THE FUTURE OF WORK DEPENDS ON THE FUTURE OF LEARNING

Barbara Endel, PhD
JFF
bendel@jff.org
“ASSESSMENT IS THE ENGINE THAT DRIVES STUDENT LEARNING”

- JOHN COWAN
About JFF

Our rapidly changing economy demands skilled and adaptable workers. But too many people lack the education and training employers require.

JFF is transforming our nation’s workforce and education systems to accelerate economic advancement for all.
JFF's Work Is More Important Than Ever

Preparing People for the Future of Work
Automation, outsourcing, and new contract arrangements require everyone to begin thinking and acting differently.

Ensuring Equity in Economic Advancement
Despite overall growth, economic opportunity through education and dignified work is limited for millions of Americans.

Meeting Employer Needs
Employers continue to struggle to find employees with the right skills. For America to thrive in the global economy, businesses need a steady supply of highly qualified workers.
TODAY’S AGENDA

Is the Future of Work Real?

Future of Learning & Skills

Future of Assessment

Chart Your Future Work
TODAY'S PRESENTATION APPROACH

FUTURE OF WORK SYNTHESIS

Future of Work Research Reports, Technical Papers, and Briefs
JFF Future of Learning Postsecondary Focus Group Research
Federal Reserve Bank of New York’s Economic Research Unit
Leading National Adult Education Initiatives
National Panels and US Department of Education Technical Working Groups
Meta-Analysis of What Works for Adult Learners
Several Previous Years Working in the Non-profit Research and Assessment field
IS THE FUTURE OF WORK REAL?

Dr. Michael Wooten, OCTAE
COABE 2018 Keynote
Future of Work and the Role of Adult Education
Marty, the Robot at Giant Food Stores

3 D Printed House
Austin, TX
48 hours/$4,000

R2-D2 and WALL-E have competition

As more hotels use robots, here's how the hospitality industry's newest employees stack up:

- Ausca
  M Social
  Singapore

- Botlr
  Aloft
  Cupertino, CA

- Tug
  Sheraton
  Los Angeles

- Pepper
  Mandarin Oriental
  Las Vegas

NEED TO KNOW: BATTERIES NOT INCLUDED
23% of current work activity automated and 32% of workers transition to new occupations (2030)

50% of current college curriculum obsolete in 5 years

95% new jobs created between 2008 and 2015 shifted away from traditional employment

**VIDEO** (Future of Work)
FUTURE OF WORK

OPTIMISM

WORK HAS ALWAYS CHANGED

• Switchboard operators
• Lamplighters
• Elevator operators

MACHINES STILL NEED PEOPLE

CAN’T UNDERESTIMATE HUMAN IMAGINATION OR INGENUITY
FUTURE OF LEARNING & SKILLS
17 JOB CHANGES
5 DIFFERENT SECTORS

Source: Heather McGowan, 2017, Preparing Students to Lose Their Jobs
Highest probability of automation:

- Food preparation assistants
- Cleaners and helpers
- Laborers in mining, construction, manufacturing, transport
- Assemblers

Lowest probability:

- Teaching professionals
- Chief executives, senior officials, legislators
- Production, specialized service managers

Mean Probability of Automation by Industry

Most at risk:
• Agriculture, hunting
• Manufacturing of wearing apparel
• Postal and courier
• Food and beverage service activities

Least at risk:
• Education
• Remediation, waste management
• Social work w/o accommodation

Source: Survey of Adult Skills (PIAAC) 2012, 2015, 2018
More low skill jobs at risk than previous waves of technology

Preparing for work that doesn’t yet exist

Dynamic Instructional and Curricular Changes
FUTURE OF **WORK SKILLS**

1. Adaptability
2. Analysis/Solution Mindset
3. Collaboration
4. Communication
5. Digital Fluency
6. Entrepreneurial Mindset
7. Empathy
8. Resilience
9. Self-Awareness
10. Social/Diversity Awareness
11. Negotiating Complex Relationships
12. Creativity
13. Complex Reasoning
FUTURE OF ASSESSMENT

Holistic Assessment

Assessments for Life-long Learning

Student Ed Portability Movement
CALL TO ACTION:
CHART YOUR FUTURE

Silo-busting to a Learning and Assessment Ecosystem
(assessments that connect holistic information to learner owned data, and to tools that build life-long career pathways)

Integrating Growth Mindset
(embedding agility, flexibility, etc. while adapting assessments to be more reflective of the full set of skills needed for a dynamic FOW)

Driving Greater Equity
(charting and promoting student development and growth, inclusive practices with access to FOW opportunities)
“WE ARE CALLED TO BE ARCHITECTS OF THE FUTURE, NOT ITS VICTIMS.”

— BUCKMINSTER FULLER
THANK YOU

CONTACT
BARBARA ENDEL

Email  bendel@jff.org
Phone  859-650-4296