

# NO MORE JOBS FOR LIFE – WHAT CORE SKILLS DO YOUNG PEOPLE NEED TO MASTER?

Hello everyone and welcome to our monthly blog for June! With many of our courses coming to an end this month, we're thinking about careers and in particular the differences between the careers many young people will have compared with their parents and previous generations.

According to Deloitte's seventh annual Millennial Survey which surveyed more than 10,000 young adults from across 36 countries, **43% of millennials plan to leave their jobs within the next two years**. 'Job hopping' among young professionals has been much discussed in the media, with lack of commitment, stagnant wages and low job satisfaction often cited as key reasons for this trend.

Whatever the impetus behind these repeated job switches, it is certainly true that the average young adult entering employment now will go through far more work moves than previous generations, with the concept of a 'job for life' now so outdated it has become an anachronism in the modern workplace.



This being the case, **skills which can be transferred not just between workplaces but across sectors are highly valued by employers**. Soft skills - such as the ability to speak and write correctly, present ideas and work co-operatively within a team - looked down on by former generations, are the very talents young people must master if they

want to succeed in today's diverse work environment. Increasing globalisation also means employers are sourcing candidates from an ever wider pool of applicants, meaning **prospective employees now face competition from around the world**.

This stands in stark contrast to the skills many graduates and school leavers' possess on entering the workplace. A range of surveys, as well as anecdotal evidence we encounter from business leaders shows **there is a large gap between employers' expectations and young people's aptitude when entering the workplace**. In my experience, it is not lack of ability that holds young people back, but a lack of

knowledge regarding what is expected of them and how businesses fundamentally operate and are organised. Other skills which are often lacking include: being able to articulate their views in an appropriate manner, speaking up at relevant moments and knowing how to develop professional relationships.



I believe both schools and universities can do more to teach students these skills and to pique young people's interest in the business world and how it operates. **Reading blogs, visiting careers websites and taking an interest in current affairs** as well as **gaining practical experience through part-time jobs or work experience**, must be encouraged by parents and teachers - the key influencers in young people's lives.

To find out more about some of the different sectors available to start your career **why not take a look at some of our 'How I got into...' industry case studies from former Quest students**. You can also take a look at the range of skills our business courses promote by visiting the Programmes section of our website.

