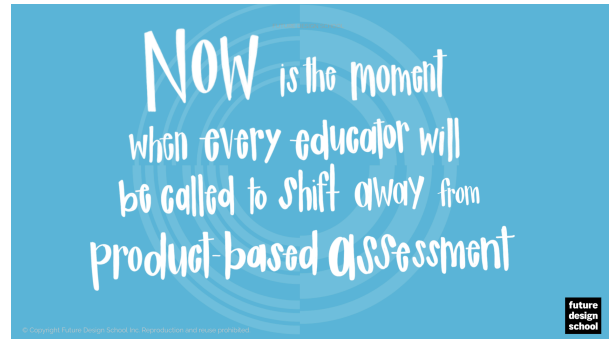


# Embracing Tomorrow:

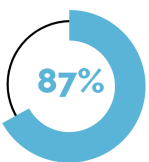
How Global Workplace Trends are Reshaping Education & Paving New Pathways for Students

Significant, interrelated trends are having a profound impact on education — in Canada, and around the world: the **changes in the workforce**, the corresponding growing **skills gap**; and the disruptive force of **AI and machine learning**.

Given the workforce landscape changes, the **very value proposition of Higher Education is being called into question**. Statistics show that many students don't feel prepared to enter postsecondary and when they get there, they are questioning the learning. Further to that, when they graduate only 50% of students are landing jobs, and only 30% in their fields of choice. Compounding the problem and highlighted in a study of [Next Gen Insights](#), only 1 in 3 High School students are feeling prepared for post secondary.



**This trend creates an exciting moment for educators to evolve from traditional assessment methods that rely heavily on written responses to teacher-set prompts.** We're encouraging a shift to a process-oriented approach, emphasizing the journey of learning, embracing failures, and cultivating a feedback-driven culture.



## SCOPE OF THE SKILLS GAP

of companies worldwide recognize that they have a skills gap now, or will within the next few years

Source: McKinsey & Company

In classrooms, leaning into AI is an important acknowledgement of where the world is headed. But more than this, it can be an engaging teaching tool that also helps **build important skills** like analytical thinking and technological literacy. The power of AI to build skills is particularly relevant and exciting at the moment, because we are facing a growing skills gap.

According to the World Economic Forum, **skills employers value most** include analytical and creative thinking, resilience, motivation, curiosity, and empathy — in addition to technical literacy. Furthermore, the Future of Jobs report also foresees **the displacement of 85 million traditional jobs with the emergence of only 69 million new roles**, spotlighting the importance of transferable skills, with AI and sustainability specialists being among the top emerging jobs.

## Future of Jobs: **Top 10 Skills**

1. Analytical thinking	6. Technological literacy
2. Creative thinking	7. Dependability & attention to detail
3. Resilience, flexibility & agility	8. Empathy & active listening
4. Motivation & self-awareness	9. Leadership & social influence
5. Curiosity and lifelong learning	10. Quality control

### TYPE OF SKILL

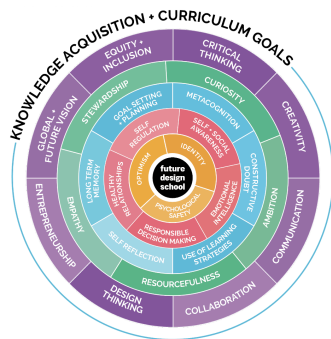
COGNITIVE SKILLS   SELF-EFFICACY   TECHNOLOGY SKILLS   WORKING WITH OTHERS   MANAGEMENT SKILLS

SOURCE: The World Economic Forum Future of Jobs Report, 2023

Importantly, we are finally starting to see **shifts in higher education** in response to this growing skills gap. Postsecondary institutions are now developing programs that build, measure, and help students articulate key skills in preparation for their entrance to the job market. Admissions are shifting, too, with many institutions placing a higher emphasis on demonstrable application of key skills.

**In today's evolving educational landscape, K-12 schools are undergoing a pivotal shift towards skills-based learning.** Recognizing the crucial need for students to understand the relevance of their learning, many schools are focusing on imparting industry-informed, future-ready skills through authentic tasks and experiences.

### PORTRAIT OF A FUTURE READY GRADUATE



**The "Portrait of a Graduate" plays an instrumental role in guiding this transformation.** When developed with deep insights, this portrait encapsulates the key competencies that students strive for throughout their schooling. Emphasizing the **conscious pursuit** of skill mastery, this framework ensures that every student's learning is underpinned by personal development, social-emotional skills, character traits, and an understanding of technology's role and limitations in our world.

The future of education is being rapidly shaped by the advancements of AI, with its potential in educational sectors growing each day. Already, over **75% of U.S. companies utilize AI** to enhance their business functions, emphasizing its significant impact beyond mere novelty.

## Generative AI = Asset in Education

AI had its tipping point at the beginning of 2023, and its influence has impacted every sector. Businesses and organizations are adopting AI at a rapid pace, to address front-facing and back-of-house challenges. In schools, meanwhile, we are seeing a broad range of reactions to this trend: some schools are digging in their heels, while others are embracing the moment.

The latter approach has numerous benefits. For teachers and staff, **AI has the potential to automate many thankless tasks**, and free up that most scarce resource in education: time.

In education, AI tools like ChatGPT and Google Gemini can automate numerous tasks, allowing educators to shift their focus to building essential student relationships. This automation doesn't signify the end of teaching roles but emphasizes a shift toward efficiency and a more personalized approach. Institutions are also employing AI to gain real-time insights, a shift from traditional reliance on latent data like standardized test results.

*"If the things we used to put so much effort into teaching can be automated, then maybe we should rethink what the actual goals and experiences are that we should work toward in the classroom"*

—  
**LALITHA VASUDEVAN**  
Columbia University Teachers College

Key areas AI is set to revolutionize include personalized inquiry, targeted interventions, AI-enabled tutoring, and data-driven decision making, promising an exciting transformation in the world of education.

### Experimentation is key to navigating AI's potential and risks!

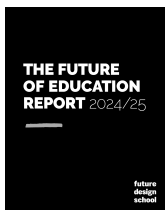
We reviewed some principles from Ethan Mollick's book Co-Intelligence to consider when experimenting with AI:

1. Always invite AI to the table
2. Be the human in the loop
3. Treat AI like a person...but tell it what kind of person it is
4. Assume this is the worst AI you will ever use

We are optimistic about the future of education and the use of AI - and we believe that all of education needs to consider how they work with AI as opposed to against it. AI will have an impact on policies, procedures, pedagogy and assessment but it won't change the heart of teaching, which is relationships. As you consider experimenting, start where you are, use what you have AND be dedicated to ongoing evolution. Also, share back your successes - we would love to hear from you!



If you are interested in learning more, please access the links below. If you have specific questions, feel free to reach out to Future Design School at [team@futuredesignschool.com](mailto:team@futuredesignschool.com)



### FUTURE OF EDUCATION REPORT 2024/25

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