

The Future of Reskilling: The Vital Importance of Tighter, Nimbler Relationships between Government, Education, and the Private Sector



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“Creative problem-solving will begin in elementary school; competing in a globalized labour market, countries that teach creative coding skills and entrepreneurship will become managers of the global economy.”



INSTITUTE FOR THE FUTURE

FUTURE OF THE

WORKFORCE

DEVELOPMENT

ECOSYSTEM

THE RESKILLING WINDOW

Welcome

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Future of work, HR, workforce development, governance, infrastructure, finance, + more

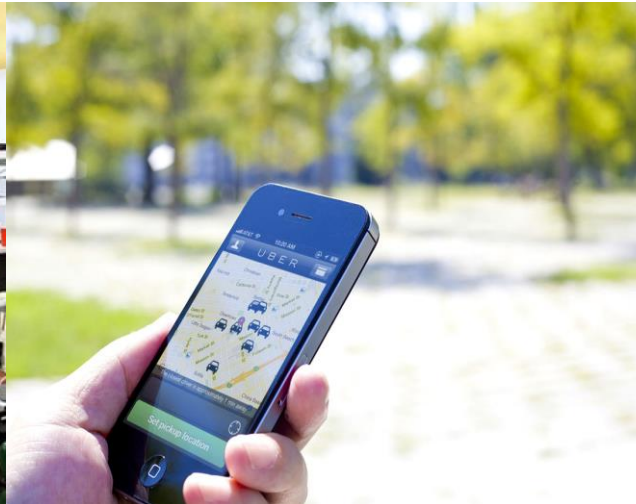
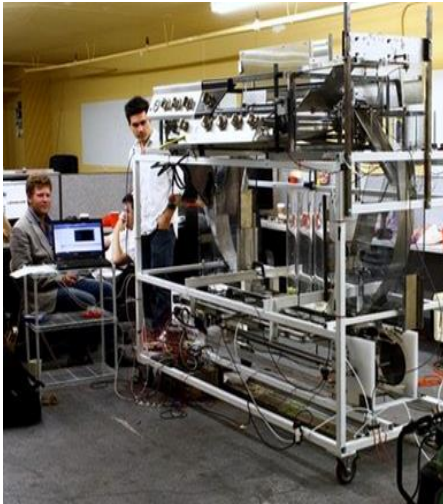


The Future of the Workforce Dev. Ecosystem

- Every city + country has processes for helping vulnerable people find work (workforce development)
- This field involves stakeholders (non-profits, foundations, central and local government, employers, individuals, education, + others)
- As the nature of jobs and work changes, this ecosystem **MUST** respond or risk becoming inefficient / collapsing

3 Future Forces

- Automation and Job Erosion
- Platform Economies and Task Routing
- Open and Independent Learning Paths



U
UDACITY

Earn a
Nanodegree



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3 Guiding Principles

- Ensure Equity
- Expand Job Readiness
- Catalyze Collaboration



The Workable Futures Initiative:

Transforming work for the coming decade

IN THE MEDIA:

- *Harvard Business Review*: [Here's How Managers Can Be Replaced by Software](#)
- *Computerworld*: [Think your management job is safe? Beware the 'ICEO'](#)

We are pleased to announce the Workable Futures Initiative, a new project by the Institute for the Future (ITF), with three key goals:

- Deepen public understanding of the new emerging work patterns;
- Catalyze development of Positive Work Platforms, i.e. platforms that maximize positive outcomes; and
- Meaningfully contribute to design of public policies that are in line with the new realities of work.

For many years, ITF has been conducting leading-edge research on the Future of Work and Work Skills and has been

6 Emerging Opportunities (presenting 3)

What are *specific* new initiatives that different stakeholders can craft to respond to the future forces?

How will these initiatives require structural shifts in how these stakeholders work, and work with each-other?

IDENTIFY NEW WAYS TO BUILD SKILLS AND CREDENTIALS

The resume and college degree are tools for proving skills. New learning platforms create alternative credentials. Kelly Hiring Services, a leading hiring firm, is identifying job candidates by partnering with oDesk, where workers prove skills through competency tests and employer reviews. Online courseware certificates indicate workers have skills—but only if employers recognize those certificates. Additionally, many trainees still lack access to the internet at home today, a basic rights issue that must be addressed first.

Flickr User Britt-Knee



Online courses built by leading companies

Udacity Nanodegrees—which combine project work, courseware, and certifications—are designed and built by leading companies, an innovative approach to establishing buy-in for these credentials.

Flickr User Cirofomo

The image shows the 'oDesk Certified' logo with a green checkmark. Below the logo is a table displaying skill test results. The table has two columns: 'Name' and 'Score (out of 10)'. Each row also includes a small blue button with a white checkmark.

| Name | Score (out of 10) |
|--------------------------------------|-------------------|
| 3ds Max 7 | 4.60 |
| Search Engine Optimization | 4.10 |
| Windows XP | 4.00 |
| Google AdWords | 4.25 |
| English Spelling Test (U.S. Version) | 4.90 |

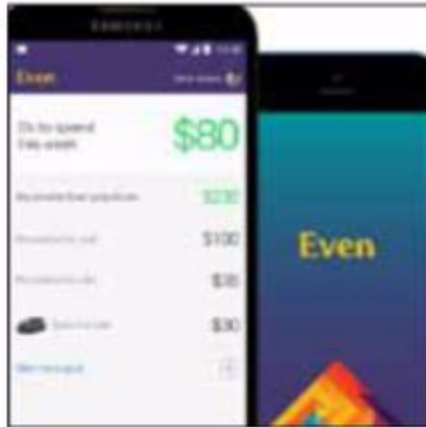
Skill test results as credentials

Skill tests developed by Elance-oDesk provide a universal testing standard to measure the aptitude of its workforce. Workers proudly display these credentials along with reviews and ratings to create a compelling profile.

CREATE NEW SUPPORT SERVICES FOR GIG WORKERS

The platform economy and automation require us to rethink support services. Gig workers lack basic benefits—protection from discrimination, reliable income flow, health insurance, sick leave, paid vacations, and a way to speak with management. Understanding needs, such as new worker unions and financial services, can help in providing innovation tools and services.

whatseven.com



An app to even out income fluctuations

Even is an app that automatically manages a bank or credit union account so that workers get a steady paycheck no matter what kind of job they have—part-time, platform economy, or otherwise.

Sharing economy resource platform

Peers is a network that connects people in the sharing economy to resources such as advice from peers, tools for managing gigs, legal assistance, insurance, and even ways to obtain the initial capital, such as a car, needed to participate in the sharing economy.

peers.org



ANTICIPATE JOB EROSION AND THE NEED FOR RESKILLING

As automation advances, workers will be displaced from jobs. This displacement process can be anticipated, creating an opportunity to reskill in advance. Seizing this “reskilling window” demands transparency and cooperation from employers by divulging plans to automate early, thus expanding the window. Workers must find time to build new skills while fulfilling existing duties, a tall order for those with multiple part-time jobs or additional responsibilities.

Start-up's intention to help workers displaced by its machines

Momentum Machines, a start-up in San Francisco, is designing and building gourmet hamburger-making machines that will replace line cooks, and for a while the mission statement of the company included the goal of helping the displaced workers find new employment.



The teeter-totter of job destruction and creation

A Harris Poll found that more than 20 percent of 2,000 HR professionals had replaced workers with automated technologies; 68 percent of those who made the substitutions also created new positions as a result of new workplace technologies; and 35 percent of companies created more jobs than there had been before automation.



Flickr User Bob Mical

The Reskilling Window (In Depth)

