



MAIN FUTURE OCCUPATIONS IN SRI LANKA

1. Tailors, Dressmakers, Furriers and Hatters
2. Commercial and Sales Representatives
3. Sewing Machine Operators
4. Accounting Associate Professionals
5. Other Manufacturing Laborers
6. Cleaners and Helpers in Offices, Hotels and Other Establishments
7. Security Guards
8. Shop Sales Assistants
9. Sewers, Embroiders and Related Workers
10. General Office Clerks

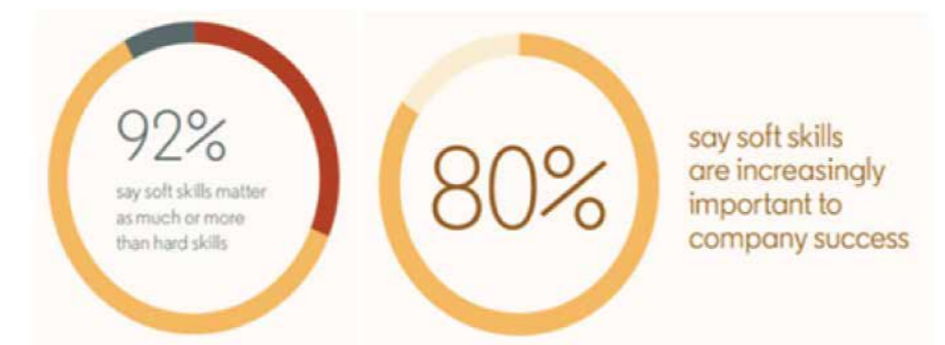
SHAPING YOUR JOB!!!

Employers need more from their people than ever before if they are to stay relevant and competitive. And similarly, employees expect – even demand – more from the organizations they work for. Now, a global survey of 5,000 human resources professionals and hiring managers, combined with behavioral data analysis, conducted by LinkedIn has revealed the four trends most likely to affect the next few years of your career.



The term “soft skills” hardly does justice to the complex combination of capabilities it describes: empathy, emotional intelligence, creativity, being able to collaborate and communicate, to name but a few.

While they’ve never been the stuff of MBAs and PhDs, soft skills are now more important than ever. So much so that 80% of those surveyed by LinkedIn say they are growing in importance to business success, while 89% highlighted a lack of soft skills among bad hires at their organization.



IN TO THE FUTURE FROM SKILLS

We are now at the beginning of the Fourth Industrial Revolution. Technological advances, along with socio-economic and demographic developments will continue to impact society in the next decade—causing changes in business models, teaching strategies and workplace arrangements. Therefore, professionals, employers and educational institutions should be ready for the challenge of developing the new skills where the future is demanding.



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SKILLS FOR EMPLOYABILITY



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WHAT IS SKILL?

A Skill is a type of work or activity which requires Special Training And Knowledge.
(Collins English Dictionary)



Sri Lanka's human capital is an essential resource in achieving the envisaged development goals and transforming the economy into a modern manufacturing one. Thus, it is increasingly important for the country to be equipped with new technological innovations, and an educated workforce with market-oriented skills. High quality human resources with expertise in science and technology and a skilled labour force are necessary, specially to compete globally.



SKILL GAP

A World Bank study on "Building the Skills for Economic Growth and Competitiveness in Sri Lanka" based on a survey of employers' perception of skill demand against the skills available in the workforce reveals the following findings

56% of employers consider that high-skilled workers should have passed A-Levels, while 70% of employers consider that low-skilled workers should have passed O-Levels. But the real situation is that, of the age 20 and above population, only 17% have passed A-Levels and another 17% have passed O-Levels.

80% of employers expect higher-skilled workers to know English and 40% employers expect similar soft skills from less-skilled workers. Similarly, 75% of employers expect higher-skilled workers to possess computer skills and 38% of employers expect similar soft skills from lower-skilled workers. However, calculations based on Census of Population and Housing in 2012 show that, of the age 15 and above population, knowledge in English literacy (ability to speak, read and write) and computer literacy were around 22% and 23% respectively, indicating a large skills gap.

SKILLS FOR THE FUTURE

- Team working
- Oral communication
- Taking initiative
- Literacy
- Public speaking /instructing / training
- Written communication
- Customer handling
- Planning and organizing
- IT literacy
- Numeracy
- Management responsibilities /taking a lead
- Advanced IT application / development
- Knowledge of a foreign language
- Clerical / administrative tasks
- Manual dexterity

(source Labour demand survey 2017)

HARD SKILLS

1. Cloud Computing: Learning Computing, Networking,
2. Artificial Intelligence: Neural Networks, Artificial Intelligence Machine Learning, Machine Learning and Classification Modeling
3. Analytical Reasoning: Making Decisions, Decision Making Strategies, Executive Decision Making
4. People Management: Motivating and Engaging Employees, Managing Team Conflict, Leading with Purpose
5. Multidevice Design, Overview,



SOFT SKILLS

1. Creativity: Generate Ideas in Greater Quantity and Quality
2. Persuasion: Persuading Others, Becoming a Thought Leader, Advanced Consumer Behavior
3. Collaboration: Collaboration Principles and Process, Being an effective team member, Business Collaboration in the Modern Workplace
4. Adaptability : Strategic Agility, Developing Adaptable Employees, Developing Adaptability as a Manager
5. Time Management: Managing Energy for Sustainable High Performance, Time Management Style



Top 10 most demanded occupations

- sewing Machine Operators
- Security Guards
- Other Manufacturing Labourers
- Shop Sales Assistants
- Advertising and Marketing Professionals
- Commercial and Sales Representatives
- Cleaners and Helpers in Offices, Hotels and other establishments
- Manufacturing Supervisors
- General Office Clerks
- Stall and Market Salespersons

