ASVET Community of Best practice

The world is going through a disruption.

Technology adoption is the key driver of business transformation over the next five years.

These disruptions will come at a cost of certain jobs. Employers predict over the next five years there will be a loss of over 14m jobs.

ASRC Capability Framework
What's That ??

AI & robotics are changing the way businesses operate. Going green is the new mantra & sustainability is the way forward. Green jobs are likely to add 300m jobs by 2030 & add 3.5% to global economy.

Trends like Green transition, adoption of big data cloud computing, & AI are likely to see positive growth in the future.

TOP JOBS IN THE NEXT FIVE YEARS

Subhead Style Bold 18pt

- Electric Vehicle Specialists

- AI

- Machine learning Specialists

- Environmental specialists

- Sustainability specialist

- Fintech data analysts

TOP JOBS IN THE NEXT FIVE YEARS

OTHER GROWTH AREAS

- Heavy Truck & Bus drivers

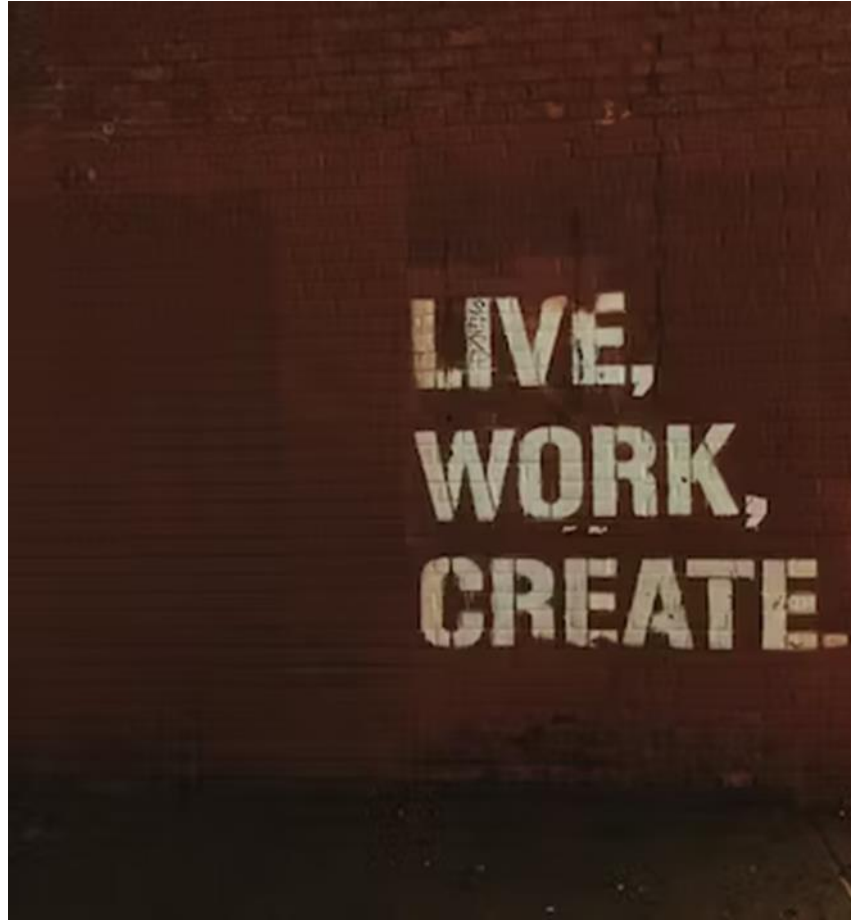- Vocational Education teachers

- Mechanics

- Machinery repairers

What does that mean for training?

Redundant workforce:

6 out of 10 workers will require retraining before 2027

44% of individuals' skill will need to be updated

Only 50% of employees say they have access to adequate training

Not all doom & gloom. 60% of todays jobs were not around in 1940's & today we're in a similar crossroad.

What are companies priotitising?

The highest priority for skills training from 2023-2027 is analytical thinking, which is set to account for 10% of training initiatives, on average.
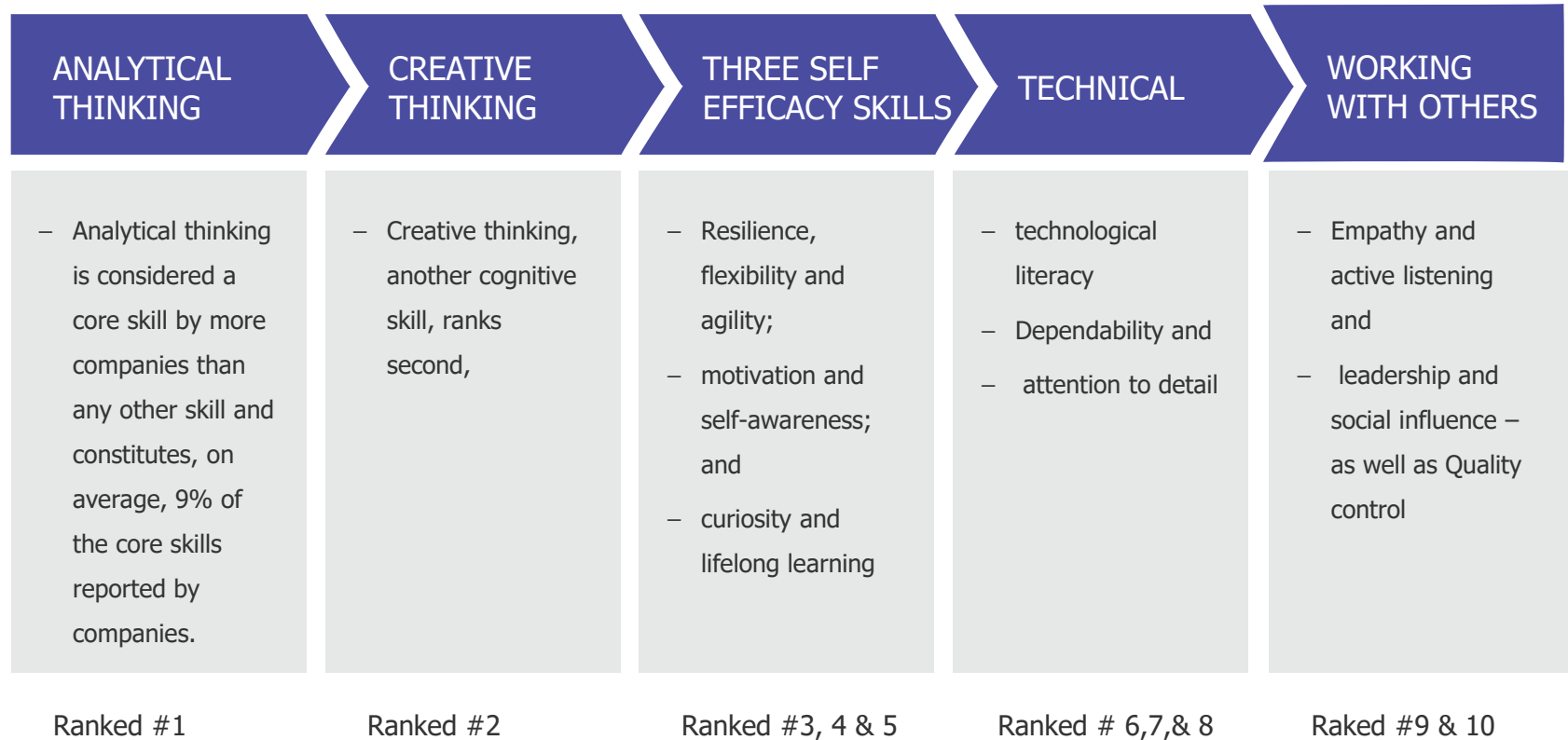

The second priority for workforce development is to promote creative thinking, which will be the subject of 8% of upskilling initiatives.

Training workers to utilize AI and big data ranks third among company skills-training priorities in the next five years and will be prioritized by 42% of surveyed companies.

So what do workers need to focus on?

ANALYTICAL THINKING	CREATIVE THINKING	THREE SELF EFFICACY SKILLS	TECHNICAL	WORKING WITH OTHERS
– Analytical thinking is considered a core skill by more companies than any other skill and constitutes, on average, 9% of the core skills reported by companies.	– Creative thinking, another cognitive skill, ranks second,	– Resilience, flexibility and agility; – motivation and self-awareness; and – curiosity and lifelong learning	– technological literacy – Dependability and – attention to detail	– Empathy and active listening and – leadership and social influence – as well as Quality control
Ranked #1	Ranked #2	Ranked #3, 4 & 5	Ranked # 6,7,& 8	Raked #9 & 10

INTERSECTIONALITY OF STUDY AND WORK

How do we support those learning into jobs?

Users need a chance to say what is going on for them and have that taken seriously.

Often in a social assistance context, for example, service users feel like they are being told about themselves.
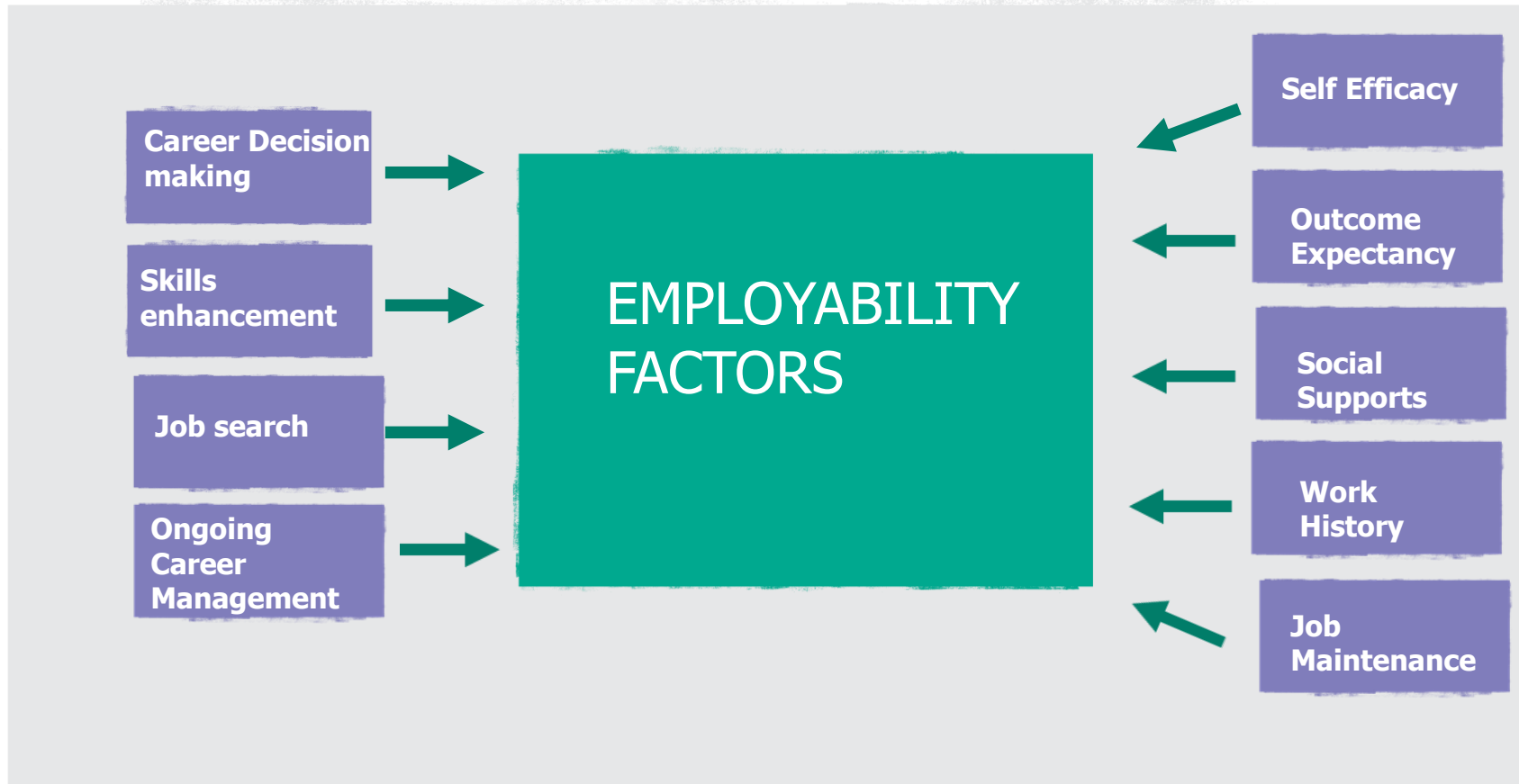
EMPLOYMENT READINESS SCALE

Taking the ERS is an educational process, and they learn what it takes to succeed from the questions they are asked.

To the extent that any action planning is based on their own input (rather than a staff person's decision), they trust it more and are more likely to follow through.
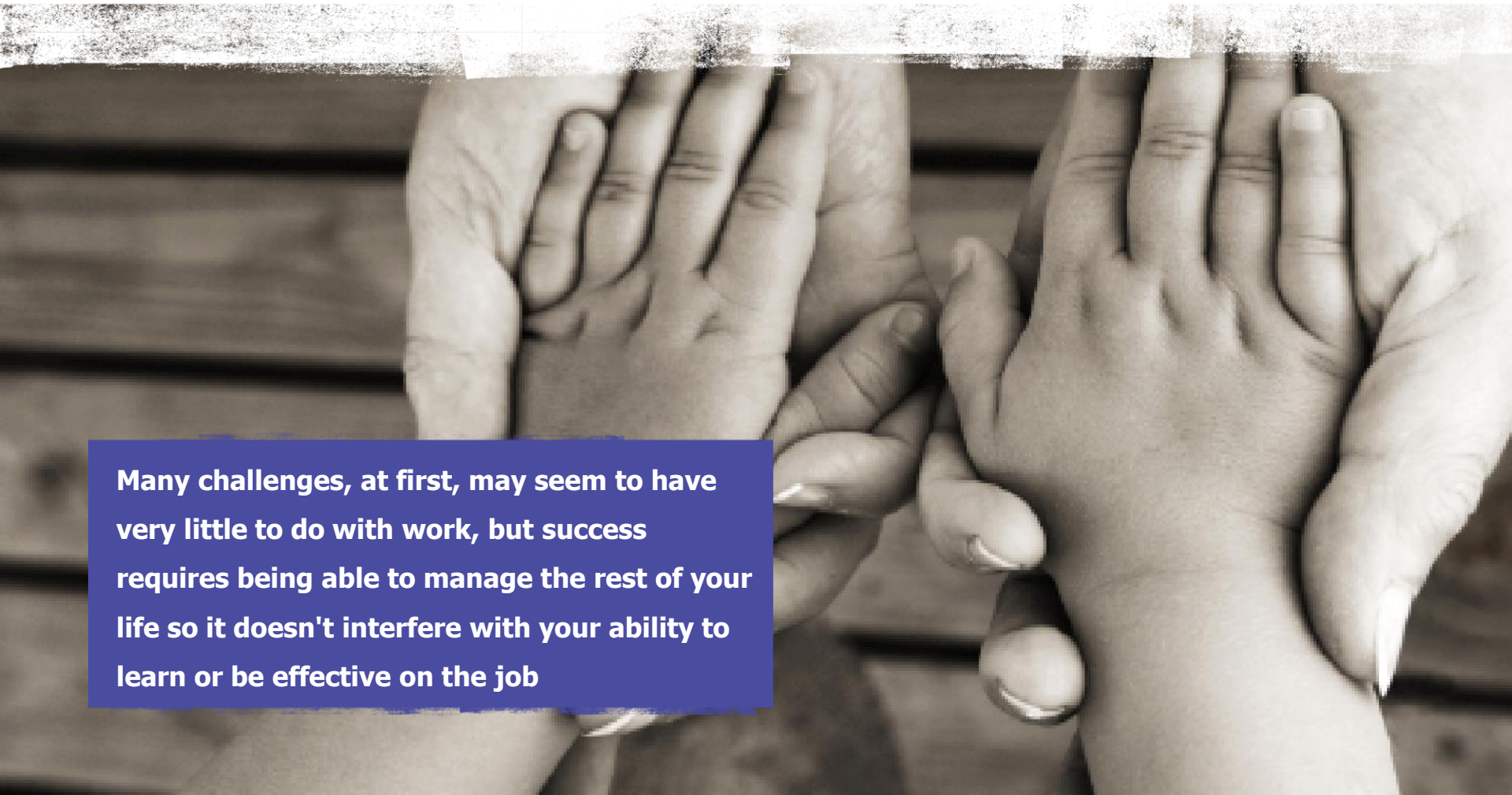
They get a road map for work life success from the ERS Feedback Report

Employment Readiness Model

Career Decision making → EMPLOYABILITY FACTORS

Skills enhancement →

Job search →

Ongoing Career Management →

Self Efficacy →

Outcome Expectancy →

Social Supports →

Work History →

Job Maintenance →

CHALLENGES

Many challenges, at first, may seem to have very little to do with work, but success requires being able to manage the rest of your life so it doesn't interfere with your ability to learn or be effective on the job

Three types of challenge:

Personal challenges

These are sources of stress that you can usually take action to do something about yourself

- personal relationships, your health, your legal situation, the amount of education you have, or how you feel about yourself and your opportunities.

Environmental challenges

These are stresses related to concerns about other people or things around you that may affect your ability to get to work, to be focused at work, and/or to succeed at work

- responsibility for young children or aging parents, a lack of proper work clothes or tools, concerns about others' health, or a death in the family. To deal with these well, you will probably require help from others.

Systemic challenges

Most of these are stresses related to discriminatory attitudes and physical barriers in our community. While we are affected by these challenges, they are usually beyond our power to change. But we can get help to deal more effectively with them.

- job requirements that automatically exclude certain groups of people, concerns about a lack of affordable housing, transportation, or child care, or a lack of recognition for education or training you have acquired.

Prepare, Prepare, Prepare

- Don't wait until the course ends
- It's usually easier to get a job if you already have a job
- Focus on the process not the outcome
- Network
- Use your social media
- Volunteer
- Seek support

QUESTIONS

Thank you for attending