**Educating Digitally Enabled Workforce of the Future**

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Employers in the ICT sector are facing many challenges when it comes to engaging a new generation of employees. Milennials represent an ever more important proportion of the employee pool. Their approach and relationship towards a steady employment are challenging many established norms.

When it comes to the new generation of ICT experts, they differ substantially from their older colleagues. They are much more extrovert, more socially aware, but on the other hand, less focused, more individual, more prone to experimenting and feel more need to be valued and appreciated. When faced with an adverse situation, they are more likely to give up sooner and move on.

In terms of technical expertise, they keep very much up to date with the latest technologies and approaches, therefore they expect to work with the latest tools and methods, which can sometimes prove challenging for a 30+ year old company that has a mature user base and therefore a lot of legacy technologies that still need to be maintained.

When looking for first time employees, the employers are looking for consistency, teamwork and commitment. Surprisingly, the educators’ primary role should not only be to provide their students with technical expertise, but to build the spirit of teamwork, responsibility and persistence within their students. They should expose them to as many group assignments as possible, potentially with ICT companies where they could experience working on actual projects and would get a taste of real life before they enter the job market. Lessons like conflict management, stress management and time management would also help to create graduates who are better equipped to deal with real-life situation.

Considering these facts, the role of education institutions should be more focused on instilling proper values and in not only building experts, but also personalities, which will be able to effectively function in a diverse environment.