



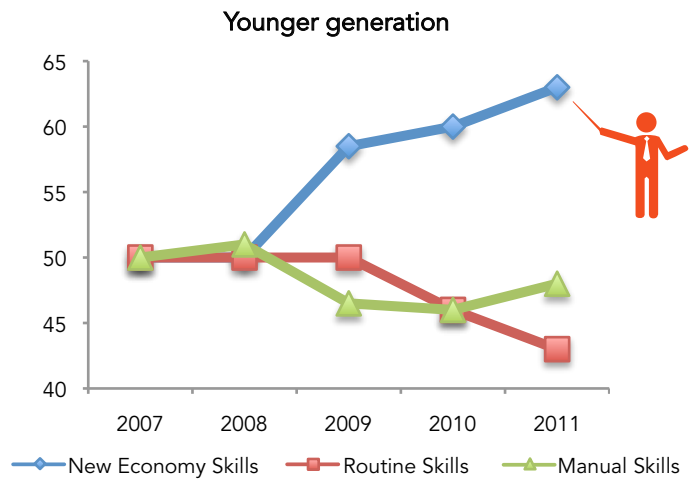
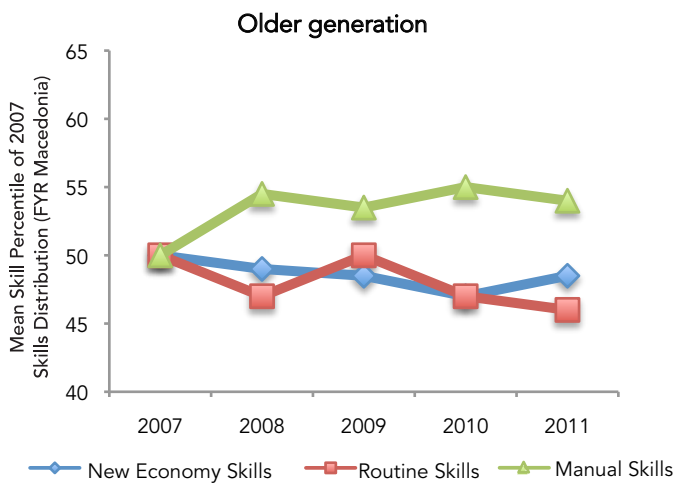
BACK TO WORK

Growing with Jobs in Europe and Central Asia

SKILLS WANTED: BUILDING SKILLS FOR THE MODERN WORKPLACE

The jobs challenge in Europe and Central Asia is not solely an issue of insufficient job creation by enterprises. Individuals need to be prepared to take advantage of new job opportunities. However, many workers lack the skills (cognitive, socio-emotional and technical) required in the modern workplace. This calls for an agenda that strengthens education and training systems to enable the lifelong upgrading of skills.

Demand for "new economy" skills among youth has been growing; but there are concerns for skills obsolescence among older workers



What are new economy skills? New economy skills are non-routine and include basic literacy and numeracy but also socio-emotional skills (creative thinking, team work and motivating and guiding others).

Education systems have not kept up with changes in labor market needs



In some countries, including Albania, Azerbaijan, Kazakhstan, Kyrgyz Republic and Montenegro up to 50% of 15-year olds are functionally illiterate (that is, cannot read and draw useful information from a simple text).

Higher education pays off, but not for everyone

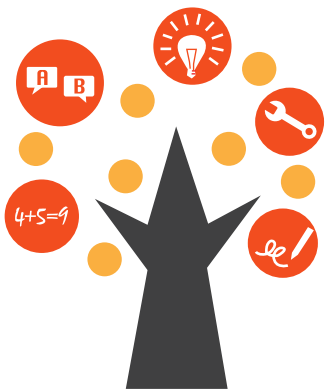


Completing university increases hourly wages, on average, by 60 percent in countries like Albania, FYR Macedonia, Poland and Turkey.

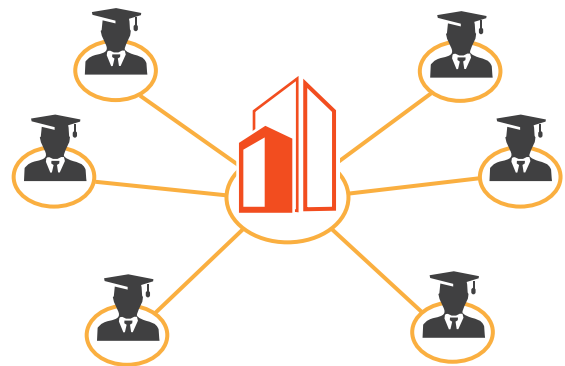


But earnings of university graduates vary widely depending on what and where people study: often times, students would be better-off putting their tuition costs in the bank and working instead.

Acquiring the skills needed for the modern workplace



Strong generic skills
(for early childhood to basic education)



Market-driven tertiary,
adult education and training



Improved on-the-job firm training



Training systems that are age-sensitive

