

“Envisioning the Future of Education and Jobs”

released by OECD at the World Economic Forum on 23 January, 2020, in Davos

A worthwhile read if you are concerned about attracting future talent to your industry

The following are selected extracts from the Report:

(Access the full report here by opening this link to [‘Employers & Education’](#))

- This OECD Report is based on interviews with over **half a million 15-year-olds** in 79 countries conducted in 2018
- The study provides insights into the **contemporary career expectations** of young people aged 15, into their aspirations for their future careers, and into where they learn about the world of work.
- It appears that, over their schooling, **young people struggle to develop** more informed, more nuanced **understandings of the labour market** and how they might ultimately engage in it.

Main findings:

- High achievers do not always aim high.
- High-performing young people from the most disadvantaged backgrounds are, on average, nearly four times less likely to hold high aspirations than similarly performing peers from the most privileged social backgrounds.
- Career expectations have changed little since (the previous survey in) 2000, an era before social media, 3D printing and the rapid acceleration of the use of artificial intelligence in the workplace.
- Overwhelmingly, it is jobs with origins in the 20th century or earlier that are still most attractive to young people.

Findings (cont.):

- **Labour market signals are failing to reach young people.**
- Accessible, **well-paying jobs with a future** do **not** seem to capture the imagination of teenagers.
- Many young people, particularly boys and teenagers from the most disadvantaged backgrounds, anticipate pursuing jobs that are **at high risk of being automated.**
- Aspirations have become **more concentrated in fewer occupations.** 47% of 15-year-old boys and 53% of 15-year-old girls said they expect to work in **one of just 10 jobs** by the age of 30

Top 10 Occupations cited in 2018

By Boys

Engineers	7.7
Business managers	6.7
Doctors	6.0
ICT professionals	5.5
Sportspeople	4.9
Teachers	4.6
Police officers	4.0
Motor vehicle mechanics	2.8
Lawyers	2.4
Architects	2.2
	46.8

By Girls

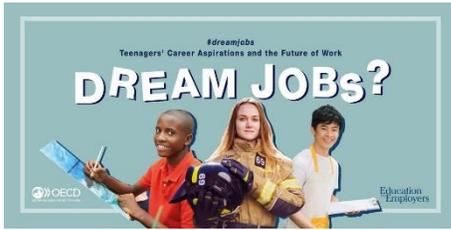
Doctors	15.6
Teachers	9.4
Business managers	5.0
Lawyers	4.6
Nursing and midwives	4.5
Psychologists	3.7
Designers	3.0
Veterinarians	2.8
Police officers	2.3
Architects	2.1
	52.9

Findings (cont.):

- Across the world, the young people who leave education today are, on average, **more highly qualified than any preceding generation in history**. They often enter the working world with considerably more years of schooling than their parents or grandparents.
- Yet young people continue to **struggle in the job market**, and governments continue to worry about the **mismatch between what societies and economies demand and education systems supply**.

Findings (cont.):

- With the **world of work changing so quickly**, there is strong reason to believe that schools need to look afresh at how they can better prepare young people for their lives.
- Never before has there been a greater onus on employers to step up and work with schools to **help young people understand jobs and careers and help teachers bring learning to life**. Students need help to make sense of the world of work.
- In short, **students cannot be what they cannot see**.



So what can we do about it?

This video clip has some practical recommendations

<https://www.youtube.com/watch?v=6N07G6kCgSc#action=share>

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