



BRIDGING THE GAP BETWEEN EDUCATION AND EMPLOYMENT

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EMPLOYMENT STATUS

EMPLOYEE

Has a contract of employment with an employer and is subject to the employer's control

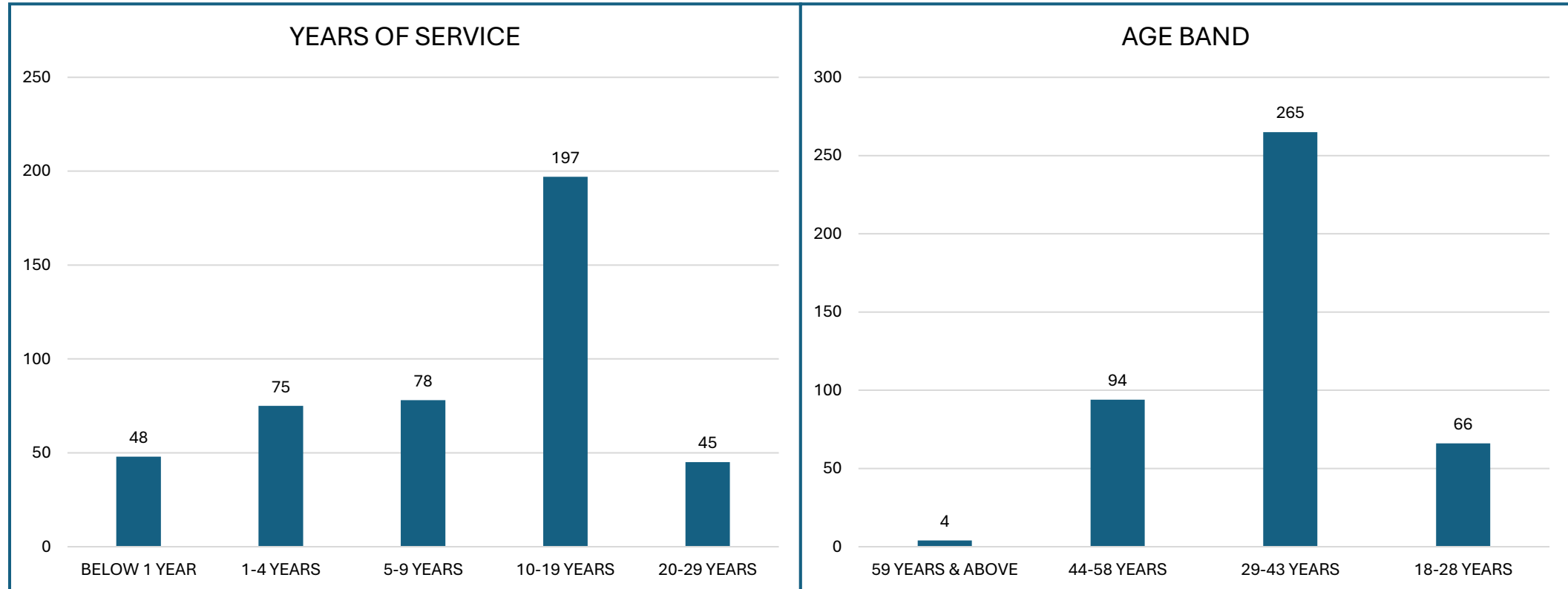
SELF EMPLOYEE

Works for themselves, taking on the risks and rewards of running their own business

CASUAL WORKER

Employed on a temporary, irregular, or ad-hoc basis where there is no firm commitment to on going work

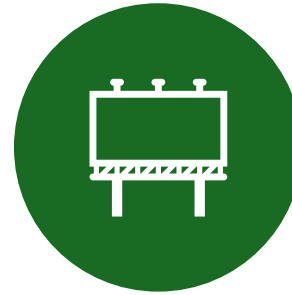
LABOUR FORCE GROWTH RATE FASTER THAN THE JOB CREATION RATE



GAPS BETWEEN THE SKILLS ACQUIRED THROUGH FORMAL EDUCATION AND THOSE REQUIRED BY THE JOB MARKET



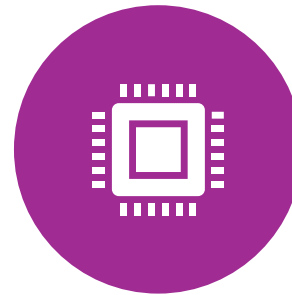
Digital skills : application of technology and computer literacy



Marketing: traditional advertising vs managing digital marketing campaigns, analysis of consumer behaviour using data & handling e-commerce platforms.



Banking sector: shifting from tellers to use of online platforms



Automation: accelerated by the Covid-19 pandemic which saw businesses prioritising and expanding their use of digital technology to interact with their employees or customers

GAPS BETWEEN THE SKILLS ACQUIRED THROUGH FORMAL EDUCATION AND THOSE REQUIRED BY THE JOB MARKET



Theory Vs Practice: the inability of the curriculum to keep up with emerging technology is compounded by it being too theoretical (The education system emphasizes passing exams and theoretical mastery, but neglects hands-on learning and innovation)



Emerging technologies such as the internet of things (IoT), robotics, virtual reality and artificial intelligence are starting to dominate the workplace.



The job market demands that employees engage in lifelong learning, constantly developing, refining and upgrading their skills to meet the changing market demands.

Emotional intelligence:

Understanding and managing one's own emotions and being aware of and responsive to the emotions of others

Communication:

Effectively conveying information, both verbally and in writing

Work ethic:

Demonstrating a strong commitment to work, being reliable with a positive attitude

SOFT SKILLS

Teamwork:

Collaborating effectively with other

Conflict Resolution:

Addressing disagreements and disputes constructively

Critical thinking:

Analysing information objectively, making sound judgement and solving problems creatively





What got you here
won't get you there.

Marshall Goldsmith

BRIDGING THE SKILLS GAP BETWEEN EDUCATION AND EMPLOYMENT



Have guest lecturers from industry to bring rich practical experience to the classroom.



Collaboration between the government, employers, and education institutions is essential in shaping a workforce that meets the demands of the world of work.



Concepts taught in class should be based on real life scenarios, society needs or industry needs and then change the examination approach from questions triggering memorization to scenario-based exams that trigger problem solving.

BRIDGING THE SKILLS GAP BETWEEN EDUCATION AND EMPLOYMENT



Change mindset about success and reframe education goals toward skill mastery, value creation, and purpose-driven learning.



Establish innovation hubs, improve funding, promote student startups, and link students with incubators and funding sources so that we increase job creation and innovation capacities among youth.



Universities should adopt modern technology and equipment to match the rapidly changing technological advancements.

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Career guidance should be given high importance from all stages of the learning journey to ensure that the abilities , strengths of learners are aligned with the career paths



Embed soft skills training at all levels of learning



Review the internship programs to ensure their effectiveness and these should be purpose driven.



Some businesses are investing in costly retraining programs to help new hires develop the skills needed to perform their jobs effectively

CONCLUSION



Addressing the skills gap between education and employment requires a multifaceted approach where businesses, educational institutions, policy makers, society, families all have a role to play in ensuring that the workforce is adequately prepared for the world of work either as employees or job creators.

THANK YOU