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# **BIL-T CONFERENCE ARCHITECTURE OF TOMORROW**

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NOV 11th -12th 2021, US Central

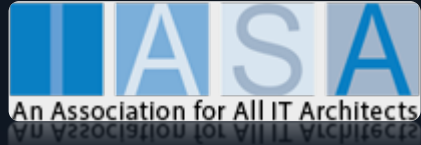


# FUTURE READY SKILLS

Jibran Ali Khan - ED (APAC-EMEA) | SET, PAK



# Topics Covered



- About SET
- My Vision
- Global Talent Shortages at a Record High
- Statements about lack of Skills from around the globe
- Skills Gap
- Capacity Building & Digital Collaborations
- Market Future Ready Skills
- Why & How is it directly proportionate to Financial Gains
- Results
- Value of Certification in Terms of Career Benefits
- Conclusion



# ABOUT US

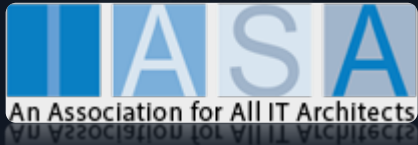
## SET, Tech Beyond Imagination

Socio Engineering Technologies Pvt Ltd has a innovative multi-dimensional approach towards its areas of services and expertise and contributes significantly in strengthening civil society institutions in Pakistan. Especially in the EduTech Sector through international approved and recognized Skilled Certifications and Innovative Interactive Technology.

Socio Engineering Technologies has its operations based in Pakistan with its head office in Islamabad







## ED' Vision

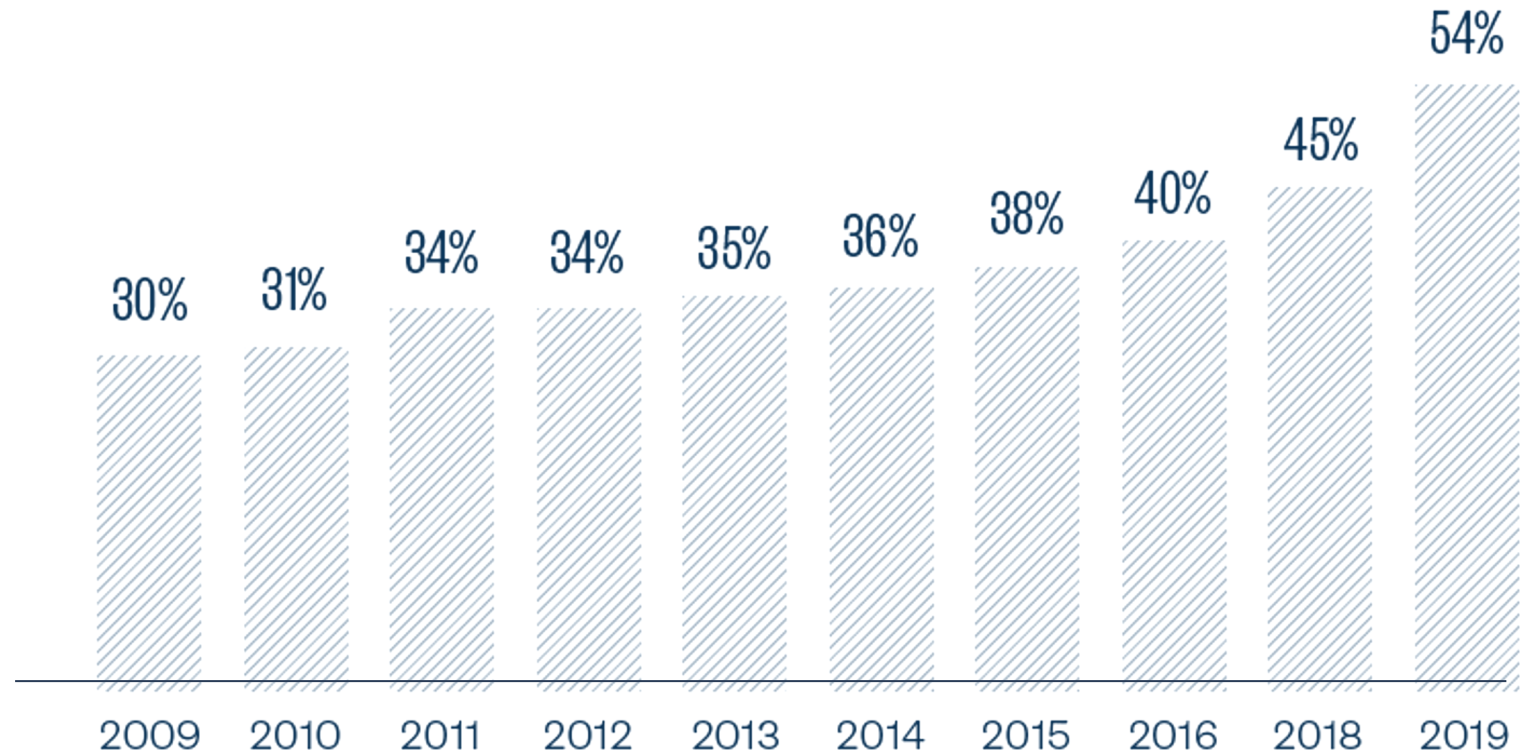
“We must find means to embed equity instead of equality in our society. If we are to overcome current circumstances and success in future.

One way to achieve that is through preparing our youth in Future Ready Skills”

- Jibran Ali Khan

# GLOBAL TALENT SHORTAGES AT A RECORD HIGH

**54%**  
Global Average



ALMOST DOUBLE WHAT IT WAS A DECADE AGO

# Global Talent Shortages

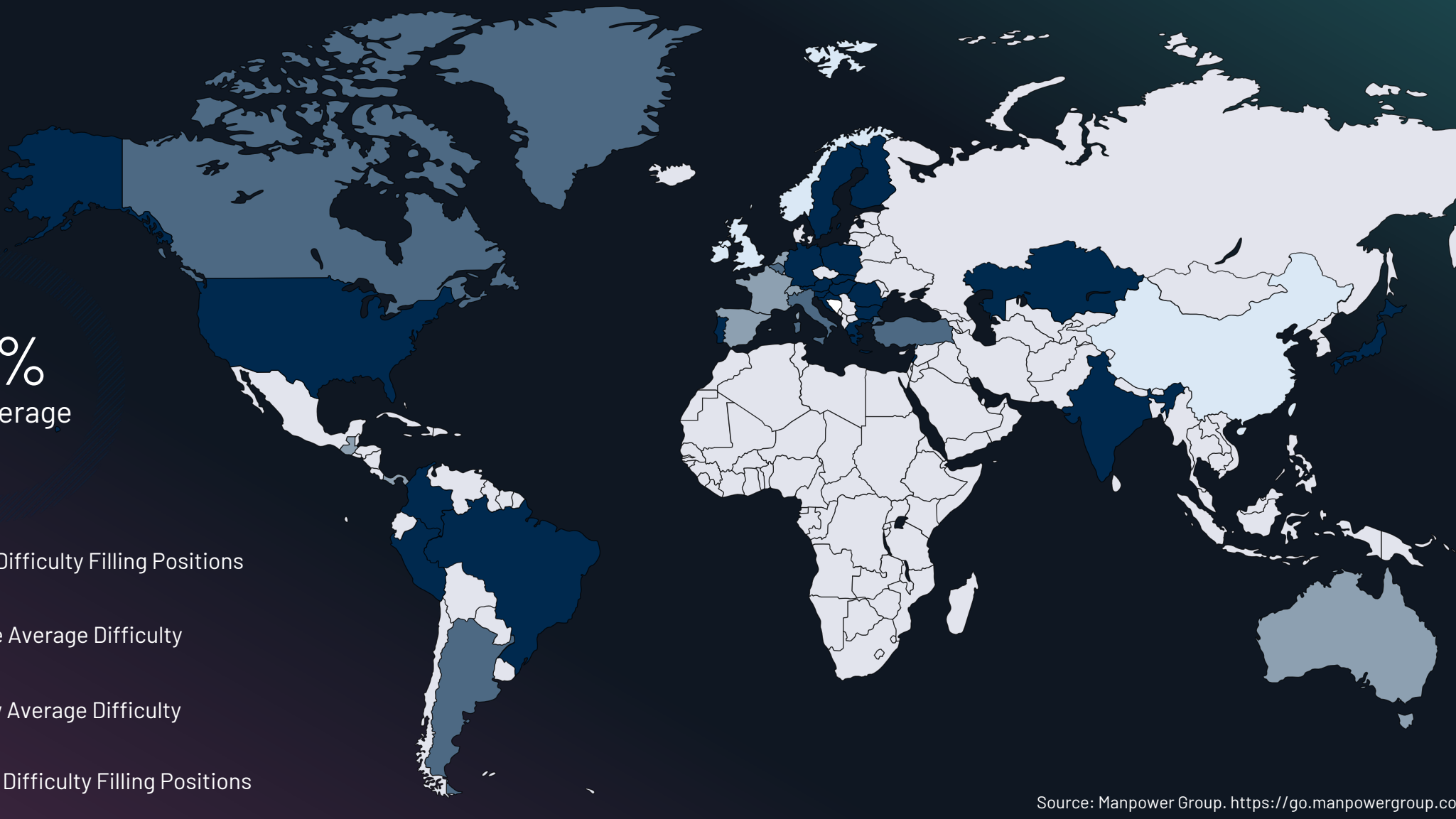
54%  
Global Average

- Most Difficulty Filling Positions
- Above Average Difficulty
- Below Average Difficulty
- Least Difficulty Filling Positions

Most difficulty finding the needed skills

Least difficulty finding the needed skills

Source: Manpower Group. <https://go.manpowergroup.com/talent-shortage>



# Global Talent Shortages



"We need to work towards a system that gives children and young people the relevant skills, experience and guidance for them to succeed, in turn supporting business and economic growth."

- The CBI, UK



"As a country, we need to address the question of whether we can afford ... to write off nearly half of our younger-adult population as not having the skills needed to effectively engage as full and active participants in their own future and that of our nation."

- ETS, referenced in The Atlantic



"Not knowing ITC and language makes kids illiterate in the modern world and this is one of the reasons MENA lags behind ... in producing competitive and mobile workforce."

- Marina Apaydin, Professor at the American University of Beirut



"At a time of industrial upgrading and ever-increasing technological sophistication, the knowledge and skills gained in school are often insufficient."

-Prof. Lee, Jong-Wha  
Korea University

"We are sleep-walking into a highly damaging socio-economic crisis by failing to address growing skills mismatches across much of the EU."

- Christoph Leitl,  
Eurochambres President



"The majority of Latin American children are not receiving a high-quality and relevant education. As a result, too many Latin American youth entering the labor force lack the skills necessary to find dignified work and participate in an increasingly competitive, information-rich and globalized economy."

- Worldfund



"Since many school and university graduates lack the skills needed in a modern economy, learning institutions need to rethink their teaching methods."

- Michael Jordaan, CEO South Africa's First National Bank



Global Talent Shortages

# Skills Gap

19.9M

Students attended American colleges and universities in fall 2019

However, although

72%

of education institutions believe recent graduates are ready for work,

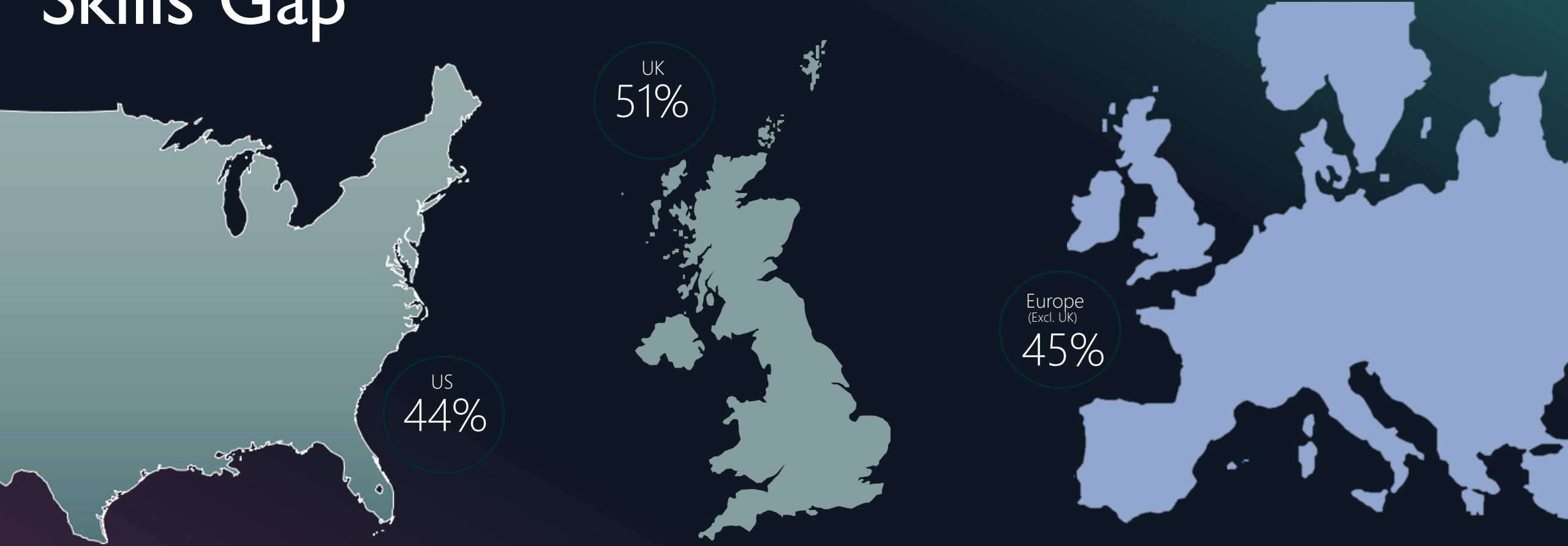
Only

42%

of employers agree

Global Talent Shortages

# Skills Gap



Almost half of all workers in the US, UK, Australia, Canada, and Europe don't think that higher education prepared them for their career



# Capacity Building & Digital Collaboration

Employee's are the biggest innovative assets a company could ever have!



## Analyzing

We must gauge the strength & weaknesses of our Employees in all dept accordance to the Modern Post COVID-19 ERA!



## Implementation

Take necessary step to address the weaknesses of the employees and eliminate them by equipping them latest competing skills set!



## Evaluation

Perform dept/group based evaluation & comparative evaluation.



# Market Future Ready Skills

## Tackling COVID-19 & Future Challenges

1. Digital Literacy
2. Communication Skills for Business Post Covid-19
3. Office Ready Skills for Work from Home!
4. Virtual Presentations & Tools Utilization to bridge the gap!
5. NLP Trainings to tackle remote work psychological challenges
6. Entrepreneurship
7. IT Skills Post Covid-19
8. Digital Marketing Covid-19
9. Cyber Security
10. Financial Tools
11. Innovation Skills



# Why & How is it directly proportionate to Financial Gains

Training & Skills are important because they represents a good opportunity for employees to grow their knowledge base and improve their job skills to become more effective in the workplace. Despite the cost of training for employees, the return on investment is immense if it is consistent.

- Increased productivity and performance
- Uniformity of work processes
- Reduced wastage
- Reduced supervision
- Promoting from within
- Improved organizational structure
- Boosted morale
- Improved knowledge of policies and goals
- Improved customer valuation
- Better workplace environment
- Improved and updated technology

# Results?

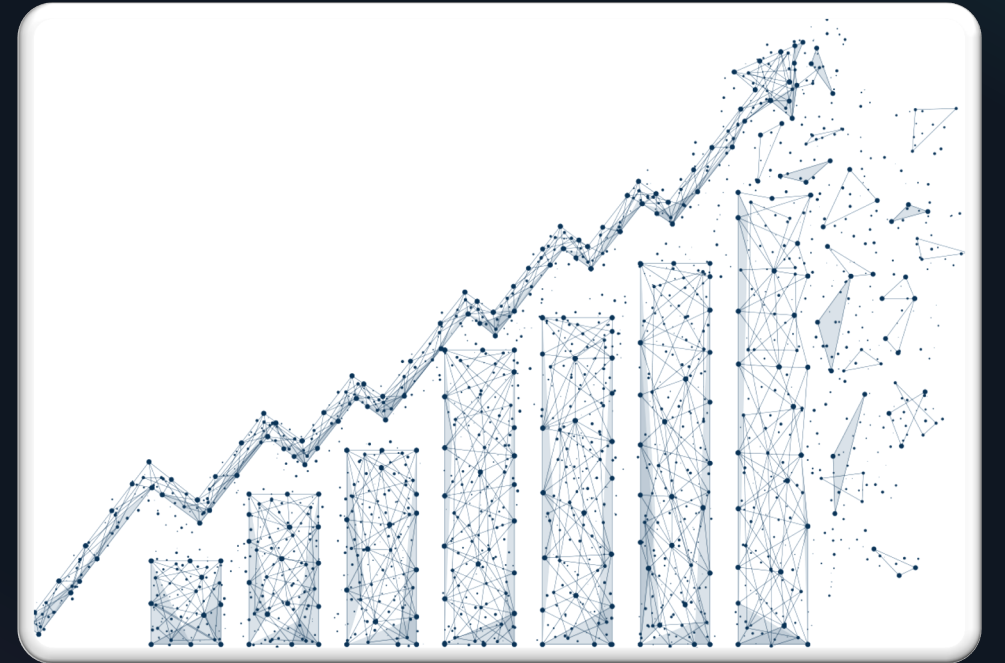
Building and Effective Team will lead to quality process which will result in Revenue Generations via Sales, Ops & Expansions.

- Your employees are as important as your customer base, and how they interact can grow (or shrink) your revenue.
- Training increases revenue for your business, but how is deeper than just surface numbers.
- Training your team enables rapid growth that's scalable in terms of productivity and overall size.

# Career Benefits

On Average.....

- Men with IT Certificates earn **63%** more than men with an associate or a bachelor's degree.
- Women with IT Certificates earn **69%** more than women with an associate or a bachelor's degree.
- Women with with Certificates in office-related work earn **48%** more than women with an associate or a bachelor's degree.

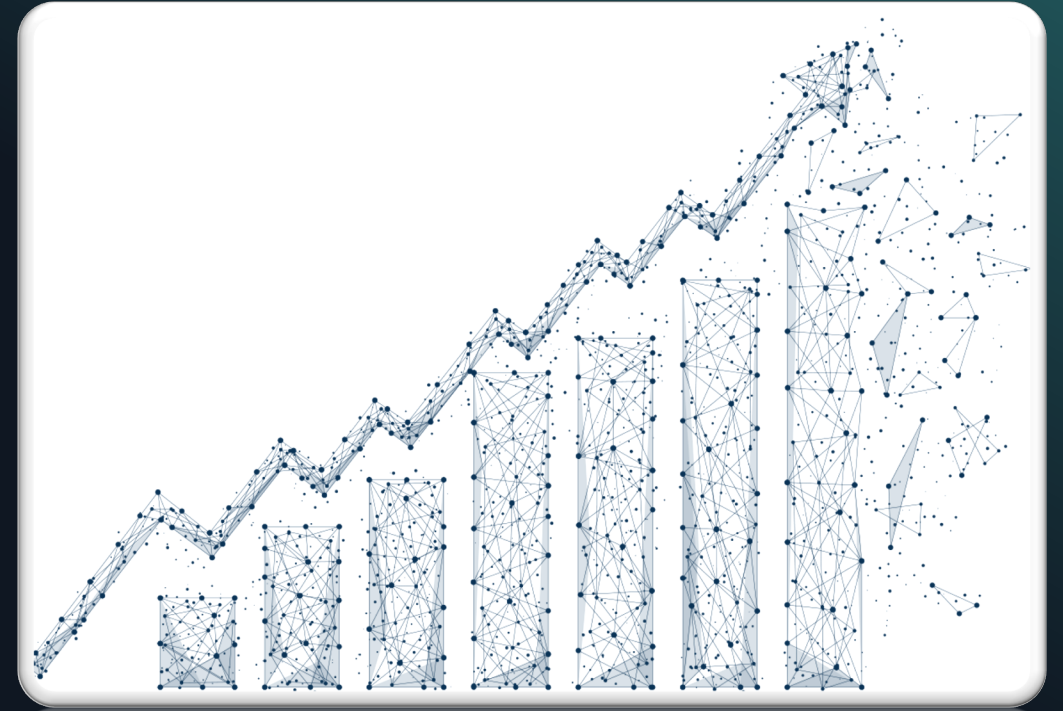


Value of Certification

# Career Benefits

**91%** of hiring managers consider employee certification a criterion for hiring.

**85%** of supervisors report that certified employees are more productive and require less supervision.





# Conclusion

Whether we are employees, freelancer, entrepreneurs we must seek to gain Future Ready Skills to Compete & Succeed in the Market







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# THANK YOU!

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