

Skills for the Future of Work

19 June 2025

House Keeping Rules

- You are muted by default. The chat function is disabled.
- If you have any questions, please submit them through Zoom Q&A button.
- The session will be recorded. The recording and presentation will be available on: [Inter-Agency Career Week webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for you understanding.



Introducing today's Speakers



Betty ALMONTE

Talent Management &
Performance Officer
UNHCR - Budapest



Halli HART

Global Employer
Branding Leader,
Innovator, Future of
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Ingka Group | IKEA,
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Skills for the Future of Work



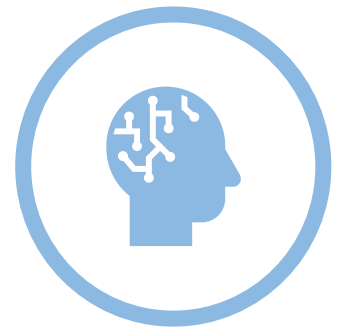
**Emerging Skills for a
Changing World**



**Global Trends Reshaping
Work**



**Lifelong Learning and
Career Agility**



Future Job Market



POLL – share your response!

**How prepared do you feel for
the future of work?"**

Emerging Skills for a Changing World



Master digital tools and data use to drive smarter decisions

Solve problems with critical thinking in complex, fast-changing settings

Adapt and stay resilient in the face of uncertainty and disruption



Lead with emotional intelligence to build trust and navigate relationships

Collaborate across cultures and platforms in hybrid, global teams

Embrace **lifelong learning** to remain agile and future-ready



Job Based Organization vs Skills-Based Organization

JOB-BASED ORGANIZATION



ASPECT JOB BASED ORGANIZATION

FOCUS	Job titles & roles
STRUCTURE	Hierarchical
HIRING & MOBILITY	Based on roles
CAREER GROWTH	Role progression
TALENT DEPLOYMENT	Fixed roles

SKILLS-BASED ORGANIZATION



ASPECT SKILLS BASED ORGANIZATION

FOCUS	Skills & capabilities
STRUCTURE	More flexible and project-based
HIRING & MOBILITY	Based on needed skills
CAREER GROWTH	Skill building & lateral opportunities
TALENT DEPLOYMENT	Dynamic task or project matching

Emerging Skills for a Changing World

LET'S HEAR FROM OUR SPEAKERS!

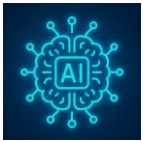
"Which emerging skills do you believe we should focus on building?"





Global Trends Reshaping Work

UN 2.0 Transforming the UN for the 21st Century



Technological Transformation: AI and Automation



Evolving Work Models: Remote, Hybrid, and **Flexible Careers**



Advancing Workforce **Skills Through Digital Literacy and Innovation**



Strategic Foresight, Innovation, and Agile Governance



Behavioral Science for Better Outcomes

Global Trends Reshaping Work

LET'S HEAR FROM OUR SPEAKERS!

"How are global trends such as AI, and remote work impacting roles within the broader job market?"





Lifelong Learning and Career Agility



Continuously update skills to stay relevant



Develop a **mindset of curiosity** and adaptability



Embrace change as a growth opportunity



Seek feedback and apply it constructively



Learn across roles, functions, and fields



Align learning goals with future career direction

Lifelong Learning and Career Agility

LET'S HEAR FROM OUR SPEAKERS!

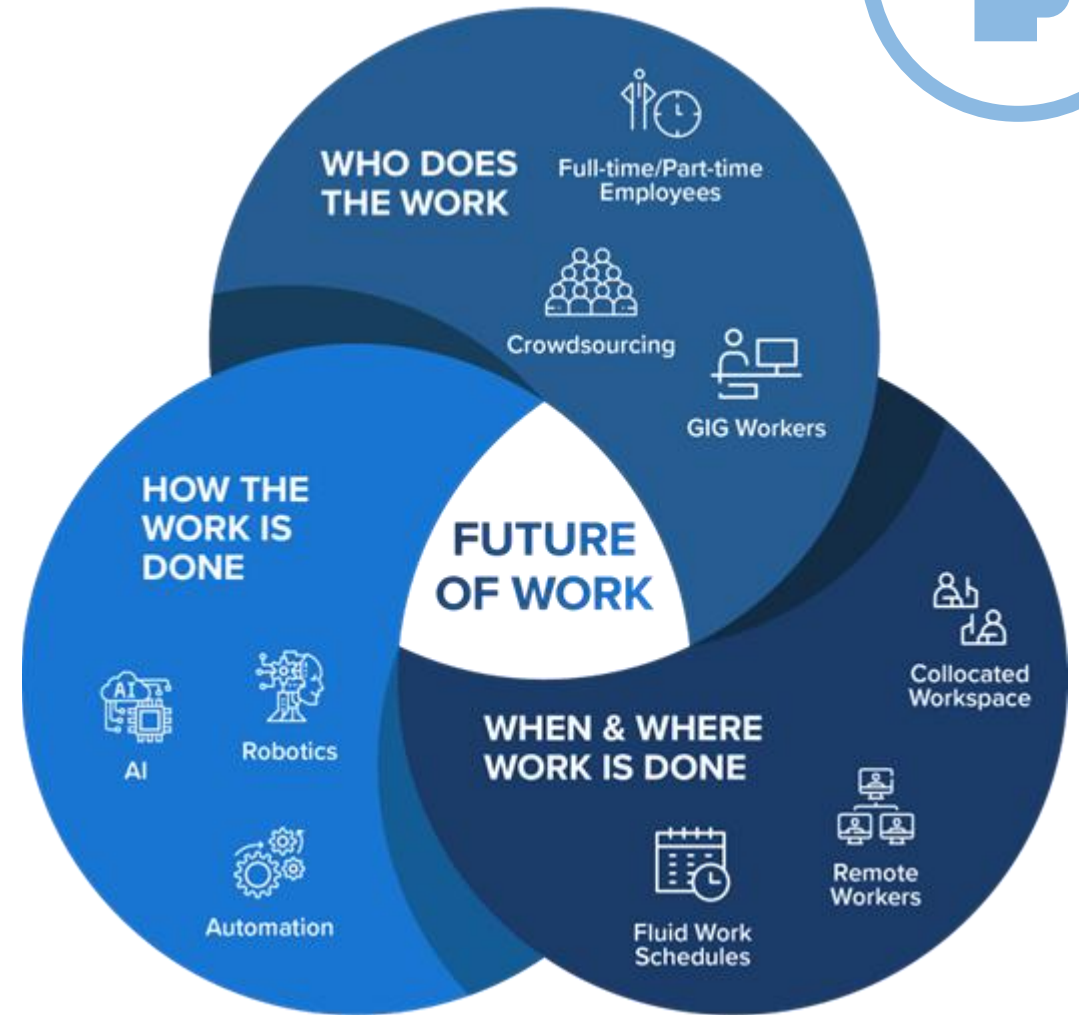
"How have you remained adaptable and continued developing your skills throughout your career?"





Future Job Market

- Demand growing for **tech and data roles**
- **Human-centered skills** remain in high demand
- New roles emerging from **AI integration**
- **Career paths becoming less linear**, more flexible
- **Remote and cross-border work** increasingly common



Future Job Market

LET'S HEAR FROM OUR SPEAKERS!

"What strategies have you used to stay future-ready and grow your skills for the evolving job market?"





POLL – share your response!

**“What will be your first step
in building future-ready
skills after this session?”**

Skills for the Future of Work



Emerging Skills for a Changing World

- Top Skills (5 -10 years)
- Technical vs. Soft Skills
- Overlooked Skills



Global Trends Reshaping Work

- Global Trends
- Challenges vs. Opportunities
- Workforce Strategies



Lifelong Learning and Career Agility

- Strategies to stay adaptable
- Ownership of learning
- Career Agility



Future Job Market

- Opportunities
- Disruptions



UN Inter- Agency Career Week 2025 Agenda

16 - 20 June



	Monday, 16 June	Tuesday, 17 June	Wednesday 18 June	Thursday 19 June	Friday, 20 June
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - Embracing Your Career Journey in a VUCA World - Unlocking the Power of Learning Agility	Pres (E) - Your career is more than your next job	PD (E) - Career Conversations with colleagues on Inter-Agency mobility	Pres (E) - Skills for the Future of Work	Pres (E) - NextGEN Talent Acquisition: Insights from Recruiters
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	Pres (E) - Charting your Blue Ocean: Identifying Emerging Opportunities and In-Demand Roles	PD (F) - Conversation de Carrière (Parcours Leadership)	Pres (E) - Navigating Inter-agency moves: key questions to consider	PD (F) - Conversations de carrière avec des collègues sur la mobilité inter-agences	Pres (E) - Demystifying Job Searching in the UN System
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	Clinic (F) - Optimisez votre PHP : Clés pour une Candidature Réussie	Clinic (F) - Entretien basé sur les compétences pour les candidats	Clinic (F) - Réseautage Stratégique : Créer des liens, créer des chances	Pres (E) - Your application and the process	PD (E) - Recruitment for Global Impact: Insights from Purpose-Driven Organizations
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Successfully crafting your Personal History Profile / P11	Clinic (E) - CBI for applicants	Clinic (E) - Demystifying Networking for Career growth	Clinic (E) - Career Pivot into the Private Sector	PD (E) - How Volunteering Shapes Future Careers
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Keynote Speakers (E) - Pursuing your Success : Skills for Career Development	Keynote Speakers (E) - Unlocking Career Potential: The Power of Continuous Learning and Training	Keynote Speakers (E) - A holistic approach to career development	Keynote Speakers (E) - Onto the Balcony: Leadership Insights from a Personal Journey	Keynote Speakers (E) - Keynote Address by David Bearfield (UNDP)
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - Your Personal Journey	PD (E) - The Leadership Equation: Integrity, Innovation, and Impact	PD (E) - Getting into the international professional category - Moving to a different UN Organization	PD (E) - Career Conversations with colleagues on Interns and Fellows	Pres (E) - Creating Your Personal Learning Strategy
12:00-13:00 (New York) 18:00-19:00 (Europe) 19:00-20:00 (Nairobi) 23:00-00:00 (Bangkok)	Pres (S) - El CV como herramienta de impacto	Pres (E) - Branding from the Inside Out: Authenticity and EQ in Action	Clinic (S) - Desmitificando el Networking para el Crecimiento Profesional	Pres (E) - From Federal to Civilian: Resumes & Job Search Strategies	Clinic (S) - CBI para solicitantes
13:30-14:30 (New York) 19:30-20:30 (Europe) 20:30-21:30 (Nairobi) 00:30 ¹ -01:30 ¹ (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	PD (S) - Voces de Impacto: Liderazgo que Transforma	Pres (E) - Resilience and Adaptability in times of change: "Bending without breaking"	PD (E) - Navigating and supporting the careers of women in the UN system	Pres (E) - CV writing - transforming tasks into achievements
15:00-16:00 (New York) 21:00-22:00 (Europe) 22:00-23:00 (Nairobi) 01:00 ¹ -02:00 ¹ (Bangkok)	Pres (S) - Entrevistas de trabajo eficaces en el sistema de las Naciones Unidas	Pres (E) - Effective Interviewing Skills in the UN	Pres (S) - Cómo completar un perfil para solicitar un puesto de manera efectiva	Pres (E) - Step Into your Future: How to set big goals and unlock your potential as a leader	Pres (E) - Reset and Recharge: Reconnecting with what grounds us

Recommendations

Day 4/Session 4 - Career Pivot into the Private Sector (UNDP)

Day 5/Session 4 - How Volunteering Shapes Future Careers (UNV)

#Career Clinics

Career Pivot into the Private Sector

19 June, Thursday

New York 07:30-08:30
Copenhagen 13:30-14:30
Nairobi 14:30-15:30
Bangkok 18:30-19:30

Dean Jamson
Career Coach

Hannah Nash
Career Coach

Register from the Inter-Agency Career Week 2025 page



#Panel Discussion

How Volunteering Shapes Future Careers

20 June, Friday

New York 07:30-08:30 Copenhagen 13:30-14:30
Nairobi 14:30-15:30 Bangkok 18:30-19:30

Paul Menye
Regional Manager,
ROWCA,
UNV

Iram Batool
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Chipo Nsalamina Simuusa
Compliance Monitoring Auditor,
Norse Atlantic Airways

Register from the Inter-Agency Career Week 2025 page



THANK YOU! MERCI ! ¡GRACIAS!

The presentation, recording and other resources will be shared on our dedicated Inter-Agency Career Week Page.

Please fill out the [Evaluation Survey](#). Your feedback matters to us!



If you have any questions, please reach out to tdps@unhcr.org