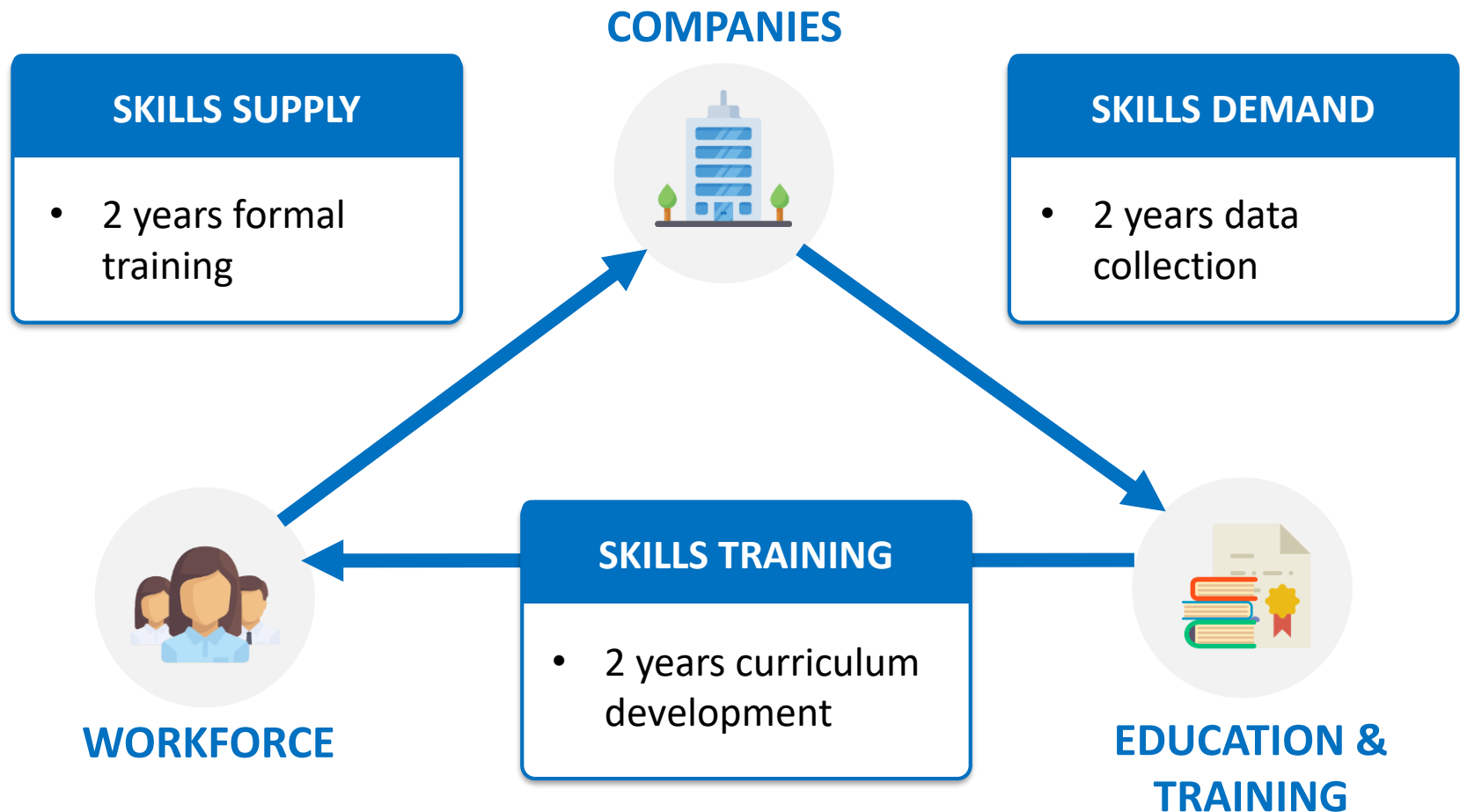7th International Skills Forum

# Anticipating and Preparing for Emerging Skills and Jobs

12–14 December 2017
Asian Development Bank, Manila, Philippines

# Past – Slow & Unfocused

**COMPANIES**

**SKILLS SUPPLY**

- 2 years formal training

**SKILLS DEMAND**

- 2 years data collection

**SKILLS TRAINING**

- 2 years curriculum development

**WORKFORCE**
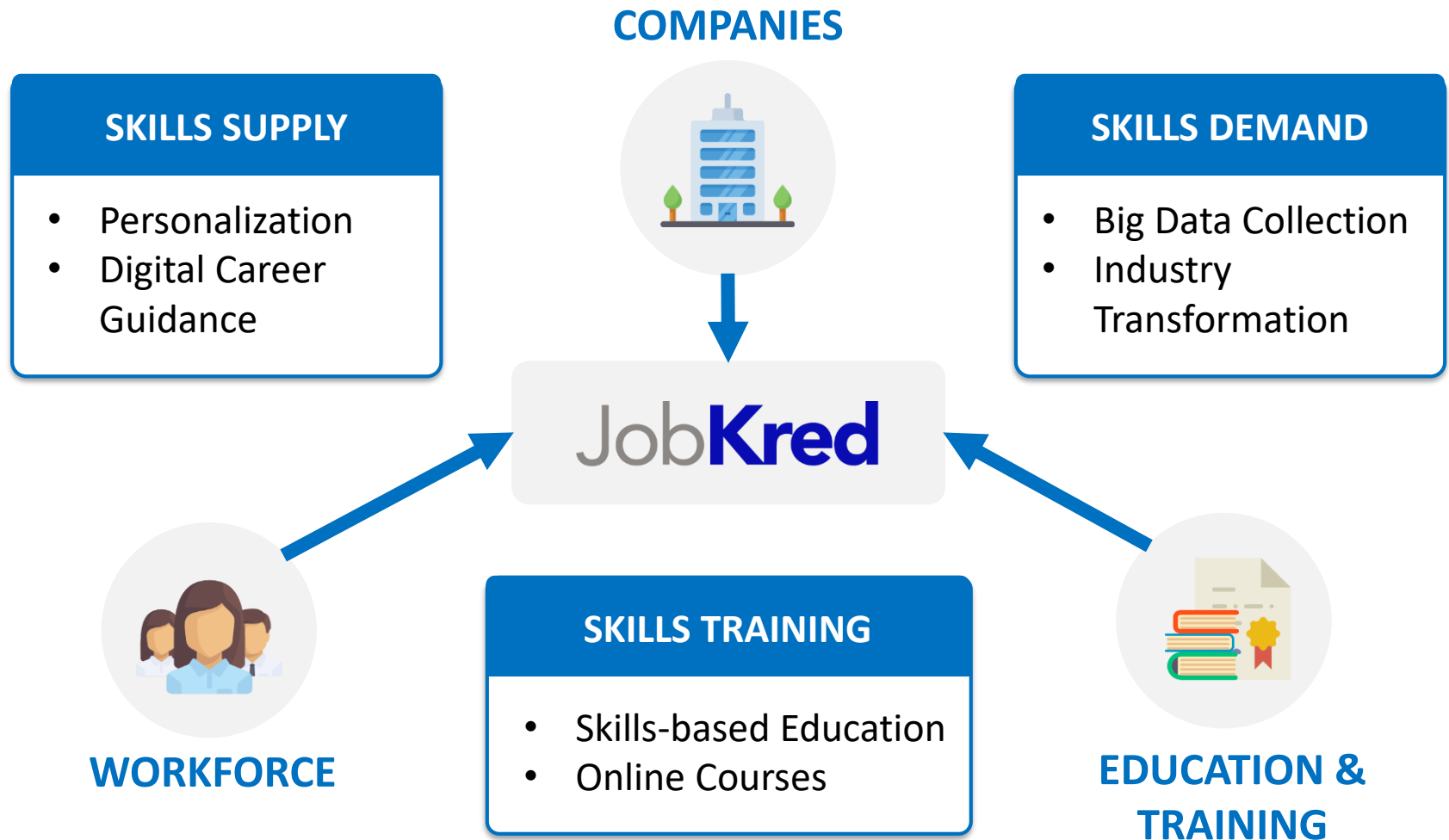
**EDUCATION & TRAINING**

# Innovation

1. Using Big Data and Algorithms to **decode employer demand** and predict **future skills** requirements

2. Offering a platform as an avenue for **intelligent skill-gap analysis**, and **personalised** digital **career guidance**

# Today – Fast & Targeted

## COMPANIES

## SKILLS SUPPLY

- Personalization
- Digital Career Guidance

## SKILLS DEMAND

- Big Data Collection
- Industry Transformation

## Job**Kred**

## SKILLS TRAINING

- Skills-based Education
- Online Courses

**WORKFORCE**

**EDUCATION & TRAINING**

# Case Study

**NANYANG TECHNOLOGICAL UNIVERSITY**
Nanyang Business School

**2000 STUDENTS**

**CAREER DISCOVERY**
95% of students favourited 3+ career paths

**WORKFORCE AGENCY SINGAPORE**

**500 PROFESSIONALS (Unemployed)**

**LEARNING MODERN SKILLS**

- Agile Methodologies
- HTML
- Python
- Software Project Management
- Corporate Finance

# Enabling Conditions

- Collection of Labour Market Data

- Baseline level of literacy and internet access

# Implications on Replicability & Scalability

- Efficiency in Cost and Time – Large potential in scalability

- Customization for different countries

# Crucial Implementation Arrangements

- Concerted effort by Workforce Agencies, Employers and Training Providers

# Important Lessons

- Digital Career Guidance is crucial to motivate and direct workforce development

- Skill development needs to consider adjacent careers