

Everywhere you turn the way we live and interact, job opportunities and the way we work are all changing – our whole world is shifting. The impact of technological advancements has been enormous – from communication, to working virtually to an automated workforce, youth today have to be prepared to handle change and challenges at a pace faster than we have ever seen before.

What this means is that youth today need to focus on developing and improving the skills needed to help them succeed in their personal lives and in their jobs. It's important they have skills that will meet workplace performance requirements.

Globally, as jobs and skills evolve, employers are facing challenges finding workers with the right combination of skills while jobseekers and workers are struggling to keep up with the changing skill demands of the modern labour market. That's why in 2021 the Government of Canada released a Skills for Success framework to help all of us - workers and job seekers, employers, educators and training providers, governments, students, families and communities to better understand these skills – how they are needed and how they can be developed.

The 9 skills identified in the Skills for Success framework are:

- Adaptability
- Collaboration
- Communication
- Creativity and innovation
- Digital
- Reading
- Writing
- Numeracy
- Problem solving

Let's take a closer look at each of these skills

Adaptability, simply put, means that you are willing and able to adjust or change based on the situation you may find yourself in; maybe you are given a new deadline or new equipment or technology to work with and you have to adjust to complete whatever task is required of you. Strong adaptability skills will help you stay positive as you deal with and manage change as you learn new skills and behaviors required for a task or a job.

When you **collaborate**, you work with one or more individuals on a common task or goal. Your collaboration skill helps you perform better as a member of a team - understanding how to support and value others, manage difficult interactions and contribute to the team's work. Today's workplaces are diverse – as someone

committed to collaboration you are able to demonstrate that you can work respectfully with others.

Communication may sound like an easy skill and one that we all already possess and do every day, but there is a lot to being a good communicator. When you communicate effectively you are sharing information in a way that others can clearly understand. You also need to receive, critically think about and understand information that is shared with you. Your communication skills can impact (positively or negatively) your collaboration skill and your relationships with co-workers, customers and people in your personal life.

If you are described as being **creative and innovative** you tend to look at a situation or task in a different way to come up with a new approach or solution. It may be a better way of doing things in the workplace (or school) or a new product or idea; when you think of how quickly the world of work is changing, this is a skill that is in high demand by employers.

We've already talked about how advancements in technology are having a global impact on work and our everyday lives. **Digital** technology specifically is changing the way we find and share information, solve problems, and communicate with others. From zoom meetings to facetimeing to using a range of platforms for sharing of documents, digital skills are needed now more than ever to keep up with the demands placed on employers to interact within their organizations as well as with vendors and consumers globally.

Numeracy is not just about using numbers but also about understanding numbers. Every job requires the ability to work with numbers and math making numeracy a skill critical to functioning in today's world of work. But this skill goes beyond your job, it is a skill that is essential in your everyday live. You apply your numeracy skills when you use, interpret and communicate mathematical information to solve problems. You do this when you perform calculations, set up and manage budgets, and make estimations. Numeracy is significant in so much of what we do every day.

Think about what you know about communicating effectively – you receive, critically think about and interpret information. When you use this information, you make decisions, you take action – you **solve problems**. As a problem solver, you think about different ways you might be able to complete a task or address a situation; you look at it from different perspectives. This happens all the time at work and in your personal lives. When you think it about it – it also shows that you can be creative and innovative!

Reading refers to your ability to find, understand, and use information presented through words, symbols, and images. It helps you understand and interpret meaning

within a text you may have received, may be working with or may be researching. This skill is so important in helping you develop and improve on other skills. And it is really important to helping you work efficiently and safely.

While reading is about understanding and using information presented in a text, **writing** is your ability to share information using written words, symbols, and images. When you possess effective writing skills, you are able to express and communicate your information in a context that is relevant to the intended reader.

As you probably can tell by now, these skills are not needed or intended to be used and applied in isolation – when you combine and apply these skills in different situations you are showing how well rounded you are. You are showing that you are equipped to take on new challenges and that you are ready for what the workplace has in store for you. Your Skills for Success will help you achieve your goals and improve your career prospects as you prepare to enter the labour market.