

## **Skills for the Future of Work: How to Achieve Professional Success from a Education environment**

Tuti Ningrum<sup>1</sup>, Ratna Hestiana<sup>2</sup>

Email : [tutiningrum@polteknaker.ac.id](mailto:tutiningrum@polteknaker.ac.id)<sup>1</sup>, [hestiana@iaingorontalo.ac.id](mailto:hestiana@iaingorontalo.ac.id)<sup>2</sup>

Politeknik Ketenagakerjaan Jakarta<sup>1</sup>, IAIN Sultan Amai Gorontalo<sup>2</sup>, Indonesia

### **ABSTRACT**

Important changes in the world of work are brought about by globalization, digitization and permanent changes in information. Future job positions will necessitate a restructuring of the necessary abilities to fill them. Vocational education is one of the soft skills that must be connected and matched between education and industry to deal with the digitalization process.

This increases the urgency of the need to align skills with the emerging labor market requirements and the problems presented by the twenty-first century. The method used is a literature review, the initial strategy for finding references is in the form of a literature review of previous research through an online database.

It evaluates and synthesizes the knowledge already available on the skills necessary for the labor market of the future, as well as educational recommendations to make their acquisition easier. This extensive investigation has shown that technology management-related talents are those that are most in demand on the job market. There are various ideas that focus on these qualities in educational contexts. The majority of these creative initiatives are the result of digital phenomena and technology.

**Keywords: future skills; job market; education**

### **INTRODUCTION**

This study aims to deal with Education is one of the goals that most frequently reaches a critical stage during the digitalization process. This increases the importance of updating skills to meet the current labor market requirements and the problems of the 21st century. The world of work has seen significant changes as a result of globalization, digitalization, and ongoing information change. This necessitates a realignment of crucial talents to obtain employment in the ensuing years.. [1]

Advances in Internet - based technology is currently growing so very fast . Young people are frequently the driving forces behind change and innovation and are at the forefront of social, economic, and political progress. Young people can actively participate in society, contribute their abilities and future vision, and cultivate a sense of dedication and belonging in the workplace. However, compared to the older population, teenage unemployment is typically two to three times higher. While 88 million young people under the age of 24 are jobless worldwide, millions more are making just enough money to get by, frequently in risky situations. Because young people will inherit numerous environmental, economic, and social challenges caused during this time and the previous ten years, TVET for sustainability issues is crucial for them. Including their ideas and opinions in. [2]

The effects of globalization and digitization on the job market have altered how people view time and space because such quick shifts have never been seen before. [3]. The Spanish Confederation of Business Organizations claims that [4], Over the past three decades, significant corporate growth has slowed by 50% on a global scale. This is a result of general purpose technology (GPT) constantly evolving as a result of the Digital Revolution and thus becoming one of the main axes of society.

### **LITERATURE REVIEW**

Conception of skills for the working future

Skills are acquired abilities and are multidimensional in nature. The skills development system is also not different or separate from the education system, so it must take a systemic approach to understand them as part of the same ecosystem. This study uses the upcoming UNICEF Global Skills Framework to conceptualize the different types of skills that youth possess. Basic skills, job-specific (technical), and transferable skills are the three key categories into which the framework separates skills. Respondents from all over the region emphasized a variety of transferrable talents as crucial when talking about skills for the future. As a result, transferable skills are a key subject of study and a crucial part of the UNICEF Skills Framework.[5]

The abilities included in the "Future Work Skills 2020" study are thought to offer a chance for success in the workplace and in meeting the difficulties that society will confront in the years to come. This report aims to offer insight on professional training in this sense. It aims to create plans for the burgeoning digital era and, in doing so, prepare the populace for a more sustainable future. [6]. Ten abilities or skills are suggested for the future workforce in order to accomplish this: "sensemaking," which helps develop critical thinking; social intelligence, which aims to build optimal relationships in various contexts; innovative and adaptable thinking, which streamlines adaptation in various situations and prioritizes innovation; intercultural skills, which respond to different settings; computational thinking, which enables the translation of large amounts of abstract data; digital literacy; and knowledge management, the capacity to scan through voluminous material and pick out key information; productivity in respect to both autonomous and collaborative virtual working habits, as well as virtual cooperation [7].

#### Skills Development Oriented Education for the Future of Work

One area where education has reached a tipping point where it must align skills with the new requirements of the job market and the difficulties brought by the 21st Century is education [8]. Needs have changed as a result of the employment market's fast and ongoing evolution over the past few years. This is also true in the area of education, where there are new expectations that need to be respected [9]. In this sense, a quality education system should prioritize providing students with training that is in accordance with the needs of the present and future labor markets. This is how, the system will facilitate the insertion of these students into this market after their studies are completed. Our educational system does not, however, provide instruction in the abilities necessary for societal work. This is concerning since these are the abilities that kids will need to succeed in the workplace and deal with the problems society will confront in the years to come as the world becomes more interconnected. [7].

#### **METHOD**

This research is a qualitative research with descriptive analysis technique with library research where this research tries to describe the existing phenomena, which took place now or in the past. Article Skills for the Future of Work: How to Achieve Professional Success from a Vocational Education environment.

The methodology that the author uses is using a library study approach and literature review in accordance with the discussion and studied more deeply so that it can make a positive contribution such as journals, books, internet, and other sources. Regarding the data analysis strategy, the author employs a descriptive analytical approach by summarizing the information as it has been gathered without drawing any generalizations or inferences that apply to the wider population. [10]

#### **RESULTS AND DISCUSSION**

In response to the two goals outlined at the beginning of the article, the outcomes discussion section was created. First off, it should be noted that all articles concur that mastering technology is necessary to meet the needs of new jobs and the digital era that rules the present with regard to objective 1, "to identify the skills most needed and, in this way, facilitate access to the job market," from the results revealed through the current literature review.. A number of authors came to this conclusion after making it evident that acquiring digital skills will be a crucial component of entering the labor market. Their work also underlines the need to simultaneously build elements and information that will be helpful for this problem. These qualities include an understanding of digital data and the capacity for digital communication. [5,6]. The essential foundation for business survival will be the digital revolution. It is advised that businesses participate in the Industrial Revolution for this reason.4 to avoid the market's extinction [11]. Understanding how to manage information and communication technology will be helpful for everyone looking to enter the workforce, and its benefits will extend beyond the workplace to daily life. This is because understanding how to function in connection to these aspects contributes to the advancement of ongoing change in today's society. [12]. Elboj et al. contend that cross-border workers working toward an entrepreneurial future are more likely to work in multinational and multicultural organizations, where intercultural skills are more frequently found. However, despite the high need for occupations, this same author notes that training for these talents is limited, which poses problems for society. [13].

## CONCLUSION

In the 21st Century, globalization, digitization, and permanent changes in information have caused major changes in the world of work, making it necessary to readjust the essential skills required to access job positions. Additionally, the ability of workers to build cross-disciplinary abilities in a way that is an effective means of responding to the problems of contemporary society will determine success in the workplace.. Industry 4.0 requires essential conditions for survival in the job market. Businesses must fully embrace the digital paradigm because both the businesses and the workforce must deal with these issues. It will also be necessary to consider new skills like multidisciplinary work, internationalization, computational thinking, virtual collaboration, and strategic planning in relation to innovative design. It should combine dynamic approaches required by the target market, improve students' capacity for future employment, and ease their eventual entry into the workforce.

## IMPLICATION/LIMITATION AND SUGGESTIONS

The greatest strength of this paper is the in-depth literature review work carried out, this research covers some of the skills for future work. The project's development was hampered by a lack of field research capabilities and expertise. The area of future research is related to the research project on which we are currently working, the main goal of which is to determine what skills, particularly in the area of vocational education, students in the final stages of the educational system present as they prepare for the workforce.

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