# SUCCEEDING IN A GLOBALISED JOB MARKET
## Navigating an uncertain and volatile future

### Sue Bennett

Director, Student Careers & Skills

University of Warwick, UK

# Understanding the landscape

- "Universities prepare graduates for jobs that don't yet exist, who will have to solve problems we don't yet know about"

- It's a VUCA world (<u>v</u>olatile, <u>u</u>ncertain, <u>c</u>omplex, <u>a</u>mbiguous), that needs employees for today's <u>and</u> tomorrow's challenges

- How do you navigate an opaque labour market to see what those jobs could be, the challenges and trends?

- Many people want to "take their place in the world", and know how to achieve their ambitions in ways that are convergent with values, rather than divergent
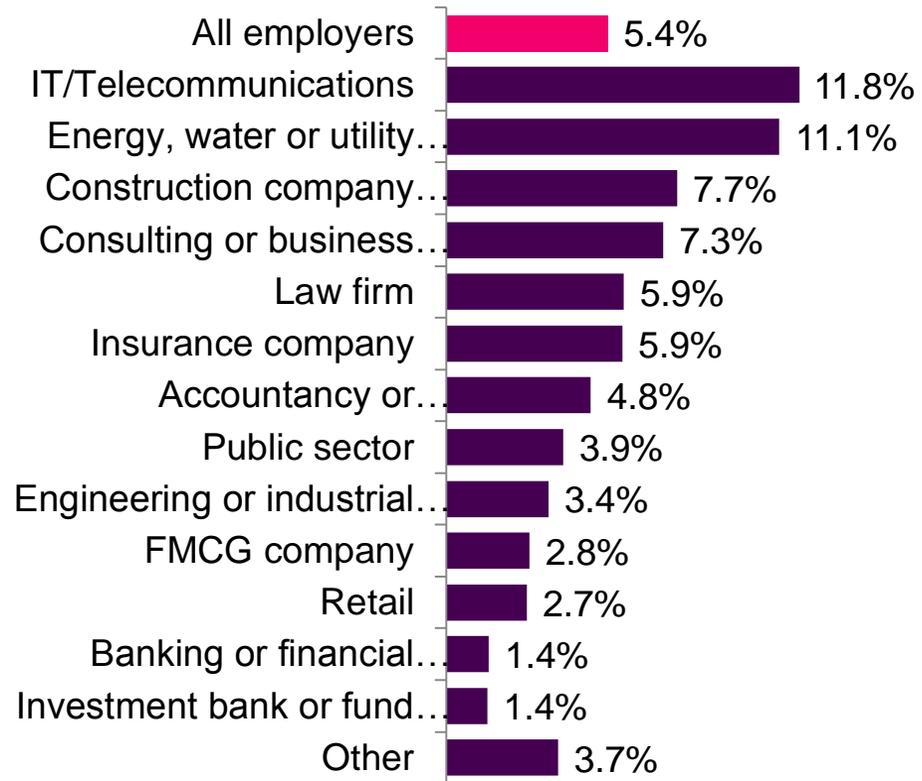
# What employability is*

- A lifelong process that applies to us all
- Complex, with interlinking themes
- Supports employees to develop knowledge, skills, behaviours, and attitudes to enable success in employment <u>and</u> in life

*_Defining and developing your approach to employability: a framework for higher education institutions,_ Doug Cole and Maureen Tibby, HEA

# Unfilled vacancies by sector
## Association of Graduate Recruiters data*

| Sector | Percentage |
|---|---|
| All employers | 5.4% |
| IT/Telecommunications | 11.8% |
| Energy, water or utility… | 11.1% |
| Construction company… | 7.7% |
| Consulting or business… | 7.3% |
| Law firm | 5.9% |
| Insurance company | 5.9% |
| Accountancy or… | 4.8% |
| Public sector | 3.9% |
| Engineering or industrial… | 3.4% |
| FMCG company | 2.8% |
| Retail | 2.7% |
| Banking or financial… | 1.4% |
| Investment bank or fund… | 1.4% |
| Other | 3.7% |

Stephen Isherwood, Chief Executive, Association of Graduate Recruiters, September 2015

# Why?

# What do employers want now?*

- An ability to work collaboratively with **teams** of people
- Excellent **communication** skills: both speaking and listening
- A high degree of **drive** and **resilience**
- An understanding of the **political, economic, commercial issues** affecting an organisation
- An ability to embrace multiple perspectives and **challenge thinking**
- A capacity to **develop new skills** and behaviours
- A high degree of **self-awareness**
- An ability to form professional **networks**
- An openness to and **respect** for a range of perspectives
- A willingness to play an **active role in society** at a local, national and sometimes international level.

*Stephen Isherwood, AGR Chief Executive, September 2015

# Drivers in world of work, 2020-2025*

- Increasing longevity
- Smart machines and systems
- A computational world
- New media ecology
- Super-structured organisations
- A globally connected world
- Changing attitudes to work, how and where we will work

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# Unchanging work skills*

- Communication and literacy
- Teamwork
- Business and customer awareness
- Problem-solving
- Self management
- Application of numeracy
- Application of information technology
- Cross-cultural competence
- Underpinned by positive attitude

*Gateway to Growth, Confederation of British Industry/Pearson Education and Skills Survey 2014*

# Skills for work, 2020-2025*

- Sense-making; **what lies beneath**
- Cognitive load management; to discriminate/**filter info**
- Social intelligence; to connect directly/deeply to others, and **enable outcomes through people**
- Novel and adaptive thinking; going **beyond rules**
- **Design** mind-set
- **Cross-cultural** competency
- To move easily **between disciplines**
- Computational thinking: **data to decisions**
- **New media literacy**
- **Virtual collaboration**

*www.workopolis.com