



**THE FUTURE OF WORK
DEPENDS ON THE FUTURE OF LEARNING**

**ICCB ADMINISTRATORS' MEETING
APRIL 2018**



JOBS FOR THE FUTURE

**THE FUTURE OF WORK
DEPENDS ON THE FUTURE
OF LEARNING**



***BARBARA ENDEL, PHD,
SENIOR DIRECTOR, JFF***



JFF **AT WORK**

**DESIGN
WHAT
WORKS**

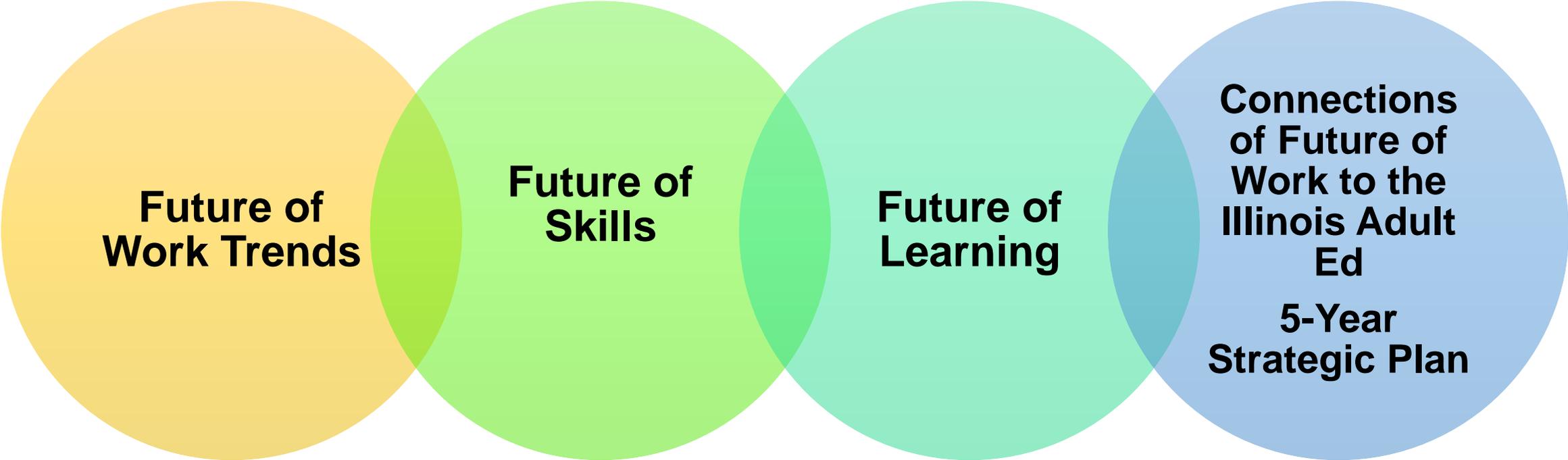
**SCALE &
SPREAD
SOLUTIONS**

**ADVANCE
THE FIELD**

JFF is the nation's go-to creator and curator of what works and scales in education and workforce development. We work to ensure our nation has the talent it needs to thrive and that people have the opportunities they need to advance.

F

TODAY'S AGENDA



**Future of
Work Trends**

**Future of
Skills**

**Future of
Learning**

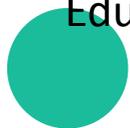
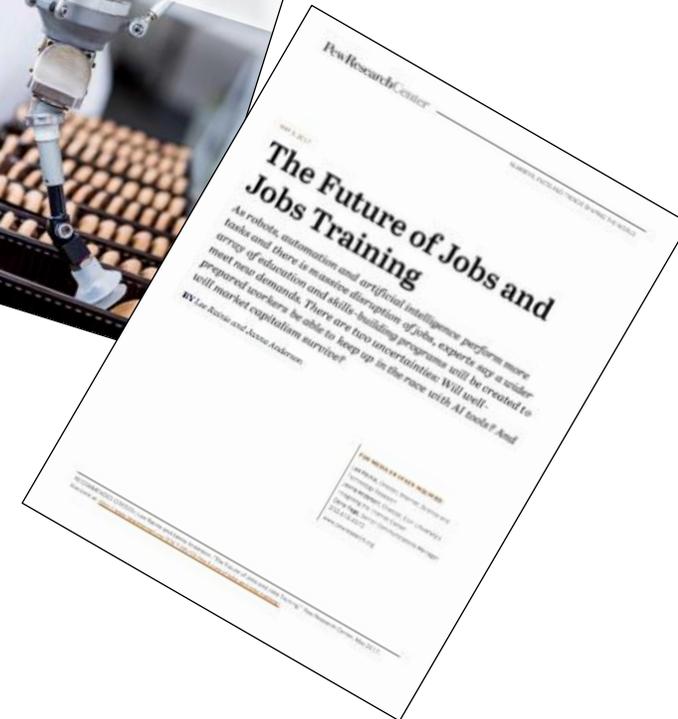
**Connections
of Future of
Work to the
Illinois Adult
Ed
5-Year
Strategic Plan**



Future of Work is a **HOT TOPIC**



**Dr. Michael Wooten, OCTAE
COABE 2018 Keynote**
Future of Work and the Role of Adult
Education



WHAT DOES FoW MEAN TO YOU?



[Video](#)

WHAT DO YOU SEE
YOURSELF DOING IN
10 YEARS?

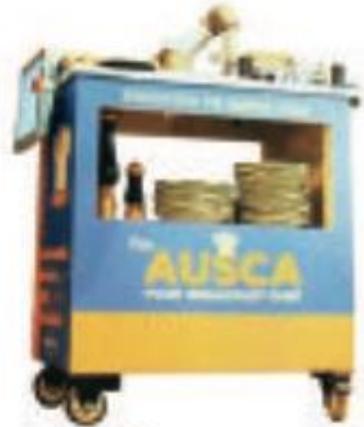
WORK THAT CAN'T BE
DONE BY A ROBOT



7

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

Mandarin Oriental's robot can provide directions and pose for selfies



Pepper
Mandarin Oriental
Las Vegas

Future of Work OPTIMISM

WORK HAS ALWAYS CHANGED

- Switchboard operators
- Lamplighters
- Elevator operators

LOTS OF CURRENT WORK IS
AWFUL

MACHINES STILL NEED
PEOPLE



CAN'T UNDERESTIMATE
HUMAN IMAGINATION OR
INGENUITY

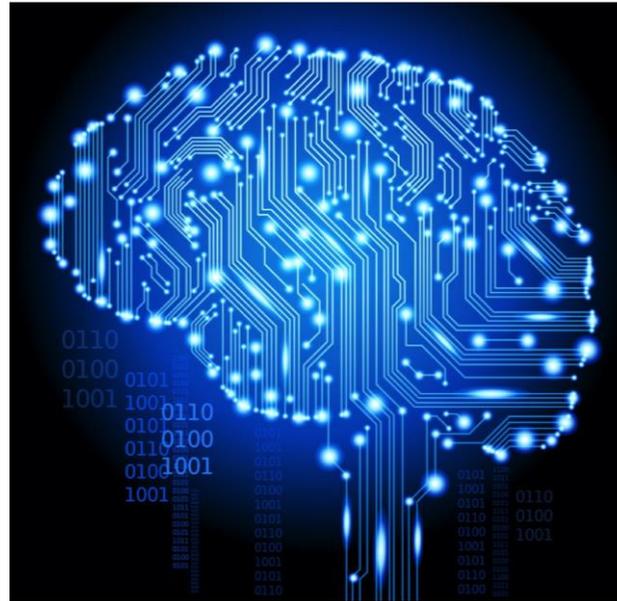


Future of Work **TRENDS**

**Change in the
Employment
Relationship**



**Rapid
Advancement in
Machine Learning**



Automation



Future of **SKILLS**

More low skill jobs at risk than previous waves of technology



Skills gap and “upskilling”



Growth Mindset



[Video](#)

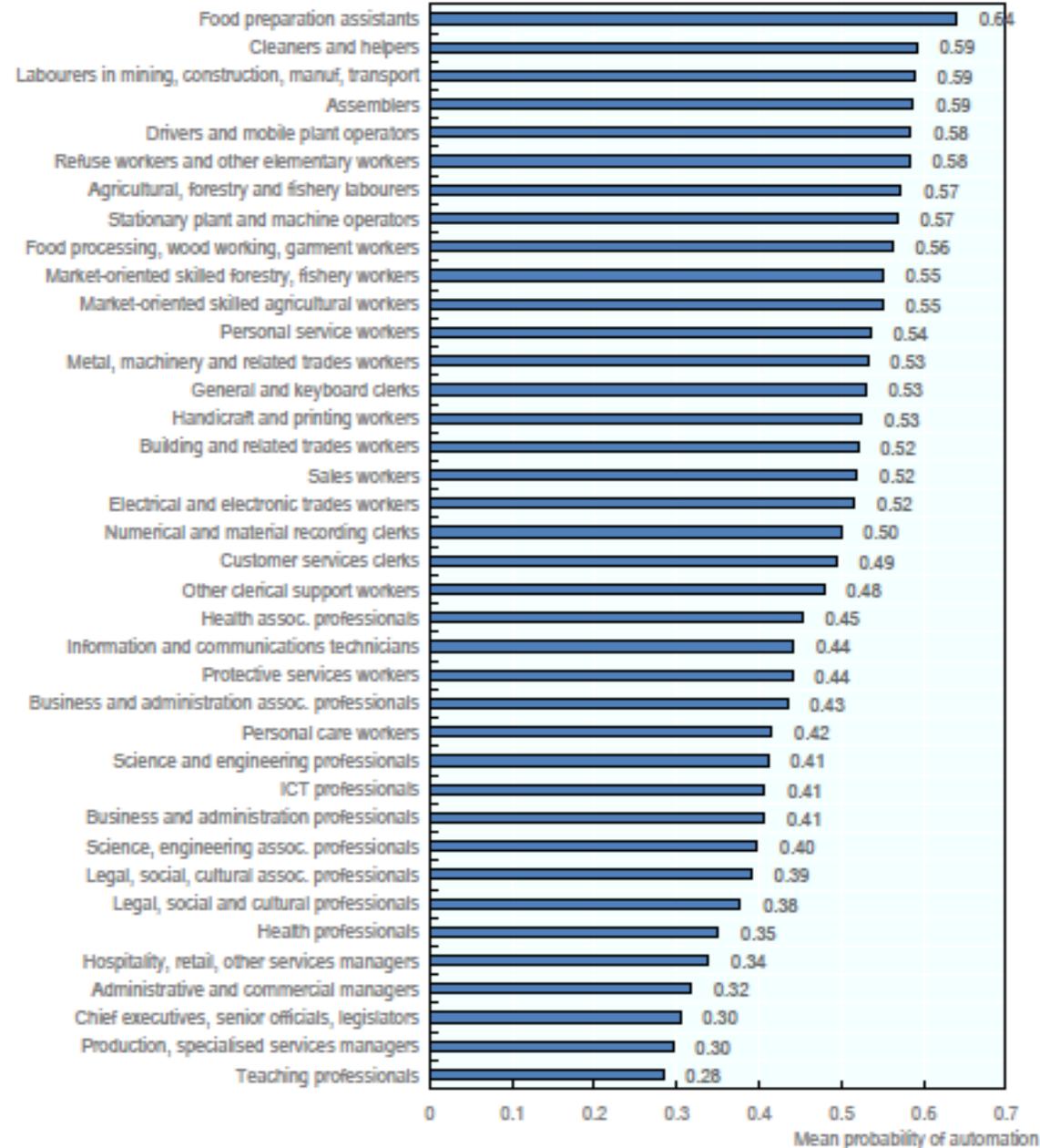
Figure 4.3. Mean probability of automation by occupation

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



Source: Survey of Adult Skills (PIAAC) 2012, 2015.

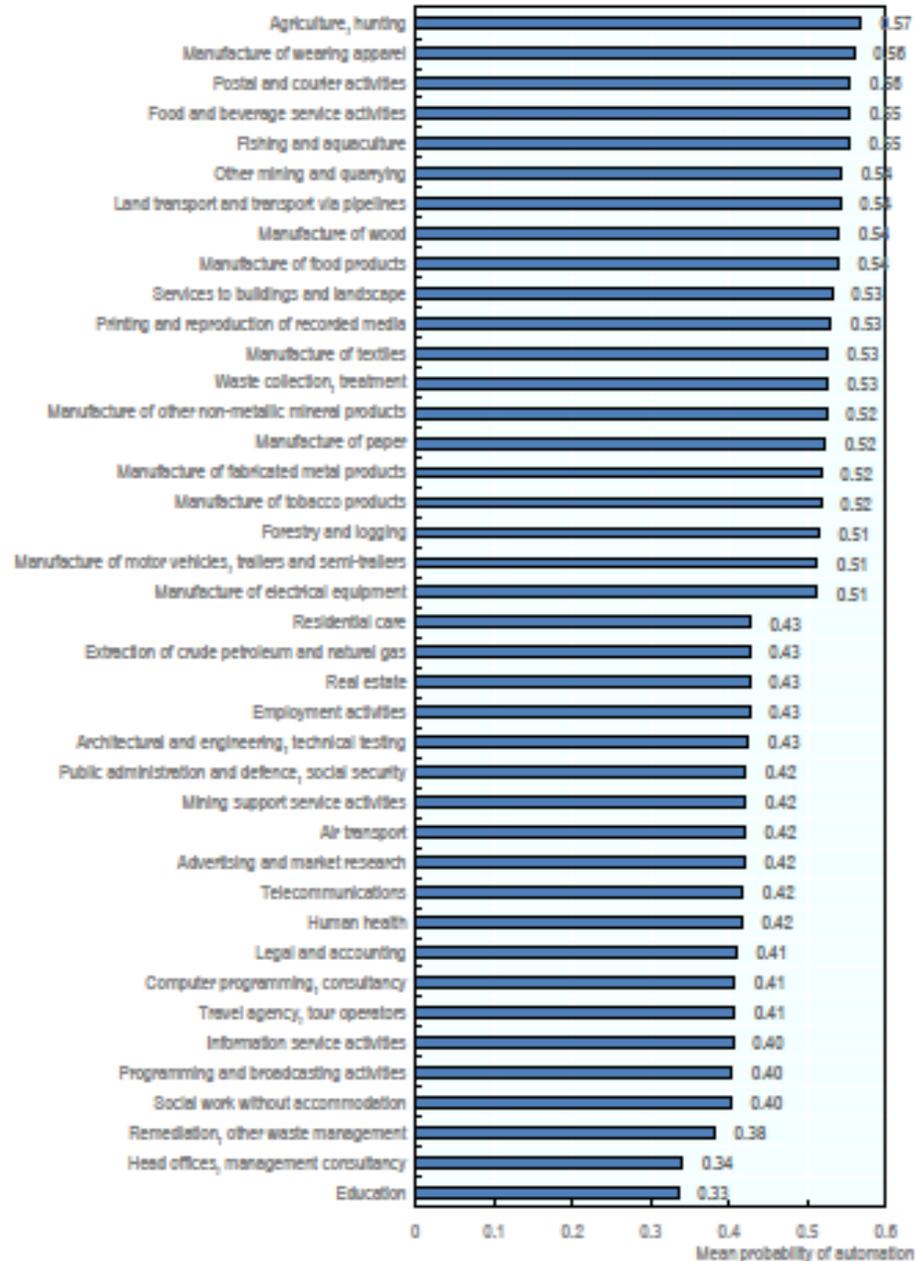
Mean Probability of Automation by Industry

Most 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.



Future of **LEARNING**

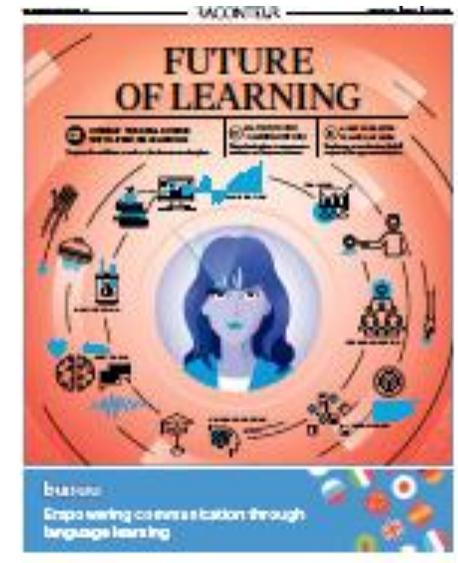
**Combat the Skills
Crisis w Life-long
Learning**



**Digital & media
skills +
Technological
Application**



Growth Mindset



Video



Future of Learning promising practice: 21st Century Skills Program

- Started in 2012 at Feather River College (CA) via New World of Work Initiative (NWoW)
- Skills Panels and extensive career development research produced the “Top 10” necessary 21st Century professional skills for adult learners
- With braided funding from Adult Education, CTE, and workforce grants, the NWoW team created 2 modules per skill, for a total of 20 lessons
- Each module contains a lesson plan for instructors, a presentation, a funny “what not to do” video teaser or longer video assessment, and handouts

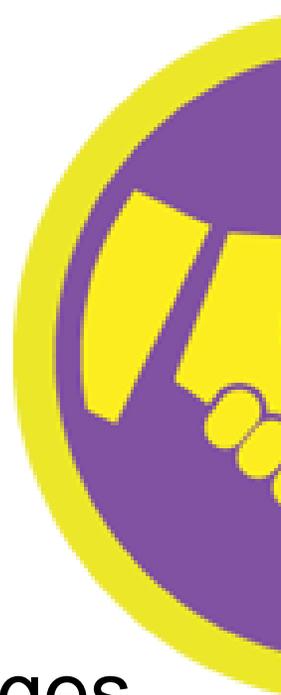


Top Ten 21st Century Skills

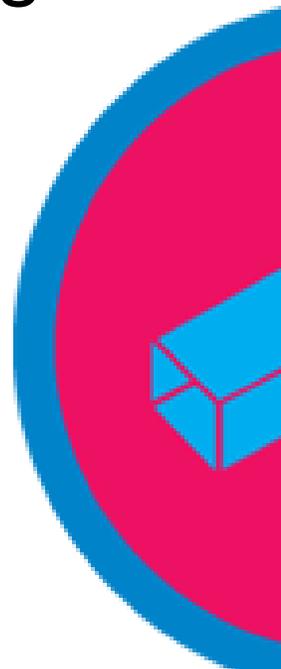
1. Adaptability
2. Analysis/Solution Mindset
3. Collaboration
4. Communication
5. Digital Fluency
6. Entrepreneurial Mindset
7. Empathy
8. Resilience
9. Self-Awareness
10. Social/Diversity Awareness



Digital



Badges



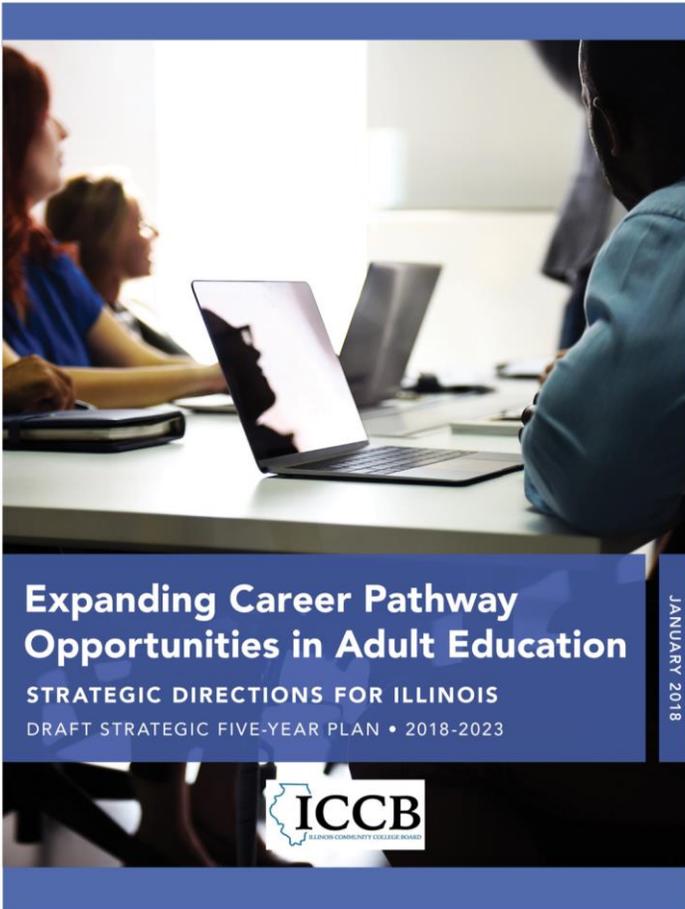
Education & Workforce Development Partnerships

21st Century Skills & WIOA

- The new WIOA legislation encourages partnerships amongst employer organizations, education programs, and local Workforce Development Boards to provide career focused training, including soft skills
- The 21st Century Skills coursework provides ready-made curriculum that can be integrated into courses, workshops, or trainings co-run by community colleges & Workforce Development Boards
- These partnership organizations could contact the Foundation CCC to discuss access for adult learners to earn 21st Century Skills digital badges through LaunchPath



FoW - 5-Year Strategic Plan



- Life-long learning and enabling technologies is one of four major goals – comprehensive pathways
- Re-brand Illinois Adult Education
- State-wide Landscape Analysis on Technology Skills & Elevate Exemplary Models
- Resource and Tools HUB coalescing models, research, assessments, related to Future of Work & Learning for all levels of learners
- Partnership expansion
- Professional development for continued learning about Future of Work for adult learners

“We are called
to be architects
of the future,
not its victims.”

— *Buckminster Fuller*

Spent his life working across multiple fields, such as architecture, design, geometry, engineering, science, cartography and education, in his pursuit to make the world work for 100% of humanity.



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References available upon request

