

# NEXT GENERATION

The move from education to employment presents a significant challenge for young people today. Leading employers in Oman report weaknesses in young people's employability skills and work ethics



## تمدي

unlocking human potential



### A recent survey of 445 companies in Oman...

revealed that, after relevant experience, the second most valuable skill employers look for when recruiting graduates (61% of responses) was basic life skills such as communication, and time management. The third most important skill they sought (44.2%) was commitment and attitude.

However, when asked which skills graduates lacked, the top four results were as follows;

43.3%



LACK OF ENGLISH LANGUAGE SKILLS – SPEAKING AND WRITING

37.5%



AN INABILITY TO PERFORM UNDER PRESSURE

36.3%



POOR INTERPERSONAL AND COMMUNICATION SKILLS

32.5%



POOR COMMITMENT AND ATTITUDE

These findings indicate that many young people in Oman require help in developing the skills and attitudes that employers look for when they recruit.

# THROUGH PARTICIPATING IN ONE OF OUR NEXT GENERATION COURSES, YOUNG PEOPLE DEVELOP THE SKILLS AND ATTITUDES THAT EMPLOYERS LOOK FOR.

Our intensive four day Next Generation course targets young people in higher education, job seekers or people in their early years of employment, and has a focus on employability issues, skill-set evaluation, basic work ethics and action planning. A combination of an extended, shared challenge, integrated with a series of facilitated problem solving activities away from mobile phones takes young people out of their comfort zones, and into a powerful learning environment. The results see young people build core capabilities, gain skills that increase their employability and make a positive difference to the performance of employees.

## KEY OUTCOMES; THE BENEFIT TO EMPLOYERS, AND JOB SEEKERS

Employers tell us that they look for young people who display:

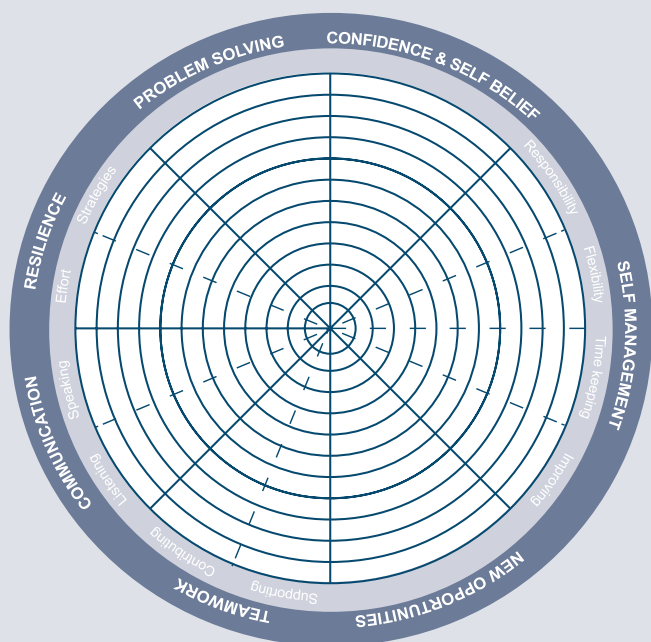
- Strong self-management
- Problem solving and communication skills
- Competence in working with others

They also seek motivated, responsible young people who demonstrate a positive attitude, determination and integrity.

## SKILLS AUDIT AND ACTION PLAN

Please rate yourself by colouring in the boxes

- 1 = I am not good at this
- 5 = Ok, room to improve
- 10 = This is a strength



An Outward Bound Oman Next Generation course is designed around the key skills and behaviours employers look to instill in their early talent.

As a result, the key outcomes of the course include; **Job seekers** who are more 'fit for work', aware of employer expectations, basic work ethics and the employment market

**Employers seeing long term business gains through;**

- Improvements in retention through a more committed and engaged employee
- Less time spent dealing with basic performance issues and discipline
- A reduction of work place risks through young people who take ownership for personal safety through their behavior
- An improvement in productivity through a more efficient workforce able to problem solve, and identify solutions.

## HOW TO CONTACT US

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