

## **Employability in a Flat World**

Employability skills, a key indicator in the labor exchange for highly competitive business sectors, are morphing, and traditional models of identifying and placing the right person in the right job at the right time are showing significant stress fractures. Job and project requirements are changing at record speeds and skills and competence inventories are evolving. The two dynamics are not properly connected and are causing unwanted turbulence.

Analogous to the housing market, the job and career market has buyers and sellers. The buyers represent the job and career opportunities and the sellers are the people that sell/align their competence with the opportunity. The housing market advantage is dynamic and can favor the buyer or seller at different times. Timing is everything!

The same applies to the employability market. Employers compete for talent much like homeowners compete for buyers. Individuals with accredited and demonstrated skills and competencies can be particular about which employer or project they choose.

The emergence of global learning, performance and portability frameworks argues the need to establish an accredited employability framework. Most everyone is employable, but some people are more employable than others, and that distinction will become increasingly apparent as business functions are distributed to new and emerging labor markets. There is a growing consensus that the world is flat in the sense that competitive playing fields between industrial and emerging market countries are leveling. This phenomenon presents new and uncommon challenges to local, regional and state business sectors and the peopleforce that are hired to perform the work.

Employability in a fast-moving economic environment is a key indicator of an individual's readiness to meet new and challenging career opportunities. Readiness traits such as motivation, capability, capacity, competence, and experience can be mapped to a job/career opportunity.

Participants in this session will gain a better understanding of the employability framework, challenges, opportunities, and emerging technology that will contribute to its long-term success.