

KEY ATTRIBUTES FOR JOB MARKET

Job skill set employers seek in fresh graduates

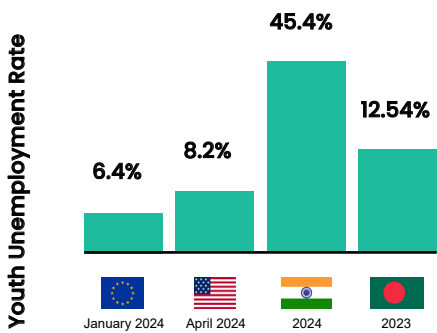


ARSHAD MAHMOOD AKIF

Mr. Akif is an HRD Professional, consultant, and entrepreneur with 20 years of experience in corporate and development sectors in the fields of Human Resource Management, Management and Leadership, HR outsourcing, youth development and employment, and soft skills. Mr. Akif is a member of ISO-260, in two international working groups on recruitment and Diversity and Inclusion. Also, member of the "National Mirror Committee" of PSQCA, Pakistan on HRM Standards Development.

What Job Skill Set Employers are Looking for in Fresh Graduates?

The job market for fresh graduates has seen significant fluctuations in recent years because of various economic factors. While the job market for fresh graduates can be challenging, strategic actions such as gaining relevant experience, networking, and continuous learning can significantly enhance employment prospects. Before we discuss employer's requirement and youth employment in Pakistan, let us see world's scenario on this topic.



Whereas, in **Pakistan**, the youth unemployment rate is **10.01%** in 2023. This is the latest data which I could have. To me, the employment side is not as dark as we see in other countries. Therefore, understanding the specific trends and demands in one's industry and region is crucial for navigating the transition from academic life to professional employment.

The fresh graduates can succeed with dedicated efforts after some experiences in job hunting or managing an intrapreneur journey.

Essential Skill Set Require by Employers

The most required skill set of fresh graduates by employers can vary depending on the industry, specific job roles, and company preferences. However, employers highly value some skills across different sectors. Here are some of the most sought-after skill sets:

Communication Skills	Both verbal and written are essential in any job.
Critical Thinking and Problem-Solving	Employers value candidates who can analyze situations, think critically, and develop creative solutions to problems.
Teamwork and Collaboration	Fresh graduates should show interpersonal skills, contribute positively to team dynamics, and communicate openly and respectfully with colleagues.
Adaptability	Employers seek candidates who can adapt to change, adjust to new circumstances, and learn quickly.
Technical Skills	Specific technical skills relevant to the position.
Leadership	This includes the ability to take initiative, make decisions, and influence others positively.
Time Management and Organization	Employers require candidates who can manage their time effectively, prioritize tasks, and meet deadlines.
Emotional Intelligence	The ability to understand and manage one's own emotions, as well as navigate interpersonal relationships effectively, is increasingly important in the workplace.
Entrepreneurial Mindset	It is characterized by innovation, creativity, and a proactive approach to problem-solving. Capable of recognizing opportunities, being innovative, and taking calculated risks to achieve outcomes.
Continuous Learning and Development	It is a willingness to learn, seek new knowledge and skills, and adapt to changing industry trends and technologies.



Key Attributes for Job Market

Does Pakistani Employers require Unique Skill Set than Other Countries?

Interestingly, employers in Pakistan, like those in other countries, seek the same combination of technical skills, soft skills, and personal attributes in fresh graduates. It means Pakistani graduates can easily avail international opportunities with focused efforts.

Our research highlights a few requirements more to be added to the list.



Cross-Cultural Competence

We are generally, emotional and traditional people, therefore, need to learn cultural sensitivity and ability to work in a diverse workplace.



Ethical Conduct

Commitment to ethical behavior, honesty, and transparency in all professional dealings.



Professionalism

It refers to appearance, communication, and interactions with colleagues and clients. Graduates must work on professionalism, which will increase the probability of getting jobs.



How Fresh graduates can Develop Skill Set Considering Employers Requirement?

Developing the skill set for employment as a fresh graduate involves a combination of self-assessment, skill development, and practical experience. One may follow this recipe to meet employers' requirements.

1

Self-Assessment:

This is a first step to assessing strengths, weaknesses, and areas for improvement. Identify what skills and qualities you need to develop further to meet employers' requirements.

Research Employers' Requirements:

Research the job roles and industries you're interested in and identify the key skills and qualifications that employers are seeking.

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Technical Skills:

Acquire and strengthen technical skills relevant to your desired field or industry. It means graduates should have the ability to handle tasks in the subject area. Explore online resources, tutorials, and hands-on projects to develop these skills.

Soft Skills:

Cultivate soft skills such as communication, teamwork, critical thinking, problem-solving, adaptability, emotional intelligence and leadership.

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Networking and Mentoring:

Build relationships with professionals in your desired field through networking events, informational interviews, or online networking platforms like LinkedIn etc.

Practice and Preparation:

Finally, practice and prepare for job interviews by refining your resume, practicing your interview skills, and preparing examples that demonstrate your skills and experiences.

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Have Industry Exposure:

Expose to real-world industry practices, dynamics, and challenges. This can fill the gap between theoretical knowledge and practical skills required in the workplace. Internships, industry collaborations, and hands-on projects can help bridge this gap.

Career Readiness and Preparedness:

This can include deficiencies in resume writing, job interview skills, networking, and job search strategies. Go for career guidance for preparedness.

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Remember, pursuing opportunities is a continuous process. Even when you have a job after some period, you need to develop yourself for other opportunities in the market for career progression. So keep refining your skills, expanding your network, and seizing opportunities for growth and advancement.