



The New Transformation for Innovative Workforce

Guiding Students Toward the In-Demand Skills & Roles of the Future

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Educating the Whole Person.

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ELECTROMECHANICAL TECHNOLOGY SHORT COURSE PROGRAM



Scholarship Privileges

In-Plant Training for
4 months leading to
employment

Specialize in Machining,
Electrical Installation &
Maintenance & Industrial
Electronics in 6 weeks

TESDA National
Certification



ADMISSIONS ARE ONGOING

General Admission Qualifications:

- Open to Males and Females
- Senior High School graduate (SHS)
- Junior High School completer
- High School Graduates of Department of Education's Alternative Learning System (ALS)
- At least 16.5 and not more than 25 years old upon application

Apply Now! For inquiries, visit or contact the school directly.



"Tritz Institute-ERDA Tech helped me a lot in my work now as I can share and use all the skills I learned from school confidently anywhere I am placed. Walang tapon, lahat nagagamit."

- **Gean Samson** (Class of 2019)

(Right after graduating from Senior High, Gean opted for immediate employment to help her family and now works with Vertical Solutions, Inc/Hyundai Elevators Philippines as an Elevator Installation & Maintenance Mechanic, Computer Aided Drawing Operator & Human Resources Recruitment Staff. She also holds a TESDA National Certification Level 3 in Electrical Installation and Maintenance)

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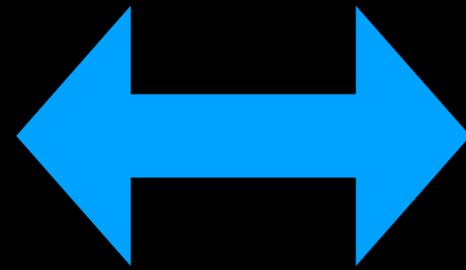
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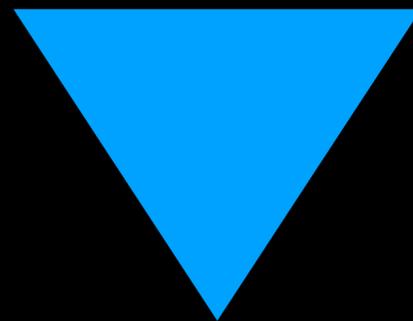


1 A CRITICAL TALENT SHORTAGE

**students' interests
and talents**



**In-demand skills and
roles of the future**



**there exists a critical talent
shortage in today's workplace**

45%

**of employers
worldwide struggle to
fill open jobs,
because they simply
can't find people with
the skills they need**



What's driving this talent shortage?

TECHNOLOGY

The primary cause of the current skills gap is a “shifting skill set due to the introduction of new advanced technology and automation.”

Mind the Skills Gap!



35 %

of the skills workers need , regardless of industry, will have changed by 2020

2

TECHNOLOGICAL REVOLUTION

Advanced technologies like robots, machine learning, artificial intelligence, and the Internet of Things (IoT) are automating processes in every industry, **leading to giant leaps in productivity and efficiency**



TECHNOLOGICAL CHANGES IN THE EMPLOYMENT MARKET

- IT is causing permanent loss of jobs in the middle tier and first job entry levels
- Hardest hit are those with narrow “industry-specific skills” that are becoming outmoded (eg auto workers)
- Re-education will be challenging and a burden

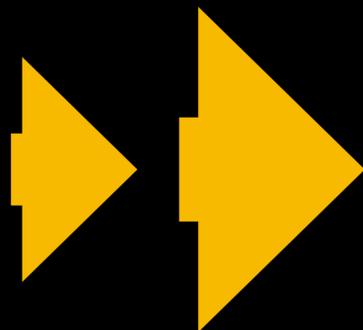


Threat



Increasing
workforce diversity

Multi-generation,
flexibly skilled, cross-
cultural workforce



More sophisticated people
management practices

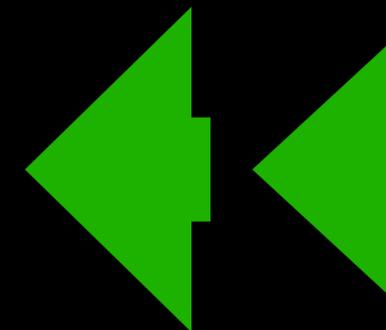
Opportunity



No need to be in a
central office location



Jobs can be done
remotely



As automation increases, Industry 4.0 technologies are redefining — not just replacing — the in-demand roles of the future.

**SKILLS HAVE BECOME THE GLOBAL
CURRENCY OF THE 21ST CENTURY
ECONOMY.**

3

A CHANGING WORKPLACE

What will the workplace of the future look like? No one knows for sure, but it's guaranteed to look quite different than it does today.



Demographic Changes

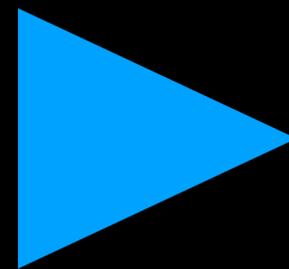
Demographic Shifts =
Changing workforce

Effects of an Ageing
Population?

Rise of Millennials / Gen
Z in the workforce



4.2
years



Average time
spent in a job of
Gen Z worker

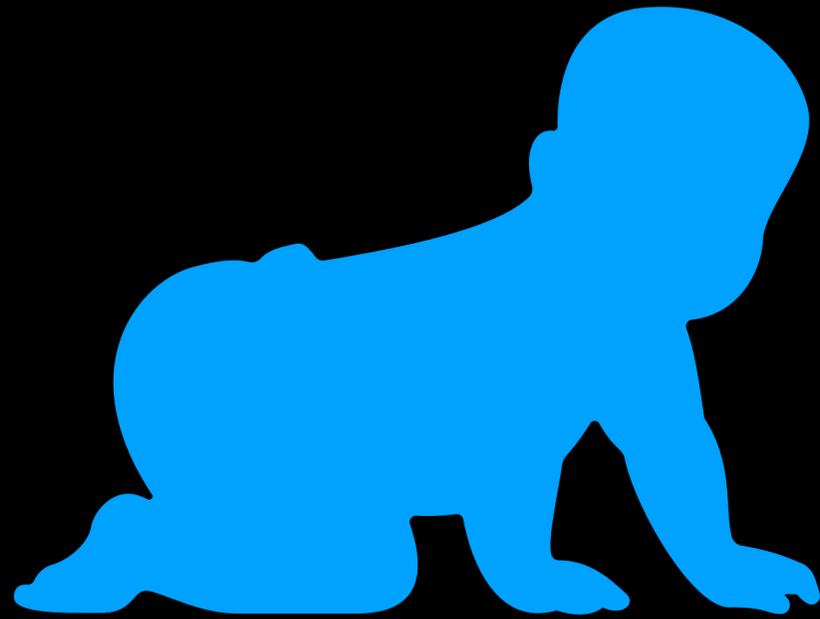
Demographic Changes

Today, we see the emergence of a new, younger, “Lost Generation” who are neither in education or employment”

NEET

Not in Education, Employment or Training





According to the World Economic Forum,
65% of children now entering primary
school will one day work in new types of
jobs that don't even exist right now.

47% of today's jobs could be gone in the next 10 years, including 20% of assembly jobs in manufacturing. Experts believe many of these jobs will transition to new roles that require specialized technology skills.

The top **5** skill sets that will increase in

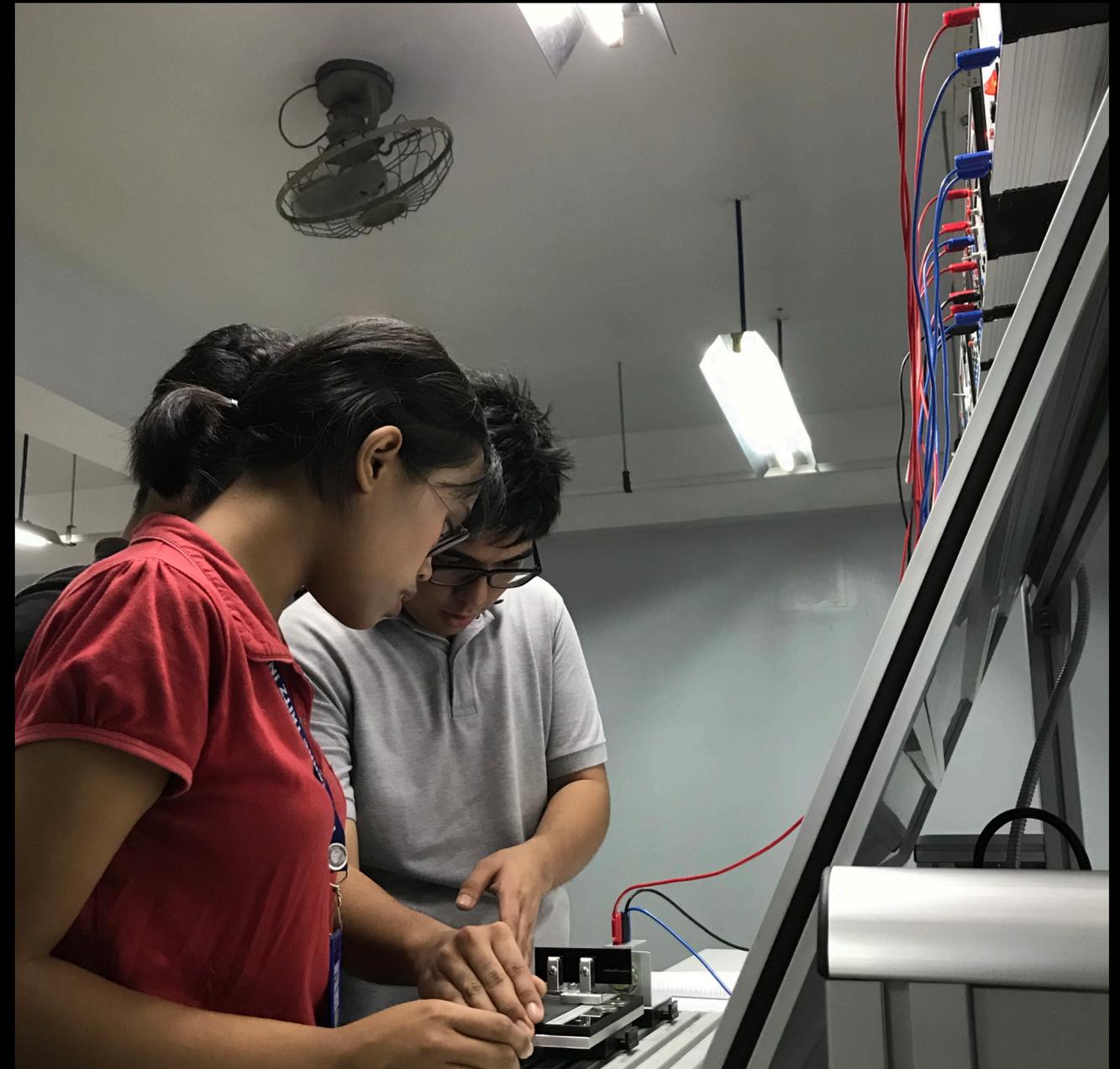
demand as a result of advanced technologies and automation are:

“technology/computer skills, digital skills, programming skills for robots/automation, working with tools and technology, and critical thinking skills.”

4

HARD AND SOFT SKILLS

As humans increasingly work on, with, and alongside machines, uniquely human skills will also become even more important.



communication

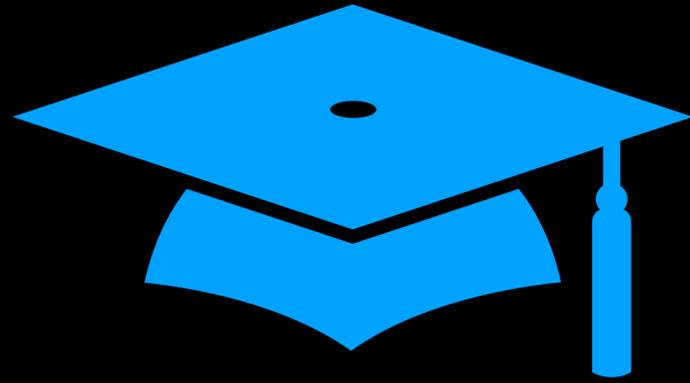
collaboration

creativity

problem solving

relationship building

people management



How will students get the skills they need?

Not all in-demand roles of the future will require a four-year college degree , but some type of post-secondary education and/or specialized training.



Advanced, Accelerated Curriculum

A **lifelong learning mindset** that is open to continual skills development as technology continues to evolve and advance.

What employees are willing and able to learn in the future is becoming **more important than what they already know.**

Our Response?

TRAIN ON SOFT SKILLS



**Emotional
Intelligence**



**Change
Management**



**Company
Culture**

5

PREPARING FOR THE FUTURE

How should students go about preparing themselves for the workplaces of the future?





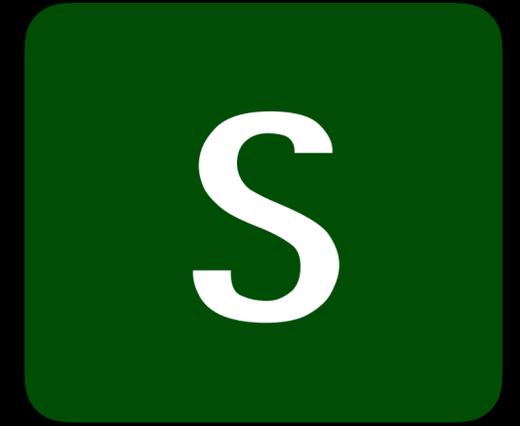
Goal

What?



Purpose

Why?



Scope

How?

PREPARING FOR THE FUTURE

- Match students' talents and interests with the skills and roles that will be in high demand in the future.
- Challenge students to use their imaginations to envision how their skills and desires can be combined with technology to create value in the workplace.
- Encourage students to develop a lifelong learning mindset. The skills they acquire to start their careers will likely evolve along with technology. They will have to get used to continual learning to stay relevant in the workplace.



PREPARING FOR THE FUTURE

- Help students explore all of their options for education/training.
- Open students' minds to workplaces they might not have ever considered before.



TRAIN TO RETAIN

- Not so much to attract with financial benefits
- 65% of employees say that development and training opportunities would increase their company loyalty
- Employees who are encouraged to grow their skills are twice as likely to say they'll spend their careers with that company



As educators and school administrators, how do we deal with these challenges and trends?

Which area is most likely going to affect the way I lead and manage my organization in the short and long term?