

THE DIGITAL
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Tatiana Ershova

Director, National Center for Digital Economy
Lomonosov Moscow State University

Session “What Type of Professionals
Will World-class Companies Need in 10 Years?”

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What DOES a Modern Employer NOT Expect from University Graduate?

- Rich applied knowledge
 - there is little open specialized information, and the available sources are often of very poor quality
 - the university, as a rule, does not provide such kind of information and teaches to perceive and remember large volumes of concentrated information
 - specialized faculties and departments in universities focus on fundamental knowledge
 - example: in the field of information security, the main emphasis is made on mathematics and cryptography, its other aspects mostly remain out of sight

The university should expand the horizons of students,
be sure to give practical tasks in order to anchor the theory

Some Problems of Modern Education That Inhibit the Graduates

- The stage of analysis of the obtained theoretical information and its practical application has to a large extent fallen out of modern education
 - thus, the quality of information assimilation is worse, and its longevity in memory is less
 - this is often due to the lack of teachers' interest in the educational process
 - many teachers do not have the goal to make everyone master and link the knowledge gained in their courses with the knowledge gained in other courses – previous, related, etc.
 - result: a student with discrete (fragmented) erudition, and not with a deep understanding of the subject

This problem is rooted in school education, where teachers today do not develop children, but train them to go through tests (State Final Certification, Single State Exam)

What DOES a Modern Employer Expect from a University Graduate (1)

- The presence of aspirations and goals
- Responsibility
- Structured thinking, the ability to clearly formulate tasks
- At least a little erudition in the professional area – knowledge of terms, basic trends and methods
 - whatever one can learn by tracking the latest relevant events, reading specialized articles or using Wikipedia
- Interest in the new business, which is manifested very individually:
 - someone likes to overcome difficulties, solving complex problems, gaining experience and new knowledge
 - someone likes the team
 - someone cares about personal or career growth
 - for someone it is important to acquire over-professional skills – managing projects, doing business, solving organizational issues, and more others

What DOES a Modern Employer Expect from a University Graduate (2)

- Common sense
 - ability to work with fuzzy criteria
 - ability to perform routine work
 - ability to ask questions correctly (not too few and not too many) and essentially
 - ability to follow instructions adequately (not ignoring them, but at the same time not keeping to them too literally)
 - adequate self-esteem, understanding the boundaries of one's own competence
- Persistence and ability to cope with failures, recognition of the right to make a mistake
- The desire for self-development, the ability to learn
- Emotional intelligence
- Creativity
- Cognitive flexibility

What DOES a Modern Employer Expect from a University Graduate (3)

- Ability to be grateful – appreciation for the time and effort invested
- Ability to build effective and healthy communication inside and outside the company
 - clear transmission of thoughts to the interlocutor
 - communicating on equal terms
 - giving and receiving feedback
- Ability to describe processes and achieved results, make reports
- Skills in working with office applications, in particular, with Excel and presentations
- Literacy (sic!) – the ability to write in the native language without grammatical errors, which has become a big problem in modern Russia, even among university graduates

Readiness of a Modern Graduate for the Market

- A modern graduate is not ready for the market
 - on average, graduates are overly confident when coming for an interview – but when the employer asks elementary profile questions just for understanding, the result is often quite disappointing
 - the degree of prestige of the university does not matter here
 - preference when choosing between a graduate of a prestigious university who knows little, but asks for a high salary, and a graduate of a middle-level college, who soberly assesses his level, and has adequate salary expectations, is given to the latter

According to experts, only 1 out of 3 graduates meets the employer's expectations, which is extremely little for the market

example: Faculty of Computer Science of the Moscow State University yearly provides around 300 programmers and mathematicians, but only about 100 of them are of interest for modern business

The Role of University in the Training Specialists for Digital Economy

- The higher education system should begin to work towards preparing and adapting graduates to the conditions of the digital economy and to train competent specialists for this type of economy
- Universities need to actively engage in the processes of studying and forming modern core competences – both professional and over-professional – making this part of their educational programs
 - example: MSU has opened a special research theme in 2018 under the so-called state assignment
 - Identification of the Necessary Competencies in the Digital Economy in order to Modernize Master's Courses at MSU
- Interact with key sectors of the economy of a specific region, actively stimulating their digital transformation and studying their demand for specialists
- Conduct research, study and broadcast advanced Russian and world experience in the field of digital transformation
 - act as strategic consultant for industry leaders and leading enterprises, business structures

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Contacts

tatiana.ershova@digital.msu.ru

tatiana.ershova@gmail.com

+7 (903) 720-15-42