


Chapter 14

Training for Enhancing Job Opportunities and Career Empowerment in Emerging Markets


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ABSTRACT

The chapter focuses on job opportunities and career empowerment in emerging markets for training programs. It elaborates how such skill-building programs could be designed to account for the dynamic market through effective use of technology and industry collaborations. It gave case studies of effective training models, explained the impacts on workforce readiness, and how this translated into economic growth. It thus brings out the message of the need to tailor training toward employment trends

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in the local and global job markets and stresses that professional development does not have to be a one-off event, but is actually a continuous process of keeping abreast with the evolving requirements for jobs. The discussion details a strategic framework in which impactful training programs are designed for creating and supporting economic development and individual career advancement in emerging markets.

INTRODUCTION

Identically, the job market is changing, while shifts in job opportunities and career empowerment undergo drastic change. The major forces of this change lie behind technology, globalization, and the transforming nature of work. Since now competitive industries are adapting to technology and new business models, the endeavor taken to introduce new jobs and roles offer a blend of the challenges and opportunities in the domain of career development. In such a context, career empowerment would mean that the person is empowered and fully supplied with all the necessary skills and knowledge to sail through the dynamic environment (Okolie et al., 2020).

In many instances, technological innovation and changes in market demands have called for new job roles. A good example within contemporary society could be the rising developments of artificial intelligence, machine learning, and automation, which in response have created many job opportunities in the fields of data science, cybersecurity, and software development. Such roles will seek new and hitherto unimaginable skills, and therefore there will be a need for consonant and focused education and acquisition programs. In addition, the gig economy has also presented certain roles—flexible and self-employed—that provide opportunities for people to develop their skills diversely (Monje-Amor et al., 2021).

Career empowerment, in this view, should go beyond the acquisition of a job. It should be about how effective an individual is in prospering in his or her career of choice. Empowered people control their trajectory and are able to make informed decisions at each step of their career. All this can be done through lifetime learning, which develops one's skills and proactive management in choosing a career. For instance, employed people enrolled in lifelong and professional education are more capable of adaptation to the job novelties and capturing emerging opportunities (Al-Omari et al., 2020).

It is here that training and development play the critical role. Preparing training programs for this purpose is mainly an endeavor that is planned in such a way that it fills the gap between the current expertise of the human resource and the job roles required of him in new situations. Such programs commonly cover not only up-to-date technical skills but soft skills in leadership, communication, and

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