

FUTURE OF WORK: FUTURE READY SKILLS



Tim Harman, Sr. Consultant
TKHarman@yahoo.com



WorkforceInnovationCenter.org

OVERVIEW



❑ WHAT WE KNOW

- ❑ GROWTH OF REGION
- ❑ WORKFORCE TRENDS

❑ WHAT IS HAPPENING

- ❑ VELOCITY OF CHANGE
- ❑ VALUING THE AGILE MINDSET

❑ WHAT TO EXPECT

- ❑ WHEN TO START
- ❑ FUTURE TRENDS



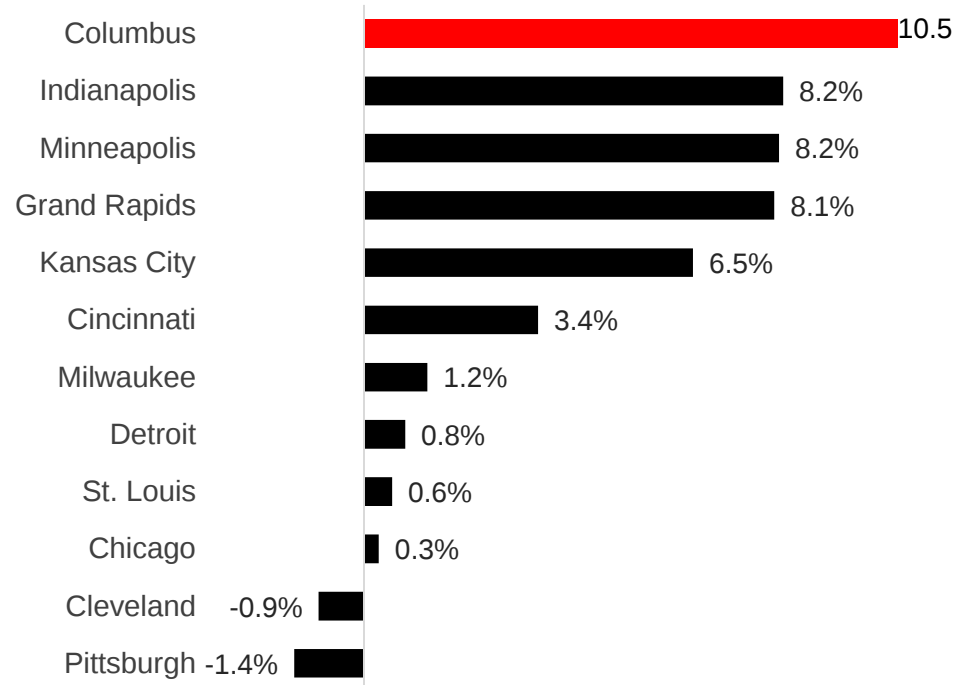
2010-2018: AN ERA OF UNPRECEDENTED GROWTH



The Columbus Region broke growth records during the 2010-2020 decade.

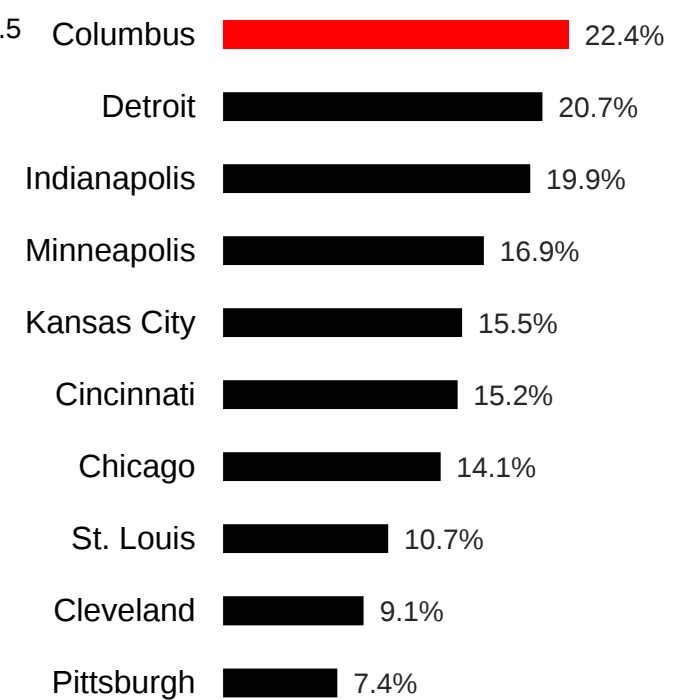
No. 1
Fastest growing metro
in the Midwest

POPULATION GROWTH (2010 – 2018)



No. 1
Job growth metro in the
Midwest

PRIVATE SECTOR JOB GROWTH (2010 – 2020)



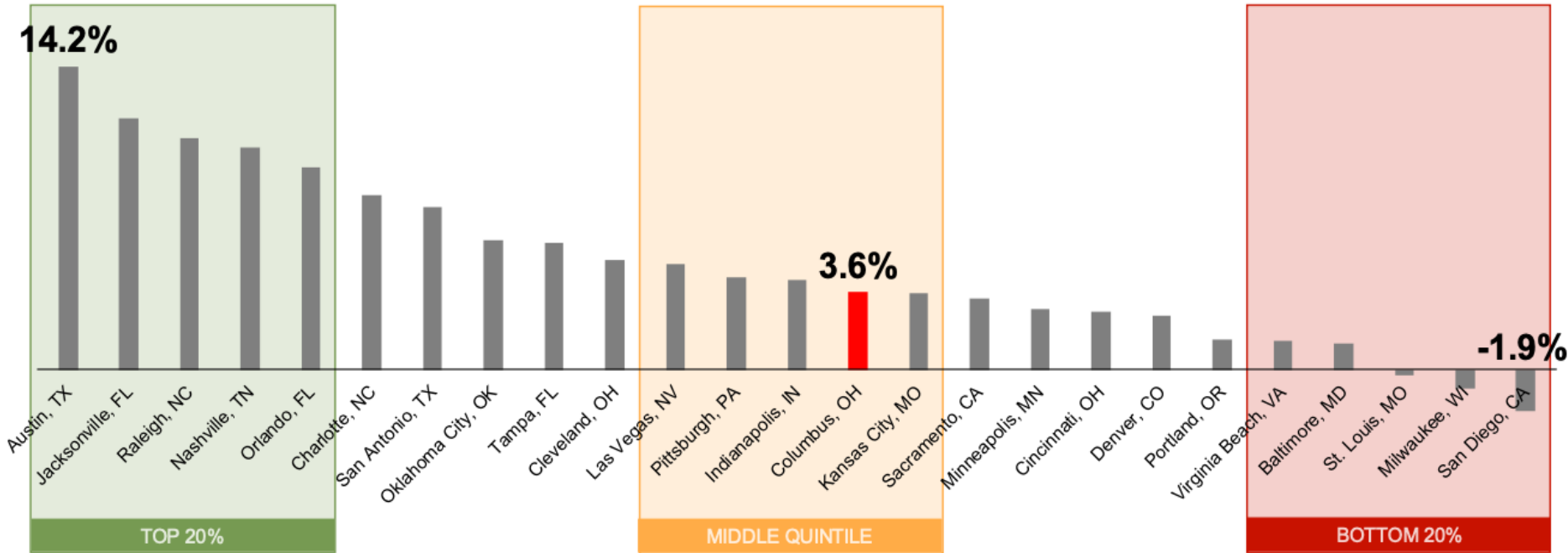
The Columbus Region's Growth has slowed: 3% Population, 4% Job Growth



2018-2023
Growth at ½ the
pace of the prior 8
years.

POPULATION GROWTH

2018 TO 2023 POPULATION GROWTH BY METRO AREA



Source: U.S. Census Population Estimates.

SHIFTING TRENDS IMPACTING WORKFORCE

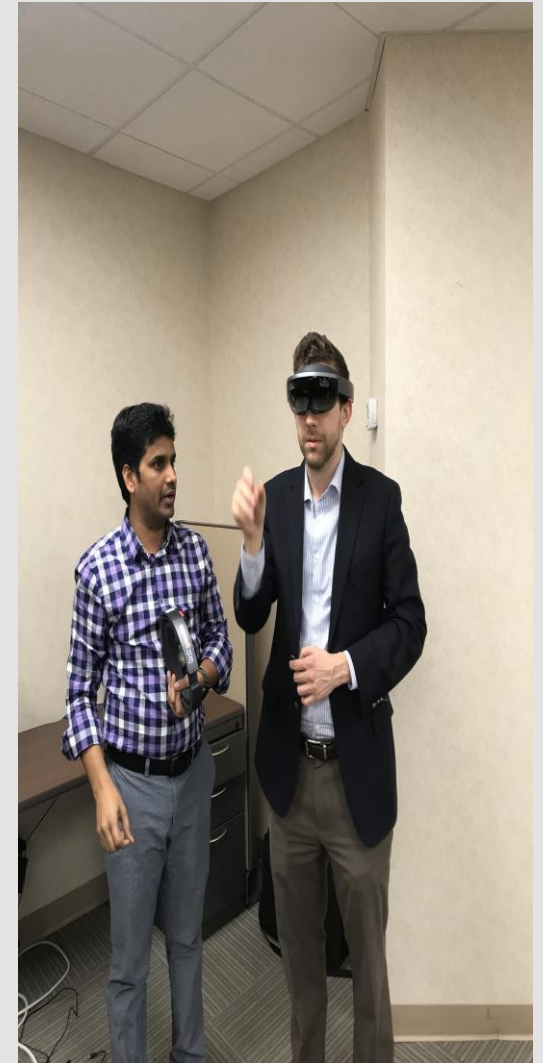


- ❑ 6 Generations across the workforce: **Traditionalists** (80 yr. old), **Boomers**(60 yr. old), **Gen X** (50 yr. old), **Millennials** (30 yr. old) , **Gen Z** (20 yr. old) , **Gen Alpha** (K-9th grade)
- ❑ Construction boom across region continues...Skilled trades workers in critical demand; (Industry generates 1 job x Construction generates 3 jobs)
- ❑ Refugee + immigrant population growth drove the pace in 2010-2018....are you Welcoming...feeling Welcomed?
- ❑ I-commerce/self commerce increasing; driven by On-Demand/remote Economy
- ❑ Ai, Machine Learning is integrated in our day-to-day. Ai is not new, our awareness and usage has been accelerated.
- ❑ Millennials & Gen Z have changed how we work...immersive tech, flexibility, less mastery of skill...how are you preparing Generation Alpha ?
- ❑ Funding is experiencing drastic change. Federal funds stopped, State & Local funds at risk, Corporate funding unstable.
- ❑ *Industry , Education and Parents must align to encourage in-demand career pathways.*

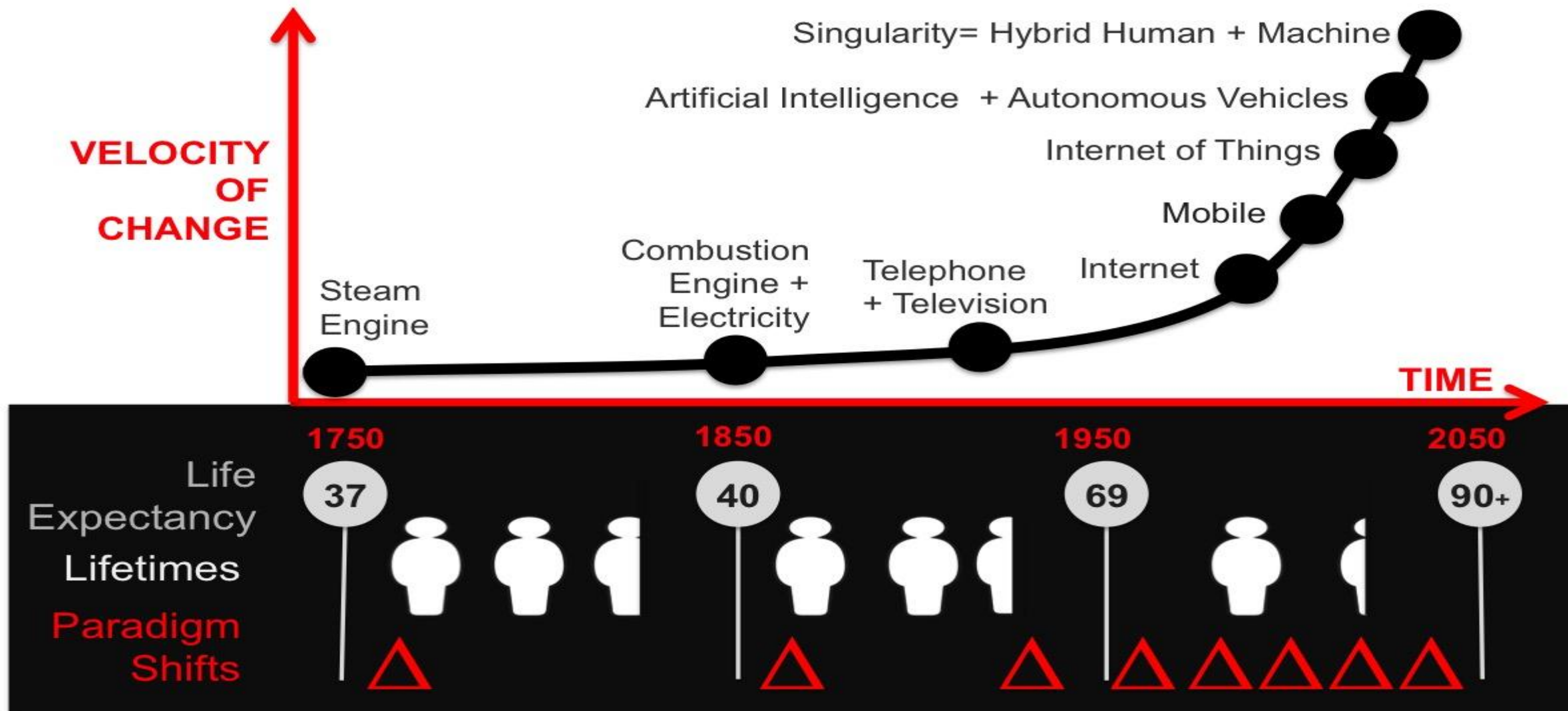


VELOCITY OF CHANGE

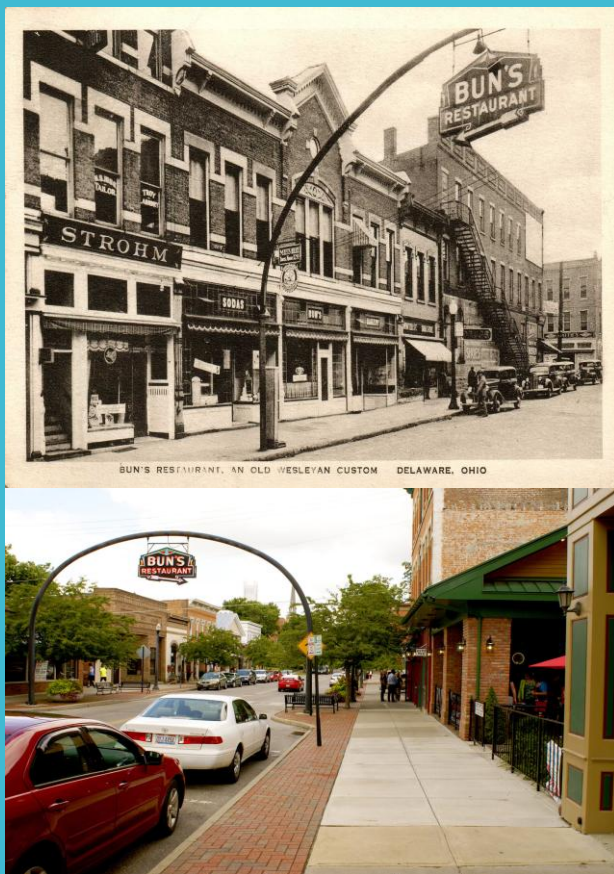
Future of Workforce & Learning



Velocity of Change Requires Adaptation



100+ YEARS OF CHANGE



THE MOST VALUABLE COMPANIES



\$2.5 Billion



\$762 Million



\$574 Million



\$382 Million



\$314 Million



\$265 Million

1924

EXTRACT VALUE
FROM NATURAL
ASSETS



\$35.7 Billion



\$35 Billion



\$23 Billion



\$11.7 Billion



\$11.5 Billion



\$10.9 Billion

1974

SCALABLE PRODUCTION
OF HUMAN- MADE
ASSETS



\$3.4 Trillion



\$3.2 Trillion



\$3.0 Trillion



\$2.0 Trillion



\$1.9 Trillion



\$1.4 Trillion

2024

SCALABLE LEARNING
TO CREATE DIGITAL
ASSETS

Top 15 Best Global Brands Ranking

Brand Value \$m

20000

40000

60000

80000

Coca-Cola

Coca-Cola 72537

Microsoft

Microsoft 70196

IBM

IBM 53183

Intel

Intel 39048

Nokia

Nokia 38528

GE

GE 38127

Ford

Ford 36368

Disney

Disney 33553

McDonald's

McDonald's 27859

AT&T

AT&T 25548

Marlboro

Marlboro 22110

Mercedes-Benz

Mercedes-Benz 21104

HP

HP 20572

Cisco

Cisco 20067

Toyota

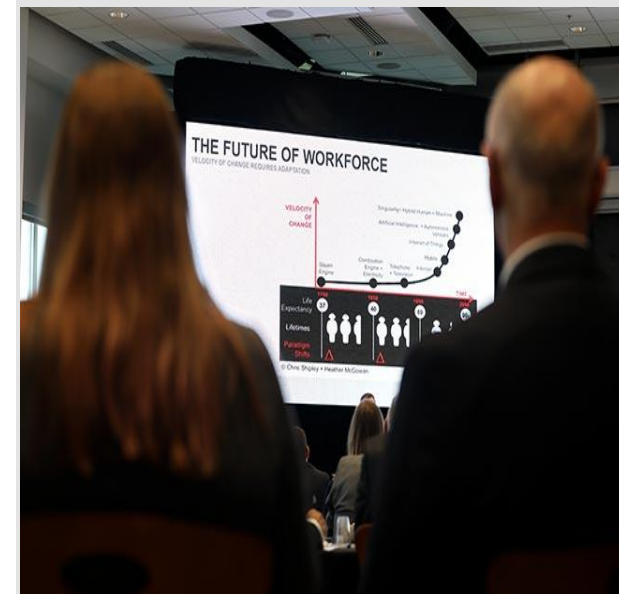
Toyota 18823

TOP
GROWING

Coca-Cola 2000

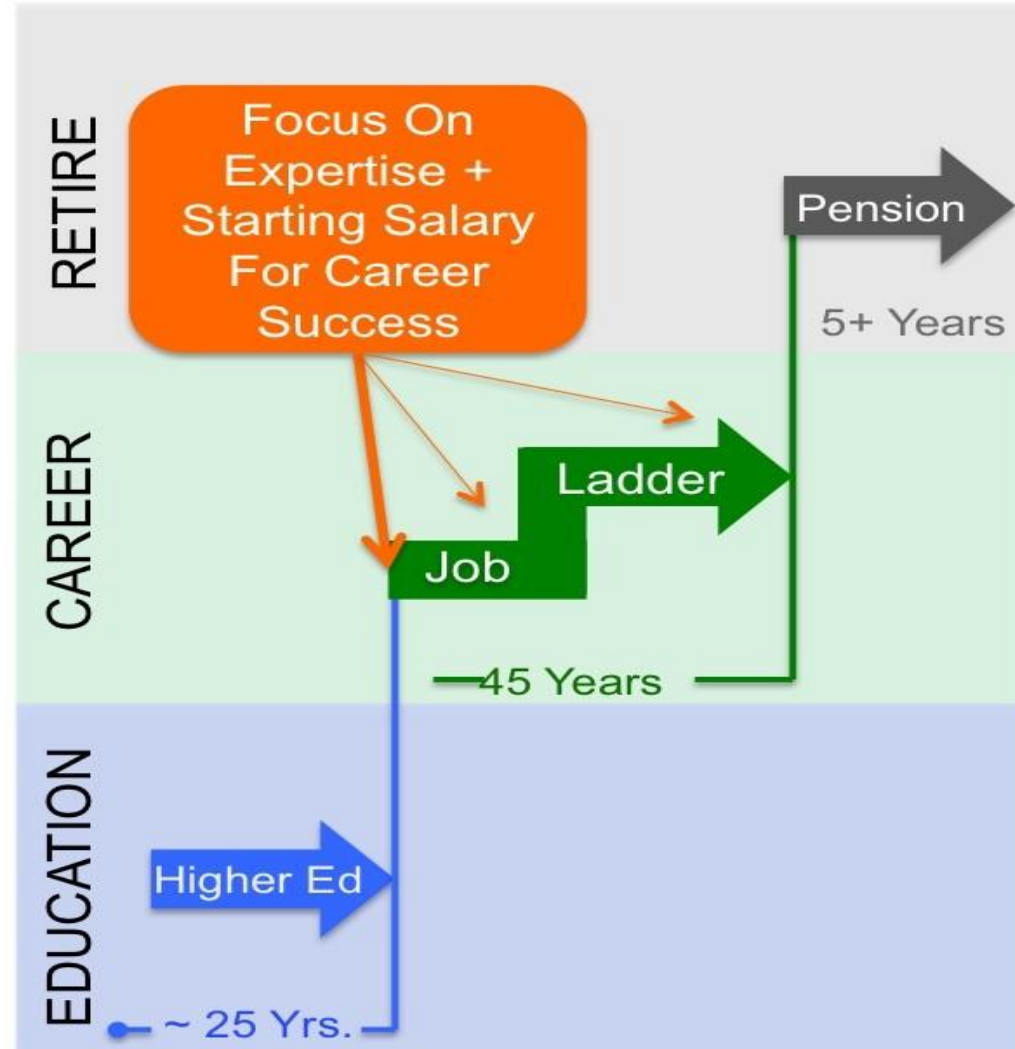
VALUING THE AGILE MINDSET

Future of Workforce & Learning

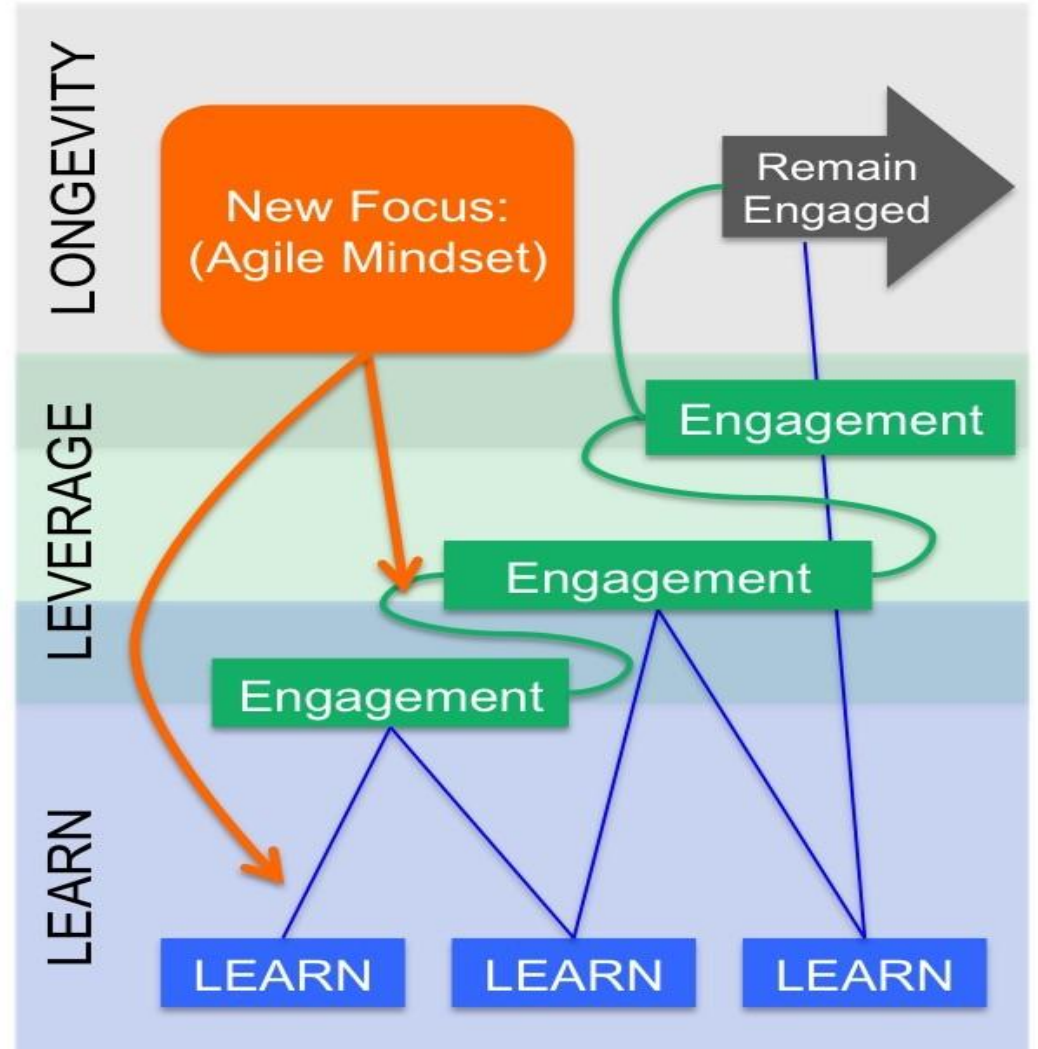


LEARNING AGILITY IMPERATIVE

Old Paradigm: **EXPERTISE**



New Paradigm: **AGILITY**



AT WHAT AGE SHOULD WE BEGIN ?



Children of this age become aware of the differences between people and start classifying them in basic ways - in terms of stronger and weaker.

They start identifying roles and occupations adults may have.

Orientation to
size and power
(age 3–5)

Children start making basic distinctions between occupations adults have based on basic attributes.

one of the main ways they perform this classification is along gender lines, linked simplistically to gender coded clothing and attributes.

At this stage, they start classifying job roles as applying to themselves; which match their gender

Orientation to
sex roles
(age 6–8)

At this age, children start classifying occupations along social status, as well as gender attributes.

They relate social status to their own social surroundings and designate some occupations as valid for them and discard others because they regard them as too high in status or too low. They remain permanent unless challenged.

Orientation to
social values
(age 9–13)

Young people engage in conscious circumscription, using more sophisticated parameters such as interests, abilities, etc... to search for roles within their social environment. They exclude options that don't fit with their self-image. They may struggle to make sense of these influences and may want to use matching tools to resolve uncertainty.

Orientation to
internal, unique self
(age 14+)



SCHOOLS DOING THE WORK



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DACC DELAWARE AREA CAREER CENTER



- **FOCUS INDUSTRIES**
 - Healthcare, Construction, Manufacturing, Logistics, Technology, Protective Services, Personal care and more
- **ALIGN CURRICULUM**
- **PROFESSIONAL CONNECTIONS**
- **EDUCATING STAFF, PARENTS, STUDENTS**
- **ALUMNI**
 - Invite them back
- **INTERNAL CATALYST**
 - Lisa-Marie Reinhart

JONATHAN ALDER SCHOOLS



- ❑ **FOCUS INDUSTRIES**
 - ❑ Healthcare, Construction, Manufacturing, Logistics, Technology, Agribusiness
- ❑ **FUTURE READY SKILLS**
 - ❑ Work Ethic, Collaboration, Creativity, Problem Solving, Communication, Community
- ❑ **PORTRAIT OF A PIONEER**
- ❑ **GRADE APROPRIATE ADAPTATION**
- ❑ **INCLUDING STAFF, PARENTS, STUDENTS IN DESIGN**
- ❑ **INTERNAL CATALYST TEAM**
 - ❑ Carla Quick, Nicole Schrock, Emily Byers+

WORKFORCE: EDUCATION + INDUSTRY

WHAT TO EXPECT



- ❑ Career Readiness personnel – Two types of Districts 1. Those who have these staff
2. Those who will.
- ❑ Industry – Dedicate long term funding + liaisons to K-12. Best Examples: OSU Wexner Medical's Elizabeth Lanker, Worthington Enterprises/Steel , Honda ...
- ❑ Career agility is a must for today's students. They will begin, learn, shift, begin again and continually change their careers, not just their jobs.
- ❑ Healthcare & Construction industries historically have weathered recessions better than others.
- ❑ The earnings gap between life-long wages for those without college degrees is closing on those with college degrees.
- ❑ The Generational gap is not just age; it's a mindset shift.
- ❑ We have entered an **Employee** driven labor market which will last for the next 20 + years.
- ❑ Economic Development deals should have representation from the Education Districts impacted. Get creative with funding agreements which align to tax abatement terms.
- ❑ Leverage the consultants & technology solutions who fit long term (5+ years) with your district



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THANK YOU!



*"If you could only
sense how important
you are to the lives of
those you meet...
There is something of
yourself that you leave
at every meeting with
another person."*

Fred Rogers

You have worth and are loved, just the way you are.

Tim Harman

TkHarman@yahoo.com



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