



Future Internet specialists.
Where will we find or wait for them?

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Future Internet specialists. Where will we find or wait for them?

1. Investments in (new) technology = investments in training/learning
2. Where will we find or wait for them?
3. Future Adults internet specialists
4. Future Youth internet specialists
5. Skills required for future internet specialists
6. Potential ways for preparing future internet specialists
7. Conclusions



1. Investments in (new) technology = investments in training/learning

Future Internet = ?

Investments include Trainings ?

Internet of THINGS	When you buy new technology for your company do you invest also in people/trainings?
Internet of EVERYTHING	Do you invest in Trainings as in R&D or Innovation?
Next Generation Internet	Do you invest in Education as CSR or for your employees' families?
AI	Do you have in your company Mentors or Practice Tutor?
Smart Cities
Quantum Internet	
X (new) Social Media	
.....	
People ?	



2. Where will we find or wait for them?

HR – interviews – head-hunting
Waiting for them to come to our office
Running for them in Social Media
AI support
Schools/Universities

.....

Where from can come to us
the future internet
specialists?

High-schools/VET schools?
Secondary schools ?
Primary schools ?

Trainings versus Education

Adults versus Youngs
Age of future internet specialists?
Work contracts will be the same?



HR Recruitment = 1 – 6 months process
Education for new jobs = 5 years at least

We, adults, are waiting for youth to come to our open jobs?
Relationship in the companies between the generations



UNIVERSITY



COMPANY

3. Future Adults internet specialists

Some examples from my experience in Fiber Optic Networks:

- ✓ Fiber Optic Courses
- ✓ Fiber Optic Infrastructure Courses
 - ✓ Creativity in Business
 - ✓ 5 days / 3 days / 1 day courses
 - ✓ Workshops online/offline
- ✓ Competitions ? Do you grow in your skill?
- ✓ Standards – time for new standards
 - ✓ Education (VET) – learning by teaching/mentoring/tutoring



4. Future Youth internet specialists



Some examples for preparing the future Internet specialists as Youth:

- ✓ HR Recruitment / Talent Search
 - ✓ VET Education
- ✓ Youth Competitions / Olympic Games
 - ✓ Professional Camps
 - ✓ Practice / Internship
 - ✓ Hackathons

4. Future Youth internet specialists Competitions for Internet for youth



- 2. Information Network Cabling
- 8. Mobile Applications Development
- 9. IT Software Solutions for Business
- 17. Web Technologies
- 23. Autonomous Mobile Robotics
- 39. IT Network Systems Administration
- 40. Graphic Design Technology
- 48. Industry 4.0
- 53. Cloud computing
- 54. Cyber Security
- 63. Robot Systems Integration



4. Future Youth internet specialists
Competitions for Internet for youth

Information Network Cabling Competition

Performance in Education

Learning Journey for Experts & Students



5. Skills required for future internet specialists

In 2030 the jobs will require 90% new skills

Which skills do you think will be required for future internet specialists?



WEF Future of Jobs Report 2025:

1. **Analytical/Creative Thinking**
2. **Resilience**
3. **Flexibility**
4. **Agility**
5. **Curiosity**
6. **Lifelong learning**

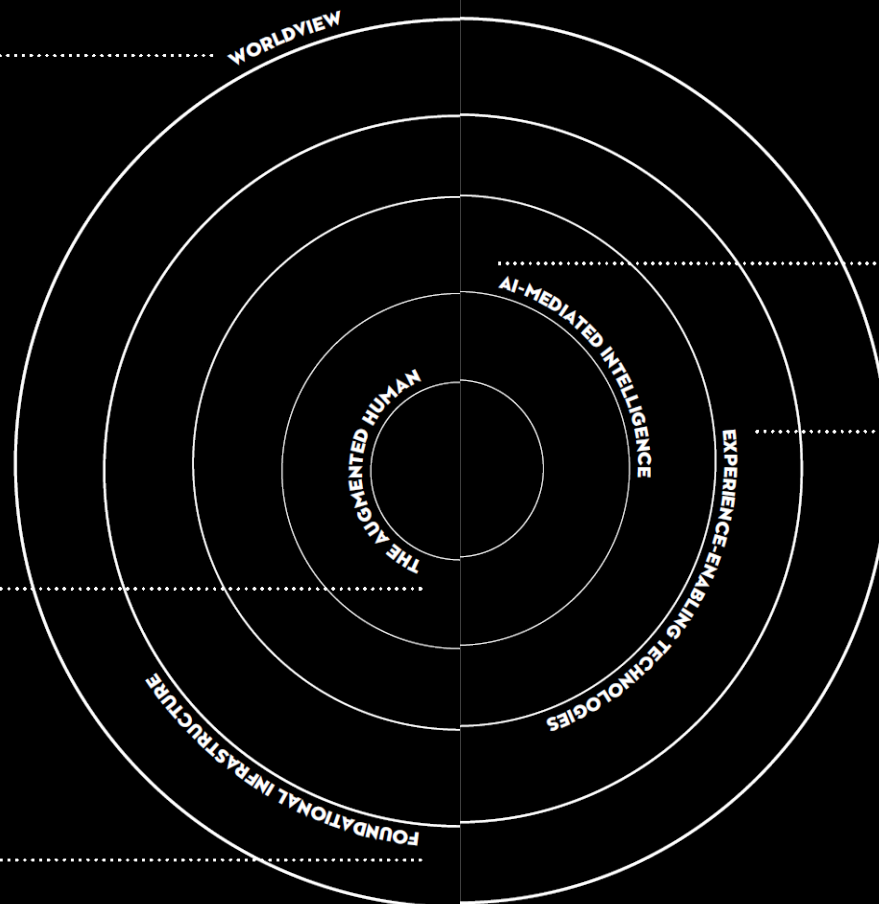
The AI-mediated framework

- Narratives, cultural norms and values, ethics, and governance.

- Liquid identity, multiple representations, participatory.

- Scalable systems enabling everything in the inner layers.

- Includes interoperable platforms, quantum computing, and digital economies.



- AI systems personalising and adapting interactions.
- **Key enablers:** Contextual data and Agentic AI.
- Tools bridging digital and physical worlds.
- **Examples:** Immersive interfaces (XR), smart ecosystems, Physical AI.

WEF Future of Jobs Report 2025:

Technologies driving business transformation:

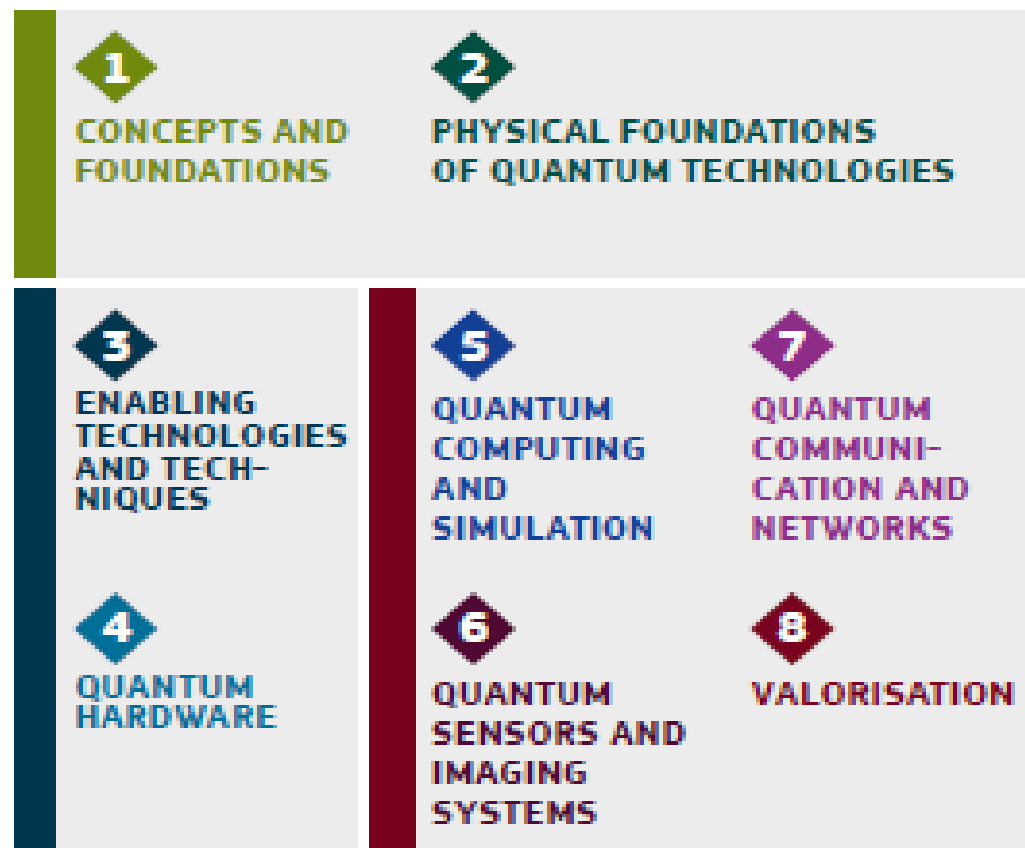
AI and information processing technology: 86%

5. Skills required for future internet specialists

Skills for Quantum Technologies



European Competence Framework for QT



WEF Future of Jobs Report 2025:

Technologies driving business transformation:
Quantum and encryption: 12%

5. Skills required for future internet specialists

Skills Development in Europe

EAAL - European Agenda for Adult Learning 2021 – 2030: 10% in 2020

NEAAL 2030 – New European Agenda for Adult Learning 2030: 60% in 2030

The Reskilling Revolution by World Economic Forum

(transforming education, skills and learning) – Education 4.0

Open Education/Open Internet/Open Access/

VET Education

VET Campus

Centers of (Vocational) Excellences

6. Potential ways for preparing future internet specialists

YOUTH:

Students >18

VET schools >15

ADULTS:

Employees

New/Future Employees

Jobless

SENIORS

- Learning / Micro-Learning
 - AI framework status – Knowledge/Speaking about/ Implementation/Learning
- Open Education/Open Internet/Open Access/
 - VET Education
 - VET Campus
- Centers of Excellences

Trainings
Practice
Apprenticeship
Education
Coaching
Mental Training
Creativity
Workshops
Team Buildings

SEE 13

7. Conclusions

All present internet specialists are invited to think and involve in preparation of future specialists.

Where to find them?

How to prepare them?

What skills do they need?

Some proposals for your fast consideration:

- Fiber Optic / Internet Competition in Bulgaria & Balkans in VET schools
- In 2026 first European Competition on Information Network Cabling for youth <25 years
- Center of Excellence in Fiber Optic Technology/Photonics in Bucharest – need for partners
- Involve yourself in Learning, Education and Training for future jobs in your companies



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