

*The future of work through
the prism of youth*

WorldSkills Conference 2019





I am
**THE
FUTURE
OF WORK**

A PEOPLE POWERED INITIATIVE

**Do young people feel ready for
the future of work?**

What do young people think?

- **A new survey** undertaken by OnePoll on behalf of WorldSkills with the support of the OECD.
- **The 19 G20 countries:** Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Korea, Mexico, Russia, Saudi Arabia, South Africa, Turkey, UK, USA.
- **Surveying 500 to 1,000 young people** aged 18 to 24 in each country.
- **Representative:** Respondents come from contrasting socio-economic backgrounds and cultural experiences.

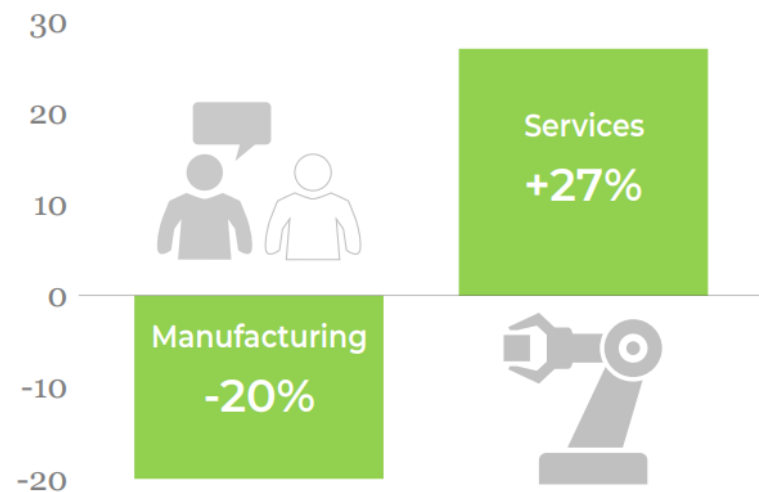


The world of work is changing

THE FUTURE OF WORK IN FIGURES

The labour market is transforming

% change in number of jobs between 1995 and 2015



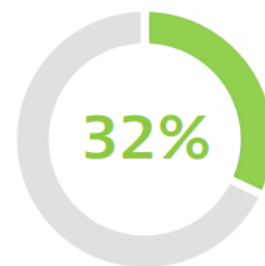
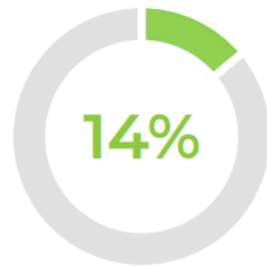
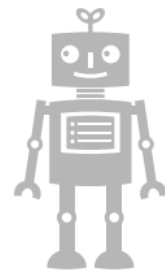
Between 1995 and 2015 employment in the manufacturing sector went down by 20%, while **it rose by 27% in the service sector**

The world of work is changing

THE FUTURE OF WORK IN FIGURES

Risk of automation is real but varies across countries

14% of jobs could be automated, with 32% likely to change significantly.



Completely automated Change significantly

Will this lead to fewer jobs for humans? Unlikely.
While technological progress makes some occupations obsolete, it also creates new jobs.



The world of work is changing

THE FUTURE OF WORK IN FIGURES

NON-STANDARD WORK

on average in the OECD,

1 in 7 workers is **self-employed**



and

1 in 9 employees is **on a temporary contract**



The world of work is changing

THE FUTURE OF WORK IN FIGURES

SELF-EMPLOYMENT

In more than half of G20 countries,

most self-employed have
no access to unemployment benefits



and

37% risk not receiving **health** benefits



The world of work is changing

THE FUTURE OF WORK IN FIGURES

Many adults do not have the right skills for emerging jobs



6 out of 10 adults lack basic ICT skills or have no computer experience.

But the **share of highly-skilled jobs has increased by 25%** over last 2 decades. Low-skilled jobs have also increased, but the share of middle-skilled jobs has decreased.



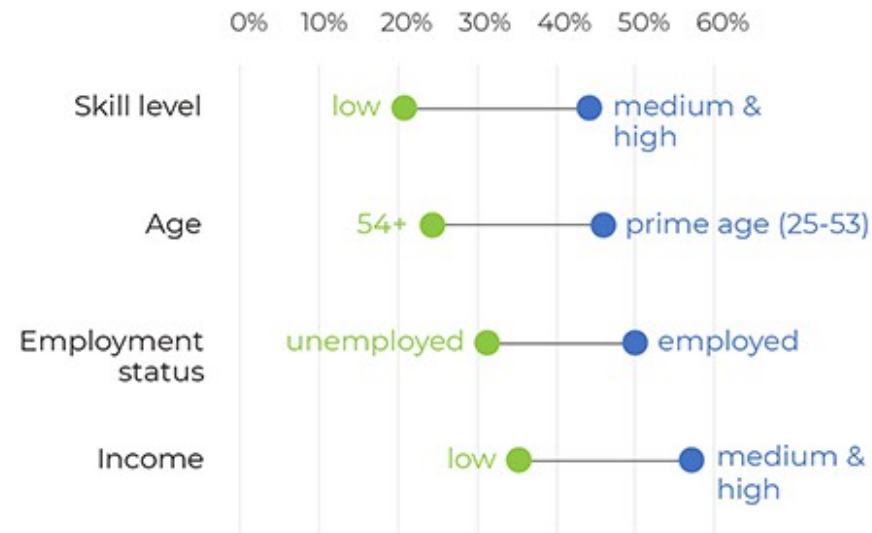
The world of work is changing

THE FUTURE OF WORK IN FIGURES

DISADVANTAGED ADULTS AREN'T RECEIVING ENOUGH TRAINING



% of adults participating in training (OECD)



Key questions to explore

1. AWARENESS

What do young people know about technological change?

2. CONFIDENCE

How confident are they about entering the changing working world?

3. READINESS

Are they getting the support they need from educational institutions?



01

Which technological developments have young people heard of?

Artificial intelligence	63.2 %
Renewable energies	48.2 %
Advanced robotics	47.7 %
Augmented reality	38.4 %
Big data	25.6 %



How confident are young people about entering the changing working world?

Q ■ Do young people see technological change as an opportunity?

Which percentage of young people see the possibility to work flexibly as an exciting prospect?

- a. *Under 20%*
- b. *Over 60%*
- c. *Between 80 and 90%*



How confident are young people about entering the changing working world?

02

Do young people see technological change as an opportunity?

63% of young people see the possibility to work flexibly as an exciting prospect.

“I am excited about the prospect of being able to work flexibly (e.g. doing different jobs, working when I choose) when I am older.”



How confident are young people about entering the changing working world?

03

Are young people confident that they will be able to find the job they really want?

61% of young people feel confident they will get the job they want.

12% said they are not feeling confident.

“I am confident that I will be able to find the job that I really want”



How confident are young people about entering the changing working world?

Q. Do young people feel ready to retrain to adapt to a fast-changing world of work?

Which percentage of young women believe they have what it takes to retrain during their careers because of technological change?

- a. *Under 20%*
- b. *Around 60%*
- c. *Between 80 and 90%*

Which percentage of young men think they'll have to retrain many times if their job is automated?

- a. *Under 20%*
- b. *Around 60%*
- c. *Between 80 and 90%*



How confident are young people about entering the changing working world?

04

Do young people feel ready to retrain to adapt to a fast-changing world of work?

60% of young women believe they have what it takes to retrain during their careers because of technological change.

60% of young men think they'll have to retrain many times if their job is automated.

“I feel confident that I have what it takes to retrain when I am older if my job is automated”



How confident are young people about entering the changing working world?

Q.

Do young people worry that they won't be able to secure permanent, full-time jobs due to technological developments?

Which percentage of young people fear that they won't have access to permanent, full-time jobs because of digitalisation?

- a. *Under 20%*
- b. *Around 50%*
- c. *Between 80 and 90%*



How confident are young people about entering the changing working world?

05

Do young people worry that they won't be able to secure permanent, full-time jobs due to technological developments?

47% of young people fear that they won't have access to permanent, full-time jobs because of digitalisation.

“I worry that I won't be able to secure permanent, full-time jobs when I am older due to technological developments.”



How confident are young people about entering the changing working world?

06

Do young people worry that there won't be much demand in the future for their knowledge and skills?

45% of young people worry that there won't be much demand for their skills and knowledge.

27% feel that their skills and knowledge will be in demand.

“I worry that there won't be much demand in the future for the knowledge and skills I have learnt.”



Are young people getting the support they need from educational institutions?

07

Extra help at school? Yes, please!

“I know what job I want to be doing in ten year’s time.”

56% of young people know what they would like to be doing in ten years time.

16% don’t know which job they’d like to do in 10 years time.

Respondents who while still at school (1) made most use of the internet to inform career thinking, (2) spoke to career counsellors, (3) met someone in a job they are interested in – are from more advantaged backgrounds



Are young people getting the support they need from educational institutions?

Q. **Extra help at school? Yes, please!**

Which percentage of young people would have welcomed more help getting a job while at school?

- a. *Under 30%*
- b. *Around 50%*
- c. *Between 70 and 80%*

Which percentage of young people felt the help they got at school was sufficient?

- a. *Under 10%*
- b. *Around 30%*
- c. *Between 40 and 50%*



Are young people getting the support they need from educational institutions?

08

Extra help at school? Yes, please!

71% of young people would have welcomed more help getting a job while at school

8% felt the help they got at school was sufficient

“I would have welcomed more help with how to get a job (e.g. applications, CVs, interview skills) whilst I was at secondary school.”



Are young people getting the support they need from educational institutions?

09

Extra help at school? Yes, please!

62% of young people would have welcomed more help with how technological change will impact the future of work

“I would have welcomed more help with how technological change will impact the future of work.”

