

FLOWS – Further Learning, Outreach and Working Skills

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Learning Unit 1: Future World of Work

WP5: FLOWS Practitioner Training

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LEARNING OUTCOMES

By completing this Learning Unit, you will gain

Understanding of the indicators of the future world of work
How to develop yourself to be ready for the future world of work



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AGENDA

LU1 – Future World of Work

1. Introduction to Future World of Work
2. Mega-trends shaping the future of work
3. The nature of the future of work
4. Investing in continuous learning

THE FLOWS TRAINING FOR PRACTITIONERS



LU1: Future World of Work

LU1 – Future World of Work

1. Introduction to Future World of Work

In more recent times, there are significant challenges associated with **increased globalisation**, **rapid technological progress** and **demographic change**. In advanced economies, fears of massive unemployment from automation and globalisation have been raised. Adjustment costs could be significant and are likely to be borne more **by the low-skilled** and **those currently performing more routine tasks that are more likely to be automated**. Combined with a general increase in the demand for higher skills, these trends may lead to further increases in inequality. Moreover, the new forms of work that are emerging raise serious concerns about the quality of the jobs that are being created.

Resource: https://www.oecd.org/els/emp/wcms_556984.pdf

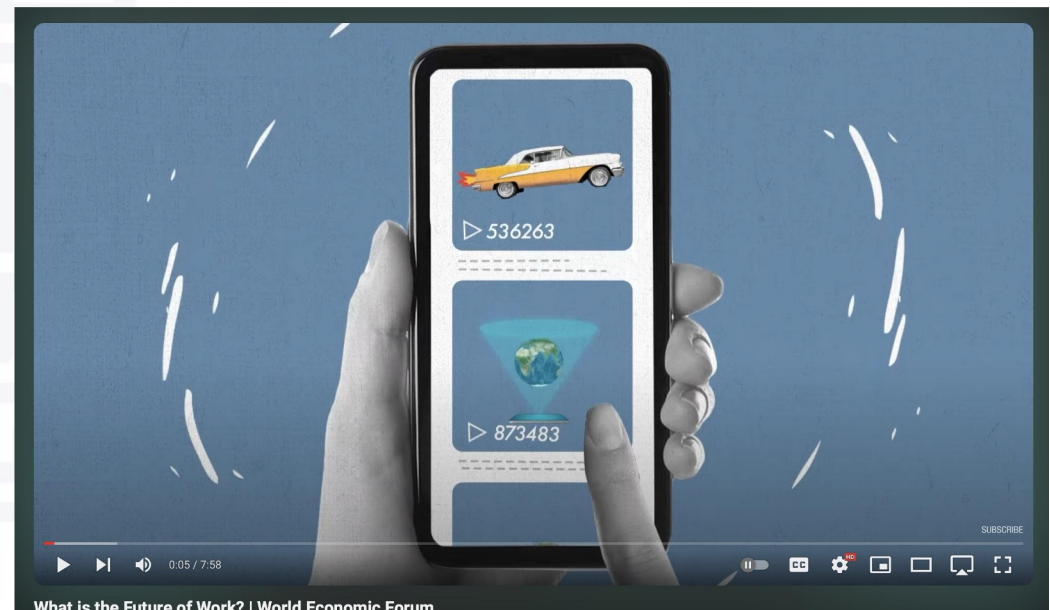


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LU1 – Future World of Work

1. Introduction to Future World of Work

You can watch the video to understand
What is the future of work?



<https://www.youtube.com/watch?v=EuDnSqAo784>

LU1 – Future World of Work

1. Introduction to Future World of Work

In 2023, the world's population will exceed **8 billion people** and **is expected to continue growing until 2050**. Despite the strain on resources, the growing population will also have an impact on the labour market. On the one hand, there will be more people available to work, but under current economic conditions there won't be enough jobs to support the growing workforce. This lack of opportunities could potentially lead to rising unemployment, increasing social unrest and rising levels of poverty.

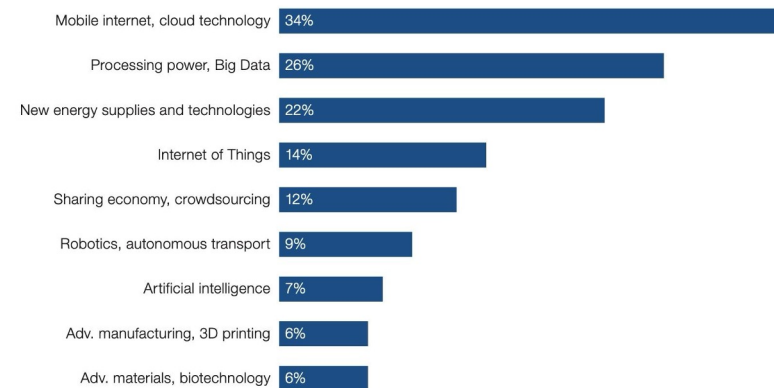
Resource: <https://www.aihr.com/blog/megatrends-shaping-hr/>

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2. Mega-trends shaping the future of work

❓ **Technological advances** are making it possible to automate an increasing number of tasks traditionally performed by humans. Initially, this automation focused primarily on routine tasks (e.g. clerical work, bookkeeping, basic paralegal accounting, basic paralegal work and reporting).

TECHNOLOGICAL



Source: Future of Jobs Survey, World Economic Forum

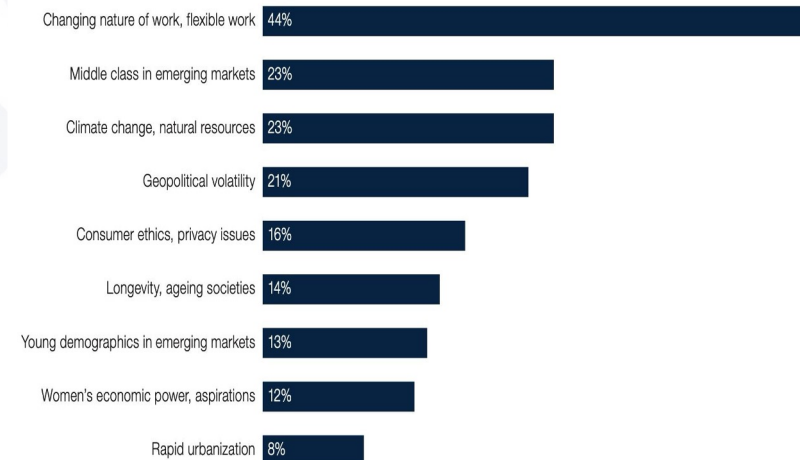
LU1 – Future World of Work Competences

2. Mega-trends shaping the future of work

❓ Demographic change

Population ageing is also likely to lead to important reallocations of labour and resources across sectors and occupations as consumer tastes change: demand is likely to shift from durable goods (such as cars) to services (such as health care). In countries with young and growing workforces, the opposite is likely to happen as the middle class expands and rapid urbanisation takes place.

DEMOGRAPHIC AND SOCIO-ECONOMIC



Source: Future of Jobs Survey, World Economic Forum

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2. Mega-trends shaping the future of work

Globalisation

The world economy is becoming integrated through trade at an unprecedented rate. The rapid decline in communication and transport costs has not only facilitated the integration of goods and services markets, but has also facilitated an accelerated pace of technological diffusion.

These developments have been accompanied by innovations in the organisation of firms that have allowed new trends in trade to emerge, including "trade in tasks" - global value chains, production segmentation through offshoring and global outsourcing - all of which allow distant economies to be integrated into the global market.

Resource: https://www.oecd.org/els/emp/wcms_556984.pdf



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2. Mega-trends shaping the future of work

Young people should ask themselves the following questions in order to identify future trends in the world of work

- What are the most important skills needed to succeed in the workforce of the future?
- Which of these skills can be effectively taught through online systems - especially those that are self-directed - and other non-traditional settings?

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2. Mega-trends shaping the future of work

You can watch the video to understand the skills for the future or have a look at Learning Unit 2 (Future Competences).



<https://www.youtube.com/watch?v=NUYmTerOsCo>

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3. The nature of the future world of work

The nature of work is evolving rapidly, with trends such as remote work, the gig economy (a free market system in which organisations and independent workers engage in **short-term work arrangements**) and **flexible arrangements** becoming more prevalent. Understanding these changes will help young people adapt to new work paradigms, navigate non-traditional career paths and take advantage of opportunities for remote work and freelancing.

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3. The nature of the future world of work

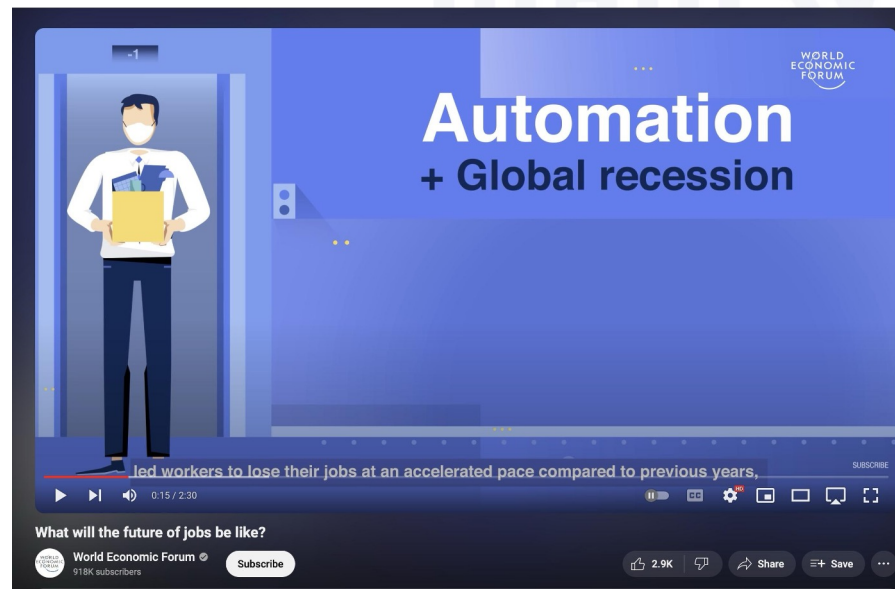
Whereas in the past companies brought people to work, for example in large factories or industrial centres, technological advances in recent decades are influencing a shift that brings work to people, for example in **more flexible long-term remote** or **hybrid models**, and they are now discovering and adopting better ways of working together, both physically and digitally.

The potential for remote and flexible working to increase productivity and promote a better work-life balance, ensuring the freedom to work from different locations and choose flexible hours that suit individual preferences and lifestyles.

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3. The nature of the future world of work

To understand what the future of work will look like, watch the video



<https://www.youtube.com/watch?v=eH1fFdzJAw>

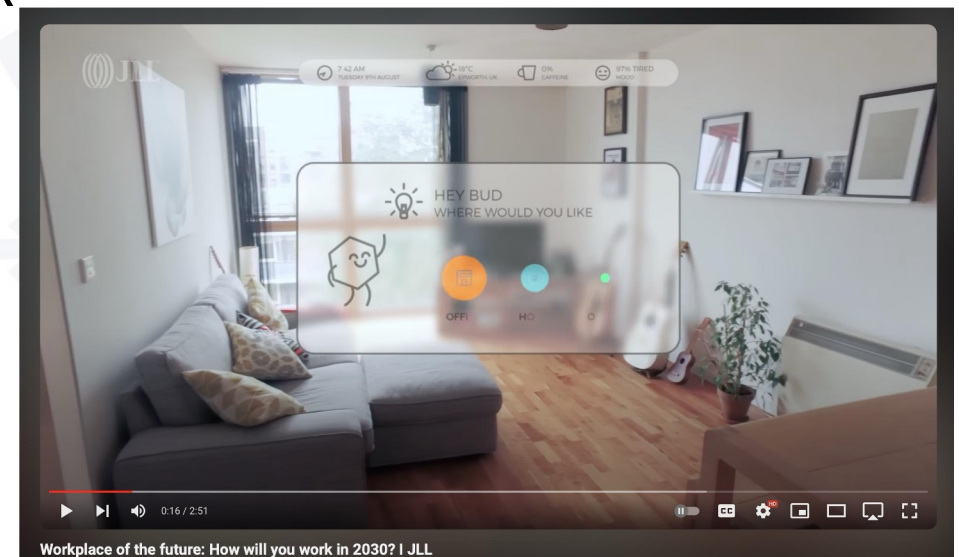


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3. The nature of the future world of work

To understand the workplace of the future, you can watch the video.



<https://www.youtube.com/watch?v=jHNtehfW9w>

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4. Investing in continuous learning

As young people face an uncertain future, they know one thing for sure: to keep up with a rapidly evolving workforce, they need to evolve too. That's why young people need lifelong learning now more than ever. Lifelong learning is the source of innovation, adaptability, agility and human resilience, especially in rapidly changing contexts..



The visual resource: <https://www.educba.com/continuous-learning/>

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4. Investing in continuous learning

The following are key tactics for fostering a culture of continuous learning:

- Set clear learning goals: Set specific, measurable and realistic learning goals. Whether learning a new skill or expanding existing knowledge, clear goals provide direction and motivation.
- Adopt a growth mindset: Cultivate a mindset that values challenges and sees failure as an opportunity to learn.
- Use technology for learning: Explore online courses, webinars and educational apps. Technology provides flexible and accessible learning platforms that allow individuals to engage in continuous learning at their own pace.
- Build a personalised learning plan: Tailor learning experiences to individual preferences and needs. Create a plan that aligns with personal and professional goals, ensuring relevance and ongoing motivation.

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Conclusion

Adaptability, flexibility, and continuous learning are almost like superpowers in the future workplace. New technologies and approaches, as well as environmental or social movements, require companies to change their policies and shift their priorities regarding employees. By keeping up with your industry's trends and future technologies, you'll be more likely to thrive while being unaffected by the changing business landscape.

So, be proactive, seek learning opportunities, and show your employer that you are committed to your professional and personal growth.

Remember that change is unavoidable, and you should embrace it in order to navigate the difficulties that come with it.



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Exercise: Discovering interests related to the future world of work

Participants are asked to discover their interests and commonalities and to understand the jobs of the future.

First Step, visit the link <https://www.simplilearn.com/highest-paying-tech-jobs-article>

Second Step: Think about the job you would like to have and answer the following questions:

- Key words or phrases describing what you are looking for ?
- How well does this match my skills and abilities?
- Key words or phrases describing the responsibilities of the position
- How well does this match my skills and abilities?
- Qualifications listed in the job description How well do I meet these qualifications?
- Notes about the job mission, salary, location

