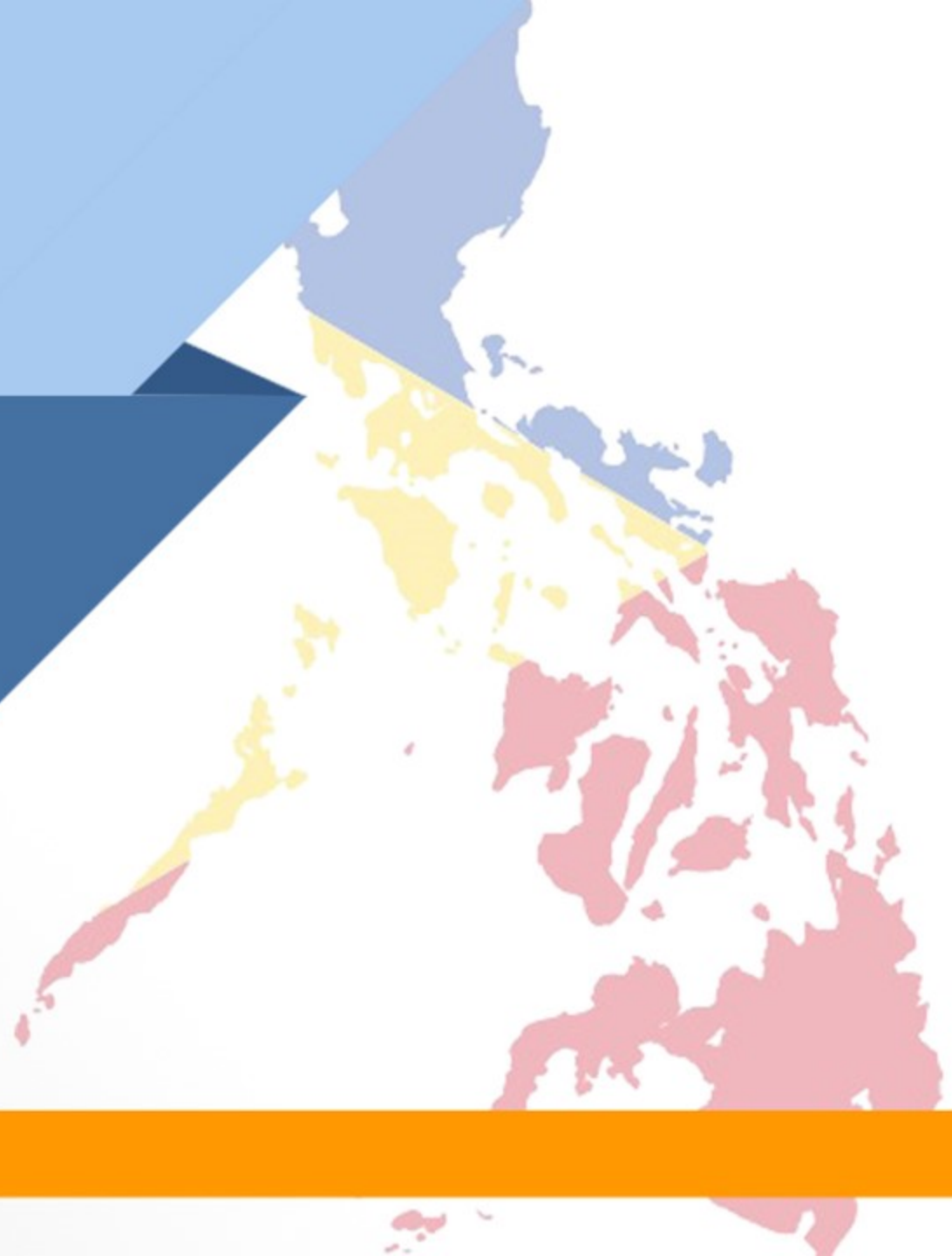


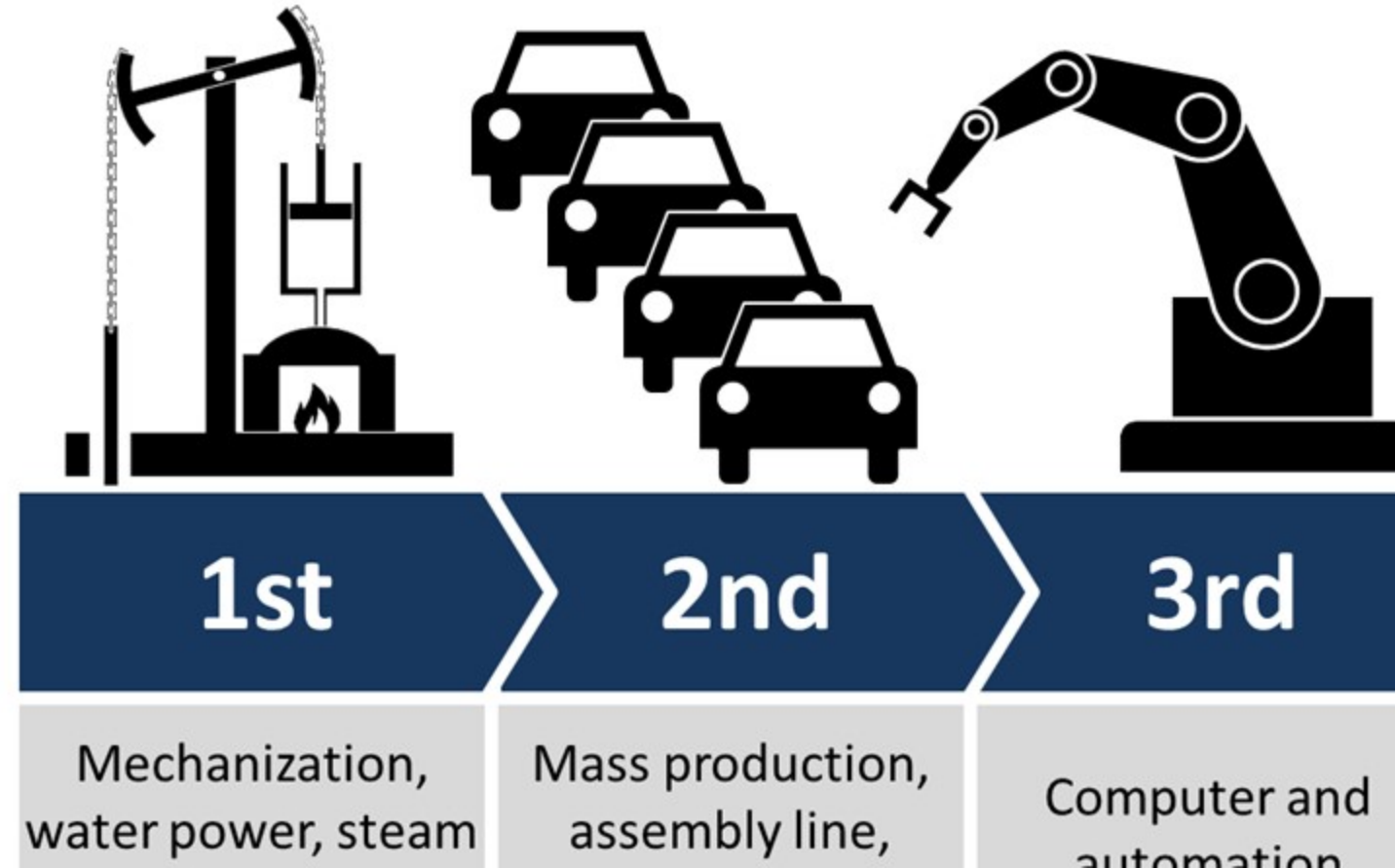


The Future of Work and Bridging the Industry- Academe Skills Gap

By: Rene M. Gener, DPM



The Fourth Industrial Revolution



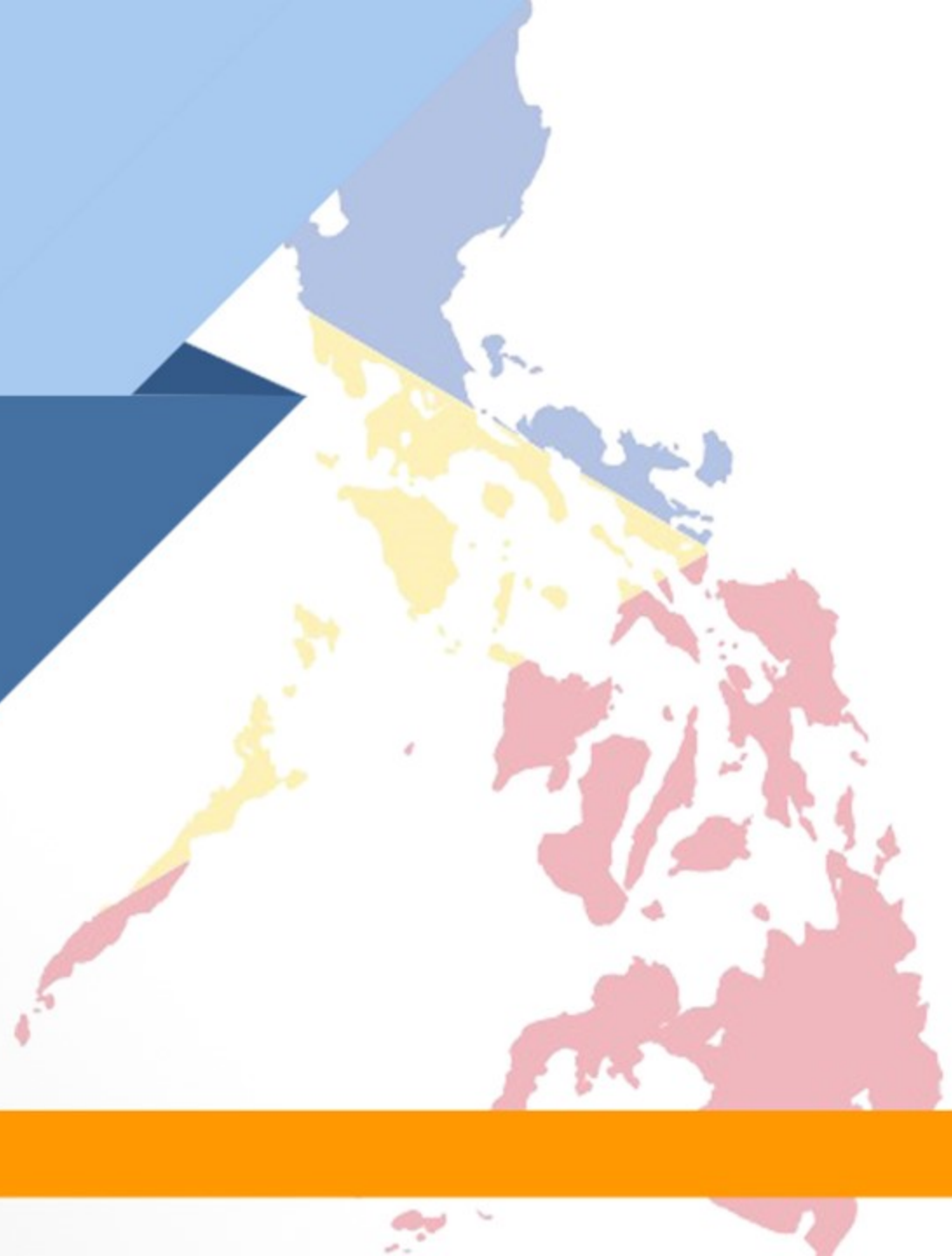
The Fourth Industrial Revolution

- characterized by a fusion of technologies that is blurring the lines between the physical, digital, and biological spheres
- the Fourth is evolving at an exponential rather than a linear pace
- emerging technology breakthroughs in fields such as artificial intelligence, robotics, the Internet of Things, autonomous vehicles, 3-D printing, nanotechnology, biotechnology, etc.

Source: World Economic Forum



Labor Market Situation



Labor Market Situation

- Rapidly developing and highly disruptive technologies, in a way contributed to the problem of academe-industry skills mismatch
- Youth are seeking employment while employers are looking for their employability skills

Labor Market Situation

- **703,327** graduates in **2017**
- Top 3 disciplines with most number of graduates:
 - Business Administration = 202,895
 - Education and Teacher Training = 138,496
 - Engineering and Technology = 82,794

Source: Commission on Higher Education

Labor Market Situation

Philippines	April 2018	April 2017
Population 15 years and over (in 000)	71, 014	69, 605
Employed Persons (in 000)	40,896	40,270
Employment Rate (%)	94.50	94.30
Unemployed Persons (in 000)	2,360	2,443
Unemployment Rate (%)	5.50	5.70
Underemployed Persons (in 000)	6,934	6,468
Underemployment Rate (%)	17.00	16.10

Source: Philippine Statistics Authority

Labor Market Situation

- In April 2018, out of the estimated **2,360,000 unemployed persons...**
 - ❑ **45.8%** are 15-24 years old
 - ❑ **19.6%** are College Graduates

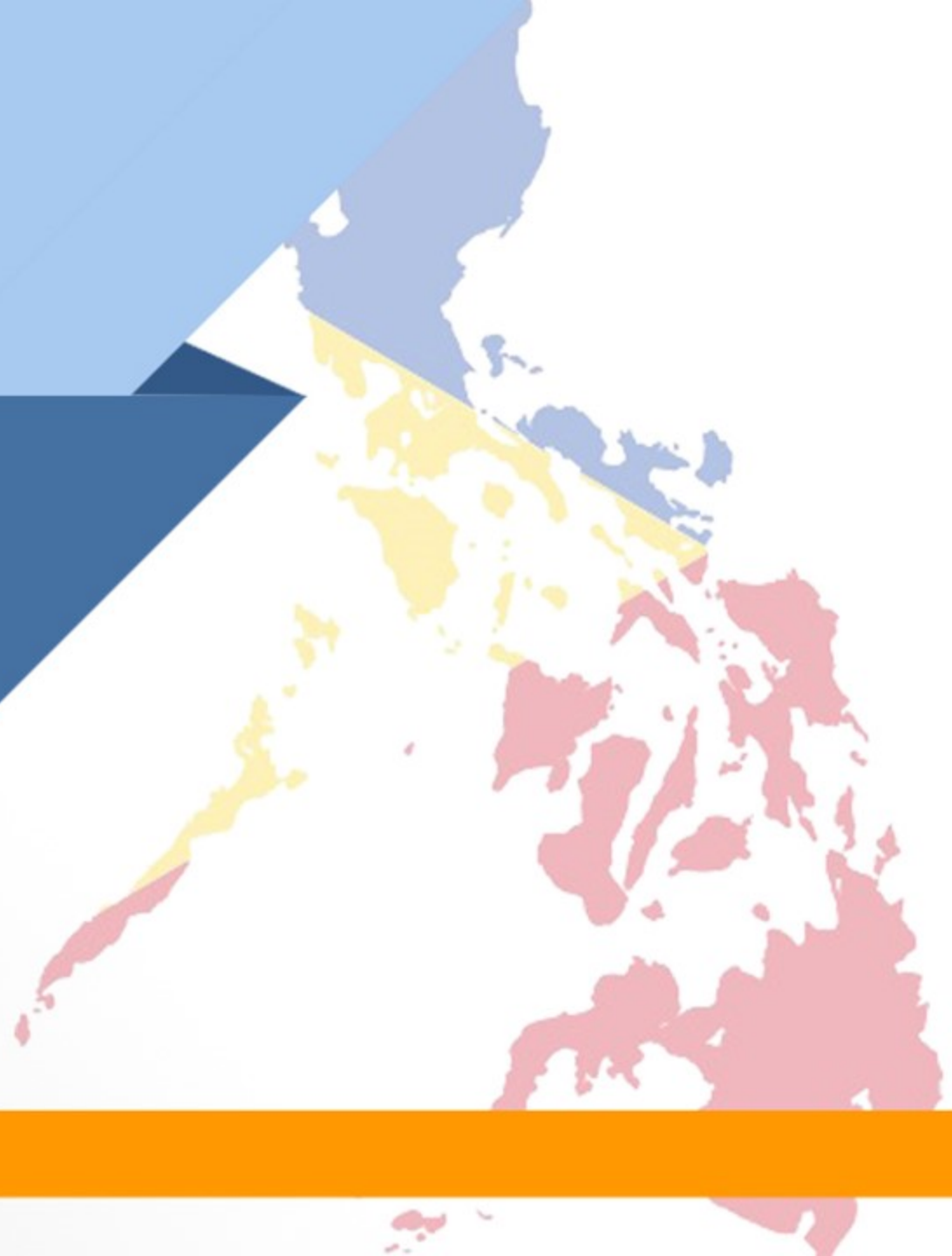
Source: Philippine Statistics Authority



PMAP

1956

21st Century Skills



21st Century Skills

- Observations from top recruiters on young employees:
 - Unable to exhibit loyalty
 - Inadequacy to perform the requirements of the job
 - Most applicants lack the essential skills of communication
 - Problem solving, critical thinking and evaluating skills have also become scarce among the graduates

21st Century Skills

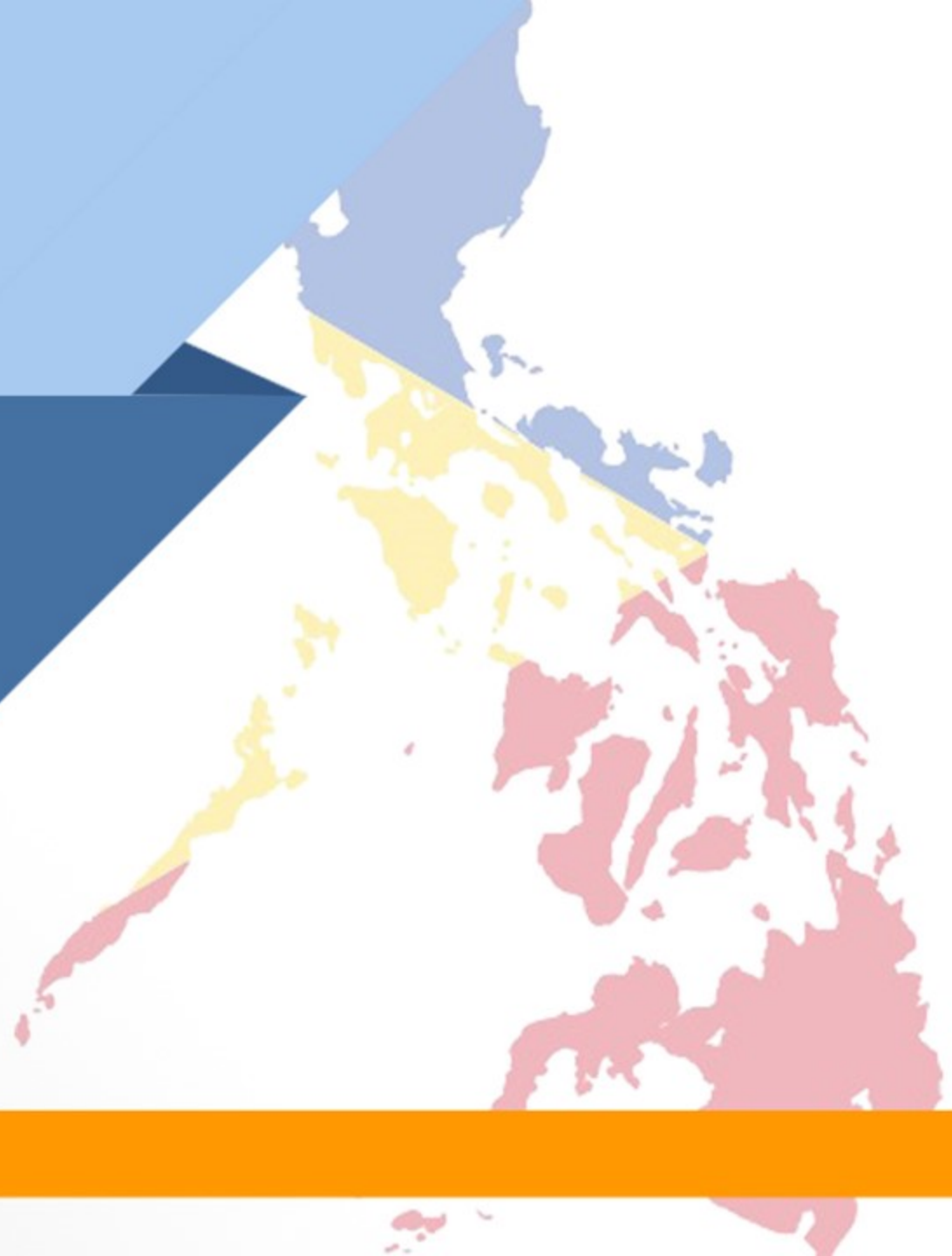
- Deficiencies of Fresh Graduates in Competencies:
 1. Critical Thinking and Problem Solving
 2. Communication and Collaboration
 3. ICT Literacy
 4. Initiative and Self Direction
 5. Productivity and Accountability

Source: People Management Association of the Philippines



Highlights of the Nations English Report Card

Source: Hopkins International Partners,
Inc. (January 2017)





Finding 1


The average Philippine College Graduate scores a TOEIC Total Score of 631.4 out of 990 (CEFR B1).

Which is lower than the **English language target of Thailand** for *graduating High school students* set at **CEFR B2**



Finding 2

The current English proficiency score of a Philippine college graduate is similar to that of an English Speaking Taxi Driver in Tokyo, Japan.

An aerial photograph of a densely populated city. In the foreground, a large, circular stadium with a white, ribbed roof is visible. The rest of the city is filled with a mix of residential and commercial buildings, interspersed with greenery. The lighting suggests it's daytime.

Finding 3

Less than 1 in 10,000 graduating students from a particular Public Provincial University can meet the English proficiency standard of the Customer Care position in the BPO Industry.

Joel Noora : Photography

Effects of Skills Gap to the Industries

- High turnover rate
- Increase in training and development spending
- Retraining takes away time and resources which also affects productivity targets

21st Century Skills

Top 10 Skills in 2020:

1. **Complex Problem Solving**

- capacity needed to solve new, poorly defined problems in complex situations

2. **Critical Thinking**

- ability to so identify, analyze and evaluate situations and information in order to formulate responses to problems

3. **Creativity**

- ability to imagine and devise innovative new ways of addressing problems, answering questions

4. **People Management**

- ability to get the best out of people or unlock their potential

Source: World Economic Forum

21st Century Skills

Top 10 Skills in 2020:

5. **Coordinating with Others**

- involves strong communication skills and being able to work with a range of different personalities

6. **Emotional Intelligence**

- the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically

7. **Judgement and Decision Making**

- ability to make effective decision or sensible conclusion through assessment and understanding of situations

Source: World Economic Forum

21st Century Skills

Top 10 Skills in 2020:

8. Service Orientation

- ability and desire to anticipate, recognize and meet others' needs, sometimes even before those needs are articulated

9. Negotiation

- ability to persuade and influence others to get superior deals or settle differences and disputes

10. Cognitive Flexibility

- capacity to think about multiple concepts simultaneously

Source: World Economic Forum

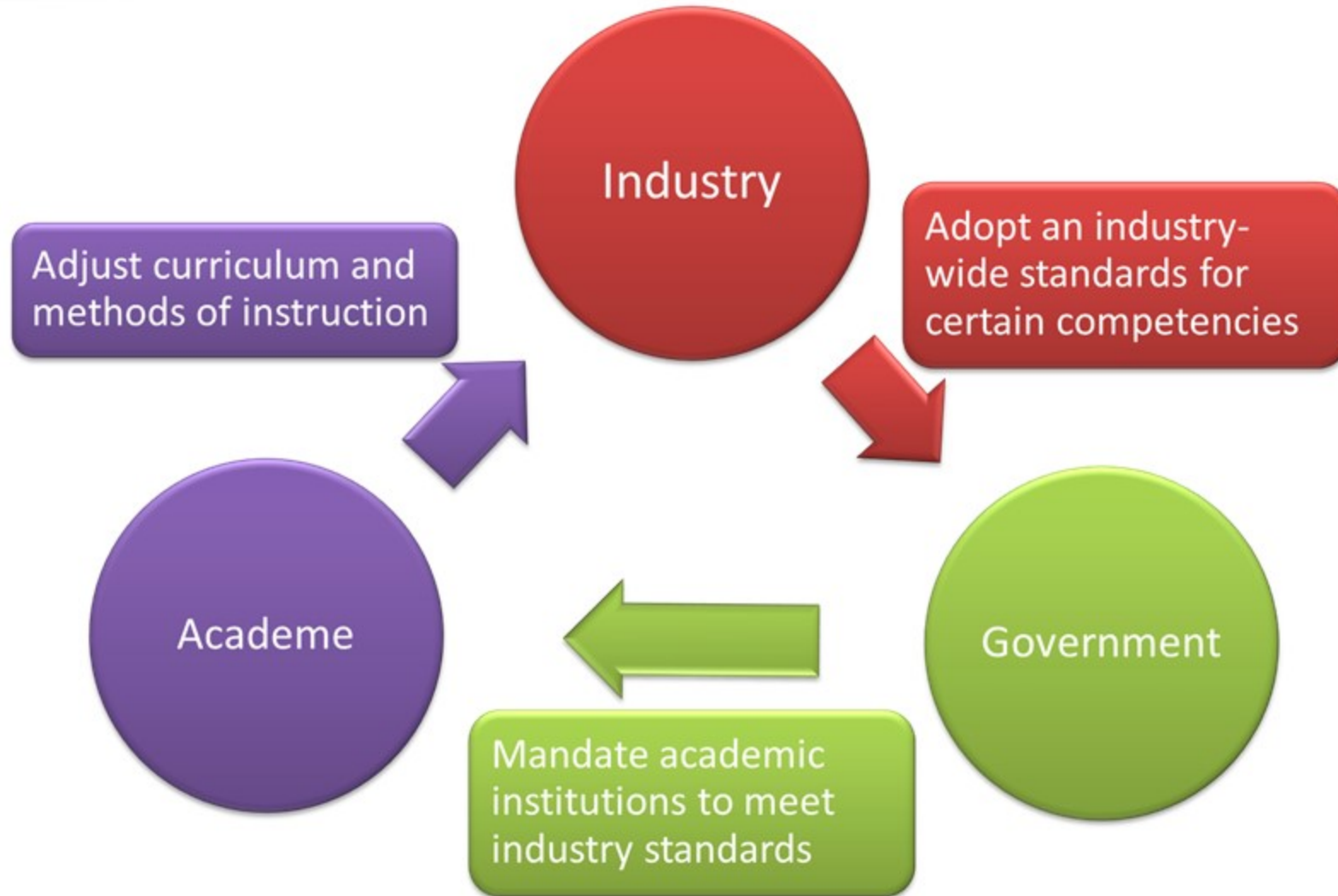
Looking Forward...

- A tripartite partnership among the government, academe and industry sectors must be institutionalized
- Significant programming and technological changes to teach new skill sets required by employers need to be integrated in the academic curricula
- Greater understanding and integration of science, technology and math in how these concepts are applied to come up with tangible outputs are important

Looking Forward...

Do we deliver the knowledge and skills required to provide economic health and viability to individuals, employers and our nation?

Looking Forward...



Coincident or Not?

If,

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

Equals,

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26

Then,

$$\begin{aligned} &K + N + O + W + L + E + D + G + E \\ &11 + 14 + 15 + 23 + 12 + 5 + 4 + 7 + 5 = 96\% \end{aligned}$$

$$\begin{aligned} &H + A + R + D + W + O + R + K \\ &8 + 1 + 18 + 4 + 23 + 15 + 18 + 11 = 98\% \end{aligned}$$

Both are important, but the total falls just short of 100%

But,

$$\begin{aligned} &A + T + T + I + T + U + D + E \\ &1 + 20 + 20 + 9 + 20 + 21 + 4 + 5 = 100\% \end{aligned}$$



Looking Forward...

Let's make the Filipino
globally competitive!