



GOVERNMENT OF MALTA
MINISTRY FOR THE ECONOMY,
EUROPEAN FUNDS AND LANDS



17 November 2022

Ensuring the Skills 
for Future Competitiveness



*Nurturing **skills** and **creativity** in the **digital era***

Professional Services and ICT

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The European Year of Skills, 2023

“New opportunities to improve the digital skills of Europeans and further investments in education and upskilling.”

Von der Leyen (September, 2022)

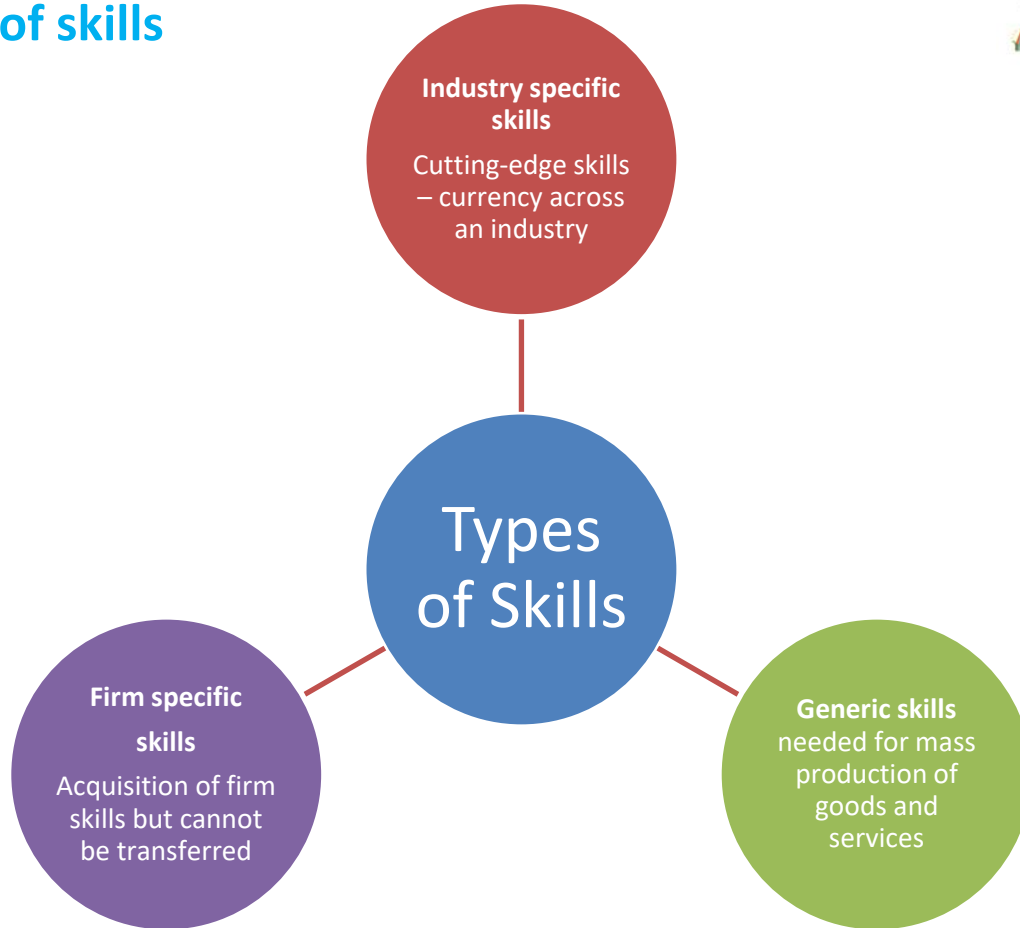


Background

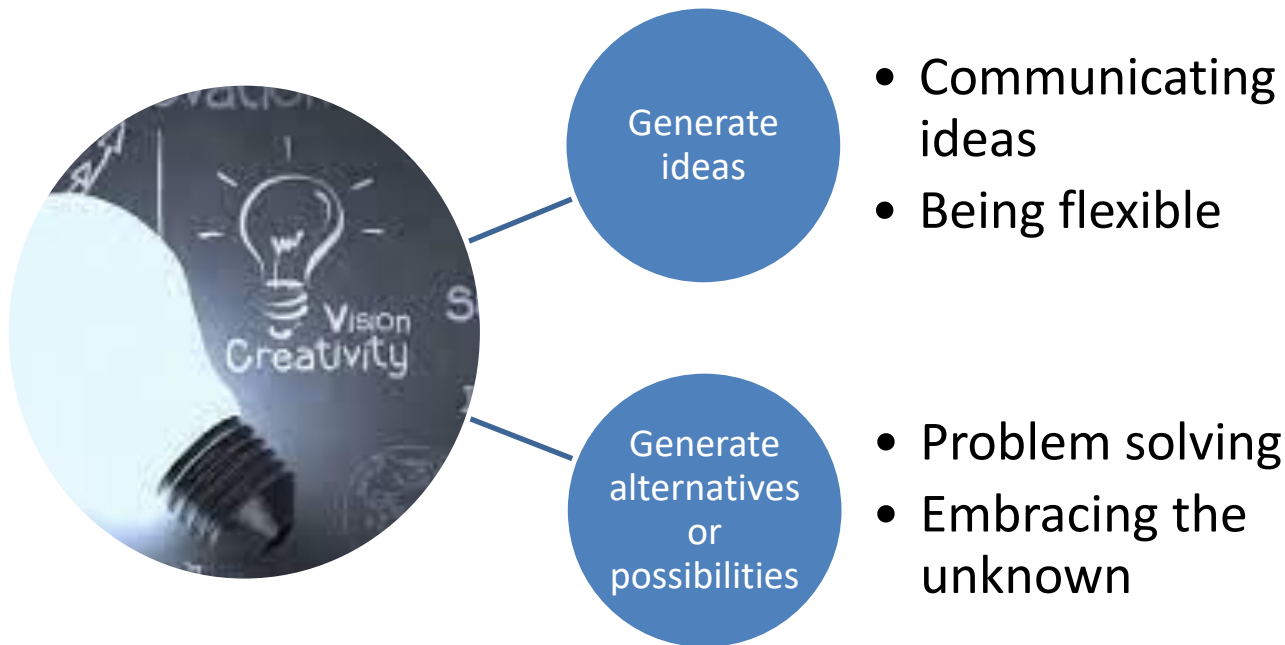
There have been a number of national studies that have been carried out related to skills

Date	Research	Type	Owner
February 2016	National employee Skills Gap	Survey	Jobsplus
July 2017	Graduate Employability Skills in Malta	Book publication	Anne Marie Thake
October 2019	Today's Opportunities & Challenges in Employment for SMEs	Conference	MEA
November 2021	Skills and Green growth – The journey ahead	Report	MEA
February 2022	Skills shortages	Report	MCESD
October 2022	Skills section in the EY Attractiveness	Survey	EY
November 2022	National Skills	Survey	NSO
November 2022	National Stakeholders' seminar - Ensuring the Skills for Future Competitiveness	Dossiers and Conference	MEA

Definitions of skills

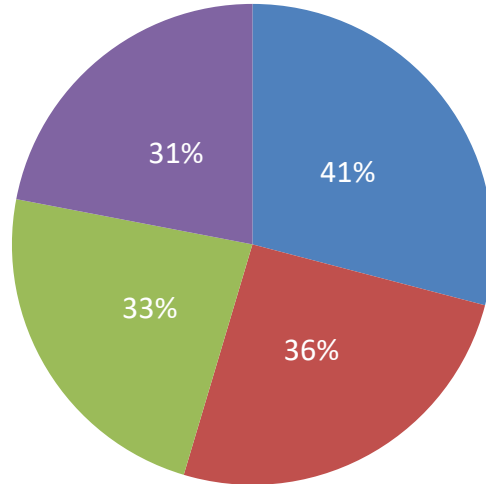


Definition of Creativity



Digital era

First Four Emerging Technologies



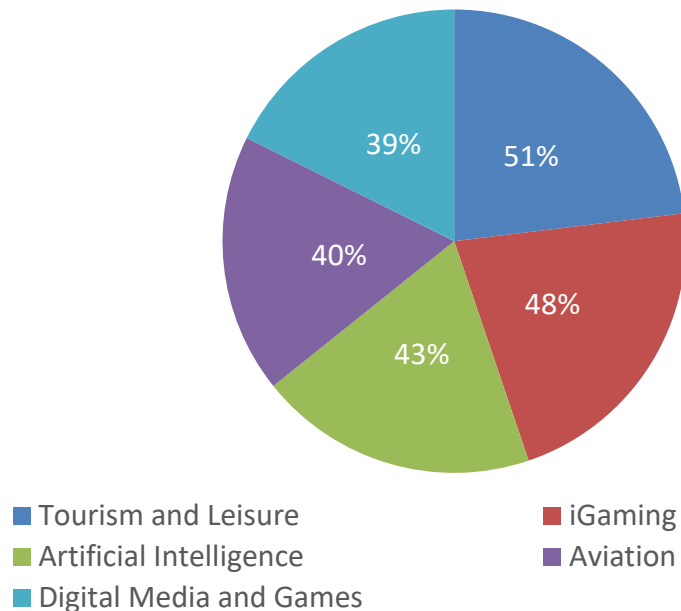
- Distributed cloud
- Intelligent automation
- Internet of things (IoT)
- Artificial Intelligence

Source: EY Attractiveness Survey Report 2022, p.47

Focus on Business sectors

Over the next 5 years (2023-2028), investors believe that the leading business sectors will be:

Leading Business Sectors



What are the **challenges** being faced by industry today?

- Employee retention
- Job seekers prefer a hybrid setting
- Employees look for work-life balance
- Skills shortages
- Skills gaps
- Upskilling and reskilling within organizations

Some Statistics

70% of companies report being in the market for people with specialised skills

Figure 28: Retaining specialized personnel

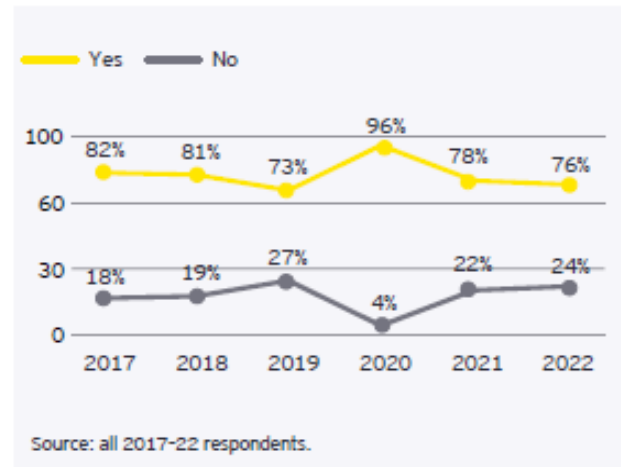
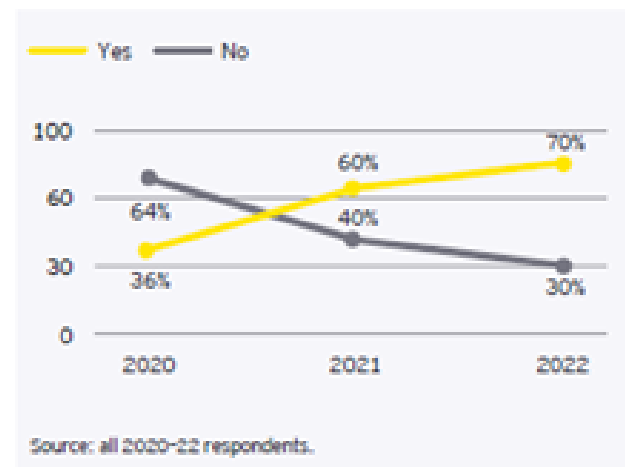
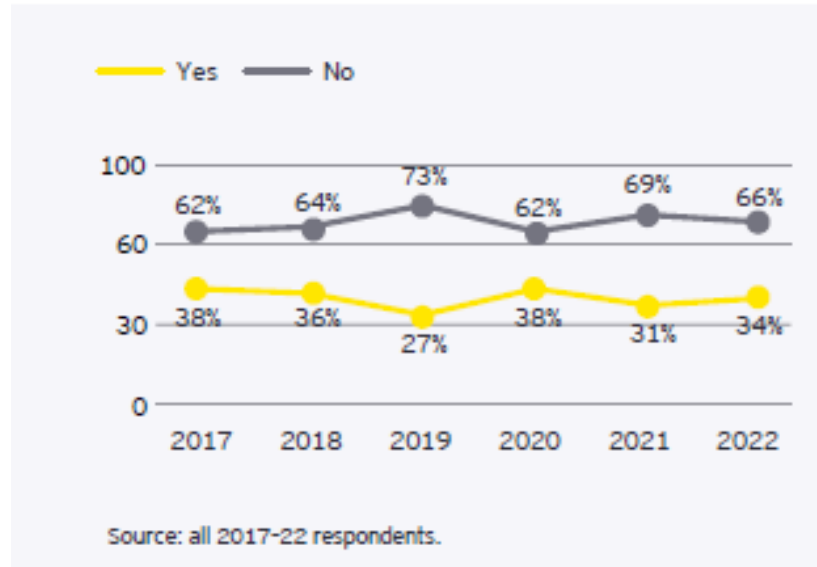


Figure 29: Recruiting people with specialized skills



Difficulty in finding specialised skills

Figure 30: Finding the required specialized skills in the local labor market



Examples of vacancies that are difficult to fill in Malta

Sector	Positions
ICT	Cyber security specialist Software developers
Finance	Accountancy graduates Compliance managers Anti-money laundering specialists
Law	Paralegal officers

Some common missing skills

Self-management	Social intelligence	Innovation
focusing	communicating	curiosity
Integrity	collaborating	creativity
adapting	leading	sense-making
taking initiative	problem-solving	critical thinking

Exploring possibilities – short term (0-1 year)

Mission Statement	Suggestions
Promoting careers not jobs	Inform students/graduates on potential job opportunities Organise company visits Create a vacancy employment portal by sector
Commit to work-based learning	Add flexible work arrangements to your employee benefits Create and explain careers paths – milestone progression Introduce work-based learning (placements)
Investing in training and mentorship	Organise induction programmes Assign a ‘buddy’ to new recruits Assign a role model as a mentor Offer in-house training

Exploring possibilities – medium term (2-4 years)

Mission Statement	Suggestions
Connect academia to Industry	Develop courses according to industry needs with relevant Higher Education Institutions Provide feedback in the respective course curriculum
Develop your organisation's culture	Transform HR to using tech and data Increase diversity, equity and inclusion efforts (DEI)
Commit to work-based learning	Offer work placements to students
Invest in training and mentorship	Provide opportunities for staff to learn and grow Retrain existing employees to fill internal positions Offer in-house technical training

Exploring possibilities – long term (5 + years)

Mission Statement	Suggestions
Capitalise on digital skills	Greater use of AI and automation to improve internal processes for consistent output and increased employee engagement
Investing in training and mentorship	Sponsor staff on long-term educational courses to fill in hard-to-fill vacancies Training in emerging technologies

Actionable Measures

Dimensions	Measures
Taking stock of skills in the organisation	Taking stock of skills Identifying technical and non-technical skills shortages Identifying skills gaps Identifying critical roles Making use of data and HR analytics
Attractive Employment	Create a positive culture Offer an unique experience Create forms of flexibility Visualise career paths Implement a 'buddy' system



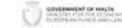
Actionable Measures

Dimensions	Actions
Upskilling and re-skilling	Implement a training budget Provide opportunities to move internally in the organisation Organise placements/internships for prospective graduates Give feedback to Educational Institutions on how to better equip students for the labour market.
Skills Development	Invest in manager skills – they have a direct influence on their teams and help them embrace new knowledge, skills and career advancement Dedicate time towards creative tasks e.g. allocate time to work on projects that are meaningful to employees
Collaborations and synergies	Cultivate relationships between industries, Government, Unions, and Associations through opportunities. Expose staff to educational courses which link to real-world applications.

Workshop 3

Questions on skills shortages and gaps

1. What actionable measures have been implemented at your place of work?
2. Could you suggest any other actionable measures?
3. What were the benefits and drawbacks?
4. What were the unintended consequences of these measures?



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Thank you

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