



Train the Trainer

#SKILLS4FUTURE

Peter Rusiňák
23 May 2023

CAREER COUNSELLOR

Constant
Learner

Psychologist

Relationship
Builder

Flexible
Networker

All of these
😊

Willing to go
extra mile

Open Mind

Communicator

Well
established in
community





The world of work

Skills, Abilities, Competencies

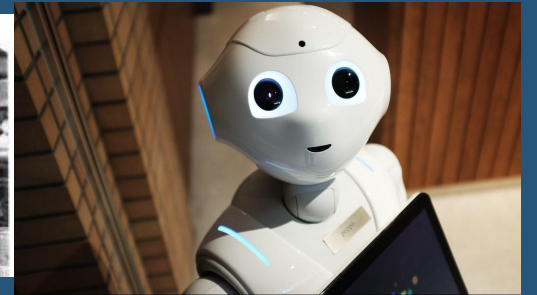
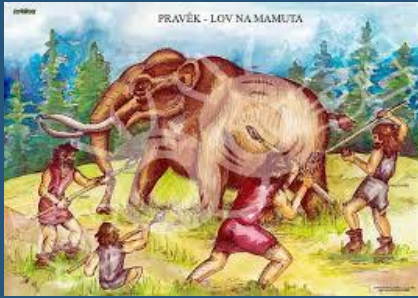
#Skills4Future & post-covid work

How to prepare for the future?





I. The world of work



MEANS OF SURVIVAL



CAREER

TRENDS FORMING THE WORLD OF WORK

- **TECHNOLOGY**
creating and vanishing jobs – internet/education – shared economy
- **GLOBALIZATION**
work mobility – foreign labor force – investors from abroad – cost of labor
- **FLEXIBILIZATION**
precarity – uncertainty – career reorientation – work from home - telework
- **SOCIOLOGICAL ASPECT**
population aging – access to opportunities – gender inequality
- **ECOLOGY**
consumption – global climate – green „deal“

Technology



Linear step



Exponentiality



1956 – 5 MB

Data disc ;)



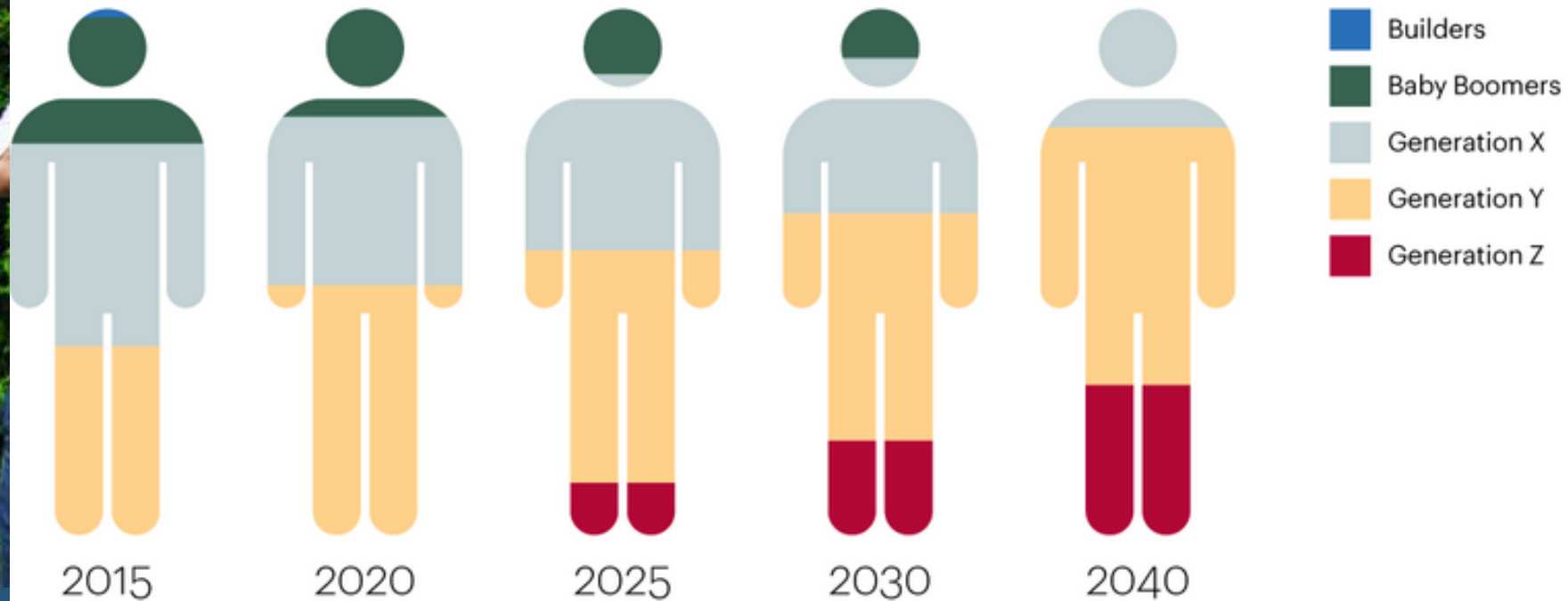
2005 – 128 MB



2019 – 1 TB

People - generations

Millennials will comprise the majority of the workforce by 2025



Development...

+1900

2/3

+1995

65%

+ 2038

47%

Bring on the personal trainers

Probability that computerisation will lead to job losses within the next two decades, 2013

(1=certain)

Job	Probability
Recreational therapists	0.003
Dentists	0.004
Athletic trainers	0.007
Clergy	0.008
Chemical engineers	0.02
Editors	0.06
Firefighters	0.17
Actors	0.37
Health technologists	0.40
Economists	0.43
Commercial pilots	0.55
Machinists	0.65
Word processors and typists	0.81
Real estate sales agents	0.86
Technical writers	0.89
Retail salespersons	0.92
Accountants and auditors	0.94
Telemarketers	0.99

Source: "The Future of Employment: How Susceptible are Jobs to Computerisation?" by C.Frey and M.Osborne (2013)



Organic Voltaics Engineer
TECHNOLOGY, UTILITIES AND
INFRASTRUCTURE



**Furniture Refurbishing
Technician**
MANUFACTURING AND
CONSTRUCTION



Recyclable Design Specialist
MANUFACTURING AND
CONSTRUCTION



Marketing eMediamaker
PROFESSIONAL SERVICES



Big Data Wrangler
TECHNOLOGY



Agroecologist
AGRICULTURE



Multi-Marketer
TECHNOLOGY



Purchase Prediction Analyst
CULTURE AND RECREATION,
PROFESSIONAL SERVICES,
TECHNOLOGY



**Wearable Technology
Therapist**
HEALTHCARE



Systems Tangilizer
TECHNOLOGY



**Integrated Roofing Systems
Designer**
AGRICULTURE,
MANUFACTURING AND
CONSTRUCTION,
TECHNOLOGY



Firefighter
TECHNOLOGY



Freelance Biohacker

Crowd-source solutions to complex medical challenges

Bioscience



Space Tour Guide

Guide tours through most interesting places in orbit

Engineering, physical science, or mathematics



Virtual Habitat Designer

Imagine and create entire virtual worlds

Cognitive psychology, behavioral science



Rewilding Strategist

Stitch together viable ecosystems in stressed landscapes

Biology, climate change relevant knowledge



Human Body Designer

Grow and replace tissues/organs as we hit the 100-year average

Bio engineering

COOL JOBS THAT DON'T EXIST YET?

Two-thirds of graduates in 2025 will be doing jobs that don't even exist yet, the Tomorrow's Jobs report – which The Future Laboratory and Microsoft collaborated on – predicts humanity will be curing disease and building virtual reality worlds from “the comfort of our own sofas”.

10 future jobs, including some helpful descriptions, are as follows:

Digital cultural commentator

“In the 2020s, digital cultural commentator will be the secret weapon that both brands and centres of high culture will use to cut through the cacophony of online white noise to talk effectively to tomorrow's audience.

“Masters of the next generation of visual social media, they will be able to bridge the gap between the arts and a digitally savvy public by using simple, impactful images to communicate complex and challenging ideas.”



Personal content creator



“By the late 2020s, software-brain interfaces, pioneered by teams of neuroscientists, will have started to enter the mainstream, allowing mass audiences to read and capture thoughts, memories and dreams.

“Personal content creators will help people to use these systems to increase the storage capacity of their overstretched minds, providing services that allow them to dip in and out of treasured memories and experiences at will.”

Ethical technology advocate

“Ethical technology advocates will be mankind's go-betweens, with a wave of robots and artificial intelligence applications that will be helping to run our complex and connected world by 2025.

“One of their key jobs will be to negotiate our delicate relationship with the robots by setting the moral and ethical rules under which the machines – and their makers – operate and exist.”



Human body designer

“Over the next two decades, bio-engineering advances will extend the average healthy human lifespan to more than 100 years as the growth of replacement tissues and organs becomes every day and affordable.

“Human body designers will combine design skills with bio-engineering know-how to create a huge range of customised human limbs, either to perfectly match the existing skin tone, musculature and colour of the rest of a person's body, to provide exotic new looks or enhanced functionality for particular jobs or sports.”



Space tour guide

“Space tour guides will use their exhaustive knowledge of the location of the thousands of satellites and pieces of junk from previous space missions to construct visits to the most interesting places in orbit.

“They will have a secondary role in finding and plotting the location of forgotten abandoned spacecraft and defunct equipment to create a log of the orbiting memorabilia of mankind's first half century outside of Earth's atmosphere.”



Digital cultural commentator

“Working from home, or from the growing number of freelance work hubs, freelance biohackers will work on open-source software platforms with hundreds, even thousands, of others in hive-like teams. University research departments and major drug and bioscience companies will use them to piece together complex DNA-based answers to some of the big questions of the next decade, from treatments for cancers in ageing populations to vaccines for new epidemics fuelled by our globalised culture and accelerating climate change.”



Sustainable power innovator

“Sustainable power innovator – workers with expertise in chemistry and material science alongside finely-honed entrepreneurial instincts – will scour the periodic table, combining elements and organic materials to invent new battery storage capabilities, for both on and off-grid use.

“They will also oversee the introduction of super-fast charging facilities to cope with the power demands of our ever-growing reliance on the internet of things in a hyper-urbanised world.”



Rewilding statigist

“Landscapes, using patchworks of flora

Virtual reality habitat designer

By 2025, virtual habitat design will offer some of the most exciting and creative career prospects in a global industry that will be producing millions of new jobs.



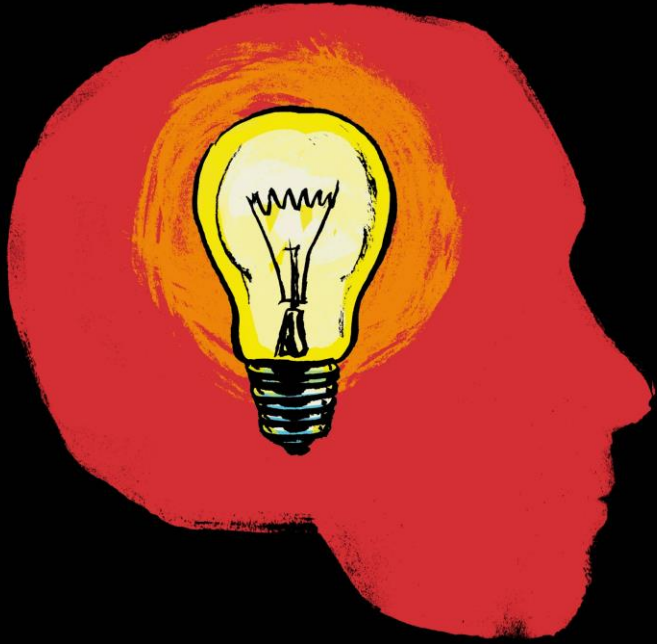
“VR habitat designers will need to possess the storytelling skills of an online game designer and editor together with the spatial design expertise of an architect or town planner to be able to imagine and create entire virtual worlds.”

Internet-of-things data creative

“It will be their job to sift through the waves of data being generated each day by devices in our clothes, our homes, our cars and our offices and find meaningful and useful ways to tell us what all that information is saying.



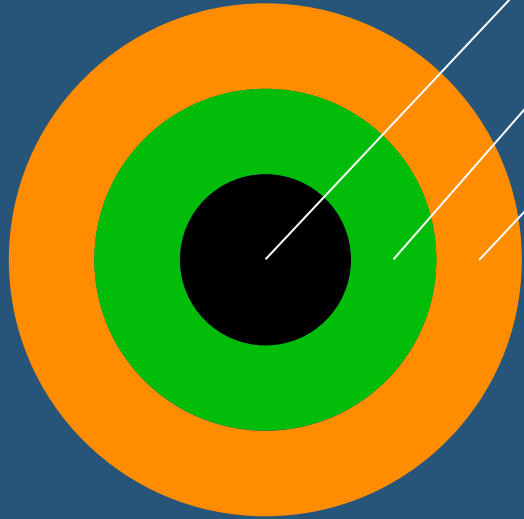
“They will need to have three key talents: a finely-honed ability to recognise patterns, a skill at asking sharp and difficult questions, and a natural flair for storytelling.”



Which new or customized jobs do you expect to be created in your field within next 5-10 years from now?



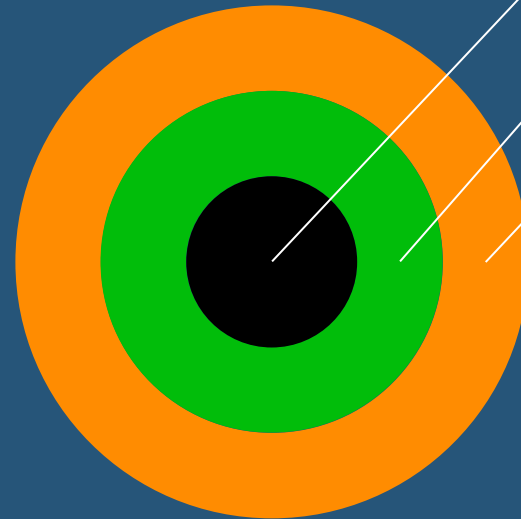
II. Skills, Abilities, Competencies



Soft (non-cognitive) skills

Creativity, decision making, problem solving, critical thinking, ability to perform, planning, responsibility, personal typology, time management, ability to work in teams, motivation,

Communication, negotiations, attitude (willingness + engagement), relationships, flexibility, Initiative-taking, entrepreneurship, empathy



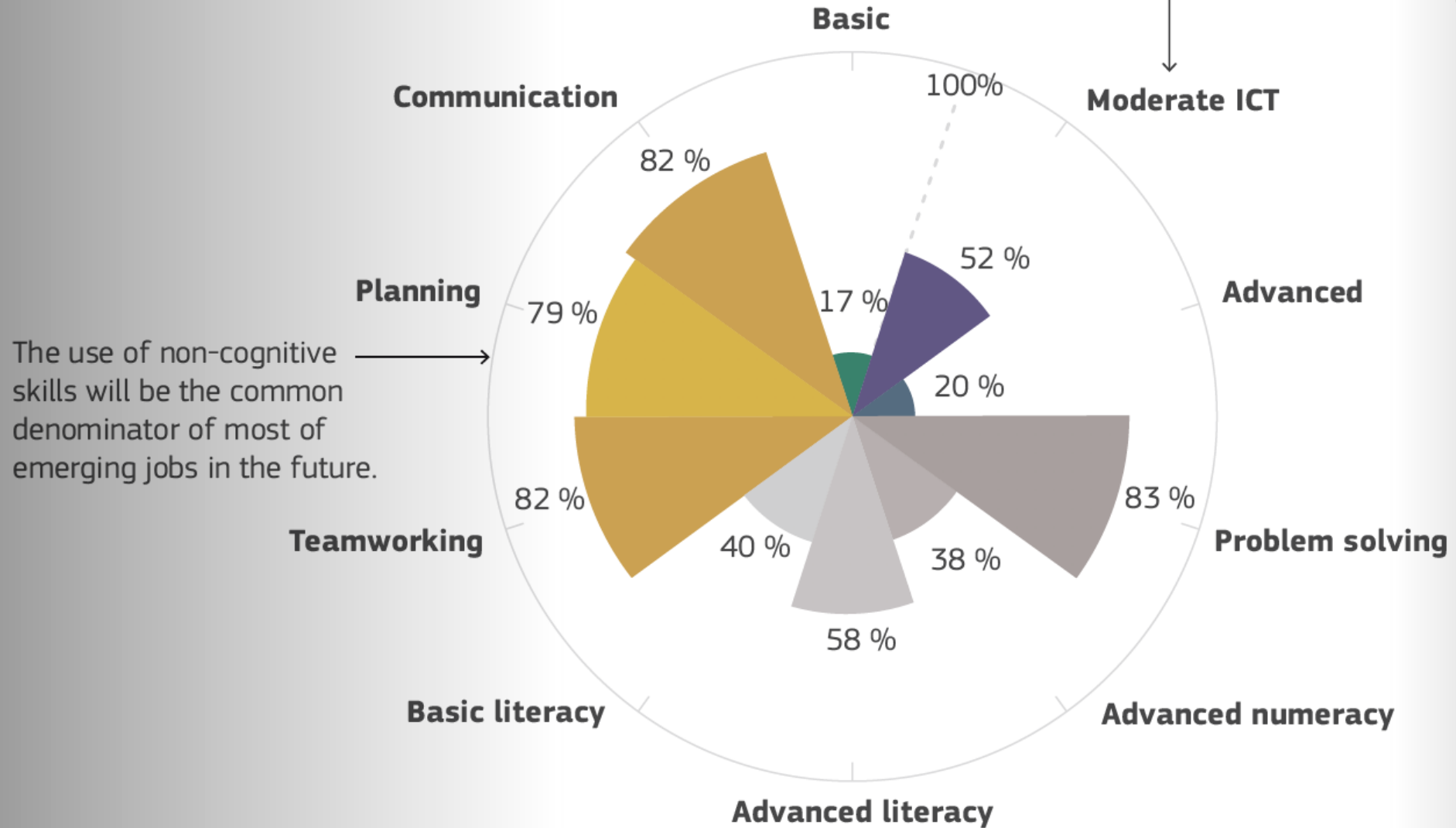
Hard (cognitive) skills

Experience, professionalism, goal-orientation
memory, visualization

Study, formal education, work experience,
tests, diplomas, certificates

- ICT KNOWLEDGE
- COGNITIVE SKILLS
- NON-COGNITIVE SKILLS

The majority of jobs in the future will require at least moderate level of ICT knowledge.



Most in-demand skills employers were seeking on LinkedIn 2020

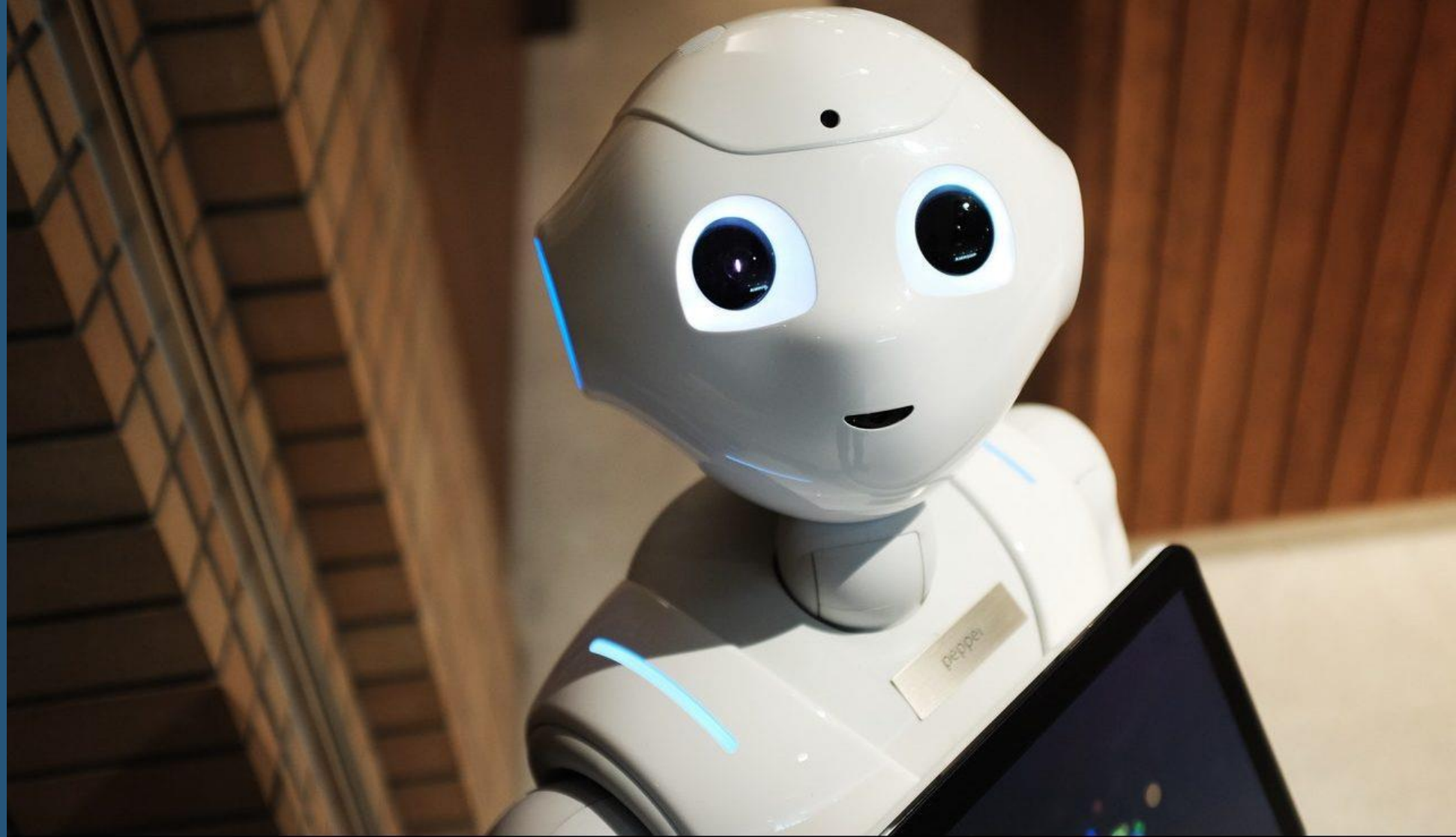
Soft skills

1. Creativity
2. Persuasion
3. Collaboration
4. Adaptability
5. Emotional Intelligence

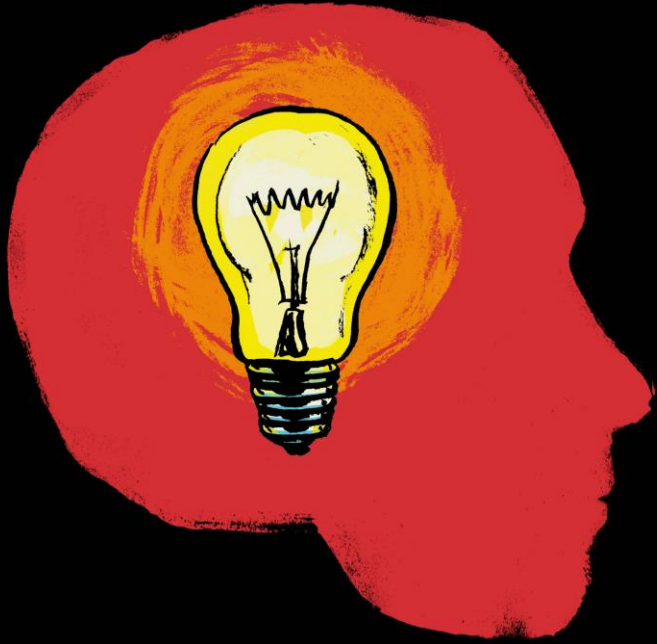
Hard skills

1. Blockchain
2. Cloud computing
3. Analytical reasoning
4. Artificial Intelligence
5. UX Design
6. Business analysis
7. Affiliate marketing
8. Sales
9. Scientific computing
10. Video production



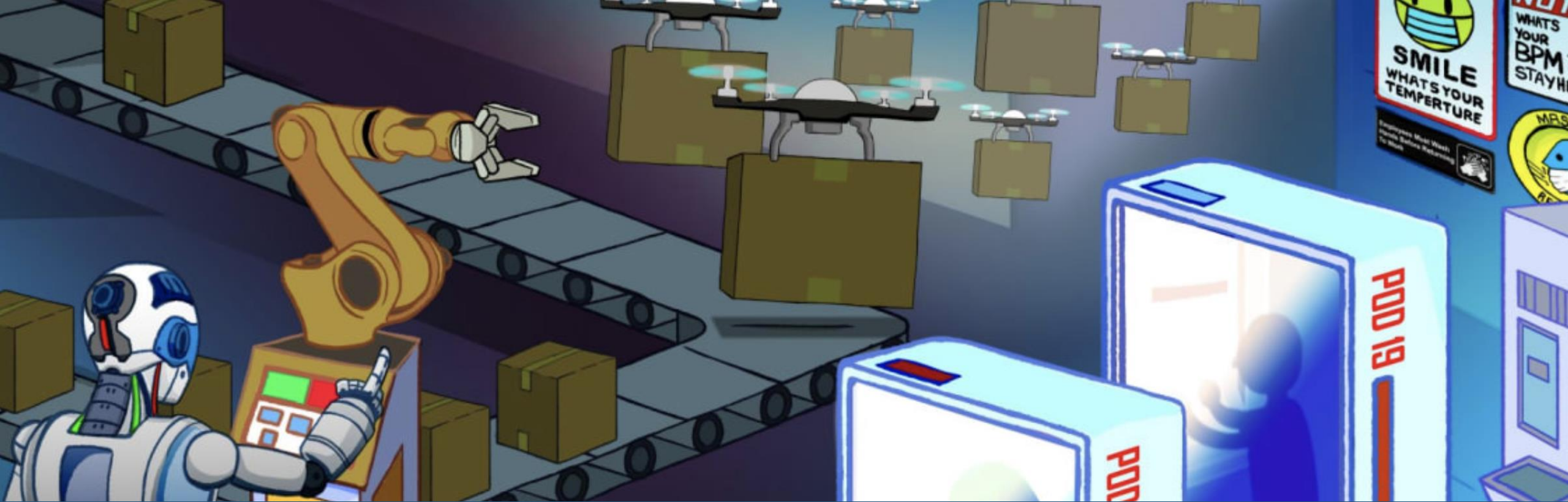


III. #SKILLS4FUTURE



**Which TOP 5 critical skills
you personally believe will
determine a „successful
career“ in the years to come?**

- + Critical Thinking + Complex Problem Solving**
- + Agile approach + Adaptability**
- + Effective Communication**
- + Collaboration/Team work + Ability to influence your network**
- + Curiosity, Ideation, Creativity**
- + Emotional Intelligence**
- + Ability to Negotiate**



Post-Covid work

Office work to be considered as „prestigious“

Work from home, socialize at your „office“

End of business travel as we know it

Platform employment + shared employment

Medical screening at a work place

9AM-5PM model of work has become obsolete

Skills, not diplomas, determine the labor market

Automation speeds up processes and increases effectivity

Demand for connectivity continues to grow (IoT, 5G, etc.)





IV. How to prepare for the future?

+ Stakeholder map

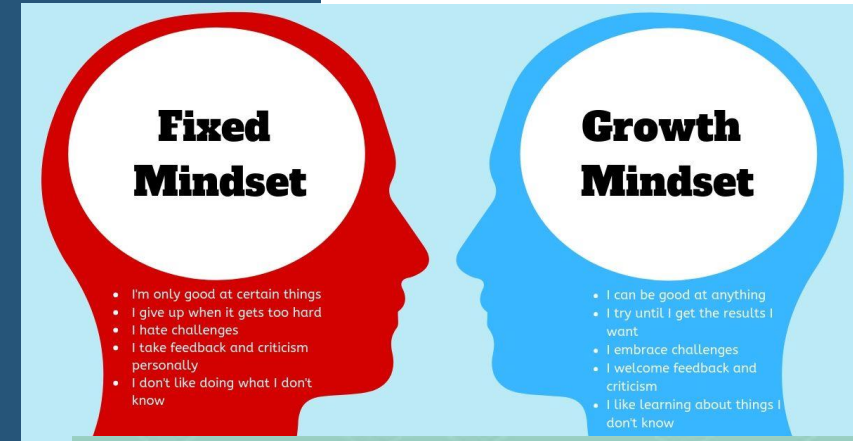
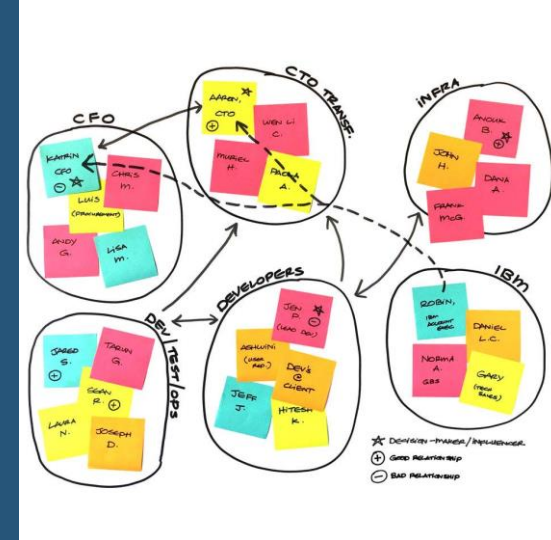
+ Direct and effective relations with employers

+ Skills & Growth Mindset & Attitudes

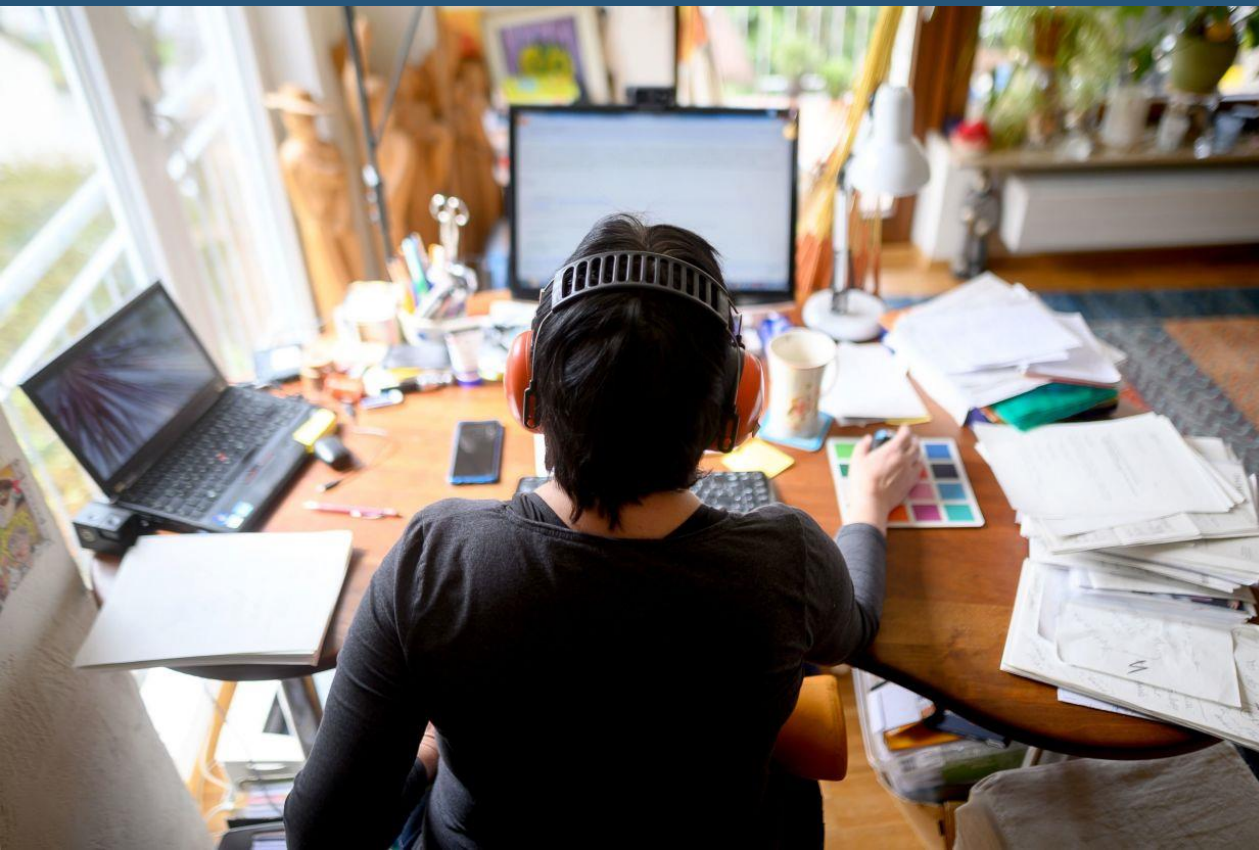
+ Trainings for clients on soft (non-cognitive) skills

+ Train your trainers

+ We are here to help you out 😊



„OECD Learning Compass defines “transformative competencies” as the types of knowledge, skills, attitudes and values students need to transform society and shape the future for better lives. These have been identified as creating new value, reconciling tensions and dilemmas, and taking responsibility.“

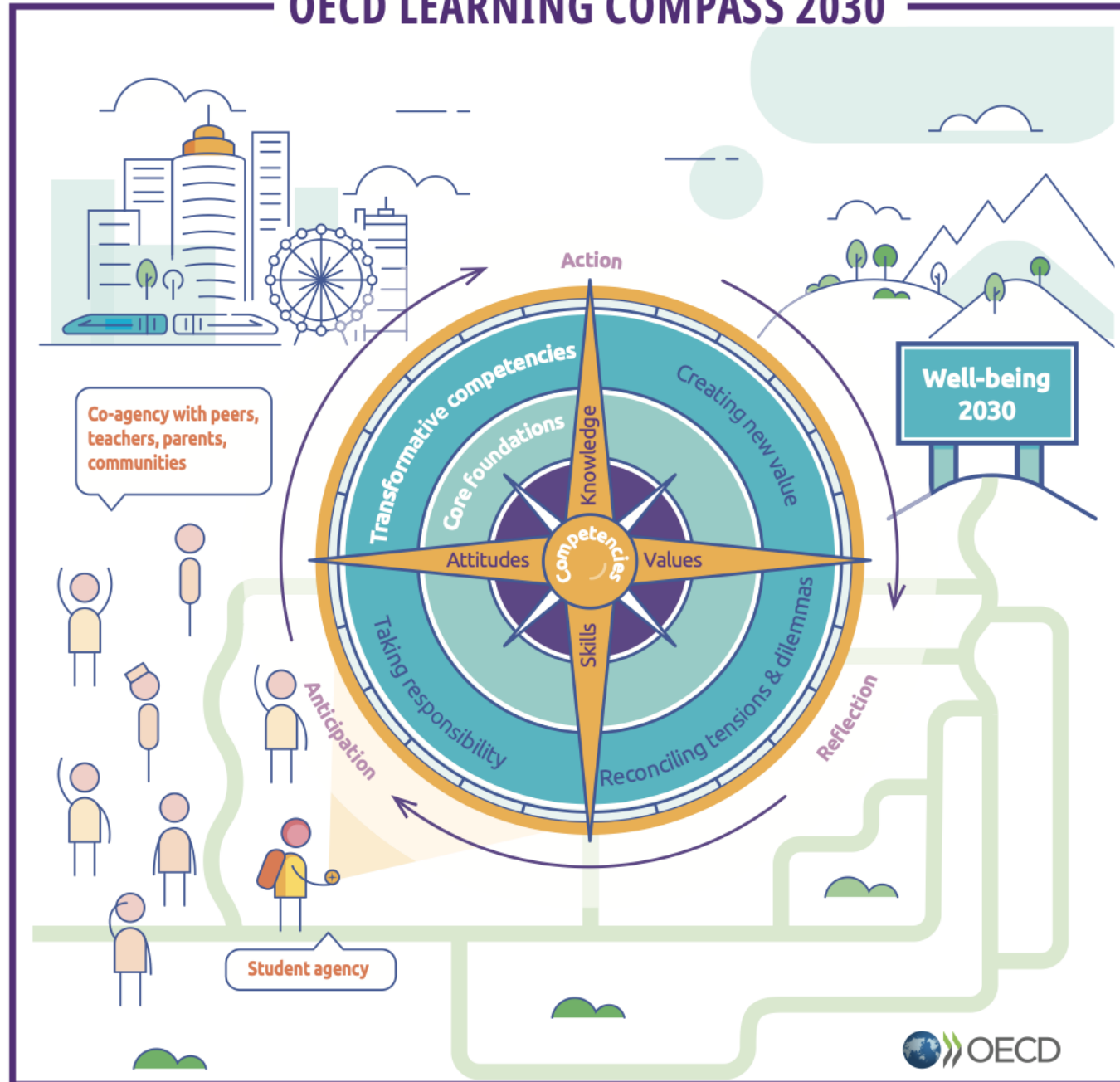


Future of Education and
Skills 2030

TRANSFORMATIVE
COMPETENCIES FOR 2030


OECD

OECD LEARNING COMPASS 2030



1. DOWNLOAD
the free SnapPress
mobile app



2. SCAN
this page with 



3. DISCOVER
interactive
content



Visit:
www.oecd.org/education/2030-project/learning

AMCHAM
SLOVAKIA



WE *Help* OUR MEMBERS
AND THE SLOVAK ECONOMY TO
Fulfill THEIR *Potential*

WWW.*amcham*.SK

