

SKILLS EVOLUTION: ADAPTING SKILLS FOR CHANGING JOBS IN THE NEW WORLD OF WORK

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In today's rapidly evolving global economy, the landscape of labor markets is constantly being reshaped by technological advancements, economic trends, and unforeseen disruptions. One of the significant challenges posed by these shifts is the changing nature of production demands, which necessitates a proactive approach to reskilling and upskilling the workforce. It is imperative to recognize the critical role education and training play in preparing individuals to meet these changing demands. This explores into the concept of labor market disruptions, the importance of reskilling and upskilling, and the strategies that educational institutions can employ to ensure individuals are equipped to thrive in the face of shifting production demands.

Moreover, labor market disruptions refer to sudden and significant changes in the demand for skills and job roles within a particular industry or sector. These disruptions can stem from technological innovations, changes in consumer preferences, global economic shifts, or unforeseen events like pandemics. As industries adapt to these changes, certain job roles may become obsolete while new, specialized roles emerge. This dynamic nature of labor markets underscores the importance of a workforce that possesses versatile skills and the ability to learn and adapt.

Since, shifting production demands often require individuals to possess a diverse skill set. Interdisciplinary education, where students are exposed to various disciplines, can foster creativity, adaptability, and the ability to approach challenges from multiple angles. Schools should develop curricula that are agile and responsive to industry trends. This involves collaborating closely with industry experts and staying updated on

emerging technologies and production methods. By integrating practical, real-world scenarios into the curriculum, students can develop skills that are directly transferable to the workforce.

However, in the context of shifting production demands, both reskilling and upskilling are crucial. With the emergence of automation, artificial intelligence, and other advanced technologies, certain routine tasks can be automated, leading to a demand for more complex, strategic, and creative skills. The ability to work alongside these technologies and leverage them effectively requires a workforce that is not only tech-savvy but also possesses critical thinking, problem-solving, and adaptability skills. More so, as industries diversify and explore new markets, the need for specialized skills tailored to those markets becomes evident. In cognizant, establishing partnerships with industries can bridge the gap between education and real-world application. Internship programs, industry-sponsored projects, and mentorship opportunities provide students with practical experience and insights into the skills demanded by the job market

Relatively, the idea of reskilling and upskilling is more important in a time when the labor market is being disrupted by economic and technological development. Thus, the responsibility lies in crafting educational experiences that empower individuals to navigate these shifts with confidence. By embracing agile curricula, fostering a culture of lifelong learning, offering flexible learning formats, promoting interdisciplinary education, nurturing industry partnerships, and prioritizing the development of soft skills, educational institutions can play a pivotal role in equipping the workforce to thrive in the face of shifting production demands. Through these concerted efforts, we can build a resilient workforce capable of embracing change as an opportunity for growth.

References:

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