



## A Prospective Study of Future Jobs and Skills Considering the Requirements of Security Work Systems

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**ABSTRACT:** Modern security work systems will depend on advanced methods of successful institutional performance through the availability of a set of basic requirements, the most important of which are forward-looking studies of the jobs and skills necessary for future security cadres in accordance with the requirements of security work. Therefore, the importance of the field of forward-looking studies based on data analysis based on reality and trends of future events has increased.

In light of this, the prospective study, as a scientific field, aims to anticipate the requirements of security work systems in terms of future jobs and skills necessary to keep pace with the continuous changes as a result of rapid technological developments and modern technologies, by enhancing lifelong learning programs for the national workforce and designing skills development programs to be proactive in acquiring future skills. The study relied on the forward-looking approach by applying future research tools using the (Mini Delphi) method to obtain correct and profound conclusions about future developments and scenarios in accordance with the requirements of security work systems with the aim of identifying future job skills, which depend entirely on technology, smart transformation, and automation of security services and systems.

**KEYWORDS:** Forward-looking studies, future jobs, planning forecasting, skills, security work systems.

### INTRODUCTION

By 2030, the world will witness changing requirements for workforce jobs and skills due to technological developments by Up to(54%) and rebuild skills by 2030 AD, Based on this, this study aims to highlight the role of forward-looking studies and methods for constructing them, as well as the most important positives and challenges they face, and how they employ their curricula, techniques, and research methods in their various fields of field use.

**To achieve this goal, we examine the following question:** How do forward-looking studies contribute to determining the requirements of security work systems for future jobs and skills? The study assumes that forward-looking studies represent a fundamental foundation for the success of the process of anticipating the requirements for developing security work. to Realize and extract the requirements of security work systems from the jobs and skills of the future, in addition to showing the reality of forward-looking studies in security institutions and their future.

**Therefore, the study was based on the Prospective work security systems requirements for future jobs and skills on the following axes:**

#### **Firstly: The concept and the importance of future studies and their characteristics**

There have been many and varied definitions regarding the concept of forward-looking studies due to its modernity and complexity at the same time. Therefore, there is no agreement on a unified definition of forward-looking studies. (Richard 2020) Where she is known "A group of research and studies that aim to uncover problems of a future nature and work to find practical solutions to them. It also aims to identify trends in events and analyze multiple variables of the future situation that could have an impact on the course of events in the future". (Groff & Smoker, 2019)

The UAE government has sought to achieve proactiveness for employees of federal agencies by providing training and skills development opportunities through the "Jahez" digital platform for all federal government employees with four sets of future skills that include 20 sub-skills, and more than 90 programs to build specialized behavioral and professional skills. And the public (Cornish, 2018). where the importance of future studies is that it is an essential tool for organizational success because it allows organizations to plan based on expected trends rather than react after these changes have already occurred. In addition to discovering



problems before they occur, and then preparing to confront them, future studies thus perform the functions of early warning, early preparation for the future, and qualification to control it, or at least to participate in its creation (Al-Ghasiyah:2018, p. 8)

In light of the Future studies in this field have become a strategic matter, especially for the types of jobs and skills that the institution needs to fill later. This in turn helps to discover new paths in work systems through two paths, the first focuses on the leadership level in institutional entities, and the second builds future skills. For employees to acquire the most important skills of Functional Futurism. (Al Hammadi et al., 2019)

So the researchers see interest in future studies to keep pace with future developments in security work systems We find that innovations and new management techniques are transforming policing in evolving societies And Analyzing the set of enhanced skills needed for work systems in the security institution with the aim of confronting challenges and taking advantage of opportunities to improve crime prevention practices through technology-supported policing within a sustainable framework that sets clear priorities, integrates processes, and enhances the development of capabilities, competencies, and job skills that are compatible with the qualitative shift in missions. Security agencies: We find that cyber skills will gradually become an integral part of the training of security personnel, instead of simply possessing the capabilities required by their specialized units, which requires taking concrete steps to employ analysts and train them for police work.

**Second: General framework model for the prospective study:**

The study aims to explore future jobs and skills in security work systems in light of the rapid changes in the global economy, the entry of the era of the digital economy, and the needs of the security institution in accordance with the UAE Vision 2030. (<https://www.moca.gov.ae>)

Therefore, the pace of technological development has accelerated to become Anticipating jobs and skills according to the requirements of future work systems and the specializations required for them, which is inevitable at the national and global levels. The World Economic Forum study on the skills required for jobs in the future was divided into two parts: technical skills, in addition to human skills such as innovation, attention to detail, and persuasion, all of which are skills required to complement technical skills. Which has become an inevitable necessity and there is no way to do without it or circumvent it. (Sabri, Zahran, 2020, p. 66)

**01: The first stage (Framing):**

**It includes: (a description of the field - field map - assessment of the current situation - stakeholders)**

Seeking Security institutions by anticipating the future, improving the level of security performance to ensure that all security services are provided in accordance with standards of quality, efficiency, and transparency by providing an innovative and supportive security environment to meet the aspirations of the government and the national agenda and enhance security services. (Al-Juhani: 2019, p. 8).

The forward-looking plan includes future directions to improve the quality of its outputs in accordance with the highest international standards and achieve flexibility in Managing its institutional systems and security programs by building partnerships, attracting security competencies to keep pace with scientific and technical developments and changes in the world, and building scientifically and practically qualified security cadres with the necessary competencies and skills to lead the future and the ability to carry out the burdens of smart and modern work systems and their ability to meet security needs and their constant endeavor. To adapt to future regional and global business environment changes in a way that enhances its competitiveness at the regional and global levels.

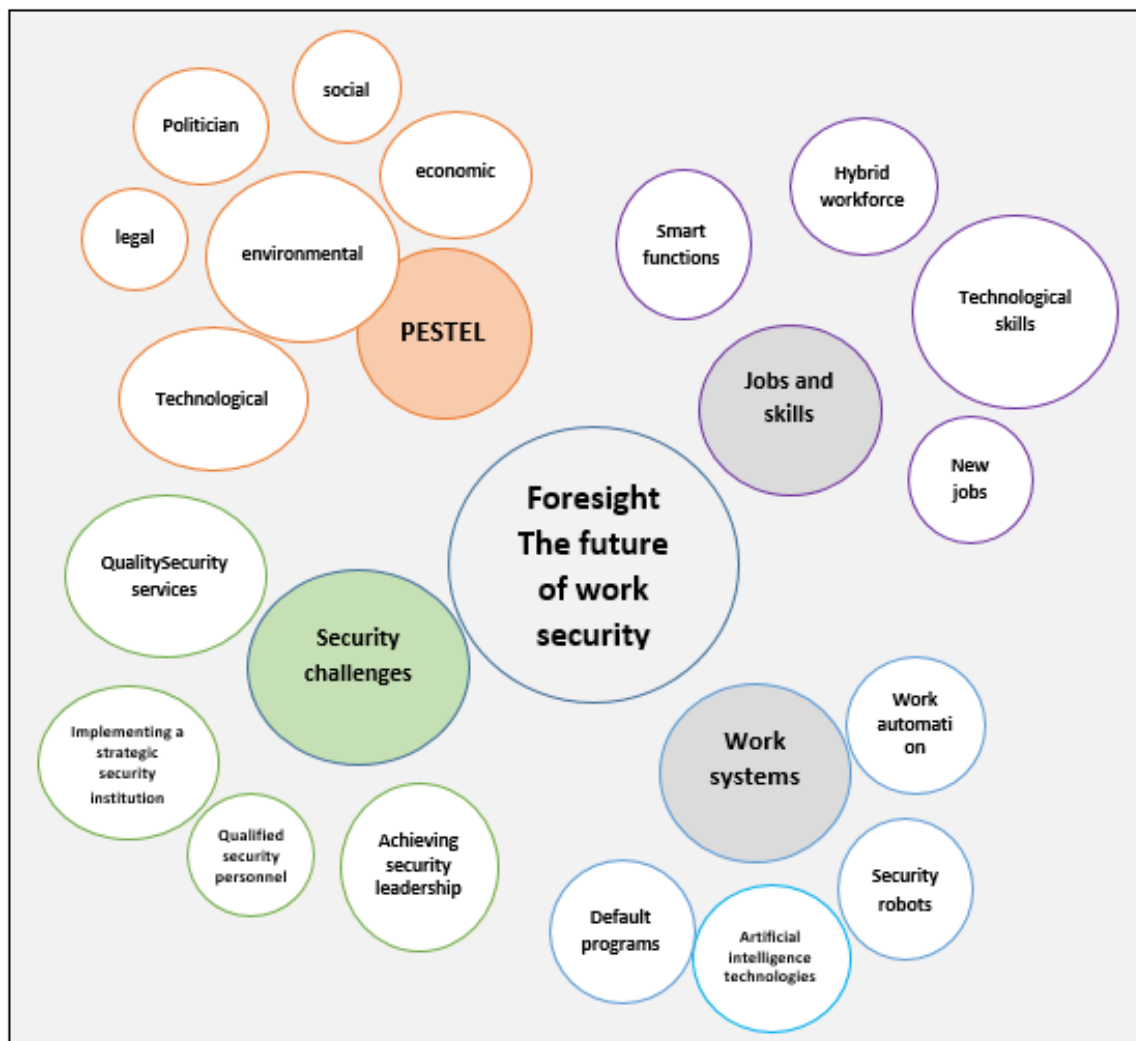
**1-2: Field description:**

	<b><u>The future of work systems functions in light of technological development</u></b>
<b>Main issues And research questions Supportive</b>	<b><u>Supporting research questions:</u></b> - What will the future of security systems be like in 2030? - What jobs and skills are required to absorb advanced technology? - How will the new functions be anticipated to meet future security scenarios? - Determine mechanisms for employing skills related to the use of specialized experts and advanced technology.



	Security institution	<b>Exploratory Or Strategic</b>	strategic
<b>identification the field</b>	<b>the field:</b> The future of security jobs and skills in light of technological development The field explores developing a long-term vision for the future of smart security skills by 2030 and exploring the impact of technological development on the development and creation of non-traditional work systems while anticipating the future of smart jobs and skills that achieve readiness in security performance.		
<b>Geographic scope</b>	<ul style="list-style-type: none"> <li>- The United Arab Emirates... in general</li> <li>- Emirate of Sharjah / Sharjah Police General Command</li> <li>- International practices in the same field can be viewed</li> </ul>		
	Horizon 2029-2030	Horizon 2 2026-2028	Horizon 1 2023-2025

2-2: Field map:





**1-2-2: Evaluation of the current situation:**

Category	the description
Current Conditions	<ul style="list-style-type: none"> <li>- Future Skills - Supporting the UAE’s workforce in the future. <a href="https://www.britishcouncil.ae/sites/default/files/bc_futureskills_arabic_1mar18.pdf">https://www.britishcouncil.ae/sites/default/files/bc_futureskills_arabic_1mar18.pdf</a></li> <li>- Distance working <a href="https://www.fahr.gov.ae/Portal/Userfiles/Assets/Magazines/25d8ea73.pdf">https://www.fahr.gov.ae/Portal/Userfiles/Assets/Magazines/25d8ea73.pdf</a></li> <li>- UAE strategy for anticipating the future. <a href="https://www.moca.gov.ae/a">https://www.moca.gov.ae/a</a></li> </ul>
Stakeholders	<ul style="list-style-type: none"> <li>- Security institutions.</li> <li>- Federal Authority for Human Resources.</li> <li>- Executive and legislative authority (Police Law/New Labor Law No. 33 of 2021)</li> </ul>
Past important historical events	<ul style="list-style-type: none"> <li>- Corona pandemic and reliance on digital transformation 2020.</li> <li>- Strategic Plan 1722 of the Federal Authority for Government Human Resources.</li> <li>- UAE Smart Government Initiative 2013 in accordance with UAE Vision 2021.</li> </ul>

**3-2: Stakeholders:**

Stakeholders	Importance and impact	Impact Evaluation (A, B, C)
International experts	<ul style="list-style-type: none"> <li>- Intelligent transformation in security services</li> <li>- Providing the required specialized personnel</li> </ul>	very important
Specialized security departments	<ul style="list-style-type: none"> <li>- Analysis of future jobs in security work</li> <li>- Support additional training on future skills.</li> </ul>	very important
Security institution	<ul style="list-style-type: none"> <li>- Monitoring technological development in the security field with various security agencies</li> <li>- Design of intelligent work systems</li> <li>- Providing modern devices and technologies</li> </ul>	very important
Suppliers	<ul style="list-style-type: none"> <li>- Keeping up with skills for future jobs in security work</li> </ul>	Fairly important
Executive Authority	<ul style="list-style-type: none"> <li>- Developing security work systems to transform into smart work systems</li> </ul>	very important
Legislature	<ul style="list-style-type: none"> <li>- Developing legislation for the requirements of modern work systems</li> </ul>	very important
Global security organizations	<ul style="list-style-type: none"> <li>- Exchanging best global practices and experiences in the field of smart work systems job skills.</li> </ul>	very important

\*Note: A (very important) B (somewhat important) C (not very important)

**03: Second stage: It includes: (survey - monitoring - input analysis)**

Given the need to enhance the ability to confront global and regional security challenges and develop future scenarios to achieve readiness for modern security work systems and prepare security cadres with smart job skills to be compatible with successive technological developments in the institutional work environment in general and security in particular.



1-03: Survey form (1): Survey form

<b>the address</b>	Working document Prepared by the Innovation Center at INTERPOL	<b>Writer</b>	An analysis to anticipate the future of police work. The first steps towards a new intellectual paradigm		
<b>Source summary</b>	2022	<b>the date</b>	Publisher: Dubai: Dubai Police, Decision Support Centre		
<b>Influencing factors (PESTEL)</b>	Forward-looking analysis - future jobs	<b>key words</b>	Future jobs		
<b>Link</b>	- <a href="https://iefpedia.com/arab/wp-content/uploads/2020/01">https://iefpedia.com/arab/wp-content/uploads/2020/01</a>				
<b>Type</b>	<b>New trend</b>				
<b>Brief description of the item</b>	Reimagining the function and mission of policing, the roles assigned to it, and the capabilities available within it. In addition to dives in the new reality, because different goals require different sets of capabilities, skills, and partnerships that affect the readiness of security capabilities.				
<b>How might the future be different as a result?</b>	<ul style="list-style-type: none"> <li>▪ For the security institution to be able to continue to meet the evolving needs of security work systems, it must adopt new, more flexible skills for police</li> <li>▪ work, based on innovation and creative thinking, and focus on the changes that occur at the global, regional, and local levels.</li> </ul>				
<b>What are the possible repercussions for...?</b>	<b>The security establishment - specialized security institutes - international experts and trainers</b>		<b>Name of stakeholder (stakeholder)</b>		
<ul style="list-style-type: none"> <li>▪ The lack of suitability of current job skills for police work to the requirements of future security work systems, as a result of technological development and applications of artificial intelligence, will have a significant impact on future security performance requirements.</li> </ul>					
<b>Horizon</b>	Plausibility (0-5):4	Impact (0-5): 4	The third horizon	The second horizon	The first horizon
<b>Horizon</b>	Credibility (0-5):4	Modernity (0-5): 4	2029-2030	2026- 2028	2023-2025
<b>Scanner name</b>	3-2-2023		delivery date	The two researchers	

2-03: Input analysis:

<b>Trends Futurism</b>	<ul style="list-style-type: none"> <li>- UAE Smart Government Initiative</li> <li>- <a href="https://u.ae/ar-ae/about-the-uae/digital-uae/uae-mgovernment-initiative">https://u.ae/ar-ae/about-the-uae/digital-uae/uae-mgovernment-initiative</a></li> <li>- General digital trends in the UAE</li> <li>- <a href="https://u.ae/about-the-uae/digital-uae/national-digital-guidelines">https://u.ae/about-the-uae/digital-uae/national-digital-guidelines</a></li> <li>- National Qualifications Centre</li> <li>- <a href="https://www.nqc.gov.ae/ar/our-responsibility/technical-and-vocational-education-and-training.aspx">https://www.nqc.gov.ae/ar/our-responsibility/technical-and-vocational-education-and-training.aspx</a></li> </ul>
<b>Issues (Current and emerging)</b>	<ol style="list-style-type: none"> <li>1. Technological development and its security implications by creating virtual jobs.</li> <li>2. New crimes and intelligent criminology perspective.</li> <li>3. Using modern technology in the field of security work systems</li> <li>4. Keeping up with modern work systems, smart individual skills, and technological job design to deal with risks and threats</li> </ol>



<p><b>Plans</b></p>	<ul style="list-style-type: none"> <li>- Security strategy and enterprise</li> <li>- <a href="https://moi.gov.ae/ar/About.MOI/genericcontent/our.strategy.aspx">https://moi.gov.ae/ar/About.MOI/genericcontent/our.strategy.aspx</a></li> <li>- Security Institution Plan - Training Programs</li> <li>- <a href="https://www.moi.gov.ae/ar/trainingprograms.asp">https://www.moi.gov.ae/ar/trainingprograms.asp</a></li> <li>- Cyber and electronic security strategies</li> <li>- <a href="https://tdra.gov.ae/ar/national-cybersecurity-strategy">https://tdra.gov.ae/ar/national-cybersecurity-strategy</a></li> <li>- The UAE’s strategy in the year of preparation for the next 50 years 2020</li> <li>- <a href="https://www.moca.gov.ae">https://www.moca.gov.ae</a></li> <li>- The strategic plan of the Federal Authority for Human Resources</li> <li>- <a href="https://www.fahr.gov.ae/Portal/ar/about-fahr/fahr-strategy.aspx">https://www.fahr.gov.ae/Portal/ar/about-fahr/fahr-strategy.aspx</a></li> </ul>
<p><b>Expectations</b></p>	<ul style="list-style-type: none"> <li>- Increasing technological development in all areas of life and its security implications</li> <li>- The number of cybercrimes is increasing in the virtual world, which requires advanced work systems.</li> <li>- Programs, plans, and attracting competencies and talents.</li> <li>- Explore smart functions to manage security business systems.</li> <li>- Remote work system by expanding the scope of digital transformation in all work systems</li> </ul>

**3-03: Emerging issues:**

**1- Using modern technology in the field of security work systems:**

The use of technology and modern techniques is one of the most important reasons for the success of any institution that aims to succeed in its work. It has become necessary for the institution to catch up with the technology revolution and volunteer to serve its goals. The security institution is considered one of the leading institutions in using modern technologies and applying them in the field of security work to develop the security system.

**2- Keeping pace with the readiness of security human cadres to deal with modern and changing risks and threats:**

3- Develop capabilities to deal with risks related to human resources in relation to strategic planning, succession, talent management, development, and performance management processes.

**4- Technological development and its security implications using the latest virtual work systems:**

Using technology to provide a practical and safe environment that supports the methods most applied in security work systems, which requires designing smart work systems that are compatible with artificial intelligence techniques and virtual functions.

**5- New crimes and the use of modern and advanced technologies to commit them:**

Modern jobs and smart skills can deal with risks and threats to be highly compatible with the requirements of smart work systems.

**4: Third level:**

**It includes: (a study of priority drivers- Evaluating its impact - degree of uncertainty and ambiguity).**

**1/4: First driver: jobs and skills**

- Trend 1: Smart jobs
- Orientation2: Hybrid workforce
- Orientation3: Technological skills
- Trend 4: New jobs

▪ **The second engine: work systems**

- Trend 1: Automation of work
- Trend 2: Security robots
- Trend 3: Artificial Intelligence technologies
- Trend 4: Virtual programs

▪ **Third driver: security challenges**

- Direction 1: Implementing the organization’s security strategy
- Orientation 2: Achieving security leadership



Orientation 3: Qualified security personnel

Trend 4: Quality of security services

2/4: Description of the main engines:

the engine	Input	the description
<b>Jobs and skills</b>	<p>This engine was chosen due to the requirements of achieving readiness for security control capabilities in light of modern methods of smart crime that require smart functions and skills.</p> <p><b>Supporting directions:</b></p> <ul style="list-style-type: none"> <li>- Trend 1: Smart jobs</li> <li>- Trend 2: Hybrid workforce</li> <li>- Trend 3: Technological skills</li> <li>- Trend 4: New jobs</li> </ul>	<p>Future demographic, social and technological changes lead to the creation of contemporary security forms and challenges, requiring smart job skills that work through work systems designed with advanced technological designs that achieve security readiness, proactiveness and speed of response.</p>
<b>Systems the job</b>	<p>This engine was chosen due to the emergence of a need for work systems that keep pace with technological changes in electronic government, the virtual world, and artificial intelligence.</p> <p><b>Supporting directions:</b></p> <ul style="list-style-type: none"> <li>- Trend 1: Automation of work systems</li> <li>- Trend 2: Security robots</li> <li>- Trend 3: Artificial Intelligence technologies</li> <li>- Trend 4: Virtual jobs</li> </ul>	<p>Technological development, virtual world programs, and artificial intelligence techniques require the security institution to design modern and advanced security work systems that can keep pace with these successive developments to support the readiness of all forms and images of modern confrontation with all methods of smart criminality through proactive transformation from traditional methods of security work systems. of modern technological methods.</p>
<b>Challenges the wish</b>	<p>This engine was chosen to increase security challenges due to the strategic requirements of the security institution, which seeks security leadership regionally and globally, and the rapid technological development that accompanies this to confront these challenges.</p> <p>Supporting directions:</p> <ul style="list-style-type: none"> <li>- Direction 1: Implementing the organization's security strategy.</li> <li>- Orientation 2: Achieving security leadership.</li> <li>- Orientation 3: Qualified police cadres</li> <li>- Trend 4: Skills and future readiness</li> </ul>	<p>There is no doubt that the security challenges facing the security institution are increasing, and among the priorities of these challenges is the implementation of the security institution's strategy to improve security and safety rates in the country, and to achieve security competitiveness regionally and globally. In this context, the importance of qualifying qualified security cadres capable of achieving proactive confrontation of all forms of emerging crime and challenges is crystallized. Advanced technology, to reach the quality of security services provided to the community.</p>

3/4: Engine impact tool:

▪ **The effect of each engine on the other:**

	Security challenges	Jobs and skills	Work systems
Work systems	++	++	
Jobs and skills	++		++
Security challenges		++	+

Strongly reinforced++ / invade+ / normal 0 / contradict - / strongly contradict - -

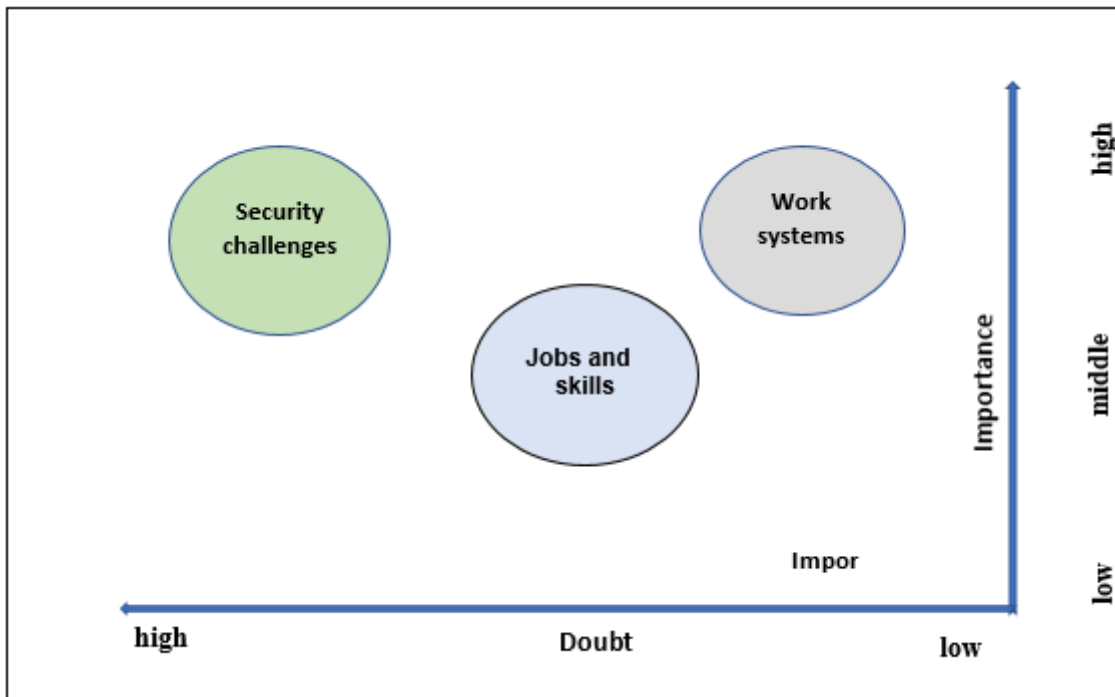


▪ **The effect of each engine on each other:**

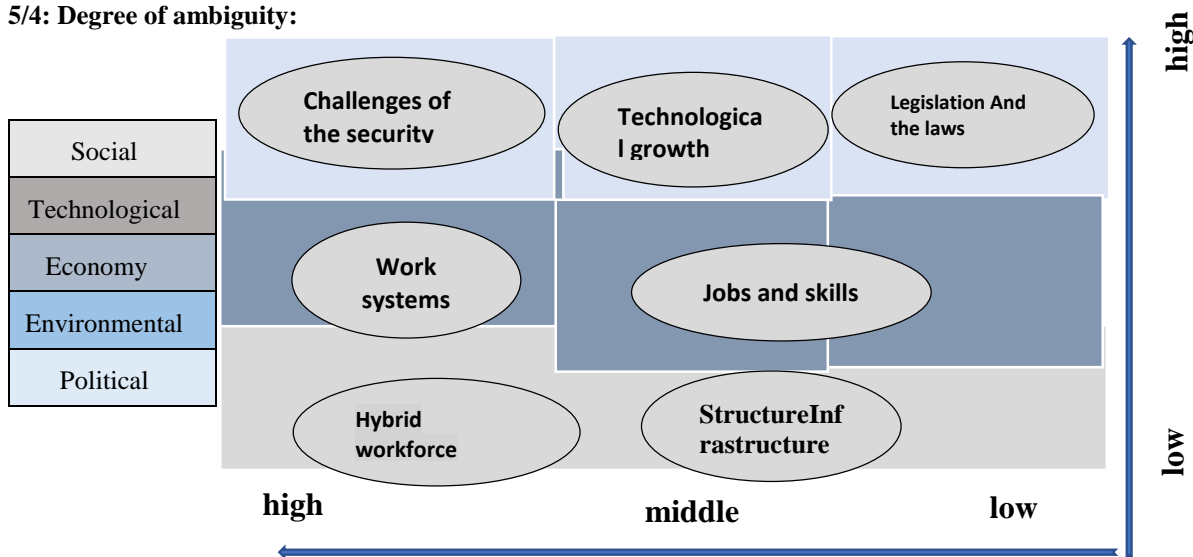
	Security challenges	Jobs and skills	Work systems
Work systems	++	++	
Jobs and skills	++	+	++
Security challenges		++	+

Strongly reinforced++ / invade+ / normal 0 / contradict - / strongly contradict - -

**4-4: Degree of doubt:**



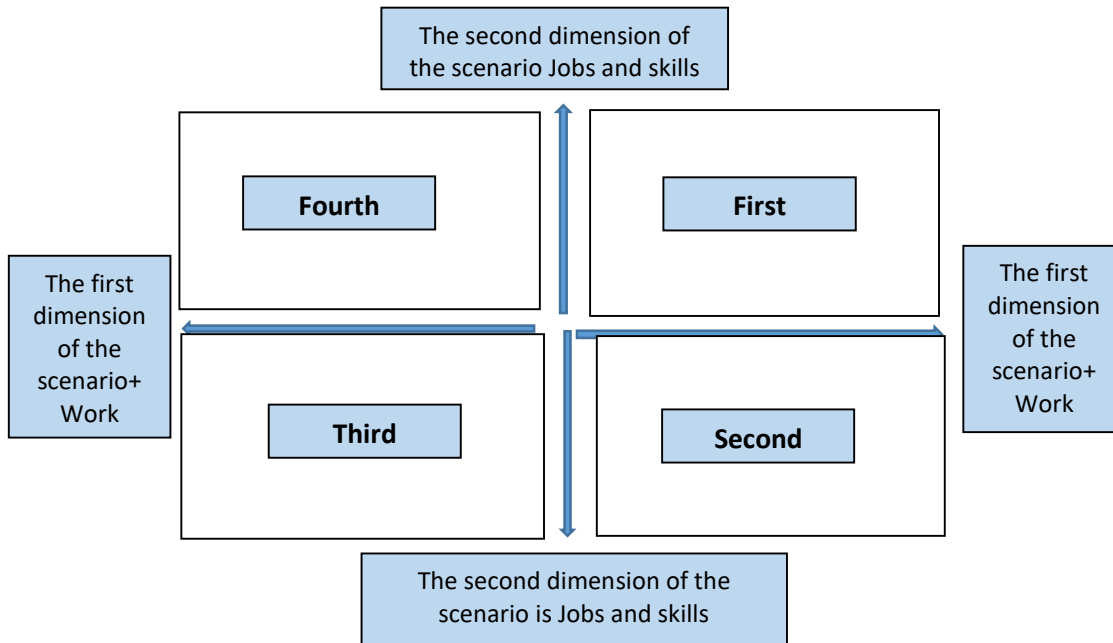
**5/4: Degree of ambiguity:**







5: The fourth stage: It includes (dimensions of future scenarios)



1-5: Summary of preferred scenario

Screenplay title	Intelligent policing systems
<b>It's a world in it</b>	<ul style="list-style-type: none"> <li>The next world will have:                             <ol style="list-style-type: none"> <li>Intelligent policing systems</li> <li>Virtual police stations</li> <li>Smart security applications using artificial intelligence techniques</li> <li>Technological crimes and new crimes</li> <li>The continuous increase in the growth of data and metaverse applications</li> </ol> </li> <li>Opinion: Creating an innovative, sustainable, and smart environment for planning and developing job skills development programs, using various smart global practices, and using technology systems and artificial intelligence techniques to prepare police cadres specialized in using virtual simulation and augmented reality in police work systems.</li> </ul>
<b>Main engines</b>	<ol style="list-style-type: none"> <li>Policing systems</li> <li>Designing solutions for policing systems</li> <li>Jobs with specialized skills</li> <li>Relevant laws and legislation.</li> </ol>

➤ Preferred scenario effect

Fundamental change in scenario	Third stage effects For each effect in the second stage	Second stage effects For each effect in the first stage	First stage effect (for base engine)
Readiness for smart work systems	New organizational structures	Future jobs	Smart police jobs
	Specialized smart skills	Hybrid work environment	New jobs
	Predictive training programs	Attracting and empowering	Jobs and skills
	Human Resources Law	Police law	rules and regulations



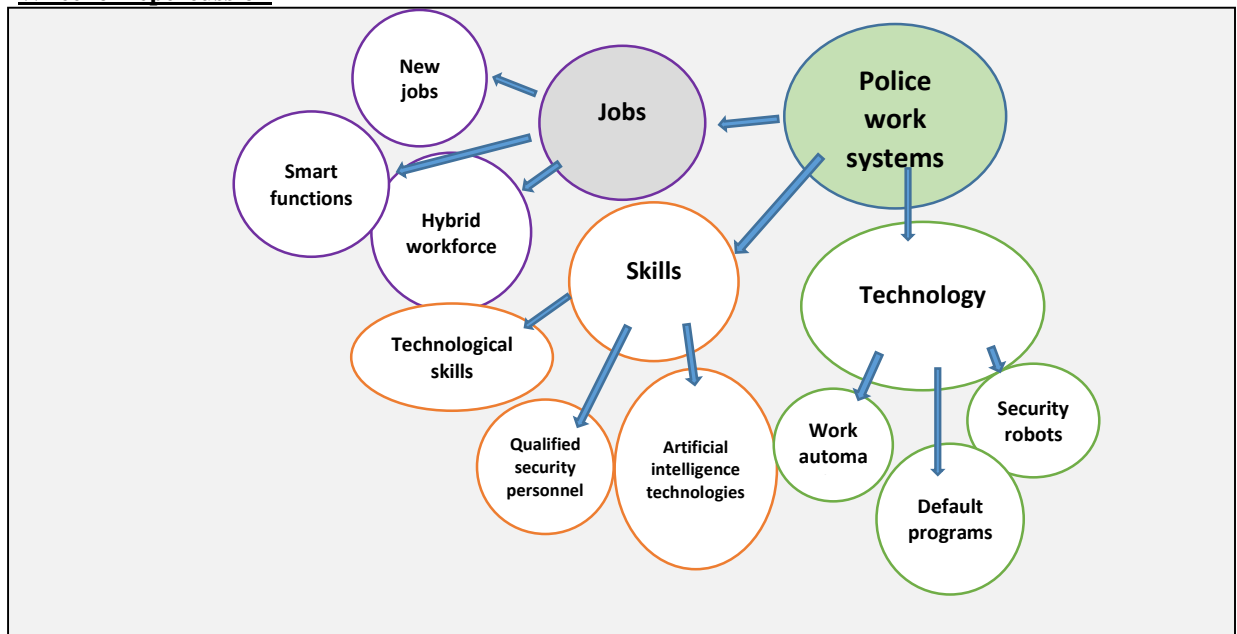
➤ **Summary of alternative scenario**

<b>Screenplay title</b>	<b>Hybrid workforce and robotic police</b>
<b>It's a world in it</b>	<p><b>After the emergence of a world that relied on:</b></p> <ul style="list-style-type: none"> <li>- Accelerating digitization of critical infrastructure</li> <li>- Increasing technological security vulnerabilities</li> <li>- Professionals empowered by artificial intelligence.</li> <li>- Blockchain technology specialists (engineers, designers, analysts).</li> <li>- 3D product designers</li> </ul>
<b>Main engines</b>	<ol style="list-style-type: none"> <li>1. Skills recruitment mechanisms</li> <li>2. Develop unified strategies and plans</li> <li>3. Skills and readiness for the future</li> <li>4. Sustainable learning and teaching skills</li> </ol>

➤ **Impact of the alternative scenario**

Fundamental change in scenario	Third stage effects For each effect in the second stage	Effects of the second stage for each effect in the first stage	First stage effect (For base engine)
Smart system To manage a hybrid workforce	Achieving security readiness	Global applications and practices	New job skills
	Robotic operations	Intelligent transformation in security work	Skills enhanced by artificial intelligence applications
	Specialized workforce	Specialized technology talent	National skills and talents
	Human Resources Law	Police law	Laws and Legislation

➤ **Wheel of repercussion**





**05: The fifth stage: The future card includes: (proposed initiatives and implementation mechanisms)**

**1-5: Future card**

Developing future plans for future jobs and skills for police work systems at the short, medium and long-term levels in a way that enhances the sustainability and continuity of business and the provision of distinguished security services, in addition to the relevant laws and legislation, in a way that enhances the concepts of institutional flexibility and proactiveness, and preparing for the future and managing it with the aim of achieving the highest levels of planned preparedness. Achieving the satisfaction and happiness of the community, customers, partners, and stakeholders, and contributing to raising the quality of life.

**2-5: Foresight tools**

Delphi model	Forecasting	Simulation models	Environmental scanning	Scenarios	trend analysis
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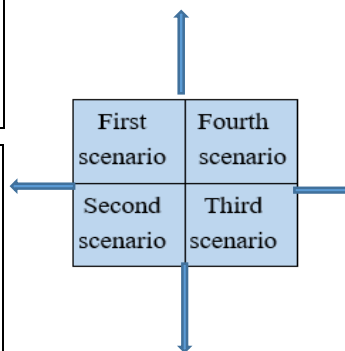
**3-5: Analysis of the impact of trends**

legal	environmental	Social	Economical	Technological	Political:
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**4-5: Scenarios**

Technological development will witness a great acceleration in various fields such as artificial intelligence, digital twins, and smart devices in designing security work systems according to the future requirements for jobs and skills for the year 2030 and developing modern means to anticipate the future of work systems, in addition to preparing Cadres Qualified security with modern functional competencies.

The impact of rapid technological development aspects of life has led to change in the various fields of security work, which requires designing advanced work systems and attracting specialized jobs to match future requirements for jobs and skills that contribute to raising the readiness of security human cadres to achieve security proactiveness.



With the development of new technologies, and the creation and disappearance of many categories of jobs, because of replacing many of them with robots and the virtual world, and to ensure optimal investment to achieve readiness in police work systems, a forward-looking vision was formulated, specifically in the field of requirements for work systems, smart jobs, and new skills, to contain future changes.

Many work jobs will disappear completely, while other jobs are being transformed and transferred, and at the same time, new work jobs are beginning to appear that require specialized job skills, as many traditional security work systems have been automated and replaced with a form of artificial intelligence applications, which requires attention to what is called With the skills of the new generation of jobs that rely primarily on technology to achieve readiness for the future.

**5-5: Future stages**

Development and readiness stage	Planning and information gathering stage	Best practices study stage
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**6-5: Future results**

Indicators An outstanding wish	A highly intelligent security system	Readiness And proactive security	Smart cities and cybersecurity	A safe society within smart business systems	infrastructure Secure digital
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**7-5: Future risks**

Risks of artificial intelligence applications	Technological crimes	Cybersecurity breaches	Web collapse
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**8-5: Priority actions**

Policies and legislation	Developing competencies and skills	Modern smart applications	Global best practices	Developing work systems
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**9-5: Current initiatives linked to the scenario.**

There is no doubt that modern technologies have provided the security institution with a wide range of opportunities, but at the same time, they have doubled the risks it faces. In general, policing faces an increasing number of tactical threats, a rapidly changing strategic landscape, and security developments at all internal and external levels. To overcome this challenge, there must be a shift in mentality and a culture that is flexible and embraces communication, cooperation, and change, as more millennials advance in their careers and it is likely that the security establishment will become more open and collaborative as recruitment protocols and requirements continue to change and become more focused on digital skills. To confront cybercrime and the risks of artificial intelligence. (Jandali: 2017, p. 38)

**Third: Results of the forward-looking plan for security work systems’ requirements for jobs and skills**

**1-3:** Anticipating the expected transformations in the requirements of work systems in terms of infrastructure and human resources required in the future in light of the scientific and technical development currently taking place, as technology and artificial intelligence applications have begun to replace humans in carrying out some work, and thus questions have arisen about the future of work systems in many institutional sectors, and what will remain dependent on human skills. The emergence of the Fourth Industrial Revolution has also created wide-ranging opportunities for advanced technologies for business and government.

**2-3:** Enhancing the readiness of the institutional work team by providing skills for future jobs that are compatible with new paths in work systems to enable them to keep pace with the requirements of a rapidly changing world, and to understand new and emerging topics and sectors that affect areas of institutional work, which contributes to raising the level of readiness and reflects positively on performance and productivity. Institutional and providing the best services will have a significant impact on drawing and designing the features of the future. There are four main groups of skills for future jobs.

**3-3: Study recommendations:**

1. It is necessary to focus on periodically including future studies for future jobs, determining their numbers, types, and sectors to which they belong, and linking all relevant parties to keep pace with the needs and requirements of future jobs and linking them to the job succession system, the job description and classification system, and the recruitment and selection system in accordance with the requirements of security work systems.
2. Continuing to develop educational and training programs in police academies and institutes to include some leadership skills and basic subject to measurement to keep pace with the requirements of security work systems in the field of future jobs and skills, IN this regard, one can benefit from the experience of the Academy of Police Sciences in Sharjah and the forward-looking studies prepared with its knowledge in this field, as well as the relevant forward-looking maps, while benefiting from the scientific methodology of the development strategy implemented by the Academy’s Competency Department to develop and develop skills. The development process should be linked to the general framework of behavioral competencies in the federal government of the United Arab Emirates.



3. It is necessary to provide a knowledge base about the goals and objectives of future work systems, as well as crystallizing the possible and available options and rationalizing the comparison process between them. Organizations can create detailed plans about the best ways to meet their changing needs, either by improving the skills of current employees or hiring new employees so that employers can make decisions. Informed about the best recruitment requirements and allocating resources to training programs accordingly, in this way, organizations are better prepared when changes occur in business systems to meet future challenges in collaboration with society in the 21st century.

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