



Labour Manpower Workforce

How to
stand out
in the World of VUCA

Global Situation

VUCA World

Fast-pace changes have been seen in various parts of the world, society, economy, technology, environment, etc.

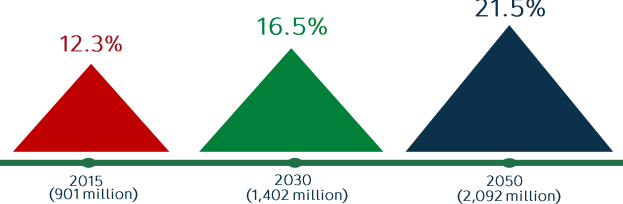
- ❑ Volatility
- ❑ Uncertainty
- ❑ Complexity
- ❑ Ambiguity



Aging Society

Most countries will completely enter the aging society in 35 years. Meanwhile, Thailand has already reached that stage in 2021. The percentage of senior citizen in Thailand increased to 19.8%, while the working-age population has gone downward since 2015.

Ratio of senior to total population



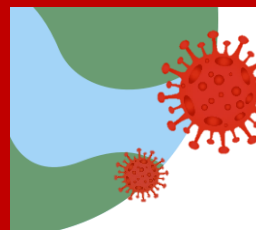
(Ref.: UNDESA Population Division, World population prospects the 2015 revision, DVD Edition, 2015)

New technology and innovation will quickly convert form, approach, and behavior of citizen, which could be considered as an destruction for novel unfamiliarity that dominate life, work, and learning.

We are surrounded by technology that growing 20 times and will grow even faster after COVID-19 pandemic. Digital Disruption has been around for 30 years

(Ref.: Asst. Prof. Dr. Kiatanantha Lounkaew)

Digital Disruption

- 
- ❑ 'New Normal' lifestyle and ways of life
 - ❑ The uneven recession and partial recovery
 - ❑ Uncertainty toward career

- According to ILO report, international unemployment rate is still higher than the pre-COVID-19 era and will remain at the high rate until 2023
- Inequality in employment is going up in both national and international market.

COVID-19



“What would happen to worker in the New World”

Unemployed

- ❑ Unskilled worker are likely to be laid off first.
(most will return to their hometown/up-country)
- ❑ Unemployed will find a job, but only a temporary one which risk of being unemployed again.

Employed

- ❑ Less power to negotiate with employer
- ❑ More workload
- ❑ Upskilling and Reskilling become a necessity that pressures employee with limited expertise and experience.



Soft Skills

For modern-world workforce

Employees in businesses/organizations



1) Must have the fundamental knowledge of their career.



2) Equipped with core skills and supplementary skills.



3) Solve complication in works with expertise, experience, and vision.



4) Choose the right technology to support their own work to the max potential.



5) Become pioneer, creating new innovation to enhance organization's capability.



6) Learn communication skills for workplace success.



7) Quickly do self-improvement to close skill gap problem in works.



Self-employed/Freelance



Job Creation Skill

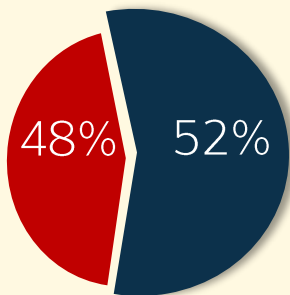
Using skills and knowledge to create their own earning in various economy and environment.

Job Innovation Skill

The ability to elevate values of their works.

Percentage of worker (2021)

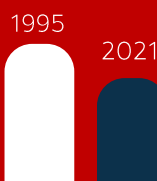
Formal workers
(18.1 million)



Informal workers
(19.6 million)

(Ref.: National Statistical Office, 2021)

Total 37.7 million workers



Continuous declining birth rate



Skills Gap



Skills Mismatch

Future employees must have 2.2 times of skills from the current requirement.



To develop the country for high growth rate with the increase per capita income, the working group population needs to improve skills from current level

not less than 2.5 times



Establish
high-competent human resource and area-based development

Education systems

Rapid change in preparation and development of high-competent human resource for upgrading their abilities.



Solution for sustainable development

Area-based development

Decreasing inequality, generate prosperity, increase average income and improve themselves to meet global skills requirement.

More information on area base report of lifelong learning (Central region edition).



Scan here



“ OEC, the Compass to future
Sharing and Keeping up with the World
Building Education for Thailand ”

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