

# Enabling sustainable careers in Industry 4.0



**XPMC**<sup>TM</sup>

**Experiential Microcredentials**  
*Adding Experience to Education*

# Opportunity

## Addressing the Digital Skills Gap

“Automation threatens **69%** of jobs in India



THE WORLD BANK

Over **27 million** people must be trained in digital skills by 2025 in order to unlock a **\$1 trillion** digital economy

THE ECONOMIC TIMES

India's digital skilled workforce needs to grow **9x** by **2025**



**Only 12%** of India's workforce currently has digital skills



THE HINDU

A future that works: automation, employment, and productivity

McKinsey  
Global Institute

Millennials face a tough job market with unemployment at **4-decade high**



Education alone isn't fit to equip the digital workforce with the skills for Industry 4.0

# Solution

## XPMC: Experiential Microcredentials

Employability.life aims will put practical knowledge, using hands-on methods, with **flexible and transparent credentials**, at the heart of Higher Education through Experiential Microcredentials (XPMCs), **focused on high-demand emerging skills** areas.



Cybersecurity



Product Management



Digital Finance

Experiential Microcredentials (XPMCs) backed by university partners, professional bodies and globally recognised employers, are built around **3 design principles**:



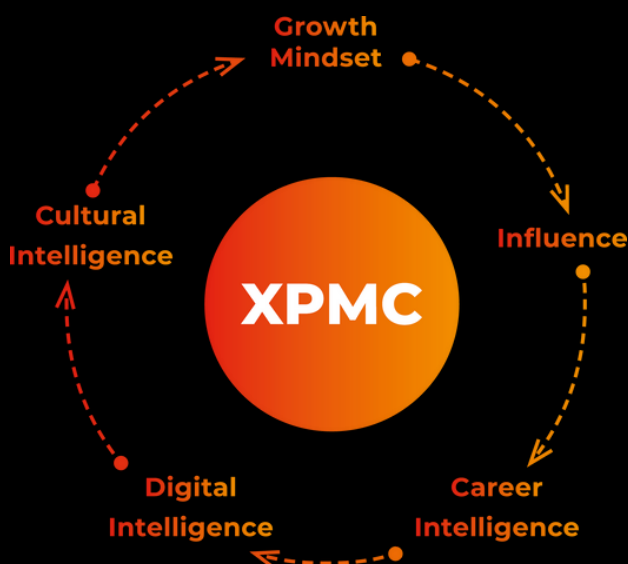
Focus on tasks & deliverables, not time



Work in teams, not as individuals



Focus on specific skills within wider context



## 5 strategic capabilities

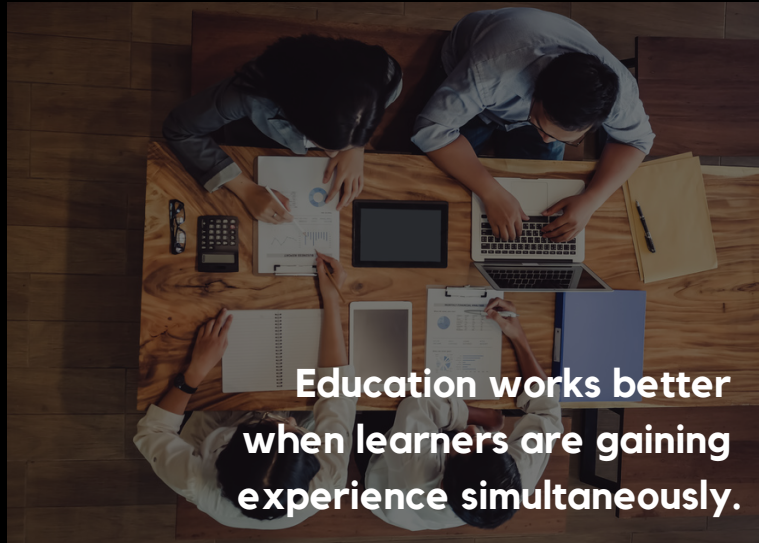
XPMCs are a set of projects delivered in weekly sprints and supervised by a Project Manager, who also provides mentoring in 5 strategic capabilities:

Growth Mindset, Digital, Career & Cultural Intelligence and Influence.



# Delivery

## A mentor-led, collaborative & agile work environment



All projects are supported by Project Managers, who are trained on Agile methodology and work in close coordination with the Product Owners, who are Subject Matter Experts and customers for the projects (and serve as Assessors).

The Project Manager will support each team at 3 levels:

- I. Ensure that the Project Teams are carrying out all necessary activities, meeting regularly, following the correct methodology, and member problems and queries are being resolved
- II. Make sure communication between customer and team is clear and smooth
- III. Act as mentors to individual team members, meeting them individually to help them develop Personal Development Plans, perform self-development activities and record progress

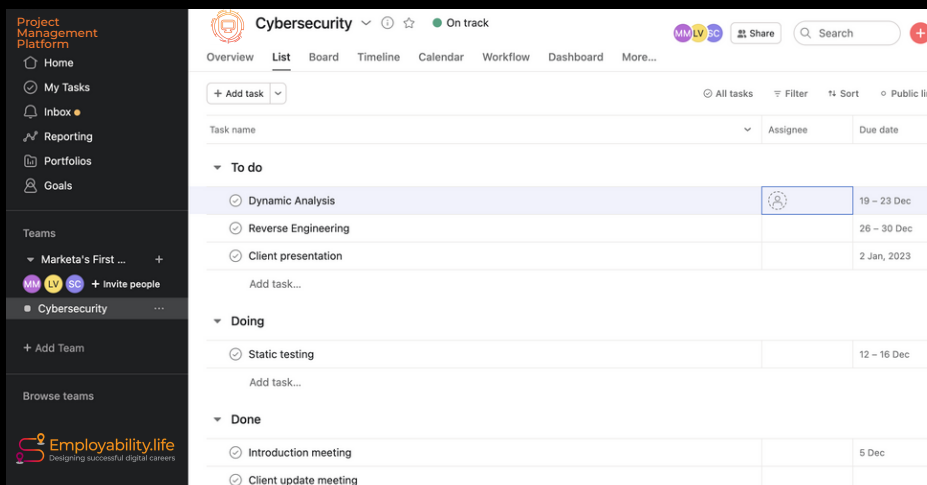
## Key project attributes



All assessment has multiple levels of validation. Every project is assessed by the customer (Product Owner) as well as the Project Manager.

This solution is driven by the candidates. **Learners are at the heart of the process through a whole-person approach to personal development, enabling them to develop sustainable careers.**

Our engagement methods are hybrid: remote mentoring-led support in combination with technology. Delivered by trained, experienced and certified mentors, globally backed by a comprehensive library of materials.



We attain global standards and yet capture local labour market and cultural nuances.

Our delivery process is ISO 9001 certified from its inception and all certifications have been built to satisfy the external and regulatory standards of the host country.

All Employability.life certifications will be issued with blockchain-based credentials.

*Learners for Life!*

Who we are

## Global talent incubator for digital economy

Employability.life is a global education company. We operate as a talent incubator, working with universities and skills training institutions to provide opportunities for more sustainable careers.

### Preparing learners for successful careers in the digital economy



We prepare learners to grow and master the art of career progression. It's the ultimate 'robot-proof' preparation for careers in the 21st century — empowering candidates with self-mastery and enabling them to become creative leaders with the empathy and imagination that our societies need today.

### The journey



We take a whole-person approach and prepare learners to become confident professionals. Through Employability.life, they will become self-aware and equipped with essential soft and technical skills — ready not just for an interview, but for the possibilities of a lifelong and rewarding professional career.

### Hybrid Learning



With our programme blending talent incubators alongside an online curriculum, we can provide learners with an excellent education and the top-tier support needed to help them jump-start their career success.

Transforming **today's**  
Higher Education

Building **tomorrow's**  
tertiary education system  
based on **employability**



# Make a difference!

By looking beyond 'just getting a job' and focusing on 'getting the right job', by encouraging the **candidates to think of themselves as a start-up and exploring the right job-aspiration fit**.

By focusing on not just 'getting in' but also on 'getting ahead' – by enabling the **candidates to progressively acquire key skills and aptitudes critical for career progression**. At a time when only 5% of the workforce across the OECD progress to a higher level of work than the one they started in, this makes the all-important difference.

By accepting the obvious – that **the workplace will change**, become more global and more digital. The hard question – what to do when today's jobs disappear and new ones get created – is at the core of Employability.life. It combines **the latest thinking in behavioural economics, organisation behaviour, neuroscience, and technology futurism** to enable the candidates to look ahead, balancing the immediate and the projected needs of the workplace.

By understanding the future of work - the core proposition of Employability.life is built around **collaborative work**. Moving away from the usual individual-oriented soft skills training, this programme emphasises the **cross-functional and cross-cultural nature of 21st-century workplaces**. Engaging the candidates to think beyond skills, and about values that make a successful professional, Employability.life prepares them to lead and to succeed in the rapidly transforming workplace.





*Contact us to learn more*

hello@employability.life



London, New Delhi, Kolkata, Toronto, Auckland, Melbourne, Sydney