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Name : Teodora Galis

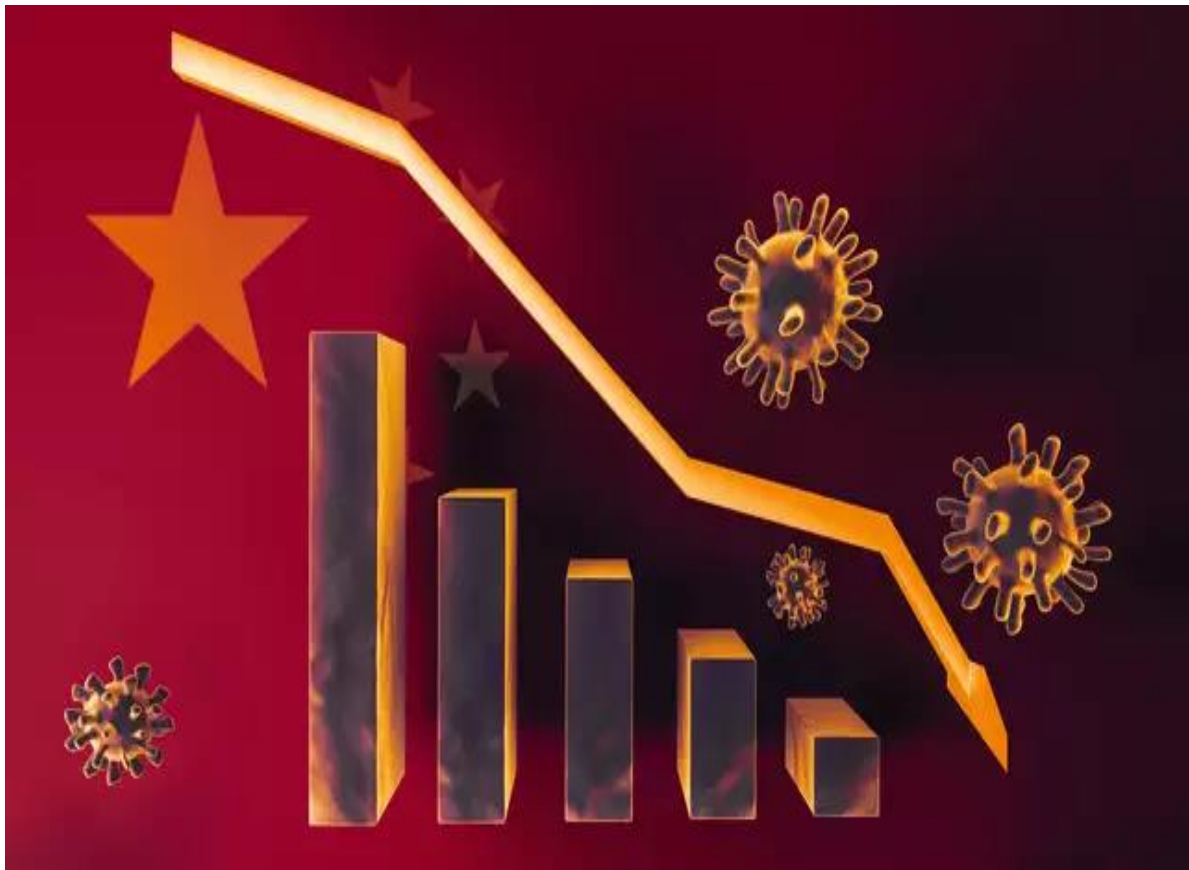
Student number: 2113344

Date 03/12/2012

Words 2500 +/- 10%

Covid-19

Employability Impact



Contents Page

Cover Page.....1

Contents Page.....2

Introduction 3

.....3.1

Main Findings 4

.....4.1

.....4.2

.....4.3

.....4.4

.....4.5

Conclusion.....5

Reference List 6

Introduction

Why are employability skills important ?

Employability skills are personal qualities that make you

“employable “. They are sometime called “soft skills” or “transferable skills” because they are separate from your technical knowledge and work experience and can be applied to almost any job ,in any industry .

In today’s competitive job market , it’s important to stand out . Employability skills can help you do that . While having a good degree in a relevant subject is certainly important ,it’s something that many graduates will be able to offer.

Therefore , lots of employers will make final hiring decisions based on what other skills candidates can bring to the job . Being able to demonstrate good employability skills could be what makes a hiring manager choose you !

Communication - Excelent communication skills make you more employable because they can enhance a company ‘s productivity and efficiency and help prevent the waste of valuable time and resources.

Teamworker- Good teamworker skills refer to abiliti to work harmoniously with your colleagues to achives a shared goal . To become a great team player ,you need to be comfortable working with people , take responsability for your share of work and contribute to team goals .

Problem –solving – this skill can set you apart from other job candidates because they can help your potential employer maintain an efficient operational process and achieve objectives more effectively. If you are a good problem –solving ,you can play an important role in troubleshooting issues, which can enable your team to overcome obstacles and solve complex problem . Depending on the position you are applying for , you may need a certain set of sub-skills to solve problems effectively , including research , analysis and decision – making .

Organization and planning – to be a good organizer and planner ,you should be able to identify tasks , prioritise them , create schedules for them and complete them on time . If you are in a leadership position , you need to develop systematic processes for achieving goals and delegating tasks appropriately.

Initiative – employers consider initiative one of the key employability skills and value employees who possess self –motivation to complete tasks without being asked. The flexibility and courage of such employees can push orcanozations to innovate and achieve a competitive edge .

Self –management –refers to the ability to perform job duties satisfactorily with little or no supervision . For higher-level employees, it also means delegating tasks to ensure you complete them on time . Additionally,self –management employees can motivate themselves to deliver solid work performance consistently .

Reliability – makes you more employable because it promotes trust between you and your employer . You are reliable employee if you can consistently complete your tasks on time , deliver quality work and makes minimal mistakes. You most also be able to respond to inquiries and emails promptly and only make promises you can keep

Leadership- employers look for leaders because they can benefit organizations in many ways. As a leader , you play an important role in ensuring that your team shrares the same vision as the company and works in unison with others teams and deparments to achive a common goal . Additionally ,you can develop strategies for achieving objectives , keep your team constantly motivated and monitor work performance to produce better results for the company .

Main Findings

Have employability Skills changed since the Covid-19 Pandemic ?

Preliminary evidence shows that the Covid –19 crisis is considerably more profound than the 2008 Global Financial Crisis.

The combination of fear of infection, public guidelines and great uncertainty produced a sharp contraction in economic activity and disrupted global value chains with a deep and widespread shock to the labour market . In addition , state-imposed lockdowns and firms' closures have had very significant impacts, with millions of workers across many countries experiencing a reduction in , or the complete loss of , their livelihoods .

As industries were forced to cease operations in order to protect the health of workers and promote compliance with mitigation and containment policies, many countries adopted widespread job retention schemes designed to support workers . Whenever possible , employers reorganised their operations to enable remote working arrangements. Many workers were able to continue working through remote working arrangements.

The economic uncertainty the pandemic has caused many workers to lose their jobs and exposed others for the first time to nonstandard work models. Many organizations responded to the pandemic's economic impact by reducing their contractor budgets , but there has since been a shift.

The pandemic has increased the trend of employers playing an expanded role in their employees financial, physical and mental well-being. Support includes enhanced sick leave , financial assistance, adjusted hours of operation and child care provisions . Some organizations supported the community by ,for instance, shifting operations to manufacturing goods or providing services to help combat the pandemic and offering community relief funds and free community services.

Long –term remote working may have negative consequences for training personnel , especially for training new/or inexperienced members of staff who are unable to watch , inquire, learn, and be taught as quickly as they would want –this , in turn ,may have an influence on their career advancement . (McGuigan .2020. Online)

What employability skills were seen as important pre-pandemic ?

Flexibility and adaptability - as business worldwide see a stark rise in the number of employees being able to work from home , it's likely this new way of working will last even after the pandemic passes.

While being flexible in work was once aligned with geographic mobility , it is now about having an open mindset , being able to work well under pressure , adjusting to new and unexpected deadlines, prioritizing tasks and , in some instance taking on additional responsibilities .

Critical thinking- in an era where navigating fake news and contrasting data is a daily struggle , it's critical that you're able to think clearly and rationally as you objectively evaluate information in order to make informed decision. This is something you're already likely to be doing even without realizing.

Digital competence – even before of Covid-19 the growing digital skills gap was apparent across business worldwide . In fact .82% of job vacancies now require digital skills of some kind. However, the pandemic has accelerated the desperate need for specialist digital skillsets to help business become more aligned with today's myriad technologies and platforms . With the Fourth Industrial Revolution on the horizon , investment not just in technologies but in people who understand technology is essential .

Communication and emotional intelligence – to have good emotional intelligence is to be aware of , and demonstrate empathy for , other's emotions and behaviors which is crucial , especially when people are feeling uneasy . And this is also where good communication skills are critical , as many of us continue to work from home , clarity in emails and at virtual meetings is a must to cement trust and retain high productivity levels .

There are three types of resilience . They are :

- Natural – resilience is something you're born with . It often relates to an enthusiasm for life and tendency to try new things .
- Adaptive – resilience comes from difficult circumstances that impel you to adapt and grow , leaving you stronger than before
- Restored – resilience develops out of learning and deliberate techniques to strengthen your skills.

Regardless of types , resilience often imparts common characteristics in people who have it . They often have a positive attitude and self- image , the ability to adapt to changes , a tendency to regard challenges as opportunities and a recognition of one's own limits. Patience is also a key attribute of resilient people , as are optimism , a sense of humor and tolerance for negative feelings.

Creativity and innovation – while we've seen machines and digital technologies take on roles in analytics and business operations , human beings are still unique in being able to think outside the box.

Creativity is not only associated with typically creative professions either it is essential across every industry and sector . In the coming years the business landscape is going to need to evolve and adapt rapidly –for example , anyone aspiring to work in business will need to be able to tap into their creative mindset in order to steer a business through challenges and opportunities that it faces.

Why they changed ?

The pandemic accelerated existing trends in remote work,

E-commerce ,and automation ,with up to 25% more workers than previously estimated potentially needing to switch occupations.

Corona has indeed resulted in a real technology boost . However,this increased use should not obscure that most of these technologies were already there and were just not used as extensively as they are now

here are eight areas of competence that describe which digital competencies are required to use digital devices such as comuters , leptops, tablets , or smartphones , which semultaneously allow the digital competencies of employees to be easily compared :

- Information and data expertise – this includes ,for example , the digital skills of finding ,filtering ,evaluating and managing data and digital content ,
- Communication and cooperation – this includes collaboration and networking via digital media as well as managing one’s own digital identity ,
- Be able to design and create (program) digital content ,
- Know and be able to apply the relevant legal principales such as copyright and licenses,
- Data protection and safe use of digital devices ,
- Knowledge and skills to solve technical problems
- The ability to identify and assess one’s own skills gaps
- Be able to analyze ,evaluate , understand , and reflect on information and digital media.

There are also workers who are hesitant to go back – they're nervous about Covid-19 or they have care responsibilities or something else is holding them back.

The result is a disconnected environment that doesn't add up, though it feels like it should. The Bureau of Labor Statistics says there are 8.4 million potential workers who are unemployed, but it also says there are a record 10.9 million jobs open. The rate at which unemployed people are getting jobs is lower than it was pre-pandemic, and it's taking longer to hire people. Meanwhile, job seekers say employers are unresponsive.

The problem, however, may not only be on the hiring side. The pandemic has made people rethink their lives and their work, and some individual job seekers may be applying for jobs they want but aren't suitable for. About half of the FlexJobs respondents searched for jobs outside their current field.

A lot of reasons that job searches fail is people want to go from unemployment to the next job they would have had if they kept their old job.



There's a new trend in how people are upskilling

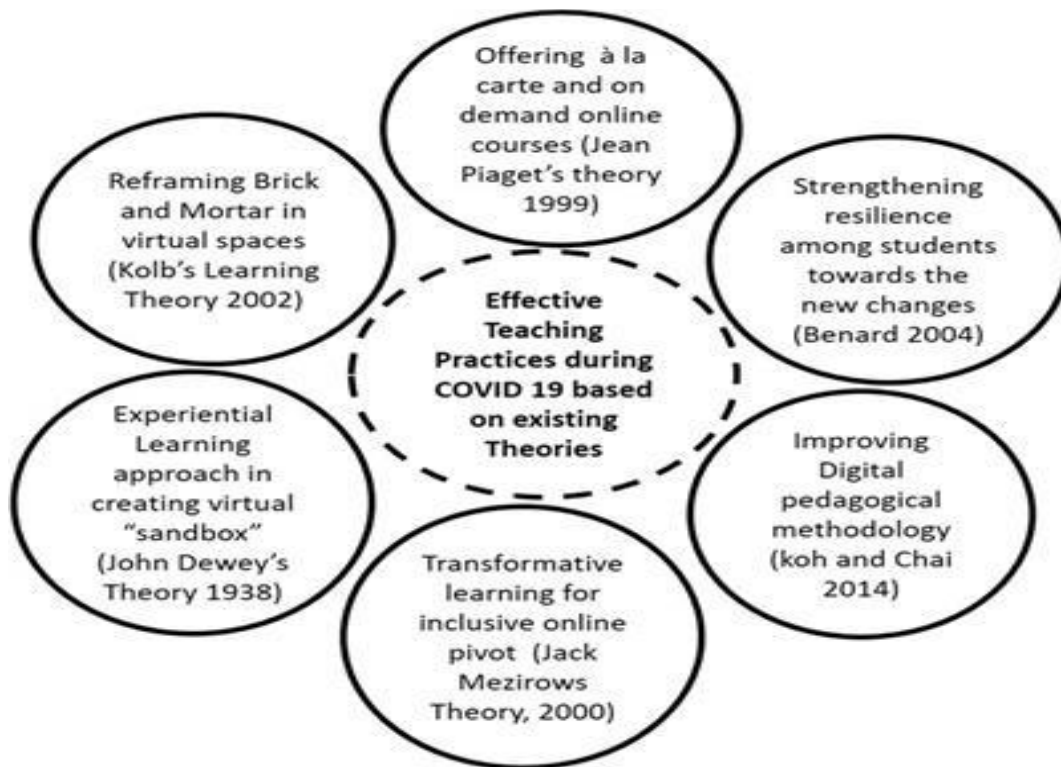
Rather than upskilling to help in current role ,more people are now upskilling to prepare for future . Automation and the digital transformation of many workplaces means that employees have to keep up a rapid pace of change . The world is changing constantly !

Learning and applying new skills means you're more likely to be seen as a valuable employee . And by upskilling , you'll make yourself more marketable for new roles or promotions and stand out from your peers and colleagues.

Employers often look favourably on candidates who demonstrate an appetite for learning and who have an agile mindset as it complements their desire to upskill and evolve their existing team .



Conclusion :



Job uncertainty is connected with lower self-assessed health status, mental discomfort, depression and anxiety, as well as other negative outcomes. Unemployment and economic difficulties are directly connected to feelings of despair and hopelessness, which have been shown to be associated with increased mortality as well as the spread and severity of the global opioid crisis. (Henser.2020.online)

Imagine a crisis that forces your company's employees to change the way they work almost overnight.

Despite initial fears that the pressure would be too great, you discover that this new way of working could be a blueprint for the long term. That's what leaders of many companies around the globe are finding as they respond to the Covid-19.

The Covid-19 has made this question more urgent. Workers across industries must figure out how they can adapt to rapidly changing conditions, and companies have to learn how to match those workers to new roles and activities. This dynamic is about more than remote working or the role of automation and AI. It's about how leaders can reskill and upskill the workforce to deliver new business models in the post-pandemic era.

To meet this challenge, companies should craft a talent strategy that develops employees' critical digital and cognitive capabilities, their social and emotional skills, and their adaptability and resilience. Now is the time for companies to double down on their learning budgets and commit to reskilling. Developing this muscle will also strengthen companies for future disruptions.

The crisis has accelerated the level of digitization to help reduce avoidable physical interactions. This has meant finding ways to reinvent work and, in some cases, a partial disruption of jobs and changes in the way workers perform their tasks.

Covid-19 has changed not only how people work but also how they shop and eat, as well as basic patterns of movement and travel. In this way, the pandemic is setting up what could be lasting employment-landscape shifts that could require the large-scale reskilling of new workers.

Employability skills are essential to securing your dream job.

They go beyond qualification and experience , they directly reflect how employable you are .

In an increasingly competitive market ,strong employability skills will take your application to the next level . They , along with academic achievement and relevant experience , create the foundation of a great job or university application.

Communication is the act of transferring information . But that's just the tip of the iceberg . Communication skills also include: active listening , verbal communication , body language , confidence, empathy , respect , open-mindedness, clarity . This skills will prove immeasurably important in any vareer and there are numerous situations in which you will find them useful.

Due to technological advances computer skills are more vital than ever , these include skills such as : Microsoft Office, Excel , Social Media , Graphic design , Data visualisation , Front end programming , Machine learning .

Problem -solving is just what it sound like: the ability to solve problems. This is particulary useful transfelable skill that also demonstrates a group of subskills:

- research the ability to define and gather information on the problem
- Creativity the ability to generate potential solutions
- Decision making the ability to choose the most effective solution
- Implementation the ability to enact that solution
- Analitical the ability to measure the effectiveness of the changes you're made .

Essentially , teamwork is one's ability to work well in a team . But it's much more than that. supporting the members of your team , making others feel welcome and valued , knowing your one streanghts and weaknesses, working towards a common goal.

Without efficient collaboration , performance drops . That's why it's the key to a successful company.

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