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The pandemic reveals some skills shortages and incompatibilities.

Governments are trying to save jobs, but their efforts are insufficient considering the magnitude of the crisis. Countries suffered a skills mismatch even before COVID-19. The epidemic aggravates the situation, perhaps leading to further production losses. This means that governments must work now to restore their human capital to prepare for the future.

The pandemic problem seems to have a much impact that extends beyond economics, affecting labour market foundations and speeding up digital transformation. Governments must also look ahead, presenting strategies for a quick but long-term recovery and reimagining their country's future because of the crisis. An educated, deliberate strategy might increase productivity growth and improve human capital in nations that get it right.

Job cuts or decreased working hours will affect more than 1.9 billion individuals (more than half of the global population) in 2020. According to the ILO, projected labour income losses are \$3.4 trillion. In two to three months, one out of every six people lost their job.

Inefficient personnel, primarily from the commercial sector, are being reassigned to jobs in vital public sectors including health care and social assistance. Governments are also creating safety net programs for contract workers, such as funded training programmes and employee-sharing systems, which allow firms with low labour demand to offer staff for businesses with skill shortages.

At least 5% of workers who once worked on-site will be moved to permanent remote roles, according to 75% of worldwide firms. The unexpected necessity to find work online has prompted a huge learning of digital skills. In the United Kingdom, for example, pay rates for occupations requiring digital skills are 29% greater than those for those that do not.

According to a BCG estimate, the mismatch effectively placed a 6% annual "fee" on the global economy, and that the issue may currently cost 11 percent in terms of productivity or \$18 trillion in unrealized GDP by 2025 because of the COVID-19 pandemic. It impacted two out of every six people in Eu nations, preventing millions

of people from reaching their full potential and resulting in significant labour productivity losses.

There are, however, methods to avoid these high financial expenditures. Countries must handle seven major issues to solve the problem, including accessibility, skills, desire, and access.

The Future Skills Architect assists in the assessment of issues, the evaluation of solutions, and the development of policies. It also includes a solutions library and offers insights into many areas of the skills mismatch.

Understanding the nature of the problem and how it is based in the seven major difficulties is the first step toward resolving skills mismatch. Governments can create and implement customised policies that are suited to their economic and workforce goals. They can use workforce, education, and skill training techniques to close the gap in their specific skill sets.

Governments that can adapt their talent sets and enhance their human capital's future preparation will be able to access labour market possibilities in the post-crisis era.