

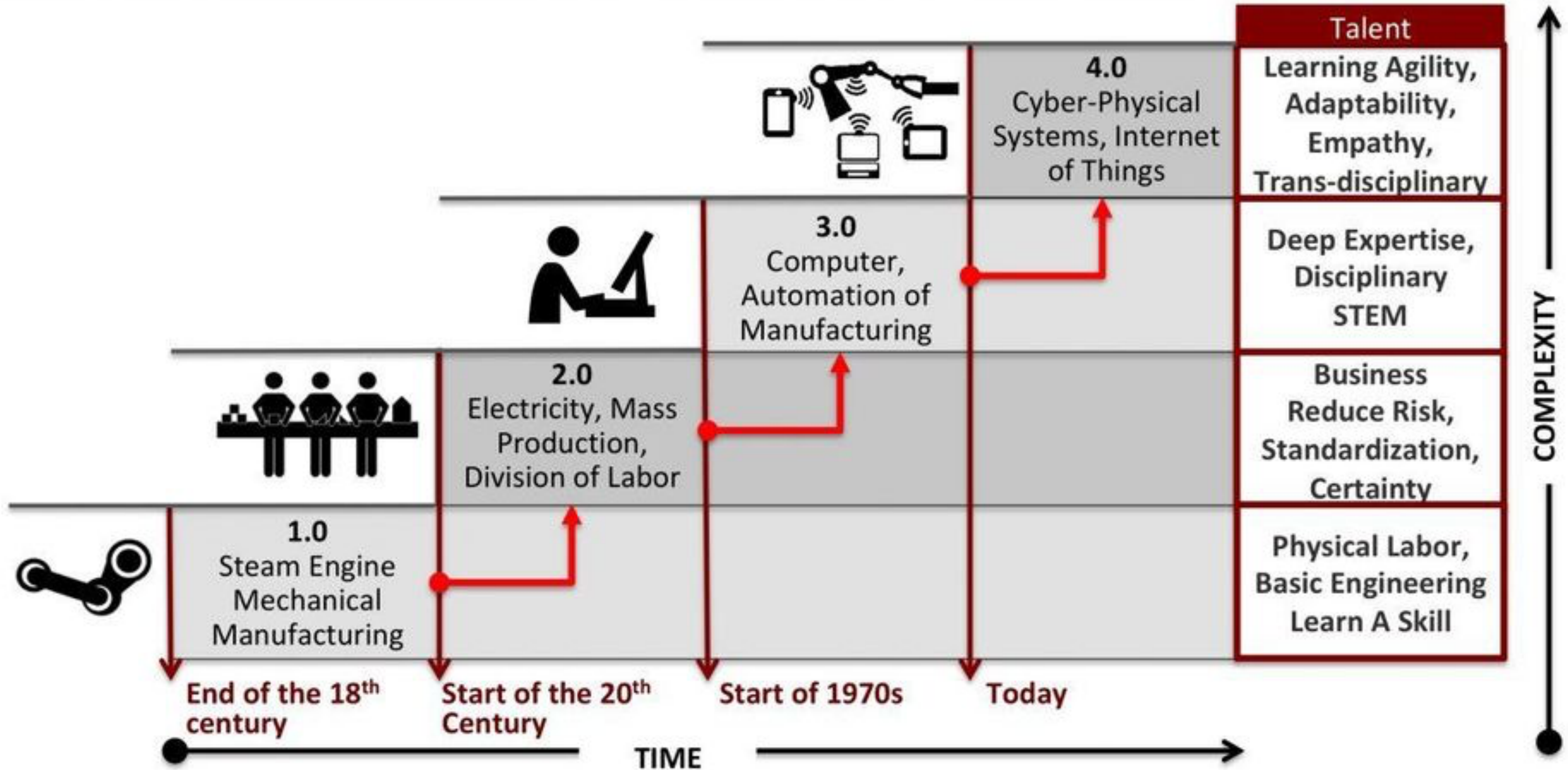
THE FUTURE OF WORK



THE FUTURE OF WORK



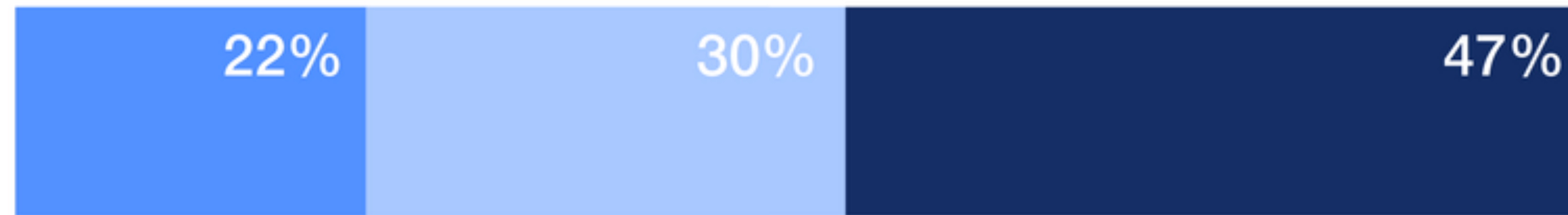
Future of Work: 4th Industrial Revolution (World Economic Forum)



Human-machine frontier

Proportion of tasks completed predominantly by technologies (machines, algorithms etc.), predominantly by people, or by a combination of the two

Now



By 2030



● Technology ● Combination ● People

















Source: World Economic Forum.
(2025). *Future of Jobs Report 2025*.



Core skills in 2025



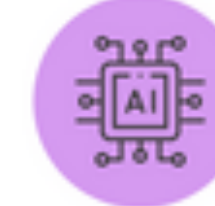





1.  Analytical thinking
2.  Resilience, flexibility and agility
3.  Leadership and social influence
4.  Creative thinking
5.  Motivation and self-awareness
6.  Technological literacy
7.  Empathy and active listening
8.  Curiosity and lifelong learning
9.  Talent management
10.  Service orientation and customer service




 Cognitive skills  Self-efficacy  Working with others  Management skills  Technology skills  Engagement skills

Note: The skills selected by surveyed organizations to be of greatest importance to workers at the time of the survey.
Source: World Economic Forum. (2025). *Future of Jobs Report 2025*.

Top 10 fastest growing skills by 2030



1.  AI and big data
2.  Networks and cybersecurity
3.  Technological literacy
4.  Creative thinking
5.  Resilience, flexibility and agility
6.  Curiosity and lifelong learning
7.  Leadership and social influence
8.  Talent management
9.  Analytical thinking
10.  Environmental stewardship

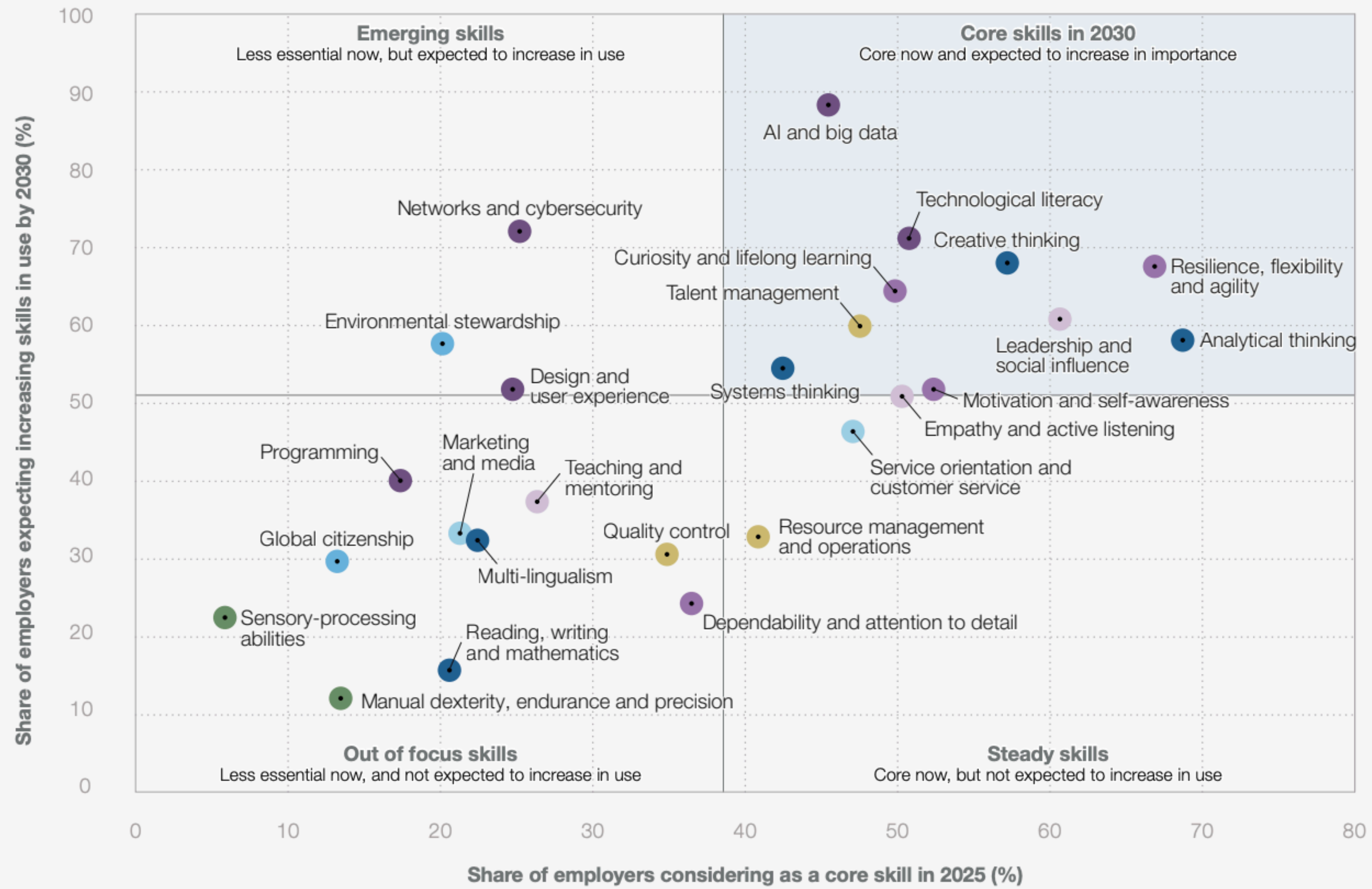
 Cognitive skills  Self-efficacy  Working with others  Management skills  Technology skills  Ethics

Note: The skills selected by surveyed organizations to be increasing most rapidly in importance by 2030.
Source: World Economic Forum. (2025). *Future of Jobs Report 2025*.

FIGURE 3.6

Core skills in 2030

Share of employers considering skills to be a core skill in 2025 and share of employers expecting skills to increase in importance by 2030.



- Cognitive skills
- Engagement skills
- Ethics
- Management skills
- Physical abilities
- Self-efficacy
- Technology skills
- Working with others



Engaged Learner



Compliant Learners



**It's not what you know. It's
what you can do with what you
know.**



Skills

Knowledge



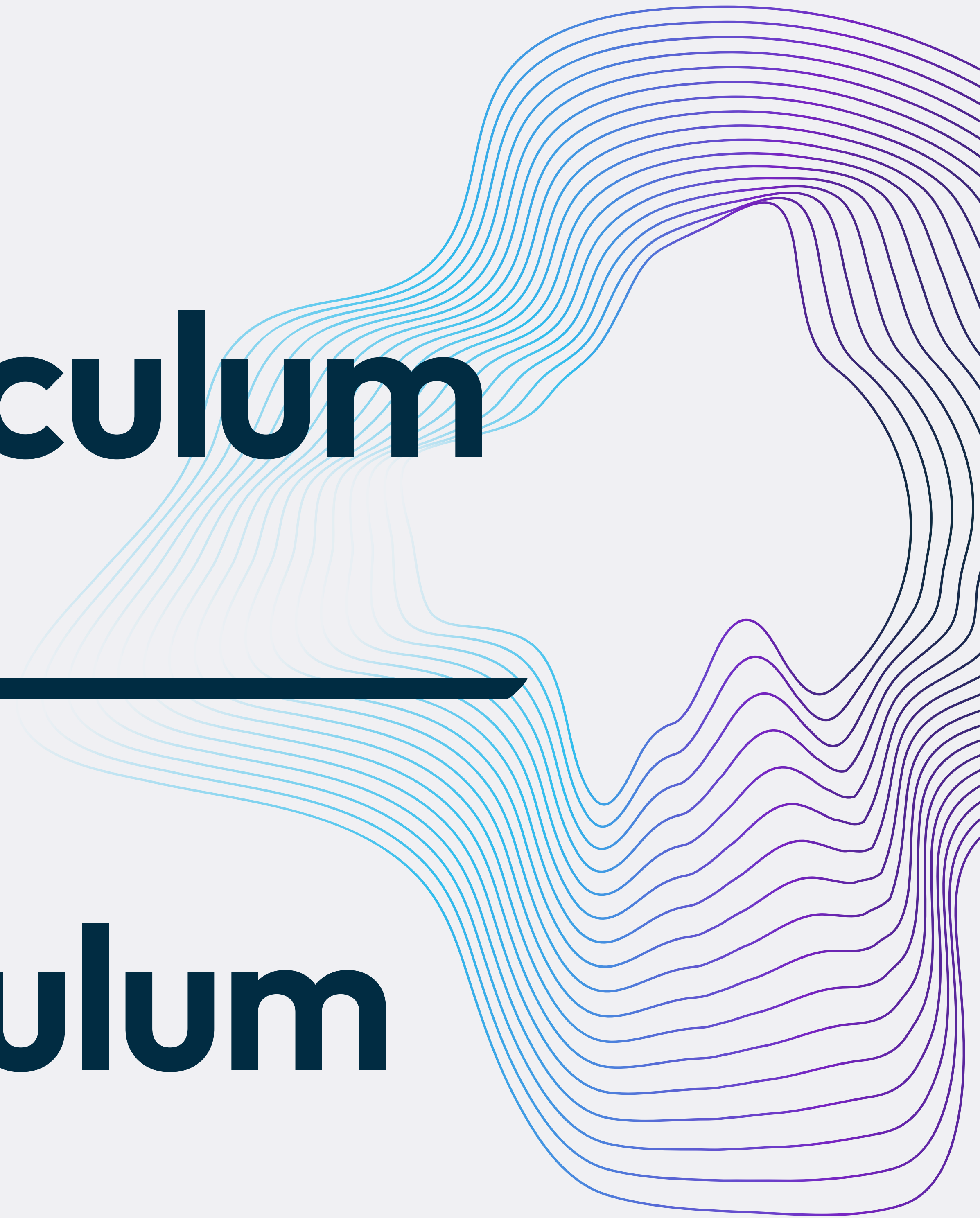
Process

Product



Capability-Rich Curriculum

Content-Rich Curriculum





MASTERY
TRANSCRIPT
CONSORTIUM



CATHOLIC
EDUCATION
WESTERN AUSTRALIA



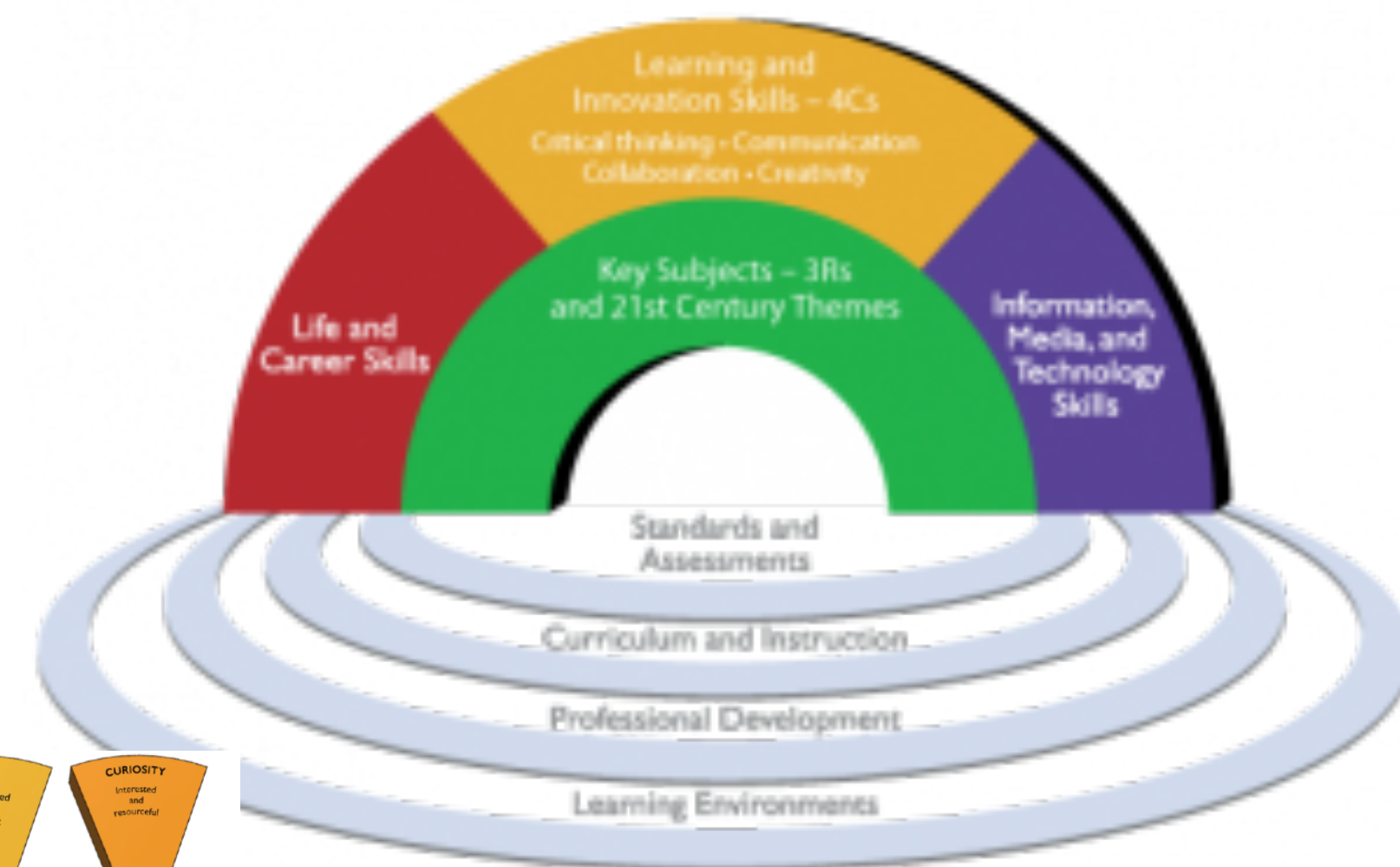
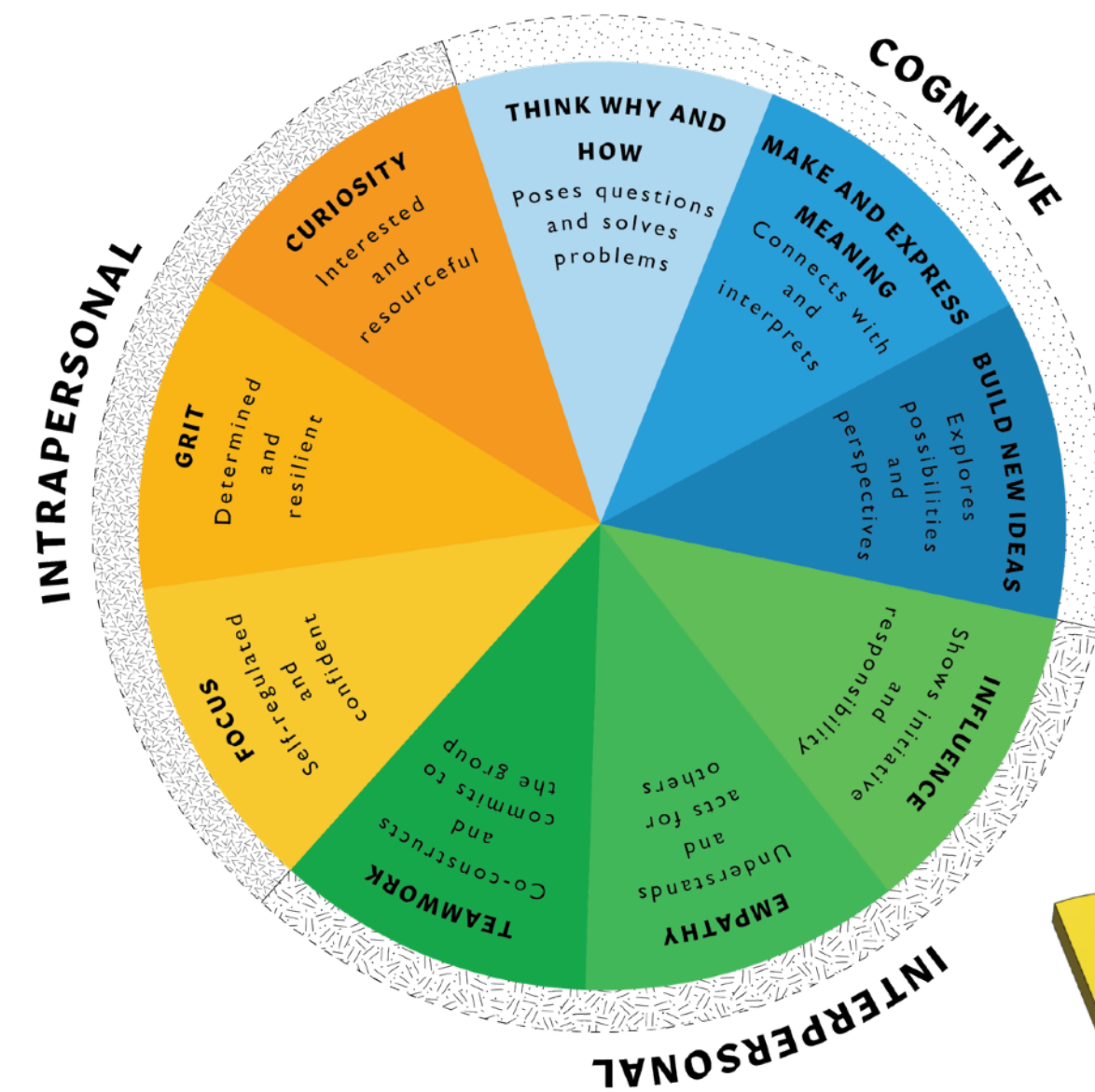
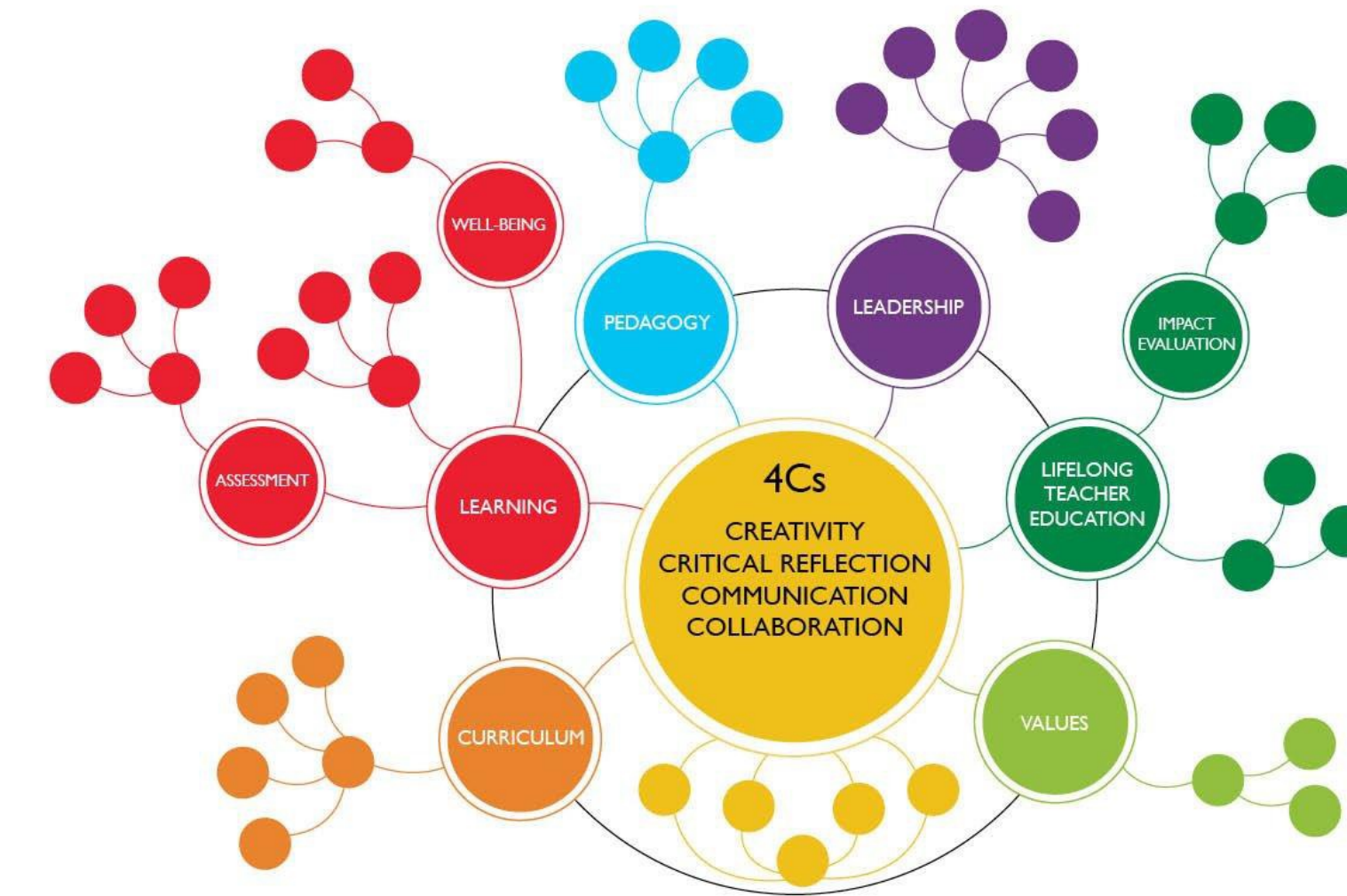
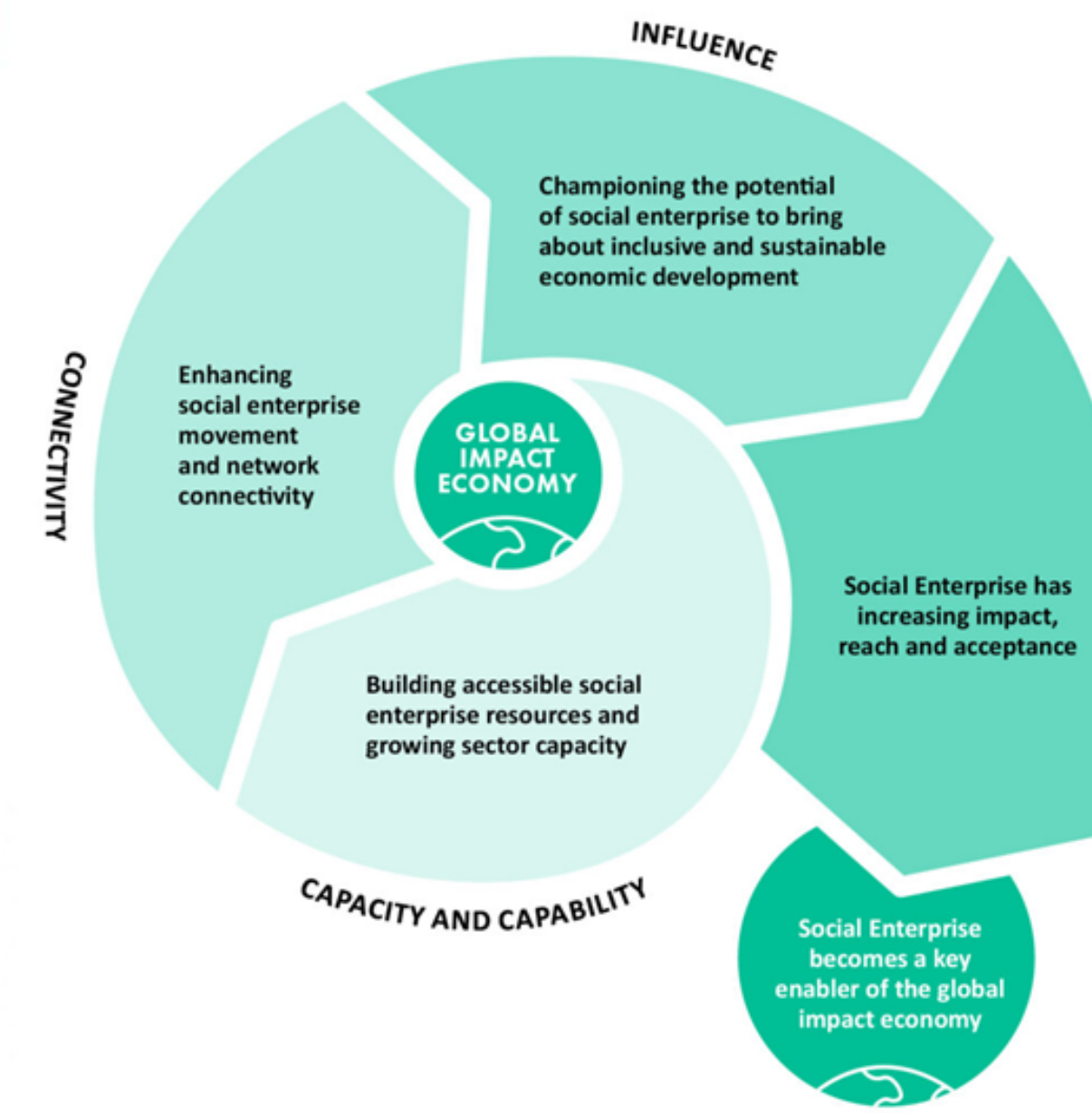
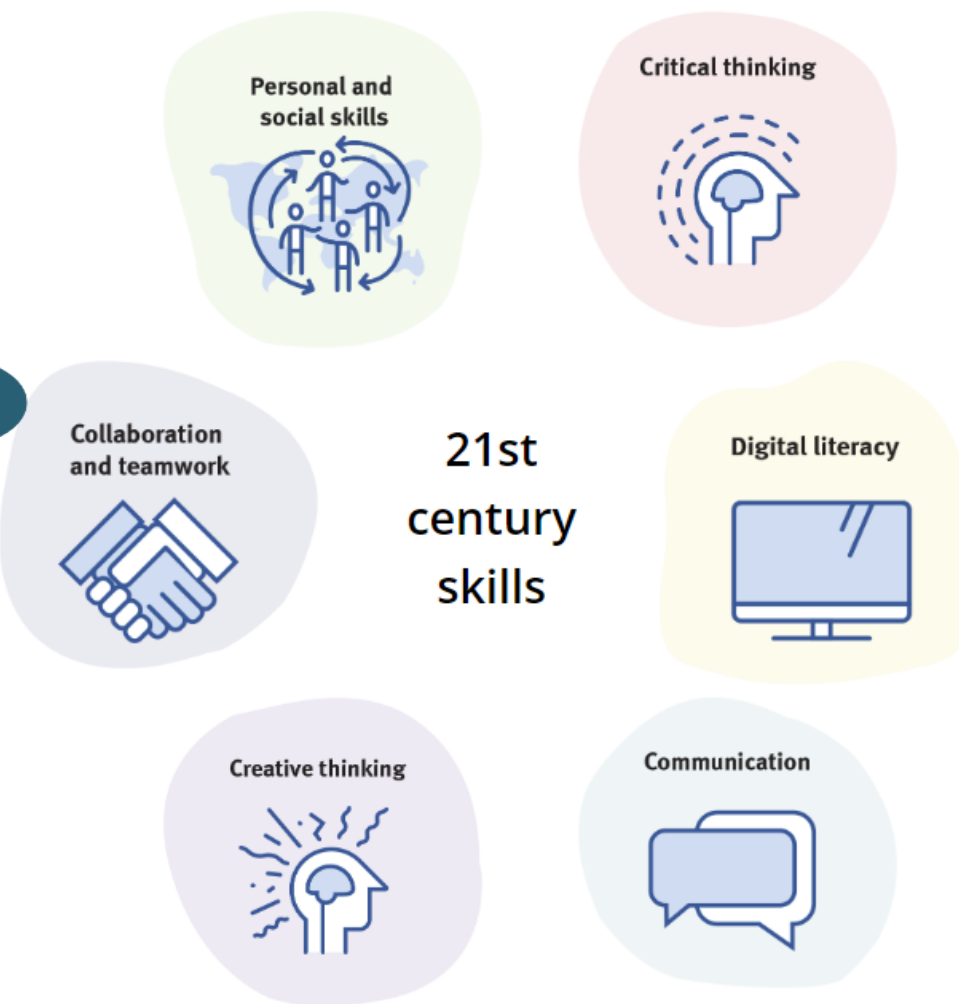
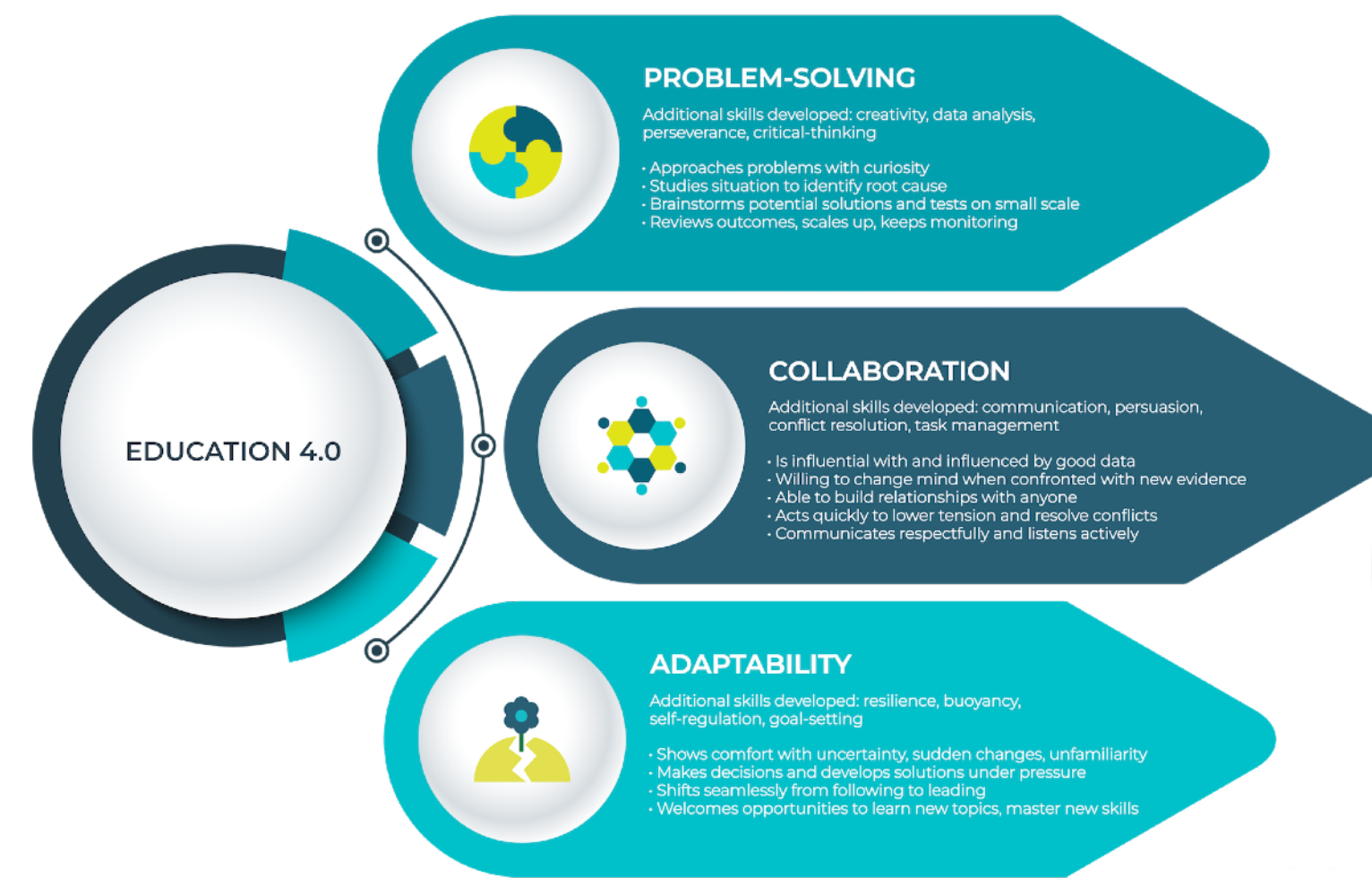
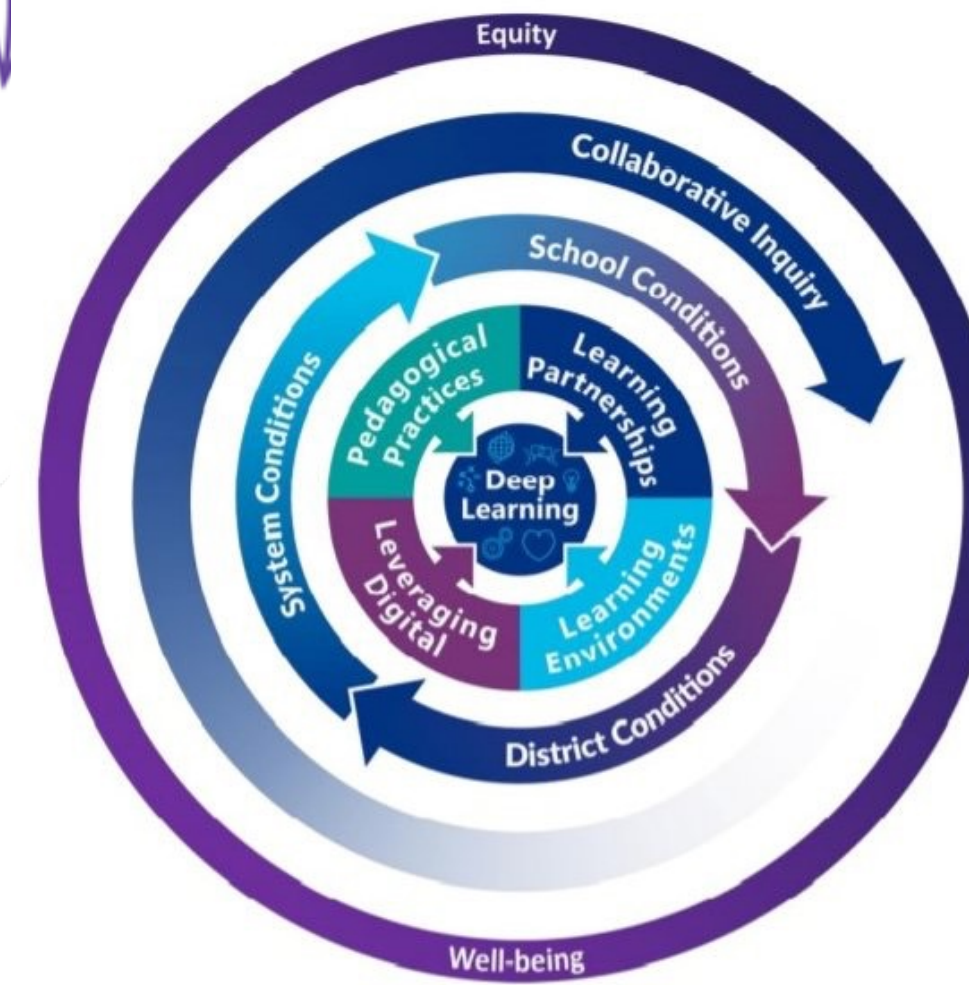
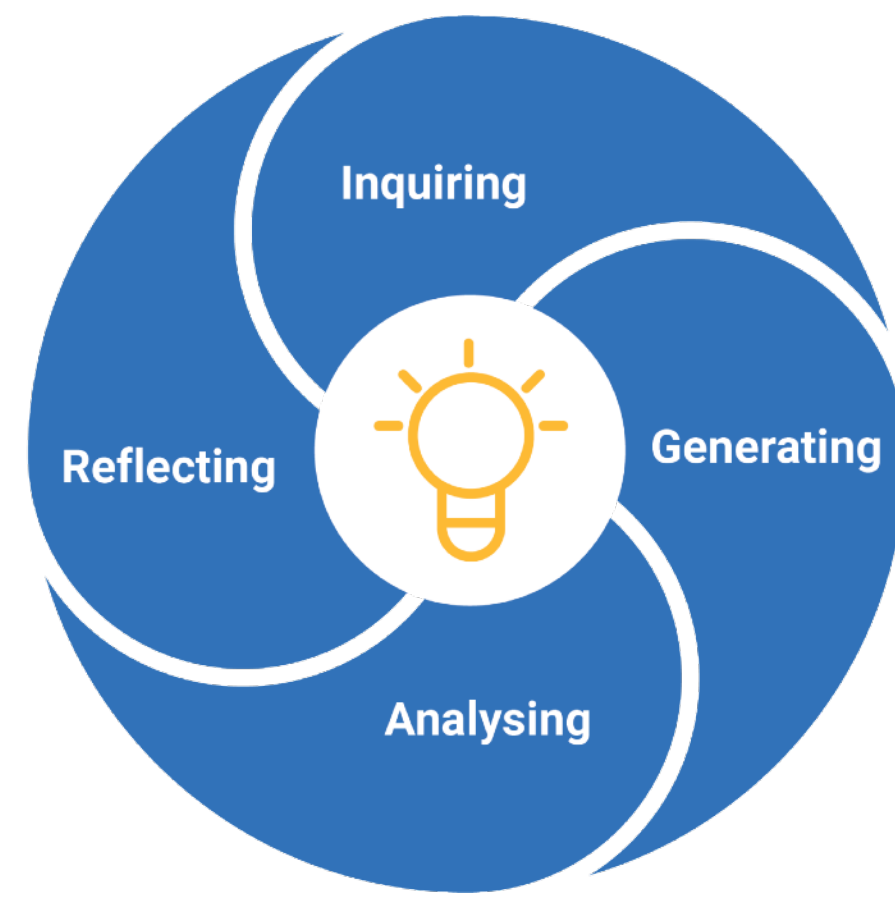
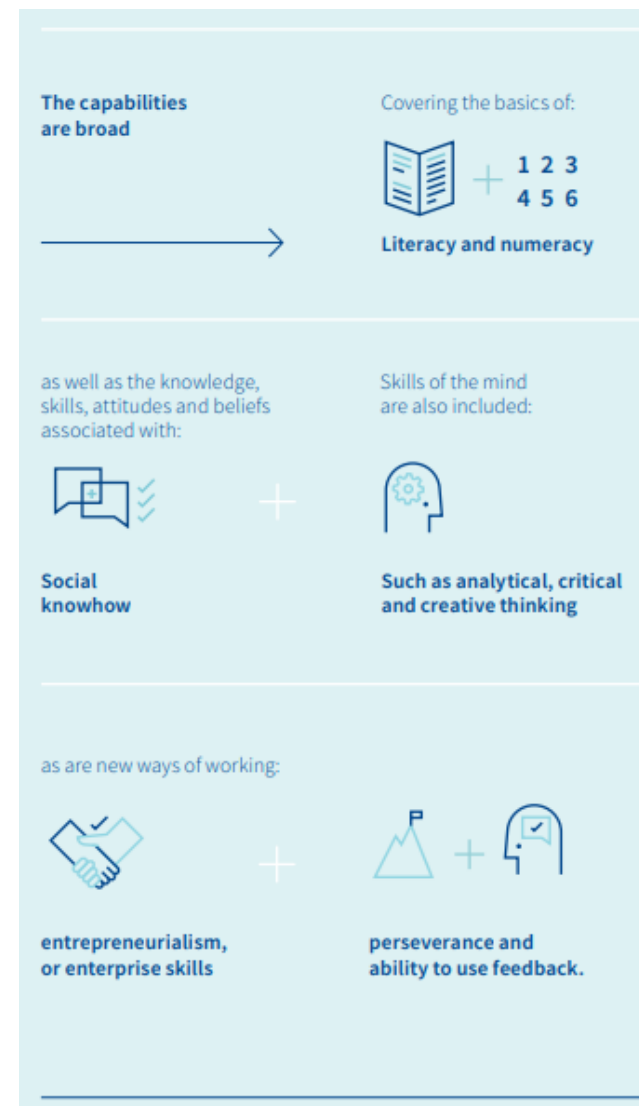
New Pedagogies for
Deep Learning™
A GLOBAL PARTNERSHIP



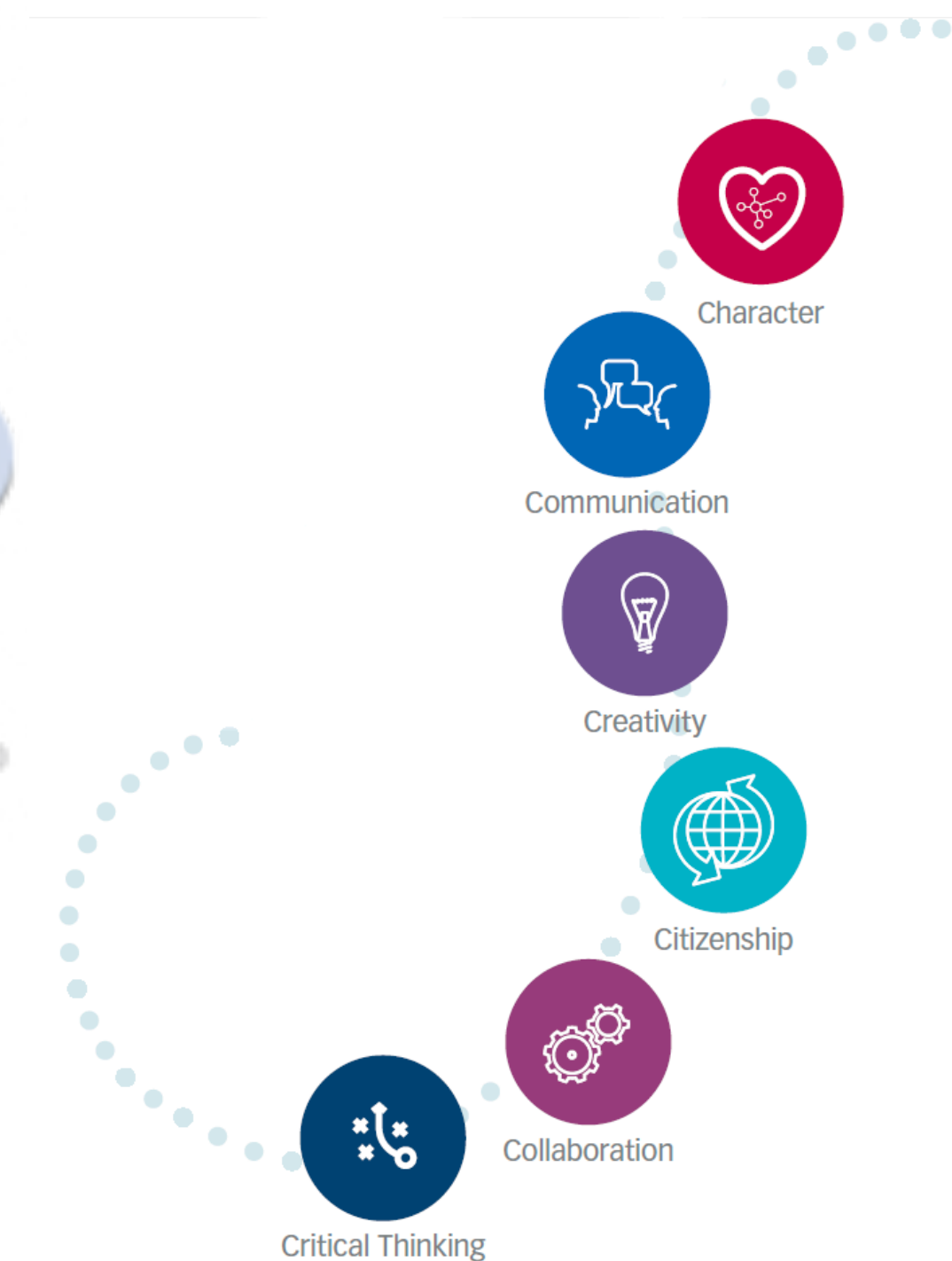
4C Transformative Learning

IDEO





© 2007 Partnership for 21st Century Learning (P21) www.P21.org/Framework

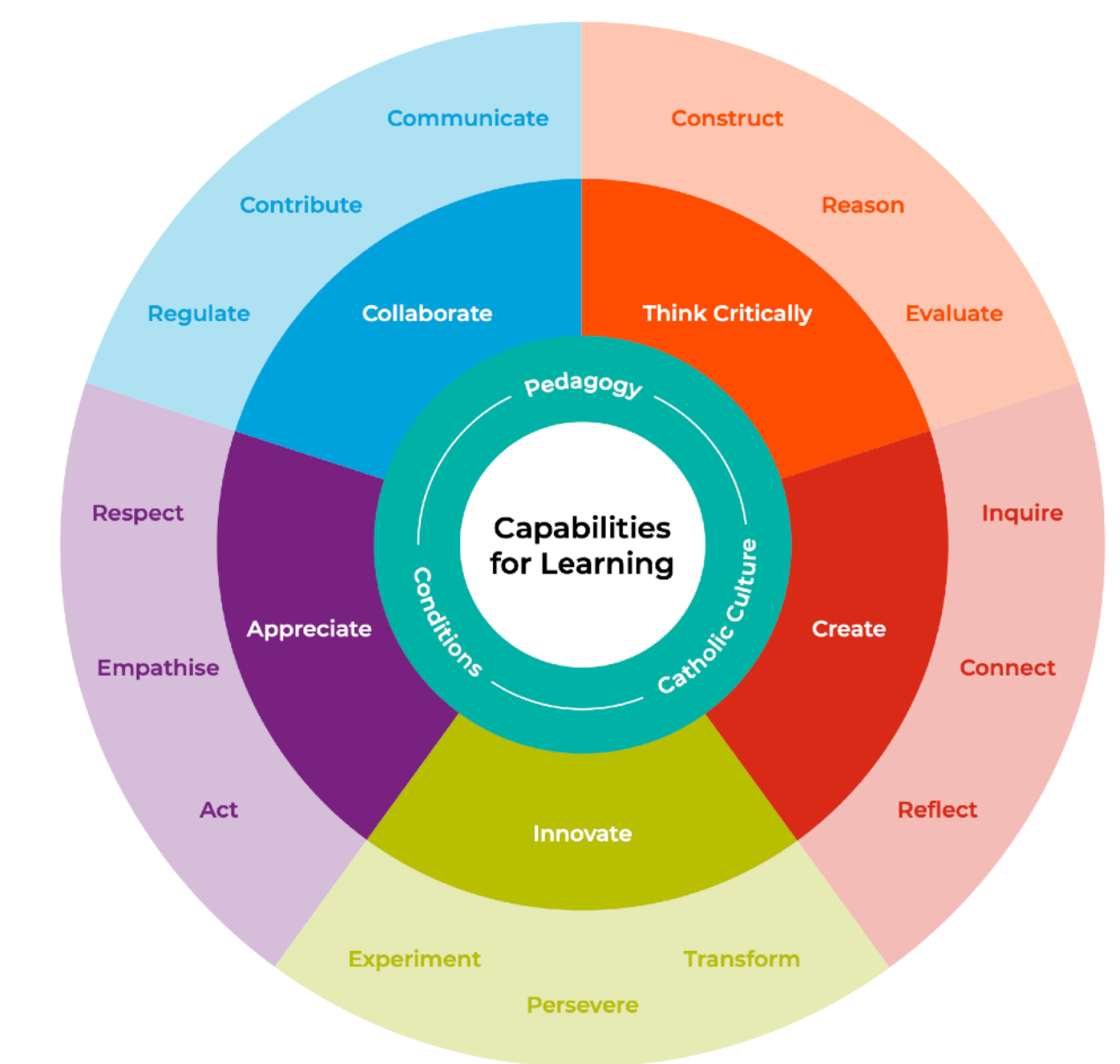


Enterprise skills are transferable skills that enable young people to engage with a complex world and navigate the challenges they will inherit. For example...

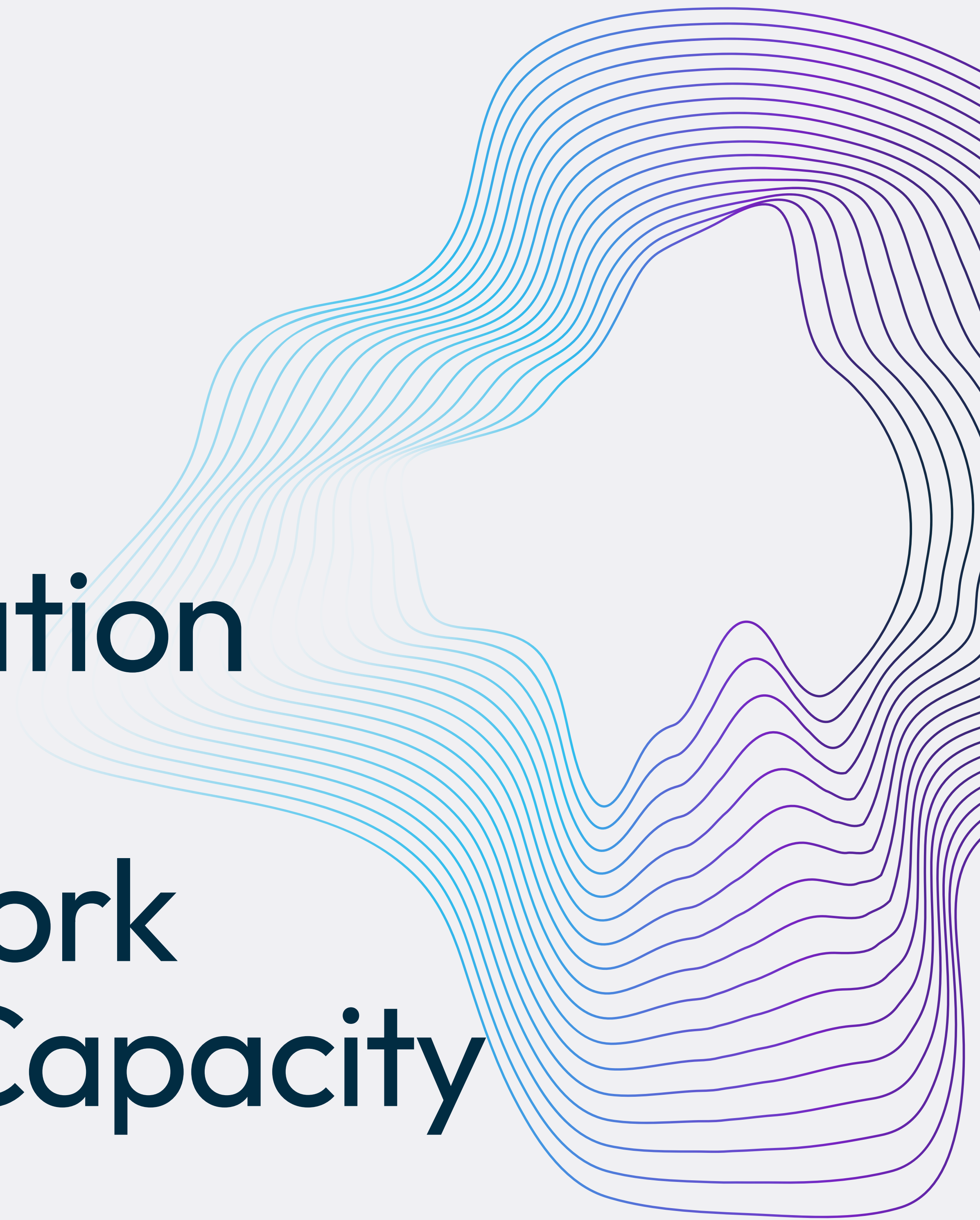
- Problem Solving, Communication, Digital Literacy, Teamwork, Presentation, Critical Thinking, Financial Literacy, Creativity.



fy_



1. **Capability Suite**
 - Working Definitions
 - Identified Sub Skills
 - Measurement & Evaluation Instruments
2. **Implementation Framework**
3. **Professional Learning & Capacity Building**



AGENCY

Curiosity



Creative Thinking



Critical Thinking



Communication



Action



Agility



The How?



**Define
Benchmark
Practice
Perform
Reflect**



Define
Benchmark
Practice
Perform
Reflect



**How do we define
the capability?**

**Can we use examples
and non-examples?**



Creative thinking is the ability to generate, refine, and apply novel ideas in meaningful ways.

Sub-Skills

- Imaginative
- Optimistic
- Experimental



Frayer Models
Co-Create Definition
Concept Maps
Role Plays
Exemplars
Poor Examples



Define
Benchmark
Practice
Perform
Reflect





CURIOSITY

Before Activate 2025

81% can describe what it looks like to be a curious thinker and doer.

41% feel totally confident across these sub-skills

CREATIVE THINKING

Before Activate 2025

79% can describe what it looks like to be a creative thinker and doer

40% feel totally confident across these sub-skills

CRITICAL THINKING

Before Activate 2025

68% can describe what it looks like to be a critical thinker and doer.

44% feel totally confident across these sub-skills

COMMUNICATION

Before Activate 2025

79% can describe what it looks like to be a good communicator

44% feel totally confident across these sub-skills

ACTION

Before Activate 2025

79% can describe what it looks like to take action on projects and tasks

52% feel totally confident across these sub-skills

AGILITY

Before Activate 2025

66% can describe what it looks like to be an agile thinker and doer

41% feel totally confident across these sub-skills



Focus.



AGENCY

Before Activate 2025

87%

feel they can take ownership of their learning, shaping what, how, and why they learn to reach their goals

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AGILITY

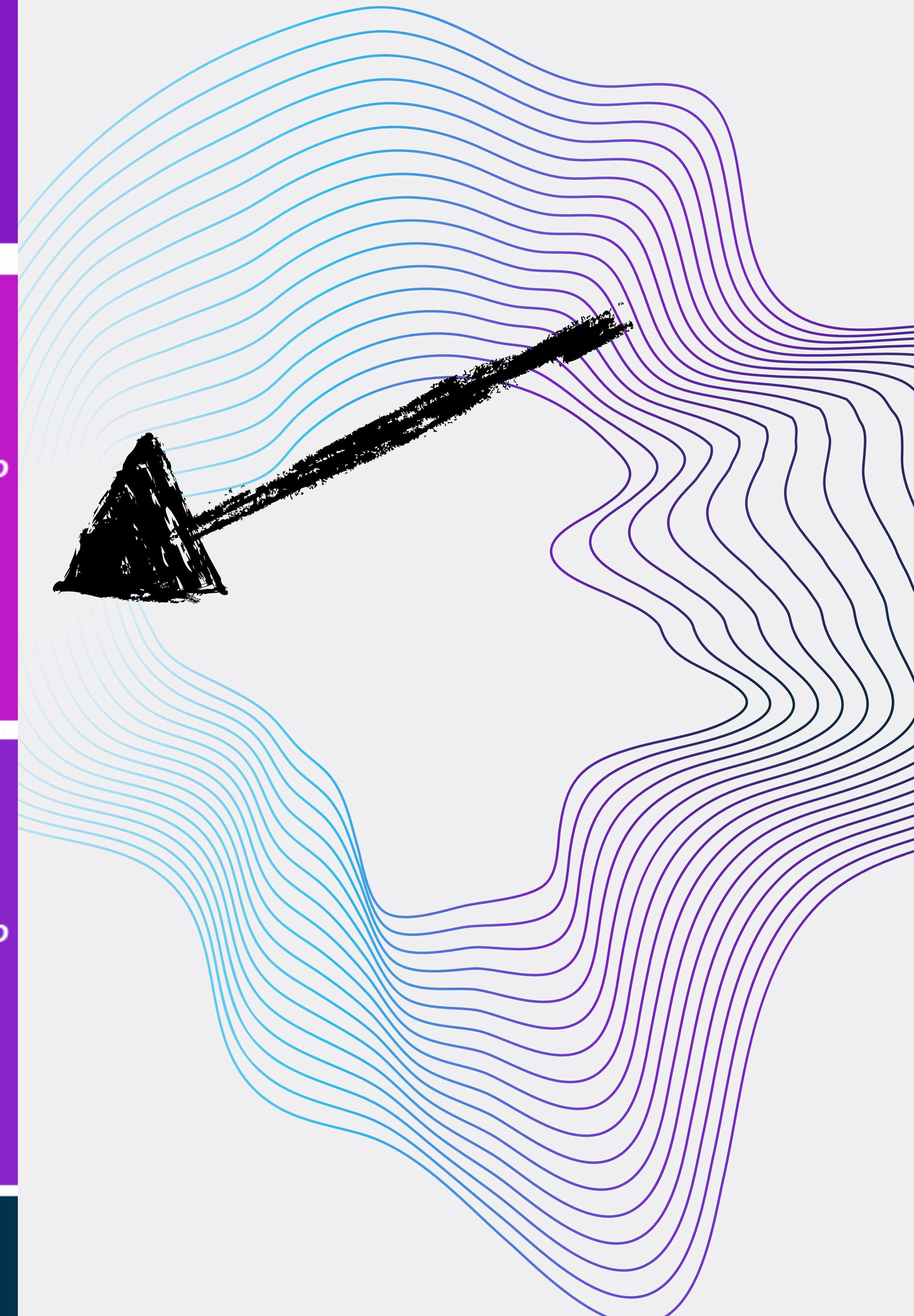
Before Activate 2025

66%

can describe what it looks like to be an agile thinker and doer

41%

feel totally confident across these sub-skills



Isolate 'needy' sub skills.





CREATIVE THINKING

I can describe what it looks like to be a creative thinker and doer.

No

Not Sure

Yes

4%

17%

79%

I don't know what this is/how to do this

I know what this is but I can't do this yet

I do this some of the time

I do this all the time

I can do this so well that I can teach others to do it

IMAGINATIVE

I can generate lots of ideas and like to get a little wild in my thinking.

2%

9%

51%

30%

9%

I can combine thoughts and ideas (even when they're not my own) to create new solutions.

0%

4%

55%

34%

6%

OPTIMISTIC

I can return to old ideas, or generate new ideas, when something doesn't work out or if others don't agree.

0%

6%

53%

30%

11%

I can remain optimistic while generating ideas, even without knowing if they will work or when others don't agree.

4%

4%

53%

30%

9%

EXPERIMENTAL

I can experiment with new and different ways of doing things.

2%

6%

49%

32%

11%

I can test ideas, using data and feedback loops to improve my idea.

6%

13%

40%

30%

11%





CREATIVE THINKING

I can describe what it looks like to be a creative thinker and doer.

No

Not Sure

Yes

4%

17%

79%

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32%

11%

I can test ideas, using data and feedback loops to improve my idea.

6%

13%

40%

30%

11%



Who owns the data?



FIND YOUR
ZING!



Define
Benchmark
Practice
Perform
Reflect



Capabilities are
developed with **fast,**
frequent and, **fun**
practice.

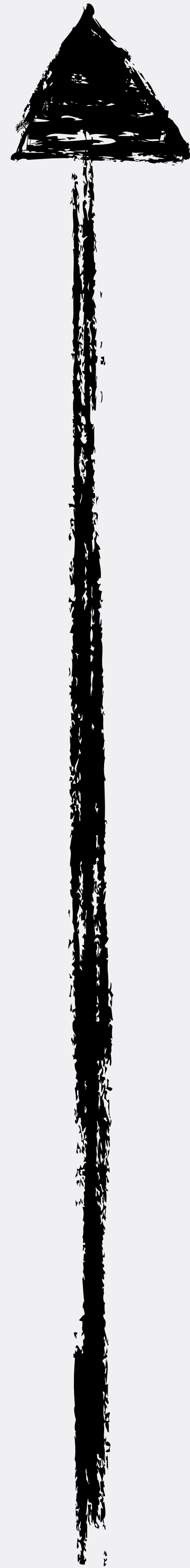




What if you spent **10 mins** a week on capability builders?



**Agency
Engagement
Motivation
Success**



Context: [I am a primary school teacher in...]

Ask: [I am looking to build the learner profile attribute of X in my Year X students.]

Parameters: Can you provide for me ten activities that I could run in 15 minutes or less in my classroom, that increase in complexity and require little to no preparation. I also really want the first few activities to be really fun and silly so that students get saturated in success.



Use the table below to help you choose **ONE** activity per week:

*Low
complexity*

WEEK	PRACTICE ACTIVITY	FOCUS
1-3	<i>Video Clip Reflections</i>	<i>Learning from mistakes</i>
	<i>Positive Self Talk</i>	<i>Staying positive</i>
	<i>Success Journal Entry</i>	<i>Self-reflection</i>
	<i>Back and Forth Story</i>	<i>Adjust to change</i>
	<i>Pivot Challenge</i>	<i>Adjust to change</i>
4-7	<i>Brainwalking</i>	<i>Feedback is fuel</i>
	<i>Brainwriting</i>	<i>Feedback is fuel</i>
	<i>Role Play</i>	<i>Bounce back from setback</i>
	<i>Puzzle (group roles)</i>	<i>Maintain positive attitude</i>
	<i>Case Study</i>	<i>Bounce back from setback</i>
	<i>Business Idea Advice</i>	<i>Failure as growth</i>
	<i>X Factor Deck</i>	<i>Bounce back from setback</i>
	<i>Mistake Charades</i>	<i>Learning from mistakes</i>
	<i>My Favourite Mistake</i>	<i>Owning mistakes</i>
8-10	<i>ProtoBot Challenge</i>	<i>Calm under pressure</i>
	<i>Proactive Feedback Challenge</i>	<i>Feedback is fuel</i>
	<i>Before Vs After</i>	<i>Growing from learning</i>
	<i>Mapping the Journey</i>	<i>Growing from learning</i>

*Medium
complexity*

*High
complexity*



Define
Benchmark
Practice
Perform
Reflect



**We measure what we value.
We value what we measure.**





CURIOSITY

Before Activate 2024

66%

of students understand what it takes to be a curious thinker

34%

feel totally confident in these skills

After Activate 2024

84%

35%

COMMUNICATION

Before Activate 2024

81%

of students understand what it takes to be a good communicator

48%

feel totally confident in these skills

After Activate 2024

86%

56%

PROJECT MANAGEMENT

Before Activate 2024

56%

of students understand what it takes to be a good project manager

42%

feel totally confident in these skills

After Activate 2024

69%

49%

CRITICAL THINKING

Before Activate 2024

62%

of students understand what it takes to be a good critical thinker

42%

feel totally confident in these skills

After Activate 2024

72%

49%

INNOVATIVE PROBLEM SOLVING

Before Activate 2024

61%

of students understand what it takes to be an innovative problem solver

39%

feel totally confident in these skills

After Activate 2024

74%

46%

CREATIVITY

Before Activate 2024

80%

of students understand what it takes to be a creative thinker

38%

feel totally confident in these skills

After Activate 2024

82%

45%

ADAPTIVE MINDSET

Before Activate 2024

68%

of students understand what it takes to have an adaptive mindset

43%

feel totally confident in these skills

After Activate 2024

75%

48%





**You can't transfer learning
without reflection.**



1. What went well?
2. What didn't go well?
3. What would you do differently?
4. Why does it matter?



How do we step back in
order to enable our young
people to step up?





FUTURE ANYTHING

How are we going
to bend the future?

www.futureanything.com