

Review of: "Empowering Future Workforces: Reframing Education to Develop Essential Skills for a Dynamic Labor Market"

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Potential competing interests: No potential competing interests to declare.

Thank you for the opportunity to read and review a pre-print version of "Empowering Future Workforces: Reframing Education to Develop Essential Skills for a Dynamic Labor Market". The 'future of work', as well as training and development, is indeed a timely and emergent topic. The author quickly situates the manuscript by forecasting a higher education response to a post-COVID-19 pandemic and world. In general, the author presents an easy to read, straightforward, and valuable narrative – higher education should be actively involved in addressing potential workforce skill gap(s).

My main recommendation is the author increase the literature to support their position. There is an abundance of literature (peer-review, commentary, and reports) related to future of work phenomenon, as well as the knowledge, skills, and competencies. Emergent technologies, along with lessons learned about work during the pandemic, contribute to the sense of urgency in this area....and can be more incorporated to support a wider justification for change. Similarly, there is also a growing corner of higher education literature calling for a need to reframe traditional undergraduate and graduate education. Personally, I am more familiar with graduate education and recommend the author review (Weisbuch & Cassuto, 2016; Deneke et al., 2017; Patterson et al., 2019).

I provide a few minor recommendations geared toward improving future readability. For example the concluding paragraph uses the term "we". While bringing future readers into a shared effort, I would recommend not using first-person language. My other recommendations focus on the need for additional reference and support. First, several of the instances of in-text citation involve present tense. If the reference is previously published then would the text involve past tense? Another recommendation is to provide supplemental citation to position(s) the author is claiming. The second to last sentence on page 1 describes "This article", which in my view warrants a citation. Later in the Core Competency paragraph, 'They' is used. Personally, I do not think that word choice is needed for the sentence. Perhaps the author may wish to remove the descriptor while also adding supportive citations. The Problem Solvers paragraph has at least two instances where the text could improve with references – the activities list and then final sentence. While I like the call for Power of Core Competencies, I would encourage the author to define competency in the context of workforce development and higher education. What is the difference between competency and skill? How are these terms similar? What prior and relevant (literature, framework, or case study) pieces involve competencies and/or transferable skills that can further inform the author's position?

My best hopes and wishes as the author continues moving forward in this endeavor.