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2022 CIEE ANNUAL CONFERENCE

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CLOSING THE “SKILLS GAP”

Adapting to new skills demanded by employers after the pandemic

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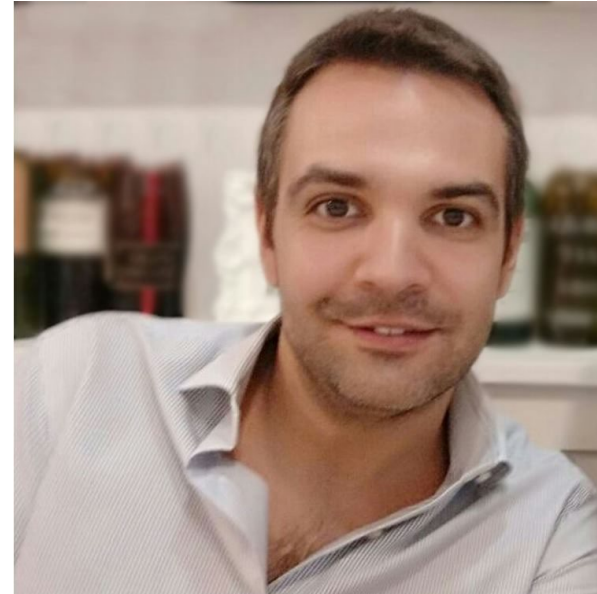


Pathways to Peace

MEET US



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AGENDA

- INTRODUCTION
- JOB MARKET BEFORE 2020
- JOB MARKET DURING THE PANDEMIC
- JOB MARKET AFTER 2022
- FINDINGS
- THE INTERCULTURAL AWARENESS COMPONENT
- CONCLUSION

INTRODUCTION

- DID THE PANDEMIC AFFECT THE WAY YOU USED TO WORK?
- DO YOU HAVE THE OPTION TO WORK REMOTELY TODAY?

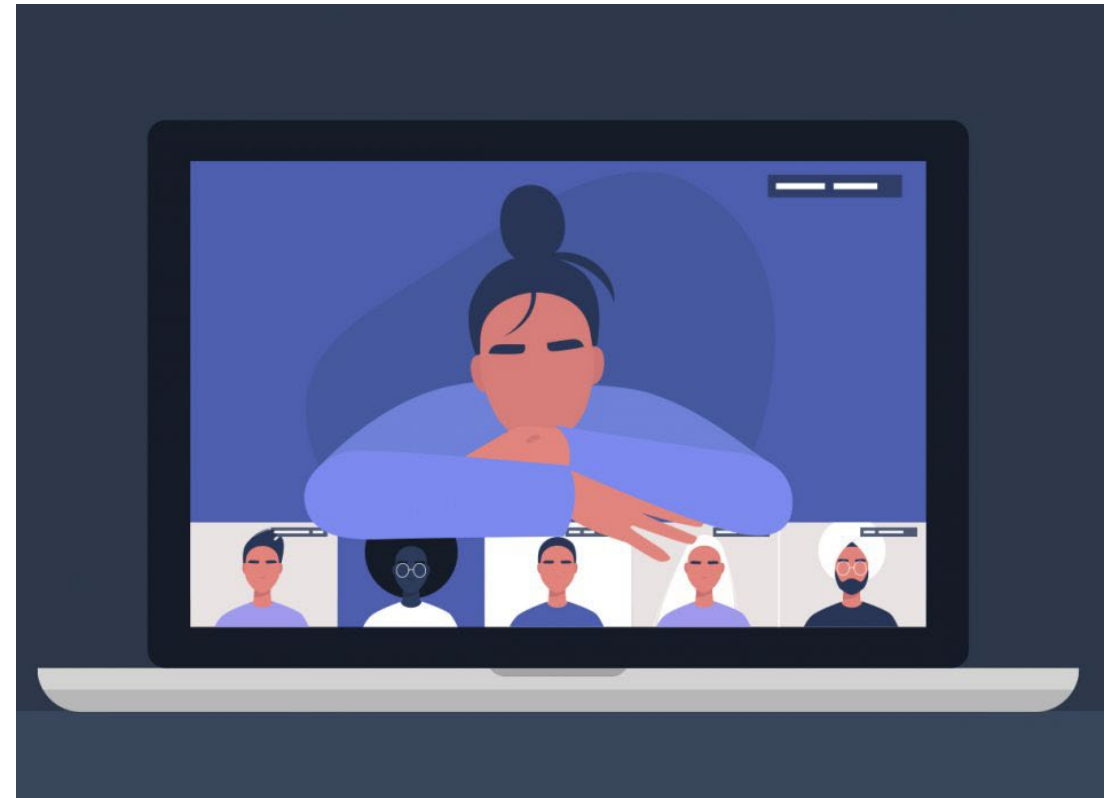
INTRODUCTION



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INTRODUCTION

- What were the main challenges faced by your team, your department or yourself over the pandemic in terms of working dynamics?



JOB MARKET BEFORE 2020

JOB MARKET BEFORE 2020

- 95% Job offers onsite
- 5% Hybrid or totally remote

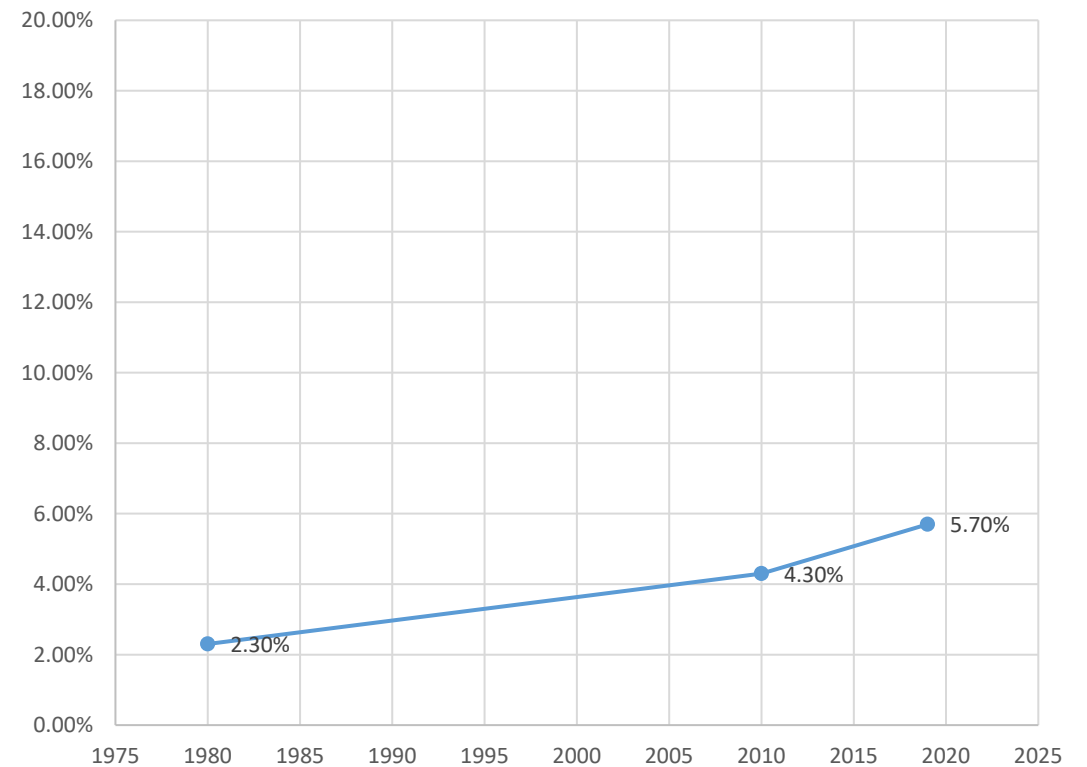
Source:

US Census Bureau (2022). The Number of People Primarily Working From Home Tripled Between 2019 and 2021

Bloom, N., Liang, J., Roberts, J. and Ying, Z.J. (2013). Does Working from Home Work? Evidence from a Chinese Experiment,

Parker, K., Horowitz, J. and Minkin, R. (2020). How Coronavirus Has Changed the Way Americans Work. [online] Pew Research Center's Social & Demographic Trends Project

People primarily working from home 1980-2019



JOB MARKET DURING THE PANDEMIC

JOB MARKET DURING THE PANDEMIC

71%

Of employees in the US who said their job could be done from home, moved to a remote work model

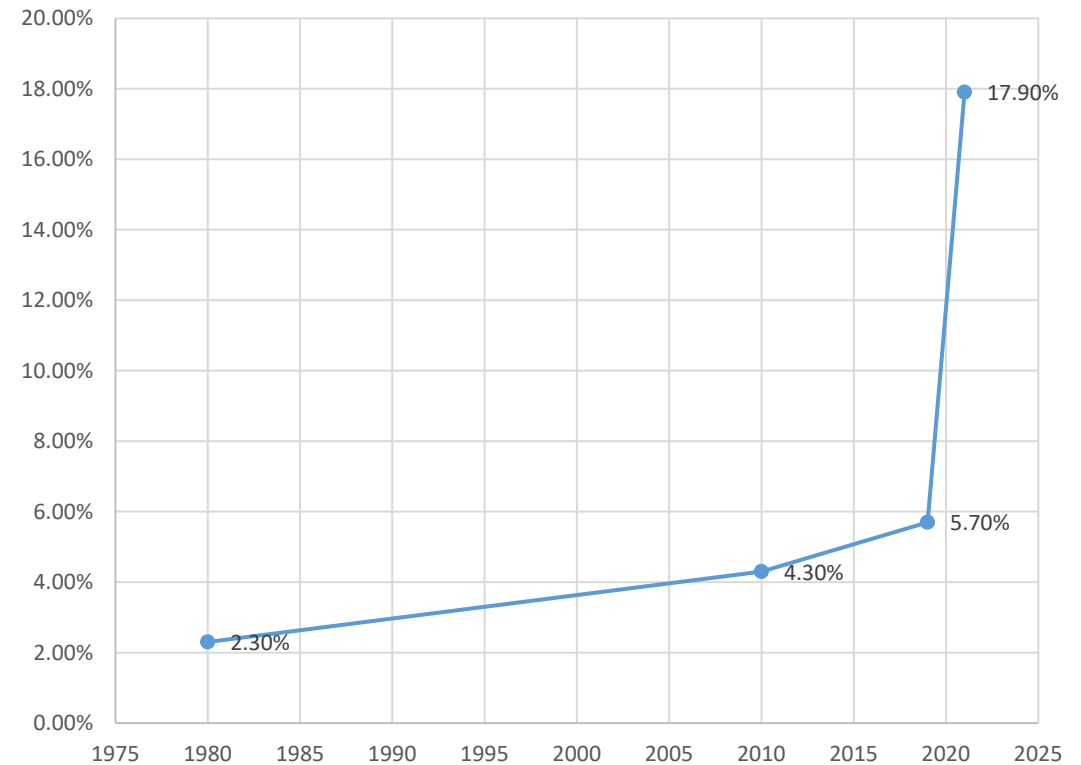
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People primarily working from home 1980-2021



JOB MARKET AFTER 2022

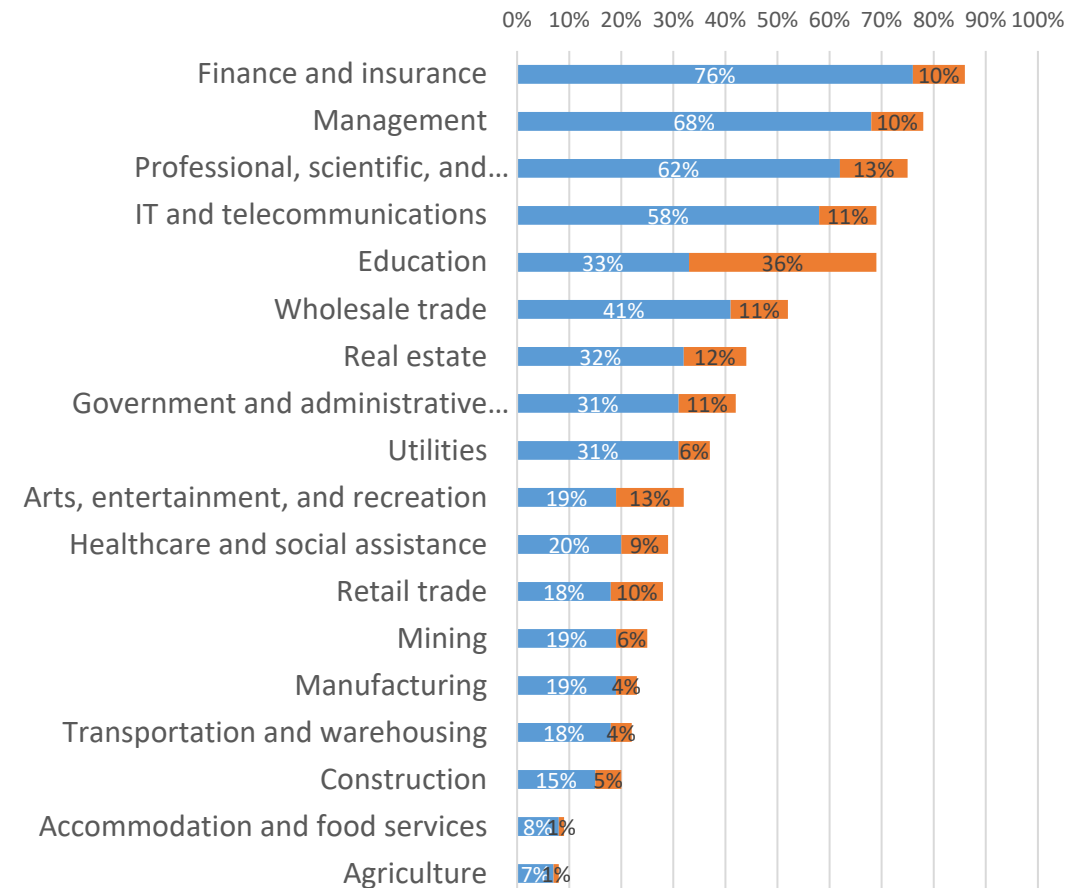
JOB MARKET AFTER 2022

Highest potential for remote work:

- Finance
- Management
- Professional services
- IT
- Education

Source: Lund, S., Madgavkar, A., Manyika, J. and Smit, S. (2020). What's next for Remote work: an Analysis of 2,000 tasks, 800 jobs, and 9 Countries. McKinsey.

Potential share of time spent working remotely by sector in the US. Potential and theoretical maximum



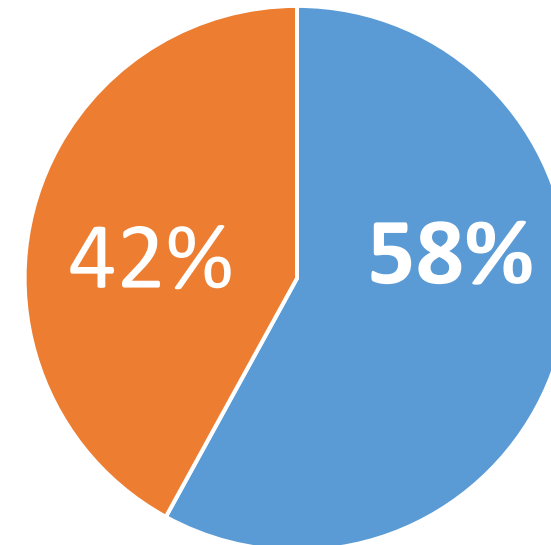
JOB MARKET AFTER 2022

58%

Of employees in the US report having the option to work remotely, at least one day a week

Source: McKinsey & Company (2022). Is remote work effective: We finally have the data

Job holders in the US that can work remotely at least part-time



■ Full-time or part-time ■ Not offered remote work opportunities

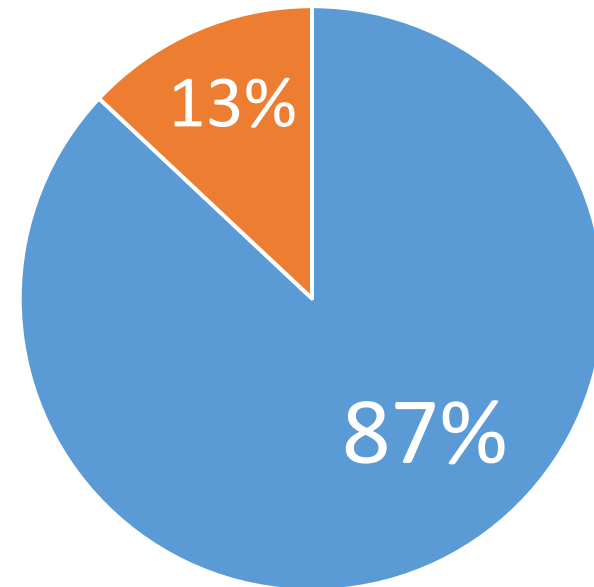
JOB MARKET AFTER 2022

87%

Of employees that has been offered the opportunity to work from home, take it

Source: McKinsey & Company (2022). Is remote work effective: We finally have the data

Job holders working remotely



■ Working remotely one or more days ■ No days

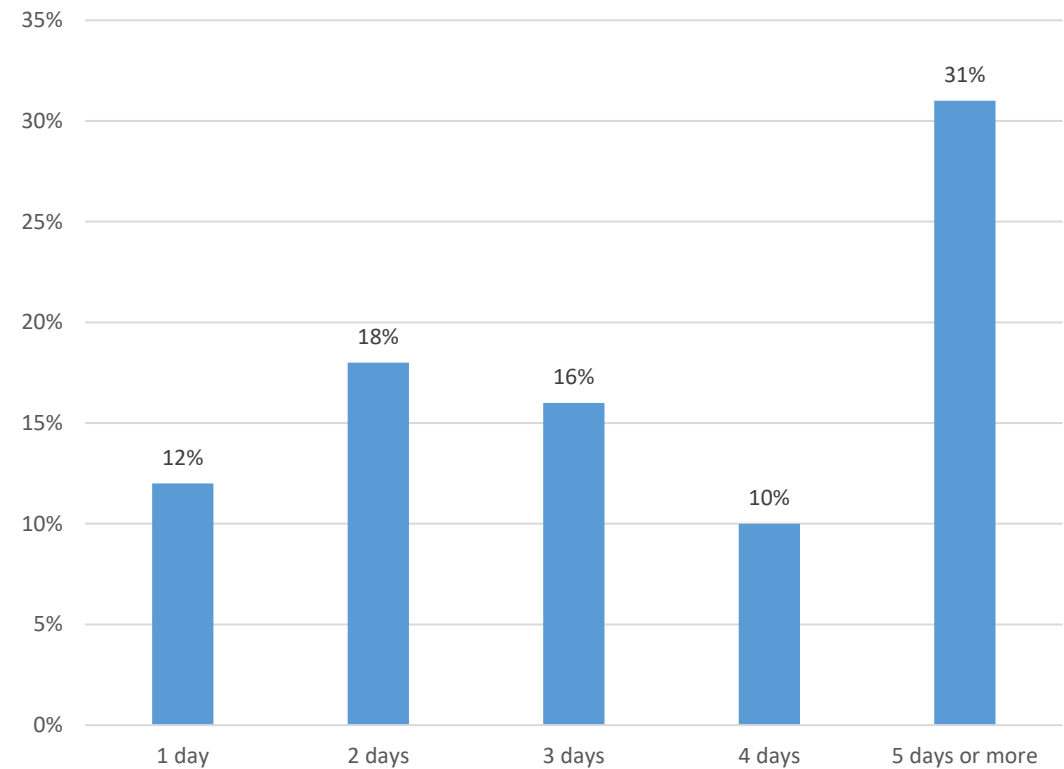
JOB MARKET AFTER 2022

31%

Of employees that has been offered the opportunity to work from home, do it the whole week

Source: PricewaterhouseCoopers (2022). PwC's Global Workforce Hopes and Fears Survey 2022

Number of days working remotely



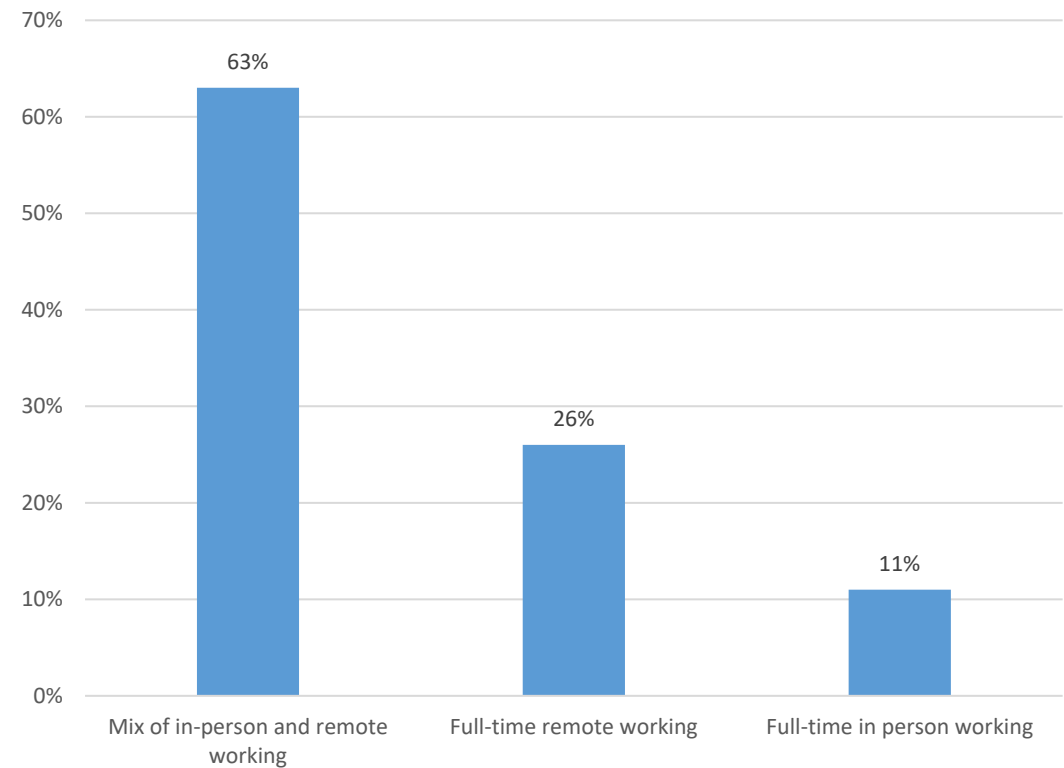
JOB MARKET AFTER 2022

89%

Of employees prefer to have a remote work component, full-time or a hybrid model

Source: PricewaterhouseCoopers (2022). PwC's Global Workforce Hopes and Fears Survey 2022

How would you prefer to work 12 months from now?



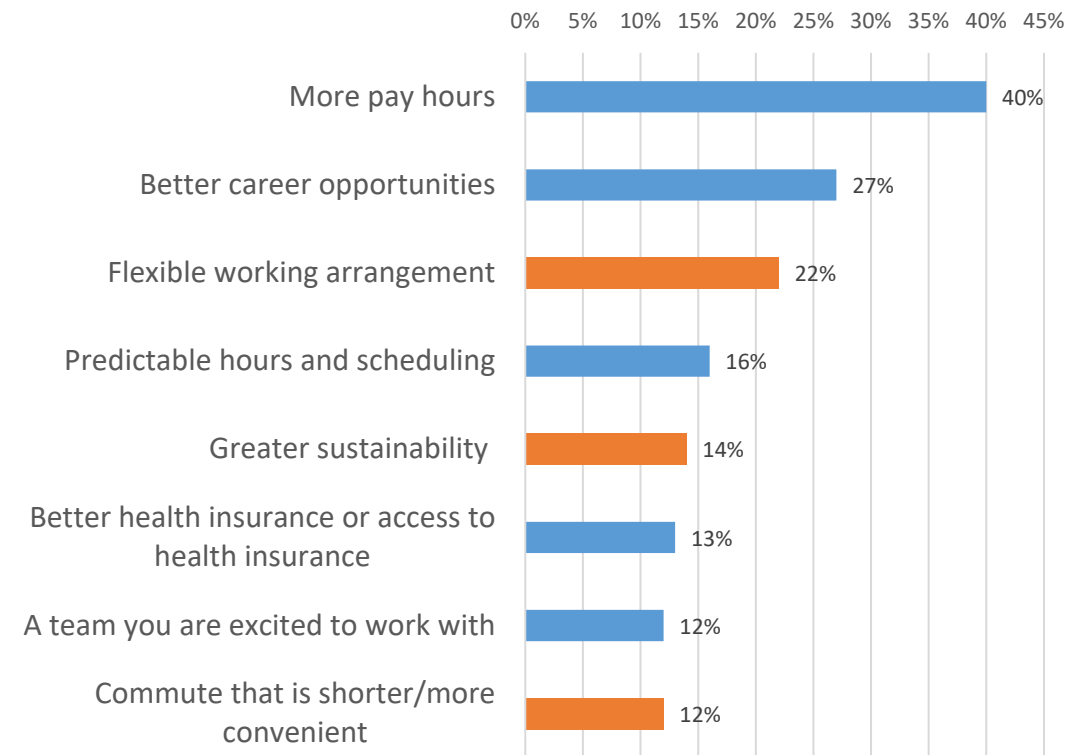
JOB MARKET AFTER 2022

22%

Flexible working arrangement is in the Top-3 reasons for seeking a new job

Source: McKinsey & Company (2022). U.S. unemployment stays low but many don't see the benefits

Top reasons for seeking a new job



FINDINGS

FINDINGS

Top 10 skills **students** improved during their remote internship

- Self-management
- Responsibility
- Knowledge of technology
- Teamwork
- Multicultural engagement
- Creative problem solving
- Adaptability
- Communication skills
- Self-confidence
- Self-discipline

Top 10 skills **host companies** consider necessary to be successful in this new work environment

- Communication skills
- Self-management
- Self-discipline
- Responsibility
- Self-confidence
- Adaptability
- Patience
- Teamwork
- Creative problem solving
- Knowledge of technology

FINDINGS

McKinsey & Co: Defining the skills citizens will need in the future world of work, 2022

- 18000 people in 15 countries
- Foundational skills that will help citizens thrive in the future of work

Source:

McKinsey & Co: Defining the skills citizens will need in the future world of work, 2022

Dondi, M., Klier, J., Panier, F. and Schubert, J. (2021). Future-citizen skills | McKinsey

FINDINGS

“In a labor market that is more automated, digital, and dynamic, all citizens will benefit from having a set of foundational skills that help them fulfill the following three criteria, no matter the sector in which they work or their occupation:

- Add value beyond what can be done by automated systems and intelligent machines
- Operate in a digital environment
- Continually adapt to new ways of working and new occupations”

FINDINGS

56

Foundational skills

Grouped in 4 different categories:

- Cognitive
- Interpersonal
- Self-leadership
- Digital

FINDINGS

56

Foundational skills

Grouped in 4 different categories:

- Cognitive
- Interpersonal
- Self-leadership
- Digital

Is proficiency in these skills associated with certain work-related outcomes?

FINDINGS

Respondents with higher proficiency in some skills were, on average, more likely to be those that were employed, with higher incomes and higher job satisfaction

Skills linked with higher likelihood of employment

- Communication skills
- Adaptability

Skills linked with higher income

- Self-confidence
- Self-management

Skills linked with higher job satisfaction

- Self-confidence
- Adaptability

FINDINGS

Skills associated with certain work-related outcomes (McKinsey & Co.)	Top-10 Skills students improved during their remote internship	Top-10 Skills our host companies consider necessary to be successful in this new work environment
Communication skills	Self-management	Communication skills
Adaptability	Responsibility	Self-management
Self-management	Knowledge of technology	Self-discipline
Self-confidence	Teamwork	Responsibility
	Multicultural engagement	Self-confidence
	Creative problem solving	Adaptability
	Adaptability	Patience
	Communication skills	Teamwork
	Self-confidence	Creative problem solving
	Self-discipline	Knowledge of technology

FINDINGS

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THE INTERCULTURAL AWARENESS COMPONENT

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What professional skills have you improved as a result of your internship experience (**In-person Internships**)

72%

Intercultural awareness and understanding

What professional skills have you improved as a result of your internship experience (**Remote Internships**)

66%

Intercultural awareness and understanding

THE INTERCULTURAL AWARENESS COMPONENT

Intercultural Competency in a Remote Work World Context



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75 YEARS

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THE INTERCULTURAL AWARENESS COMPONENT

Session objective:

Understand the importance of cultural self-awareness and intercultural communication while working in different settings and cultural contexts.



CULTURAL ASPECTS THAT ARE RELEVANT AT WORK



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75 YEARS

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THE INTERCULTURAL AWARENESS COMPONENT



D.I.E Model

Helps us to step back from immediate reactions and judgements and become self-reflective

- DESCRIBE
- INTERPRET
- EVALUATE



CLOSING THE “SKILLS GAP”

Adapting to new skills demanded by employers after the pandemic

Self-management

Communications skills

Adaptability

Creative problem-solving

INTERCULTURAL COMPETENCE DEVELOPMENT



CONCLUSIONS

- Huge shift in the job market. New skills are demanded
- Probably half of our students are going to find jobs that can be done remotely
- People want flexible work arrangements, sustainability and shorter commutes

VIRTUAL INTERNSHIPS

- Students improve skills, they need to face new challenges in this new job market
- Companies and students can close this skills gap with help from Higher Education Institutions

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SEOUL

THANK YOU!

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