

Top transferable skills in today's job market

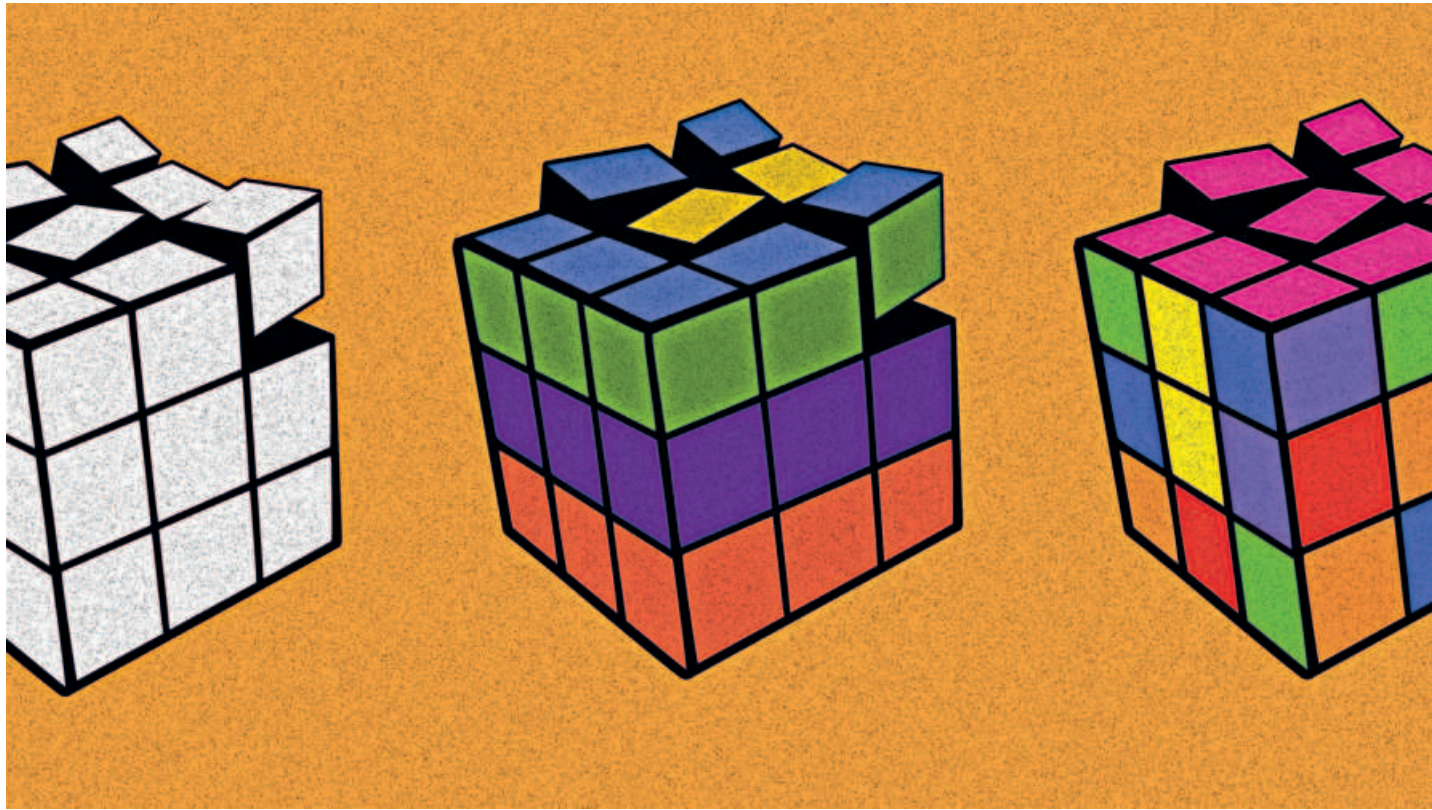


ILLUSTRATION: ZARIF FAIAZ

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Transferable skills, a common term in the world of modern job hunting, are best described as proficiencies you can carry from one job to another. Think of them as your professional superpowers—they go wherever you go and make you shine in any job! These include general skills that every employer appreciates, and can come from anywhere: your job, school, internships, or even life experiences.

If you're considering shifting jobs soon, you should ensure you have sufficiently honed these essential skills, so you stand out

as a strong candidate in today's competitive job market.

Communication

Strong communication is often at the top of every employer's wish list. In a world where AI is doing more and more, the ability to connect with people—whether coworkers, clients, or your boss—is irreplaceable. Forbes puts it perfectly in a 2023 article about transferable skills: "Small talk will win you jobs." Whether you're chatting at a professional event or presenting an idea to your team, having polished communication skills makes all the difference.

Teamwork

Teamwork is a cornerstone of success in any workplace. It's more than just working with others—it's about understanding different perspectives, contributing to shared goals, and supporting your colleagues when they need it. As highlighted by a 2024 article from the global career platform Indeed, successful teamwork encompasses empathy, active listening, and clear communication—many of the other skills in this list. Showing a potential employer that you're easy to work with and can handle group dynamics, especially in leadership positions, will instantly make you a stronger

candidate.

Adaptability

Adaptability is your ability to handle change and thrive in new situations—an absolute must in today's fast-paced world. It's not just about being flexible; it's about showing how you've tackled unexpected challenges and still delivered results. Employers want people who can think on their feet, pick up new skills quickly, and thrive in ever-changing environments.

Creative thinking

Creative thinking has become essential in the modern job market, especially in an era where AI is constantly attempting to match human creativity. This humane skill is all about coming up with fresh ideas and finding unique solutions to problems. In a 2023 interview, Apple CEO Tim Cook stated that creativity is one of the key traits he looks for in employees, emphasising that Apple wants people who can "see around the corner." If you can think outside the box, you'll always bring value to any team—explained the tech giant leader.

Empathy

Empathy, or emotional intelligence, is the ability to connect with others on a humane level. While often overlooked, this unique skill can make a huge difference in how you build relationships at work. As per Indeed's article on transferable skills, empathy fosters a positive environment, improves collaboration, and helps with managing client relationships. Also, unlike hard skills, empathy is something AI can't replicate, which makes it an increasingly important quality in today's workplaces.

TikTok parent ByteDance sues former intern for \$1.1 million

NEXT STEP DESK

ByteDance, the parent company of TikTok, is suing a former intern for 8 million yuan (about \$1.1 million), accusing him of deliberately disrupting its artificial intelligence (AI) training operations, according to a recent report by Reuters. The lawsuit, filed in Beijing's Haidian District People's Court, has sparked widespread interest in China owing to its unique nature.

According to the Reuters report, the intern, Tian Keyu, is accused of

sabotaging ByteDance's AI training systems by altering code and making unauthorised changes. AI training involves processing large amounts of data to improve tools like chatbots and image generators.

ByteDance claims these actions harmed their operations but called rumours about millions of dollars in damages and thousands of affected processors "seriously exaggerated", states Reuters.

Tian, reportedly a postgraduate student at Peking University according to Chinese news outlets, was dismissed

from ByteDance in August. ByteDance has not shared further details and declined to comment to Reuters on the ongoing case. Tian has also not yet responded to the allegations.

This case is unusual because lawsuits of this scale against interns are rare in China. It has drawn attention due to its focus on cutting-edge AI LLM (Large Language Model) technology, a field where companies are racing to develop advanced tools like generative AI, which creates text and images from data.



India's Zomato raises \$1 billion to strengthen quick-commerce leadership

NEXT STEP DESK

Zomato, one of India's leading food delivery and quick-commerce companies, has raised \$1 billion through institutional investors in its first major funding round since its 2021 IPO. TechCrunch reports that the company issued approximately 336.5 million shares at approx. \$3 each in a qualified institutional placement, as disclosed in a stock exchange filing on Friday.

The move caused ripples in the Indian stock market. Shares of Zomato, offered at a 5% discount during the placement, dipped by 1% on Friday but maintained an impressive 127.7% year-to-date rise. Rival Swiggy, which recently went public with a \$1.35 billion IPO, saw its shares fall by 4.1%, despite a 12.8% rally earlier in the week.

The \$1 billion infusion alters Zomato's corporate structure, reducing its foreign ownership to below 50%, effectively classifying it as a domestic entity. This shift is pivotal for Zomato's quick-commerce unit, Blinkit, as it enables the company to adopt an inventory-led model—currently limited to domestic firms—giving it direct control over products and warehousing.

Analysts at Bank of America noted that the quick-commerce sector, with an estimated total addressable market of 30 million households, is entering a phase of heightened competition. They highlighted Zomato's 40% market share as a critical advantage in maintaining its leadership.

Zomato, which recently posted its second consecutive quarterly profit, continues to solidify its position in an industry projected to generate over \$6.5 billion in annual run-rate revenues. CEO Deepinder Goyal affirmed the necessity of the additional funding to maintain competitive parity, particularly as other players raise capital. Zepto, another competitor, secured \$350 million earlier this month.

Revitalising Bangladesh's jute industry through pioneering worker training

Bangladesh, historically known as a major player in the global jute industry, has long depended on the "Golden Fibre" as a key economic driver. Yet, in recent years, the sector has faced substantial challenges, ranging from reduced demand for raw jute exports to outdated processing techniques.

Despite being the second-largest producer of jute globally, Bangladesh has struggled to maximise returns from this sector, largely because the focus has remained on exporting raw jute rather than producing higher-value finished goods. This reliance on raw material exports limits the potential for significant economic gains, especially when global demand is shifting towards eco-friendly products.

A pioneering training initiative

A recent collaboration between Swisscontact BYETS project and Akij Bashir Group introduces a new approach aimed at addressing these challenges through targeted skills training. Last year, Akij Bashir Group approached Swisscontact to explore opportunities for training jute industry workers, an area that has seen little to no formal development historically. Recognising the potential impact of such an initiative, particularly given the renewed interest in sustainable

materials.

"Through our collaboration with the BYETS project, we aim to revolutionise the jute industry by empowering our workforce with the skills necessary to meet evolving global demands. This initiative not only addresses pressing challenges but also strengthens Bangladesh's position as a global leader in sustainable jute products," said Helal Ahmed, Chief Operating Officer of Akij Bashir Group.

This training programme marks a significant step forward in modernising Bangladesh's jute industry. Until now, no structured training framework existed for this sector, leaving a skills gap that has hindered productivity and quality improvement. This initiative aims to fill that gap by providing workers with hands-on training tailored to the specific needs of jute processing.

Unlike traditional training programmes that focus solely on classroom instruction, this initiative employs a workplace-based training (WBT) model where both classroom-based theoretical learning and practical learning is employed. This approach allows participants to learn directly within the factory environment, improving their theoretical understanding of the work

process and putting the newly gained knowledge into practical application. To date, two batches have participated in the training at Janata Jute Mills at Ghorashal, Narsingdi, with plans to expand the programme further.

The training initiative comes at a time when the global market is increasingly favouring eco-friendly alternatives, with countries across Europe implementing bans on single-use plastics. Jute, being biodegradable, presents a viable alternative. By investing in workforce development, Bangladesh has the opportunity to reposition itself as a leader in sustainable jute products.

Currently, the country exports jute products to over 135 countries, but the potential remains largely untapped. Improving the skills of workers could shift the industry's focus from low-margin raw jute exports to higher-value finished goods, increasing revenue and fostering economic growth.

Challenges in developing a training module

One of the main challenges of this initiative was the absence of existing training materials specific to the jute industry. While there are established frameworks for sectors like ready-made garments, there was no equivalent for jute. This required BYETS project, SGS,

and Akij Bashir Group to collaborate closely in creating a customised training module from scratch. The result is a programme that not only teaches technical skills but also emphasises quality control and efficient production techniques. The training program is being conducted by SGS. The training currently covers Spreader, spinner, rollwinder and breaker machine processes.

The programme's initial focus is on equipping master trainers within the factories themselves, enabling a self-sustaining training system. The long-term goal is to create a continuous learning environment where workers can upskill and re-skill as needed, ensuring that the industry remains competitive.

Looking ahead

The collaboration between BYETS and Akij Bashir Group highlights how partnerships between the private sector and development agencies can drive meaningful change in traditional industries. By focusing on skills development, the initiative addresses one of the key barriers to growth in the jute sector. As the training programme expands, it could serve as a model for other industries in Bangladesh seeking to enhance their competitiveness through workforce development.

JOBS SPOTLIGHT

BAT

HR Executive
 Deadline: N/A



Eligibility:

Bachelor's/master's degree in Business Administration with prior experience in Human Resources in a corporate organisation.

Minimum experience: 3 years

World Food Programme



Business Support Associate (CD Office)

Deadline: December 7

Eligibility:

Bachelors in Business Administration or any relevant subject with progressively responsible work experience in the relative business stream.

Minimum experience: 6 years

Sheltech (Pvt.) Ltd.

Executive/ Senior Executive, Business Development



Deadline: December 14

Eligibility:

B B A / M B A / Masters in Marketing/Post Graduation in any relevant subject.

Minimum experience: 2-4 years

BRB Hospitals Limited

Assistant Director, Medical Services



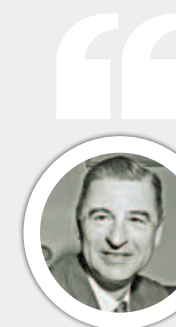
Deadline: December 7

Eligibility:

MBBS from a recognised institution, preferably a Master of Public Health (MPH) in Hospital Management or related field.

Minimum experience: 5 years

FOR MORE DETAILS AND THE APPLICATION LINKS, SCAN THE QR CODE BELOW.



"You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose."

DR. SEUSS