



Pearson

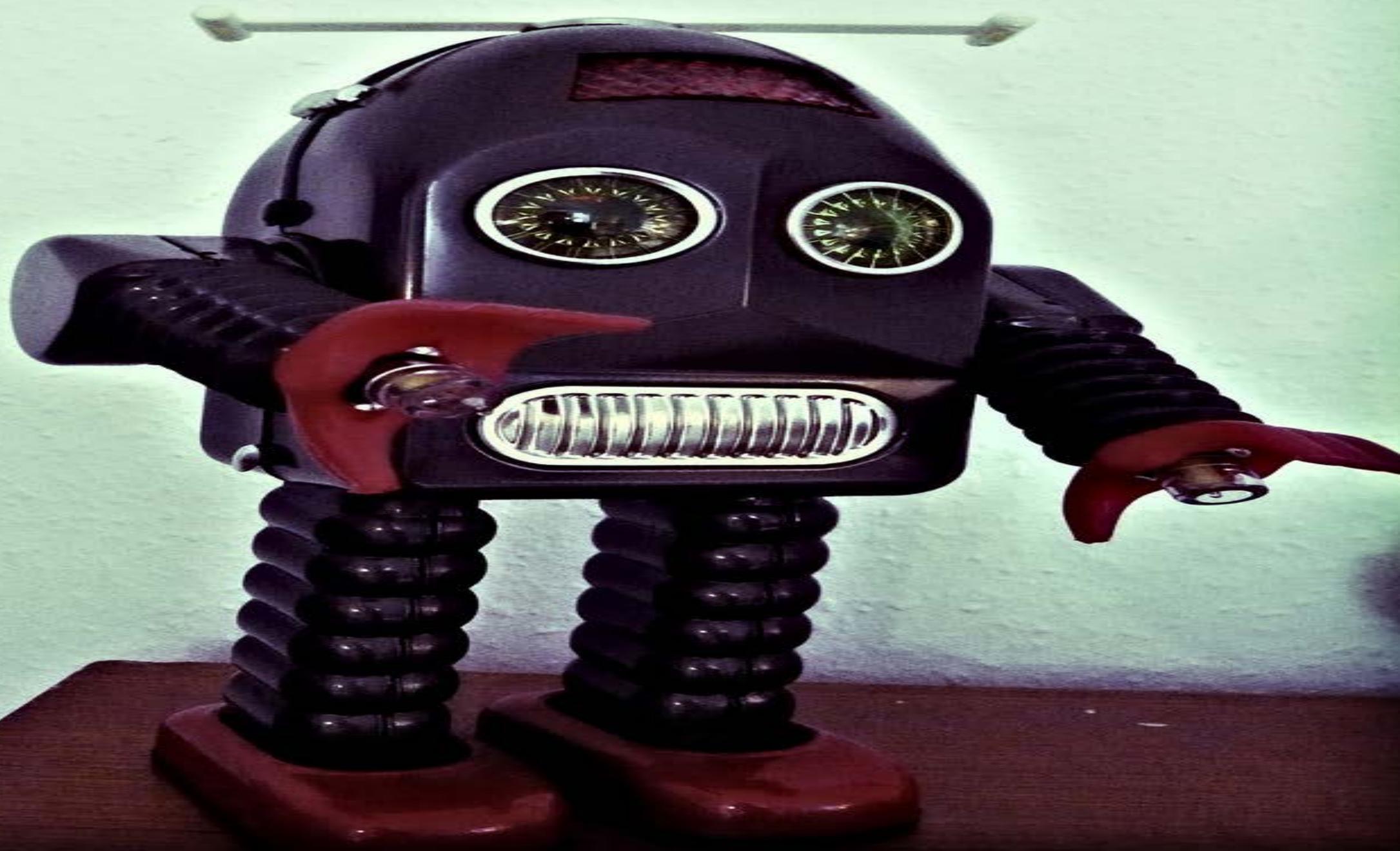
Future Skills

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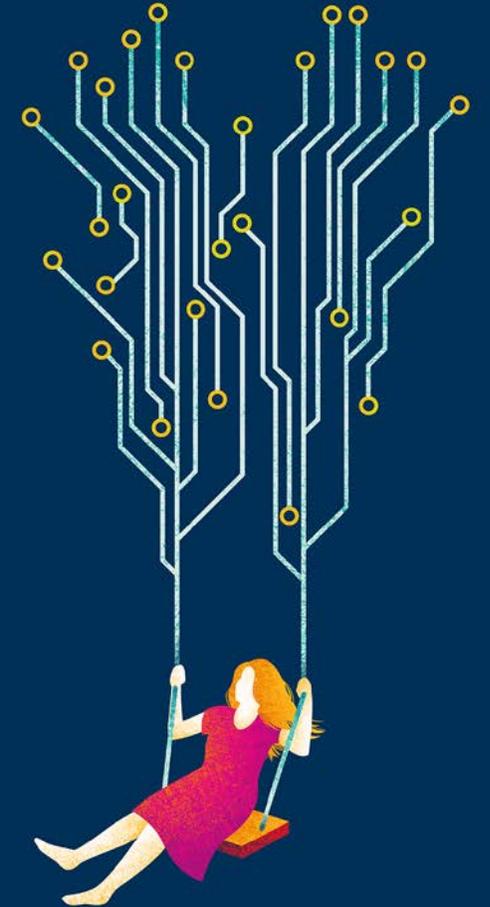




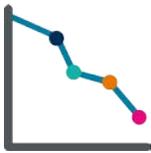
2019

2022

- Technological Change
- Globalization
- Demographics
- Environmental Sustainability
- Urbanization
- Increasing Inequality
- Political Uncertainty



All trends point to greater uncertainty in the future of employment, especially when you look 15 years out



Despite the Great Recession, US unemployment rates are near all-time lows, signaling peak employment efficiency



However, hidden within that is an all-time low for labor force participation in certain demographics (e.g., men, 16-25 year olds)



Graduates are earning less or are less likely to find employment, all while employers struggle to find qualified candidates



Once-in-a-generation trends, such as automation and urbanization, are threatening traditional “job families”



And, the global political climate threatens the previously irreversible trend towards globalization

Source:
futureskills.pearson.com



So, if a child is entering school today, what jobs may be available to her when she enters the labor market in 2030?



Retail

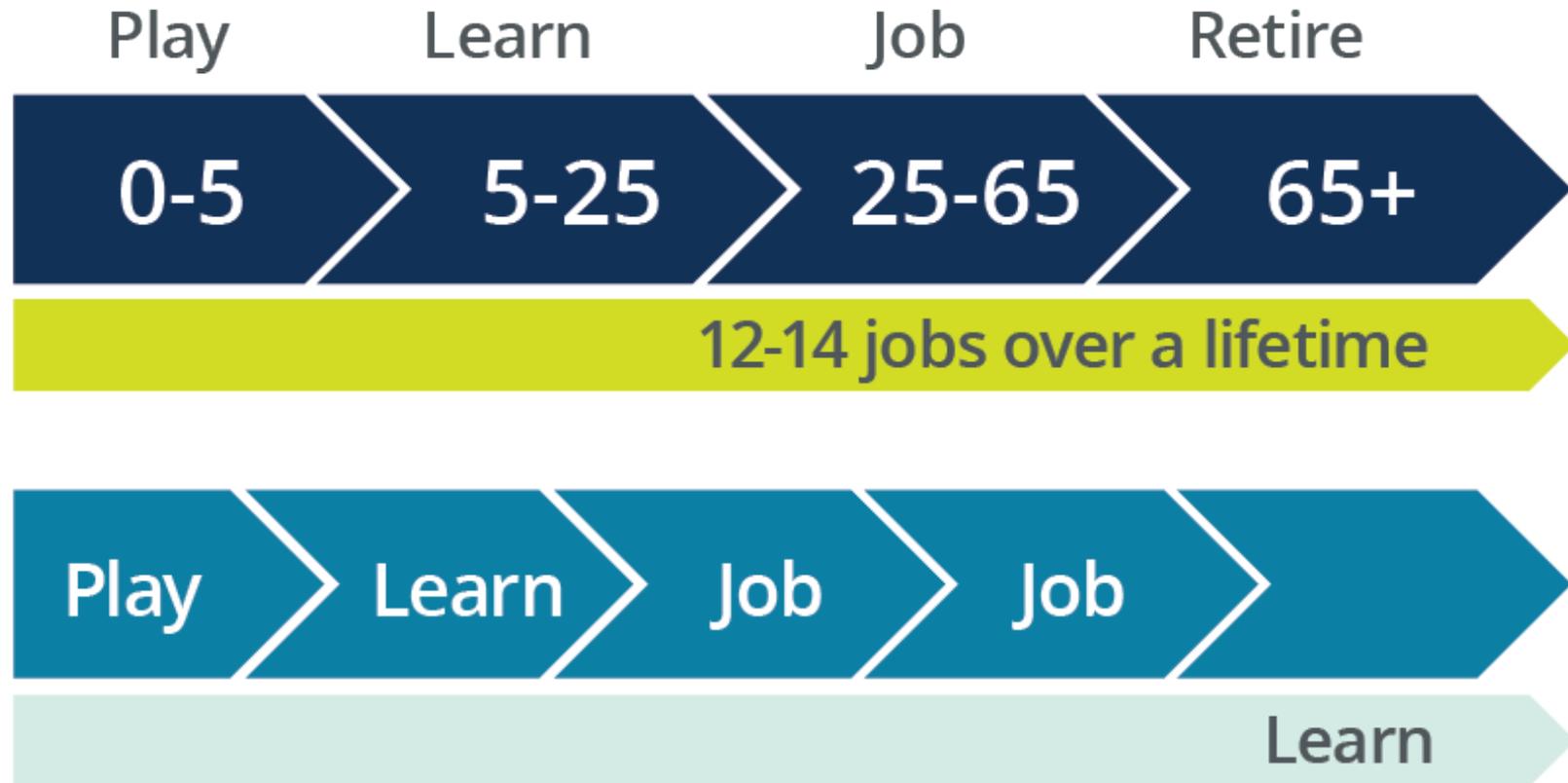
Teacher

Librarian

US Top 10 O*NET features by correlation with occupations probability of growing in demand

- 1 Learning Strategies
- 2 Psychology
- 3 Instructing
- 4 Social Perceptiveness
- 5 Sociology and Anthropology
- 6 Education and Training
- 7 Coordination
- 8 Originality
- 9 Fluency of Ideas
- 10 Active Learning

100 Years of Lifelong Learning





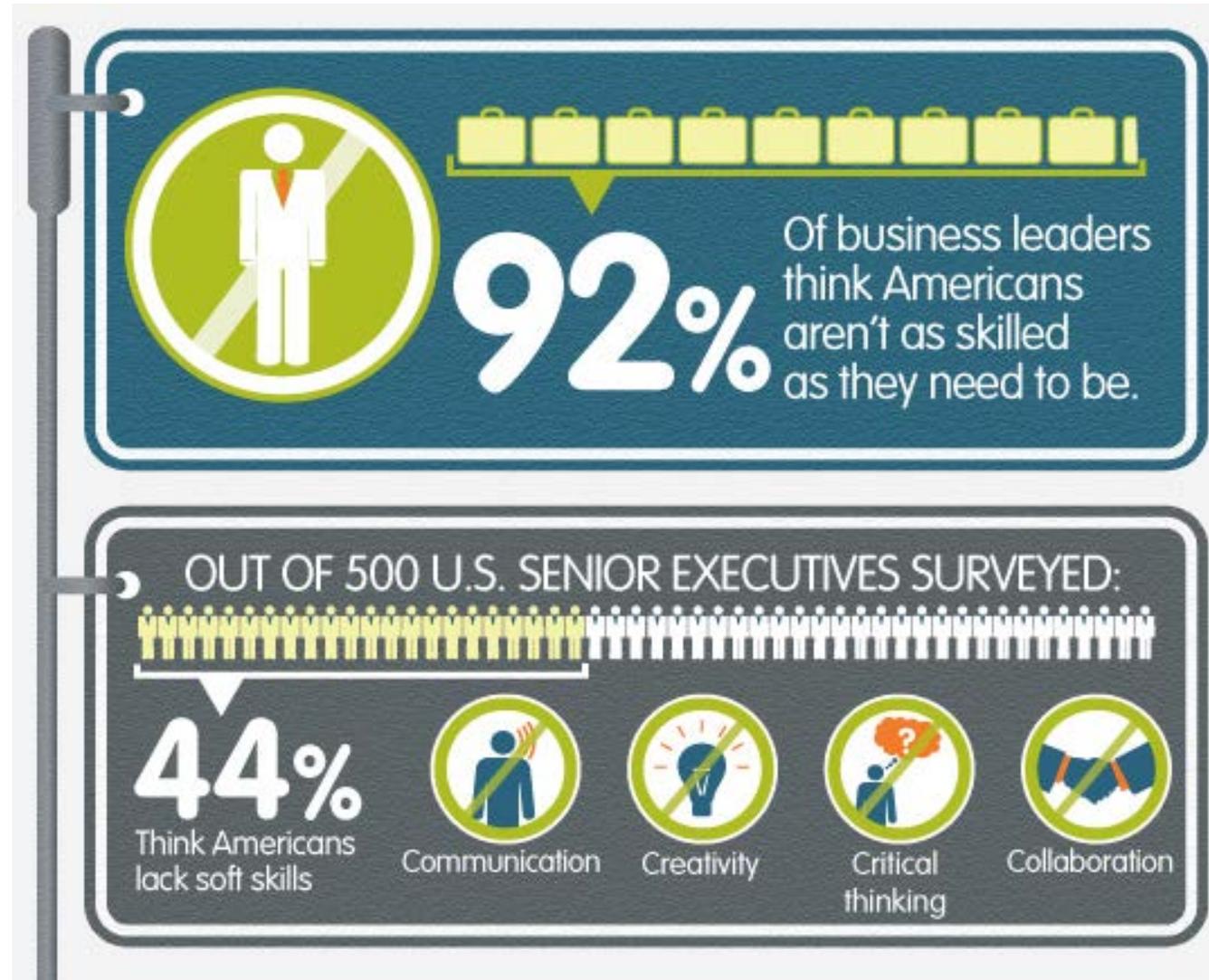
Employers and Skills Gap

Employer challenges: Lacking skills in candidates

11% of employers think colleges prepare students adequately for careers while 86% of college administrators think they are adequately preparing students

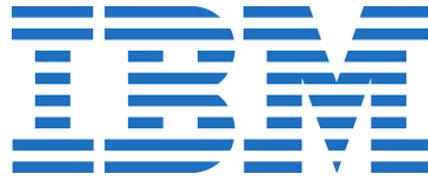
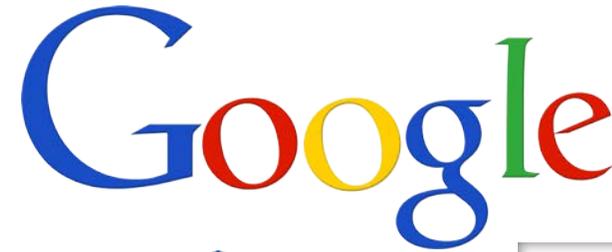
57% of business leaders say soft skills are more important than hard skills.

(Sources: [Strada-Gallup](#), and [LinkedIn](#))



Employers are looking at degree alternatives

45% say they have difficulty filling jobs.



Non-degree Credentials: Employer Openness to Alternative Credentials

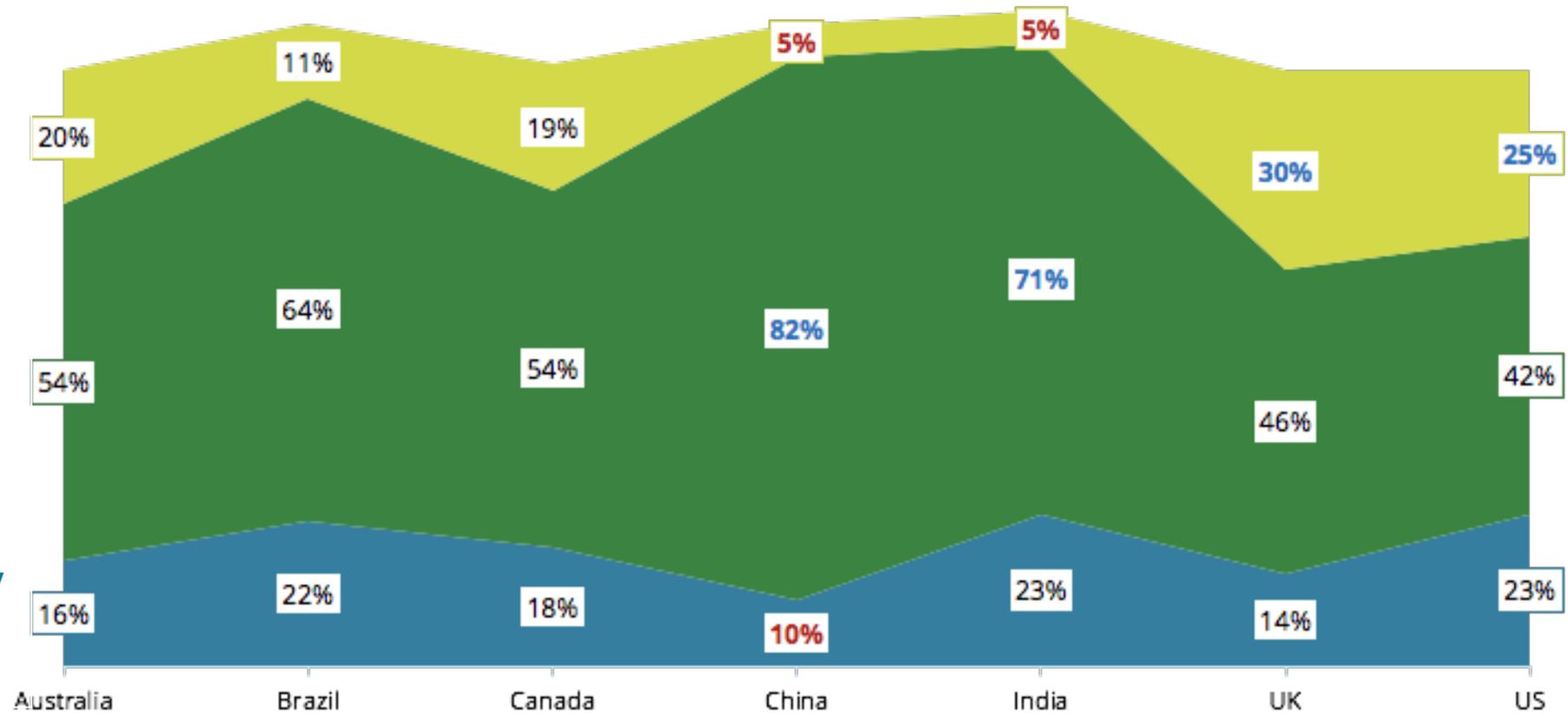
- 42% of employers actively exploring or already hiring on non -degree credentials in the US

Which of the following best describes your hiring of employees with only non -degree credentials?

Have always hired only non-degree credentials

Considering, actively exploring, or started hiring only non-degree credentials

Don't today and not likely to in the near future



Non-degree Credentials: Employer Openness Spans Industries

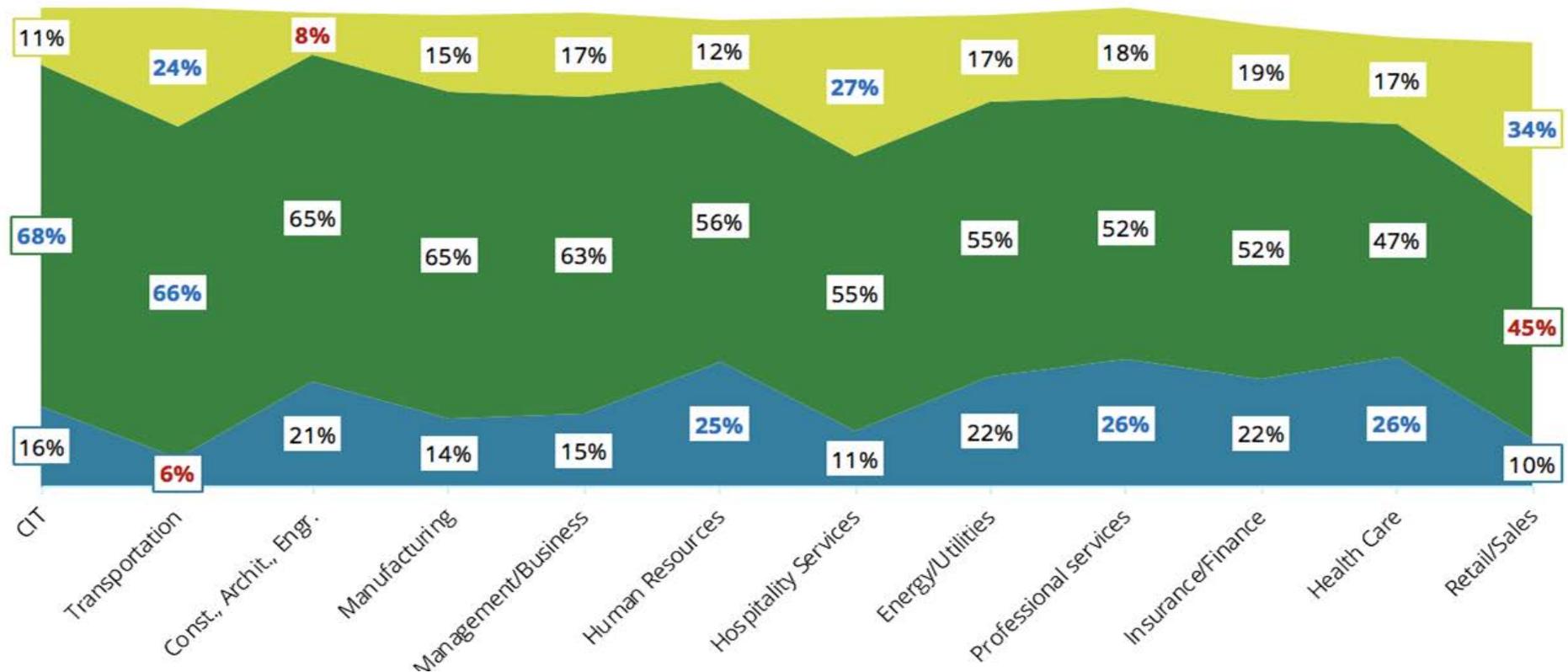
- This openness to non-degree credentials is consistent across industries, with the exception of a few (e.g. Retail) who are more likely to have always hired such credentials.
- Health care and Professional service employers are more likely not to hire today or in the future

Which of the following best describes your hiring of employees with only non-degree credentials?

Have always hired only non-degree credentials

Considering, actively exploring, or started hiring only non-degree credentials

Don't today and not likely to in the near future



55%

Employers agree that microcredentials are “likely to diminish the emphasis on degrees in hiring over the next 5-10 years”

**What Does This Mean For
Students?**

The stakes are high

\$1.45T

total amount of debt
students have
accumulated

68%

of college graduates leave
school with debt

\$37K

average amount of
student loan debt

4 in 10

college graduates are
underemployed in their
first job

Age of financial independence for college graduates

1983: Age 26

Now: Age 30



Jay Tea

@J_Thomas_24

I look forward to tweeting this in 2073

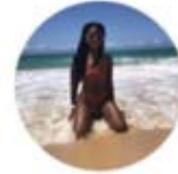
Pirate Angel @EDIBLU

MADE MY LAST STUDENT LOAN PAYMENT

TODAY!!!!!!!!!!!!!! 🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏🙏



Show this thread



Kass



@frenchkass

Pay off my student loans and use the remaining \$10 to go to the movies

Kelly-A. 🍲 @_klimmmm

What would you do if someone left you 8.7mil???

Show this thread



**What's The Opportunity for
Community Colleges?**

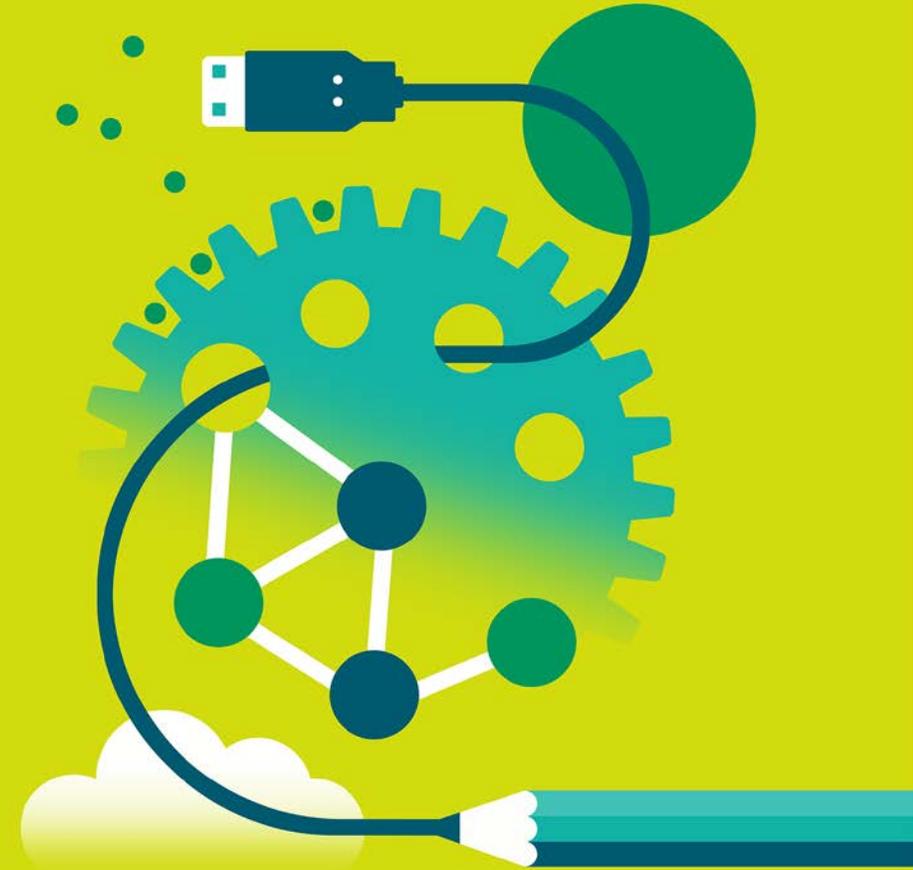


Articulation of Skills

- Map courses to skills
- Help students capture and communicate skills development (eportfolio and extended transcript)
- Explicit highlighting of personal and social skills

Connect with Employers

- Employee training and lifelong learning = enrollment and \$
- Connect non -degree to degree
- Work with employers to inform, validate and endorse courses and alternative credentials and skills development



Future Workforce: Clear Need for Reskilling / Upskilling

- In the next ten years, employers anticipate the greatest change will be a need to retrain employees for current roles and train employees for entirely new roles.

How will your company change in next 10 years?



Base: Total

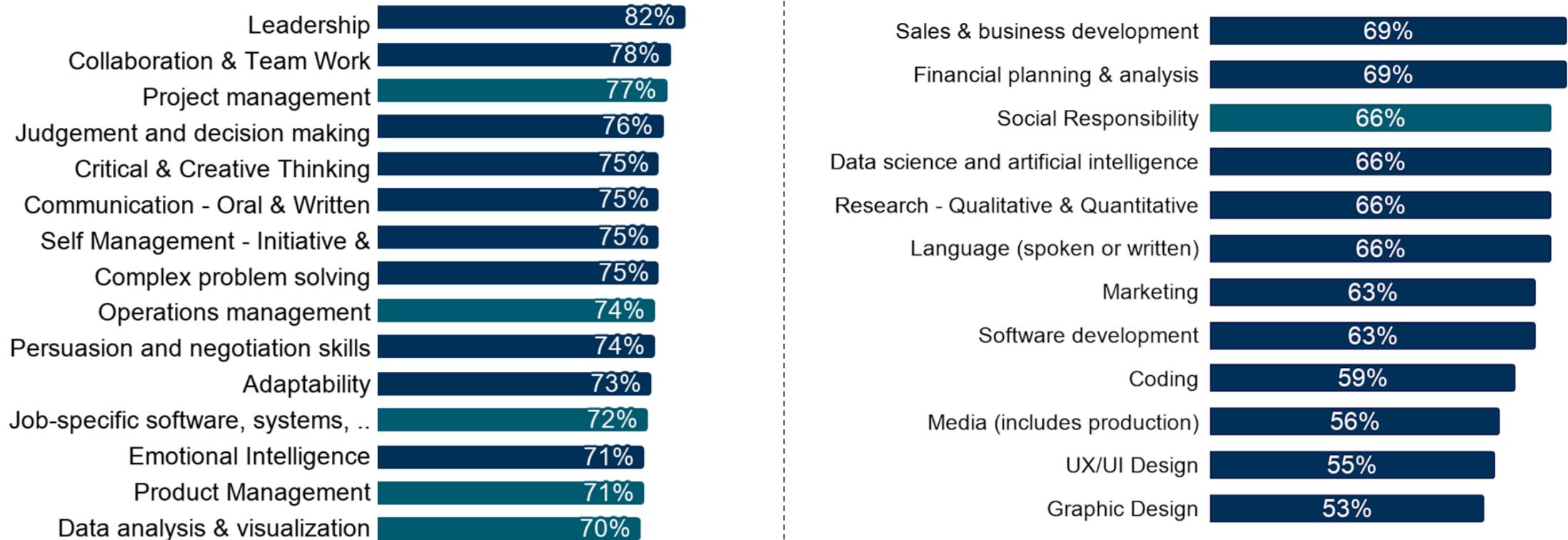
	Australia	Brazil	Canada	China	India	UK	US
	36%	38%	40%	58%	49%	45%	42%
	33%	41%	37%	54%	52%	38%	34%
	32%	37%	36%	46%	36%	35%	31%
	33%	30%	36%	39%	34%	38%	31%
	24%	27%	20%	38%	43%	22%	27%
	21%	22%	21%	15%	30%	24%	18%

Check = Best describes how company will change in the next 10 years

Skills Training: Soft Skills Training Is Priority

- Employers are also interested in offering training for these soft skills; Project Management is the only hard skill in the top tier.

Interest in offering training/courses (top 2 box)



Base: Total

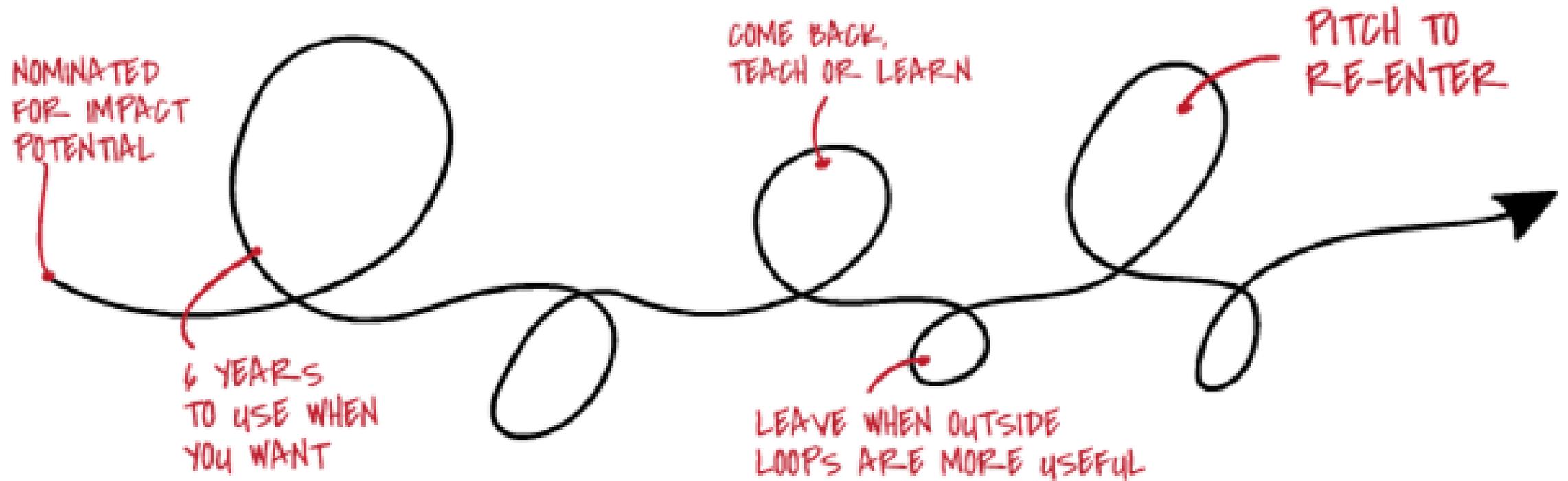
■ Hard skills
 ■ Soft skills

Lifelong Learning Relationship

- Start developing a lifelong learning mentality
- Broaden thinking about higher ed, credentials, and certifications and even business models...



Open Loop University



ALWAYS LEARNING