

## The Revolution of the Job Market

In a world where change is inevitable, it comes as no surprise that the face of the employment sector is undergoing a continued metamorphosis. The changing demographic in the workforce has come about primarily because of an aging workforce. The interest of employers in attracting young and enterprising workers who are said to have new technological skills, also accounts for the shift being experienced within the labour market.

In a contracting employment sector, it is to be expected that fierce competition will prevail between the large numbers of young people that are seeking employment. It would appear that there has been a shift in the job market from the recruitment of persons which was heavily based on their academic qualifications, to a blend that includes academic and specific skills sets which individuals possess. Taking a look at the advertisements appearing in the media for the hiring or recruitment an employee to fill a new or vacant position, it is now common to see that the applicant should be proficient in the use of computer and Microsoft skills. These are but the basic skills which new employees are expected to possess.

With this being the case, those who are primarily academically inclined, place themselves at a real disadvantage if they did not acquire the technical skills that are associated with the computer and information technological age. With the world moving into the digitalization age, is to be expected that members of the younger generation will be exposed to new skills sets. This should start at the primary, through to the tertiary education level. For those longstanding employees, it requires that they embark on retraining programmes. This is important if they are to remain relevant in the job market and to retain their current jobs.

As the systems of work change to accommodate the new mode of transacting business, improving the means of communication and enhancing the methods of production, young and prospective employees should be made to understand that the demands of the technological age are unlimited. The introduction of information technology has opened the door for new employment opportunities to present themselves on the horizon. Information Technology (IT) forms part of information and communications technology. The growing cadre of young workers in the field of Information technology and Information Communication Technology (ICT), is grounded in the fact that IT encompass computer systems, software, programming languages, data and information processing and storage, while ICT focuses more on how digital technologies assist users in handling information.

Whereas the coming of the information technological age should not translate into an automatic decline of employment in the traditional office setting and other workplaces, it must be accepted that the new technology can bring about the downsizing and restructuring of some operations.

Depending on the employment sector, some employers can breathe easier now that they have the possibility of downsizing, restructuring their operations, resorting to the use of the

technology to improve on the efficiency in production and enhancement in delivery of service. The information age has changed the nature of employment, as it allows for home working to come on stream, and for the outsourcing of work to a category of persons to be known as self-employed workers or independent contractors.

This new order has many an implication for workers. It stands to break the backbone of the unionization of workers, which denies them the benefit of a representation under a collective bargaining unit. These all appear to be things of the past.