1. **Navigating the Fourth Industrial Revolution (4IR) Rapids of Skills Supply and Demands: Implications for Research and Practice** (Jennifer Chishamiso Nzonzo, Geena Vimbayi Maingehema, and Francisca Nyasha Maingehema)

Technological advancements have brought about dramatic changes to skills demands and supply for developed and developing economies since the emergence of the industrial revolution. Although South Africa has made critical strides in skills development, challenges have been experienced in terms of aligning skills supply and demand with the drivers of the Fourth Industrial Revolution (4IR) and economic growth. Key strategic documents such as the Human Resource Development Strategy and the National Skills Development Strategy all draw attention to the risks associated with the poor supply of skills from the education and training system. It is against this construct that this paper provides a conceptual analysis on navigating the 4IR rapids of skills supply and demands. From the analysis, a skills supply and demand competency framework is developed, which is inextricably linked with the drivers of the 4IR. By conceptualising and assessing the different drivers of skills demands and supply, an explicit account of how the drivers influence the development of technical, psychosocial, managerial, professional and personal competencies is provided. In addition, specific and concrete theoretical and practical implications are outlined for professionals, policy makers, academics and various stakeholders involved in assessing the impact of skills demands and supply in organisations.

The full paper is available on the following link:
https://www.dropbox.com/s/gj1fnummj0421c/Navigating%20The%204th%20Industrial%20Revolution%20Rapids%20of%20Skills%20Supply%20and%20Demands_Implications%20for%20Research%20and%20Practice.pdf?dl=0

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