

Global Challenge Initiative

Employment, Skills and Human Capital

COMMITTED TO
IMPROVING THE STATE
OF THE WORLD

The world needs 470 million new jobs by 2030. How?

Overview

The World Economic Forum has aligned its activities to accelerate progress in tackling the most significant global challenges through sustained public-private collaboration.

High levels of global unemployment and the rapidly changing nature of work present a growing labour-market crisis, threatening livelihoods and exacerbating inequality and social tensions. In 2013, according to the ILO, 213 million people around the world were unemployed. If current trends continue, global unemployment is set to rise further, affecting more than 215 million jobseekers by 2018.

At the same time, employers are reporting difficulties in finding talent and many positions remain vacant, which is indicative of the growing mismatch between available and needed skills.

The key to economic growth lies in the talent, know-how, skills and capabilities of its people – its human capital. Investing in this and innovating for education and employment is critical to both the public and private interest.

The **Global Challenge Initiative on Employment, Skills and Human Capital** aims to reshape the future of jobs, education and skills by raising awareness of key issues and mobilizing business, governments and civil society leaders to take action.

A unique global platform for action

To help reshape the future of jobs, education and skills, participants will:

- Provide analysis and insights through an integrated and cooperative platform, examining critical data gaps and how countries are investing in and deploying their human resources
- Interact with other policy-makers and experts on the issue at Forum events, virtual advisory meetings and briefing calls
- Contribute insights to Forum reports, projects and the Forum's digital platforms
- Be eligible for membership of a multistakeholder trustee group of recognized global leaders

Get involved

Throughout the year, public and private sector stakeholders can contribute through leadership, insights, best-practice sharing and active engagement in various challenge workstreams.

To engage with the core challenge community and drive the initiative, business stakeholders can become a Challenge Partner. Through such a partnership, the CEO/chairperson would become a member of the Global Initiative Board and be eligible for the group of Challenge Trustees, while senior executives or experts may engage in regional and industry initiatives.

Other public/private benefits include privileged access to insights, reports and participation in Forum events and online via the Global Agenda Platform.



The global skills mismatch usually comes down to a clash between the output of the education system and the needs of the labour market. Business can help to tackle the problem successfully by following two basic strategies: investing in education and recruiting more women



Rick Goings, Chairman and Chief Executive Officer, Tupperware Brands Corporation, USA

Together we can prepare for a new labour market

Core projects

- **Human Capital Report**
The report measures countries on their ability to develop and deploy healthy, educated and able workers. Specifically, it evaluates the levels of education, skills and employment across different segments of the population, assessing past and present investments in human capital but also providing a sense of what future human capital outcomes are likely to be.
- **The Future of Jobs**
The ability to anticipate and prepare for future jobs and skills requirements is increasingly critical. Based on a survey pooling various industries and geographies, the project examines future labour-market trends and disruptions in specific industries, sectors and regions, their implications for workforce strategy, talent and skills needed by 2020, and how to prepare for these changes.
- **The Disrupting Unemployment Platform**
An urgent need exists for greater collaboration and alignment to effectively disrupt the employment and skills crisis. To help achieve this, the platform combines a repository of successful practices that can also connect actors across sectors and regions and potentially foster collaboration, and a toolkit that extracts lessons learned and solutions for different stakeholders.
- **Regional Collaborations for Jobs and Skills**
The initiative identifies key areas of intervention and commits to efforts that will address employment, skills and human capital gaps regionally, including in the Middle East and North Africa, Africa and India. It also serves as a platform for driving action and partnerships through nationally and regionally focused projects that promote collaboration and partnership between local and multinational businesses, as well as governments and the education and training sector.
- **Industry Collaborations for Jobs and Skills**
Drawing on the Future of Jobs analysis, further in-depth collaborations are explored within different industry sectors – energy, aviation, travel and tourism, ICT, and media and entertainment – homing in on each industry's talent outlook, using proprietary quantitative analysis as well as qualitative assessments.

Making a difference in the Middle East

Through a business-led call to action, the New Vision for Arab Employment initiative aims to gather public commitments to reduce unemployment, tackle skills gaps and facilitate talent flow through concrete actions implemented by organizations, individually or in collaboration with others, and based on definite milestones and metrics over a two-year period.

The aim is to equip 100,000 people in the region for jobs by 2017. Thus far, 50% have been committed

Partnering companies and institutions include:

- Adecco Group
- African Rainbow Minerals
- Alghanim Industries
- AlixPartners
- Bahrain Economic Development Board
- Chobani
- Edelman
- GEMS Education
- Infosys
- LinkedIn
- ManpowerGroup
- Mercer (MMC)
- Microsoft Corporation
- Pearson
- SAP
- Saudi Aramco
- Siemens
- Tata Consultancy Services
- The Coca-Cola Company
- The Rockefeller Foundation
- Tupperware Brands Corporation
- Uber
- Workday
- WPP
- Zain

When? This will be your engagement:

