

## YOUNG TALENT IS STRUGGLING TO FIND A PLACE

**DR. MUHAMMAD  
SHAHZAD ASHFAQ**

In today's competitive world, young talent is finding it increasingly challenging to secure a place for themselves. The rapidly changing job market evolving skill requirements and economic uncertainties have created hurdles for young individuals seeking opportunities to unleash their potential.

One of the primary reasons young talent is facing difficulties in finding a place is the mismatch between the skills they possess and the skills demanded by the job market. As technology advances and industries transform, there is a growing need for specialized skills that many young people may not have.

This issue has become increasingly prevalent as technology advances and industries undergo rapid transformations, thereby creating a growing need for specialized skills that many young people may lack. In this essay, we will delve into the primary reasons why young talent faces difficulties in finding a place, focusing on the skills gap that exists between what job seekers offer and what employers require.

The mismatch between the skills possessed by young talent and those sought by the job market can also be attributed to the changing nature of work and industry requirements. In today's globalized economy, employers are increasingly seeking individuals with a diverse set of skills, including adaptability and strong interpersonal skills. While younger generations may excel in certain areas such as technology use, they may lack experience in other critical skill sets that are increasingly valued by employers.

The education system plays a crucial role in addressing the skills gap that hinders young talent from finding suitable employment. Many educational institutions may

not be adequately preparing students for the demands of the modern job market, leading to disconnect between academic curricula and industry needs. As a result, young graduates may graduate with degrees that do not align with current industry requirements, making it challenging for them to secure relevant employment.

According to a study by the World Economic Forum, nearly 50% of employers reported difficulties in recruiting individuals with the necessary skills, particularly in areas such as digital literacy and critical thinking. This skills gap leaves young talent at a disadvantage, unable to compete effectively for jobs.

Furthermore, the prevalence of automation and artificial intelligence is reshaping the job landscape and displacing traditional roles, making it even more challenging for young individuals to secure stable employment.

A report by Global Institute suggests that automation could potentially disrupt around 375 million jobs by 2030, impacting various sectors and creating a more competitive environment for young job seekers. The increased emphasis on technology-driven skills and the automation of routine tasks limit the opportunities available to young talent, leading to a struggle in finding a place in the workforce.

Additionally, the lack of experience and networking opportunities poses a significant barrier for young individuals trying to establish themselves in their chosen fields. Many entry-level positions require prior work experience, creating a potential catch-22 situation for fresh graduates who are unable to gain experience without initially securing a job. Young talent is indeed facing challenges in finding a place due to a combination of factors such as skills mismatch, automation, lack of experience, and networking barriers. To

address these issues and support the next generation of workers, stakeholders including educational institutions, employers, and policy makers need to collaborate in preparing young individuals for the evolving job market. Focusing on developing relevant skills, promoting lifelong learning and creating more inclusive pathways for young talent, we can help bridge the gap or provide opportunities for them to thrive in the workforce.

Technological advancements evolving industry requirements and shortcomings in the education system, the lack of effective career guidance and mentorship for young talent can also contribute to the skills gap issue. Without proper guidance on emerging job trends, in-demand skills, and career pathways, young job seekers may struggle to navigate the complexities of the job market and make informed decisions about their career trajectories. As a result, they may find themselves at a disadvantage when competing for job opportunities that require specialized skills or experience.

As technology continues to advance and industries undergo rapid transformations, the need for specialized skills and diverse competencies is on the rise, creating challenges for job seekers who may not have the requisite skills or experience. Addressing this skills gap requires collaborative efforts from educational institutions, employers, policymakers, and career guidance professionals to ensure that young talent is equipped with the necessary skills and knowledge to succeed in today's competitive job market. Recognizing the importance of skill development, fostering innovation in education, and providing mentorship and support to young job seekers, we can help bridge the skills gap and empower young talent to find their rightful place in the workforce.