Getting Ready for the 

Although we cannot predict with certainty the types of jobs that will exist in the future, we know that today’s students will need a variety of skills, “21st century skills.” However, these are skills that our students need today. Knowing this, we must ask ourselves what are the best ways to provide all students with authentic, unique, and innovative learning experiences that will foster the development of these essential skills? How can we prepare students for jobs which may not exist yet in our ever-changing world?

Our future depends on our young people’s ability to face novelty and complexity, and to work together to create a better world for themselves and the next generation they leave behind. They will face challenges in jobs we have yet to envision and work alongside more intelligent machines than Orwell could have imagined. Educators face the daunting task of properly preparing our young people for the automation age. Many fears the increasingly unknown future and potential for more job competition and displacement. Work is changing. Digital communications have made remote work commonplace. The gig economy is growing. And advances in artificial intelligence (AI) and robotics could upend the conventional workplace.

Looking at the changes we have seen in the areas of education and work, we think the best action we can take is to offer specific types of learning experiences for all students. If we provide ways for them to more actively learn and explore the world, then hopefully, and ideally, no matter what they ultimately decide to do, they will have skills, real-world awareness, and flexibility that will have them well-equipped for a constantly changing system.
The Changing Nature of Careers

Over the past 70 years or so, the typical employee has largely followed a traditional ‘three-stage life’ approach. You get your tertiary education. You find a job and climb the corporate ladder. You retire. This has built a comfortable and reliable path of progression and learning. But this way of working is quickly changing. Organisations have become flatter, and our careers much more fluid. When you’re expecting to live for longer, the traditional life model can transform into something far more complex, allowing you to pivot and reinvent yourself over and over.

While in the past many professionals would choose to stick to one career path, today 37% of working people believe they will completely change careers within just five years.5 This is making companies rethink the way they design their organisations. In fact, 58% of companies now believe that their new employees will stay at their company for less than 10 years.6 This has prompted them to change their employee growth paths and relook at careers within their business. Today, 83% of companies believe their employees will have ‘open careers’ within three years, and only 19% will have structured careers.7

The fourth industrial revolution - As technology evolves, this trend is only accelerating. Job descriptions are changing quickly as disruptive tech flips the script on what’s needed and what’s not. The rapid pace of innovation has the potential to make many current expertise outdated in only a few short years.

THE FUTURE OF WORK

1st Industrial revolution
Water and steam
Steam and water power replace human and animal power with machines

2nd Industrial revolution
Electricity
Electricity, internal combustion engines, airplanes, telephones, cars, radio and mass production

3rd Industrial revolution
Automation
Electricity, the internet and IT used to further the automation of mass production

4th Industrial revolution
Cyber-physical systems
Driverless cars, smart robotics, materials that are lighter and tougher, and a manufacturing process built around 3D printing
Adaptability and Learning’ To Become Workplace Ready

As more jobs are automated, some roles will be eliminated, while wholly new ones will emerge.

Specialist roles focused on artificial intelligence (AI) and big data will manifest, while demand for technology-based roles (i.e., software developers and social media specialists) will increase. In addition to increasing automation, the workplace will diversify as global connectivity brings us closer together and enables remote work. This means collaboration with colleagues with different backgrounds and cultures will be essential and below are a few skills you can adapt that will help you.

- Develop your soft skills - The ability to work in a team, with a wide variety of people, and to build a network of people, are some of the most important skills sought by employers today.
- Seek Impact People are searching for a meaning associated with their work - Companies are also driving this shift towards values-focused roles, expecting professionals to contribute beyond their standard job requirements.
- Think globally - Today’s professionals communicate across continents, time-zones, and cultures. While globalization is already here, a key workplace challenge is global integration. Real-time communication, she says, hasn’t quite been mastered yet.
- Think of others - A changing world of work isn’t just about you, but about the people you employ and interact with. Managers will need to think more deeply about responding to their employee’s needs. This stretches beyond those with traditional caring responsibilities, like childcare, and include those with eldercare responsibilities and non-workplace, social commitments.
- Develop yourself - With a rapid rate of change, people are expected to be aware of and keep up with developments in the business world, across industries. These are ‘active learners’, groups of professionals who are able to take what they learn in a different context and reflect back on how it would work in the context they operate in.
While classmates complete their degrees and then spend their first week of freedom from the library painting the town red and celebrating. Those same classmates pound the pavement the following week with their resumes, new tie, starched slacks and polished shoes – only to find rejection at every turn.

It’s sad really – four to eight years working towards their degrees, just to end up managing the night shift at McDonald’s. Don’t let this happen to you. Start working towards your entry-level career early in the game. Try these five proactive tips to prepare for your career and prevent an educational disaster:

- Don’t procrastinate: One common misconception is that your professional experience starts after college. This incorrect student career advice can and will cost future opportunities. Start looking for opportunities before you graduate. Don’t automatically default to those stereotypical “college student” or minimum wage jobs. Look for work related to your major.
- Expand your knowledge: Students learn multiple skills in college. Some are related to your career; others may seem less useful. Open your mind to those so-called “useless” skills. They may come in handy one day. But don’t stop there. The key is expansion. Expand your skills and knowledge. Companies look for team members with the ability to work in diverse settings. Look for courses that compliment your major.
- Stay up-to-date: While some entry-level careers are more competitive than others, all jobs require work and preparation. Staying current on technology and industry trends gives you an advantage over other applicants. Visit your college library and read professional journals each month. These provide an in-depth look at the changing landscape inside your career and will help better prepare you for what’s to come.
- Pay attention in science and math class: STEM (science, technology, engineering and math) careers represent one of the fastest growing industries. Technology is booming, making it an oil field of wealth. While you don’t have to major in math or science to benefit from STEM revenue, learning the basics will help you understand this growing field and impress employers with your analytical side.
• Don't forget about those internships: Internships are the lifeblood of college experience. And rightly so. Nothing beats a hands-on education. Just be careful to select the right internship to help work towards your entry-level career. Academic advisors recommend forgoing those large, competitive internships during your first two years in college. Instead, put more energy into local, small business internships.

**Conclusion:** It's never too late to start. Most of this student career advice requires a few years of planning to become effective. Don't worry though, there is still time for students getting ready to walk the stage. The first step is optimizing your resume. While it is best to plan for your future and have the ammunition ready for your resume, most skills and experience are easily rewritten. Look for transferrable skills (i.e., leadership, communication, team building, etc.) Highlight those attributes and similar accomplishments. Use strong action verbs, and draw attention to what you can achieve for the company. Treat your abilities as merchandise for sale. Make the employer want you.

**Resources:**

1. Article on Getting Ready for Jobs of the Future
2. The Future of Work - How do We Prepare for It?
3. Ways on How to Prepare Students for Careers
4. Video on Tips and Tactics for Preparing for the World of Work
5. Importance of Adaptability and Learning to Become Workplace Ready

**“THE KEY TO SUCCESS IS TO START BEFORE YOU'RE READY.”**

**FFE Updates**

FFE successfully conducted the below webinars for the Medical scholars. These webinars concluded with an interactive Q&A session.

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<th>Date</th>
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<th>Topic</th>
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Update on Skill Development & Training

1360 students from the new cohort for Skills training (currently in the 2nd year) supported by Capgemini started the Aptitude training program with 860 students mapped to FACE and 500 for Ethnus.

Among the current 3rd year supported by MSDF, 720 students are in the Coursera program. 558 students are in the Hi-Touch English program by eAge Tutors. In the 3rd year, 464, 3rd year students are in the Mock Interviews with Ethnus (this cohort is supported by MSDF too).

45 BPharm students completed English program and are in the Coursera program now.

ANANYA is doing the Civil sessions for our 2nd and 3rd year FFE scholars from the Civil stream.

23 Civil students have been selected for Internships through ANANYA at L&T Aurangabad, AFCON, NCC Constructions & J Kumar Infrastructure. 5 of them have joined NCC at Jabalpur, Pune & Lucknow. The rest will join in the months of March, April and May.

Oracle has been conducting technical sessions for the 2nd and 3rd year CS/IT Engineering students.

Placement update: Of the 1023 Engineering scholars graduating this year (2020), 685 (67%) have gained employment and 194 (19%) are interested in pursuing their higher education. 144 (14%) scholars are seeking employment opportunities. In the 2020-21 graduating cohort (current final years), 359/891 have secured jobs (40%), 146/891 are opting for higher studies (16%), and 386/891 are seeking employment (44%).

Below are toppers in the Coursera training program. They have been issued with gift vouchers, based on their performance. Congratulations to all of you!

<table>
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<tr>
<td>Aswana B</td>
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<td>Aviral Singh Negi</td>
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<td>Govardhan K</td>
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<td>Harshil Desai</td>
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<td>Naveen Muthukamatchinathan</td>
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Stay Connected:

Social media is a great forum to stay connected and updated about our latest events, news and opportunities. Follow us on LinkedIn and Facebook. We urge each of you to connect with us. This is also a great networking platform to interact with the Alumni.

Send us your feedback and suggestion at studentrelations@ffe.org