

Skills in the future of Work

Competencies and Qualifications of Human Capital of the Future

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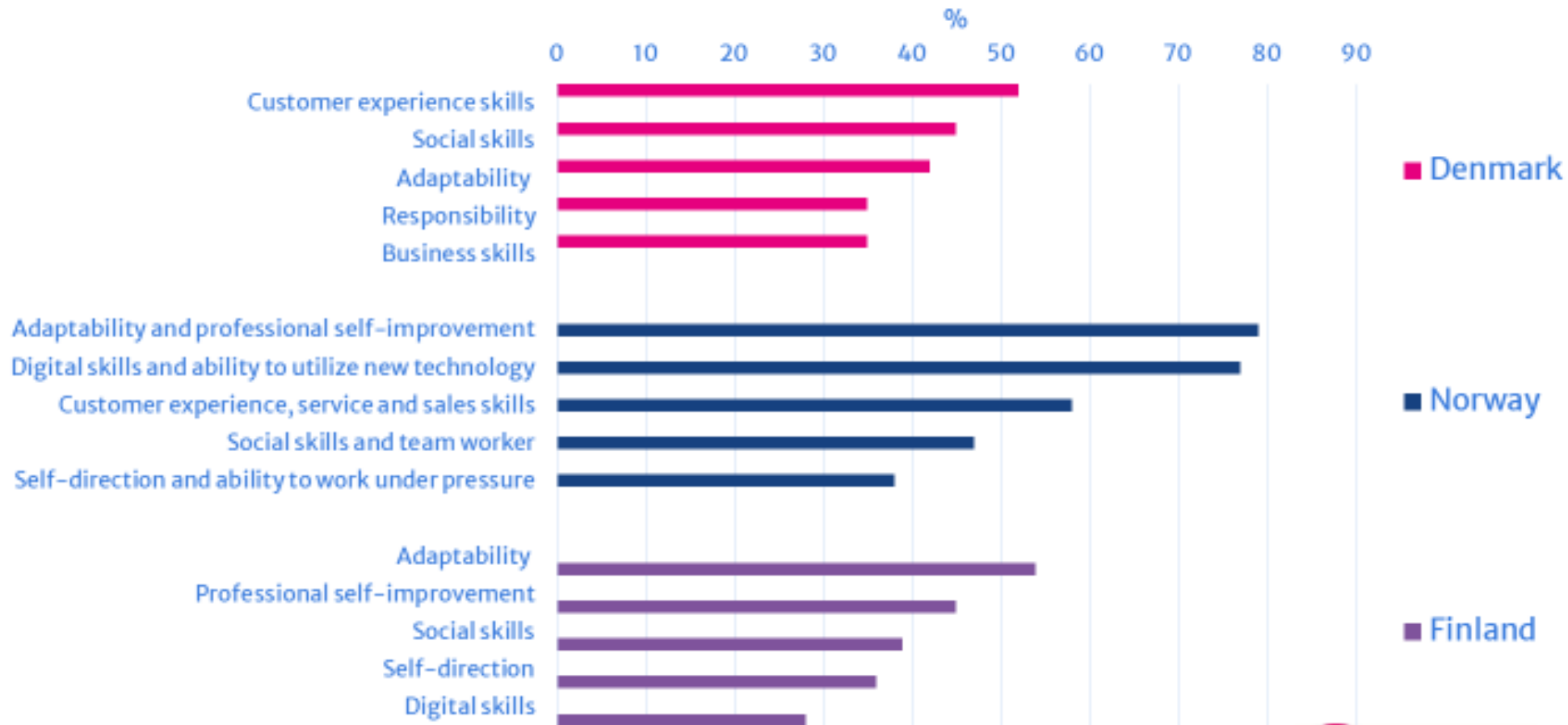
Author, book on skills needs

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Topskills -survey in financial sector

- ▶ The study was conducted in Finland, Norway and Denmark.
- ▶ The aim was to predict the most important competencies in the financial sector for the future.
- ▶ The results could be put into practice in education and working life
- ▶ Respondents had to choose the 5 most important of the 33 competencies.
 - ▶ In **Finland**, the most important was ability to adapt to change and to develop your skills
 - ▶ In **Norway**, same, but digital skills were valued more than in other countries.
 - ▶ In **Denmark**, customer service expertise and social skills were the most valued.
 - ▶ In **Serbia**, - what do you think?
 - ▶ <https://www.finanssiala.fi/wp-content/uploads/2019/08/Nordic-competence-and-skills-report-2019-1.pdf>

Employees' most important skills



Continous learning is the most important skill in the future

- ▶ Each employee is responsible for developing their own skills
- ▶ The role of the employer is to give possibilities and show the direction its employees to develop
- ▶ More co-operation between working life and educational institutions is needed
 - ▶ Our book on future skills needs will be published on November 8th



Thanks, and good luck in the future

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