathways growing in care/green/digital economies
- Policy vital to support transitions

Critical Areas for Future Focus:

- Close emerging skills gaps through responsive education
- Overcome barriers to youth labor force participation
- Safeguard job quality amidst shifting dynamics
- Prioritize marginalized demographic needs
- Institute mechanisms for youth representation

D. TIPS & TRICKS

- You may consider using a template available on Canva or Google Slides for the ease of design and customization. Refrain from crafting your own slide materials from scratch as it would take away your time for other parts.
- Keep Text Minimal: Focus on bullet points and concise descriptions.
- Use Visuals: Graphs, charts, and images can make your points more engaging.
- Stories or Quotes: Adding a short story or quote can make your slide more relatable.
- Consistent Design: Use a consistent color scheme and font style throughout.

E. FOOD FOR HUNGRY THOUGHTS

Balliester, Thereza, and Adam Elsheikhi. "The future of work: a literature review." ILO Research Department Working Paper 29 (2018): 1-54.

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<https://www.theguardian.com/global-development/2023/may/12/why-would-we-employ-people-experts-on-five-ways-ai-will-change-work>.

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