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Will our children have the skills required for the companies of tomorrow?

James Corbin
Head of Careers and Employability

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What are the skills of the future?

70s Degree = Employment

80s Degree + Extra Curricular = Employment

90s Good UCAS points + 2.1 + Good University + Extra Curricular + Work Experience = Employability

00's High UCAS points + 2.1 + Good University + Extra Curricular + Significant Work Experience of value + Own brand = Employability

What now and next?

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What are the skills of the future?

Innovative thinkers

Curiosity

Determination

Pragmatism

Agility

Resilience

Networked

Collaborative

What are the skills of the future?

Team work - multiple and collaborative teams

Location working - multiple and virtual

Work history – portfolio of projects

1-2 employers – multiple employers and projects

Big names on a CV – SMEs and self employed

User of technology – work/life integration, flexible working

Shifting focus – professional attributes

Employability skills – why have them?

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What is the purpose of education?

- Is education a product? Is it something to 'have' or is it something to experience?

- Should we be teaching skills, or expanding the capacity to learn and do?

- Where does the responsibility of educators stop, and the employers start?

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The barriers or challenges to employment (as it stands)

- 85 applicants per job

- Unpaid internships

- Heading towards 50% of people being graduates

- Older generation working longer – no 'retirement' age

- Financial considerations are huge – housing/transport. Are we teaching sufficient remote working skills? Are we the right people to teach them?

- Degree apprenticeships

- Under employment

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What are the employment opportunities for the future?

- **Self sought**
  - Portfolio careers – flexibility and transferability are key
  - Networking and presence

- **Traditional employment models** – graduate careers and graduate schemes

- **Emerging careers** – YouTube personality, virtual habitat designer, robot repair, bio hacker, rewilding and conservation, sustainable power, materials design

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