JUST WHAT SKILLS ARE REQUIRED FOR LIFE?

Serryn O’Regan
Exec Manager Governance & General Counsel
© Evolve College 2019

Prior written permission is required to copy, distribute, publish or use in whole or part.

evolve@evolvecollege.com
A CHANGING WORLD

• Skilling Australians for the future – What does it mean?
• New technologies are emerging – this will increase exponentially.
• Our future will be digitised, automated.
• We know all this.
A CHANGING WORLD

• But we are missing a key element…
• The exact technologies and thus the skills required for the human element of jobs in years to come, are not known at this point.
WHAT WE DO NOT NEED

• Because we do not know the technology of the future:
• We do NOT need to educate to a static point addressing what is currently known.
• Our discussion of actual skills needs to shift. A lot.
WHAT WE DO NEED

• Is to open ourselves to the skills that will be required in order to **cope with a rapidly changing future**.

• To **thrive** in a rapidly changing future.
AVOIDING THE TRAP

• We need to avoid the trap.

• If we mould our education system on teaching technical skills, or anything else that is static, we will teach only to the parameters we can currently see.
AVOIDING THE TRAP

• This will **cut off our future generations** from being prepared.

• That part – the preparation of the workers of tomorrow – is our responsibility, our opportunity.
THE REQUIRED DIRECTION

• Technical skills are a given.
• But more important is the ability to adapt – so that whatever is needed, can be met.
CORE SKILLS

• There are core skills that are needed.
• AND, the platform we come from today, must be solid – if we are going to offer a launching pad for the future.
• We need to get it right now – in order to be able to prepare people for tomorrow.
TODAY AND TOMORROW

• So the core skills we are talking about, start now.
• We are talking now.
• Bring the future to the here and now – in the way we educate, and the way we work.
• Then our workers will be prepared.
TWO PARTS ARE NEEDED

• TRAINERS
• EDUCATION
TRAINERS

• Trainers must be prepared to educate. Not to tick boxes.

• If we teach a tick box approach to Training and Education, we will stunt the preparation of our future generations.

• Things must change.
EDUCATION

• Education delivered must be relevant, adaptable and focused on the person.
• It must be delivered by those with a passion for education and a real commitment to people.
• Education is about the development of people.
EDUCATION

• Technical prowess, PLUS
• Core skills so students are future-job-ready.
WHAT SKILLS ARE NEEDED FOR THE FUTURE?

• Of course communication, digital literacy, motivation, team work and the like are needed. We already know this.
STUDENTS AND GRADUATES OF THE FUTURE

• But we need to go deeper:
  • Resilience
  • Commitment
  • Professionalism
  • Adaptability
WHAT IS RESILIENCE?

• Resilience is not being tough.
• Resilience is an ability to bring your all, consistently, no matter what.
• So consistency is key to resilience.
BUT CONSISTENCY OF WHAT?

- Consistency of the other attributes:
  - Professionalism
  - Commitment
  - Adaptability
PROFESSIONALISM

• Is the ability to get oneself out of the way and do whatever is needed.
PROFESSIONALISM

• Is working from an absolute bottom line of decency and respect in all dealings with all people, no matter who they are.
PROFESSIONALISM

• Is bringing your all – for you can’t be professional if you are only doing a half-baked job.
PROFESSIONALISM

• Is knowing you are **part of a team**.
• So each individual needs to bring their part in full, so that the whole may be great.
PROFESSIONALISM

• All of that, is professionalism
PROFESSIONALISM

• Plus **self-care** – a no brainer

• To be professional and do a great job, we need to care for ourselves so that we are not exhausted, frayed around the edges and not able to **fully contribute**.
PROFESSIONALISM AND RESILIENCE

• Are a responsibility.
• That comes from knowing we are part of a whole – the team, the company, the community, the society.
WHAT IS COMMITMENT?

• **Commitment** ignites us – it *re-energises* us.
• That is the *opposite* of what most workers experience at present.
COMMITMENT

• Commitment is not drive – or a ‘mission’ or a ‘push’ – they are **exhausting**.
COMMITMENT

• Commitment is borne from purpose – purpose releases the full capacity of workers.

• If we are on-purpose – committed and bringing our all – we are actually energised by our work and feel great.
EVERYTHING AFFECTS EVERYTHING

• The core skills – are needed **both in and outside work**.
• How can we have consistency if it is only at work?
EVERYTHING AFFECTS EVERYTHING

• This is what it means to be job-ready.
• Job-ready is RESPONSIVENESS
WORKERS OF TODAY

• Do they/we work and live like this?
  • How do workers feel at the end of the week?
  • How are they after the pressure of a major deadline? Is there a slump?
  • How consistent are they?
WORKERS OF TOMORROW

• If we are honest about the workers of today, then we can start to see we are a long way off what is required for the workers of tomorrow.
WORKERS OF TODAY

• We have work to do.
• Education is a process of igniting this in a ready-worker, and then allowing and encouraging the spark of their vitality, purpose and commitment to literally flow through the entire organisation they enter.
EDUCATORS OF TODAY, AND TOMORROW

• Can you imagine what would happen to workplaces if our workers worked like that?
• To our communities, our industries, our society?
• We are talking of what is needed today, and in the future.
TRUE WORKERS OF TODAY, AND TOMORROW

• Eliminate the peaks and troughs.
• Consistency
• A willingness to bring their all – whatever is needed.
TRUE WORKERS OF TODAY, AND TOMORROW

• No more slumps. No low periods of productivity in workers.
• As technology advances, we need high performing human beings to do the things machines cannot do.
TRUE WORKERS OF TODAY, AND TOMORROW

• And that, centres on quality.
TRUE WORKERS OF TODAY, AND TOMORROW

• We need the true human qualities that humans can bring.
TRUE WORKERS
OF TODAY, AND TOMORROW

• We are not seeing this in our education or workers at present – and it is needed.
• So we need to get this right, now, so that we can truly prepare our people for tomorrow.
INDUSTRY NEEDS THIS

• Industry will come to recognise this.
• People are an organisation’s key and fundamental asset.
• Their people’s **focus**, **strength**, **commitment** and **purpose** – all key components of resilience – are what make a true organisation tick.
PREPARING WORKERS

• That part, the moulding of our education system to be true – and produce what industry truly needs – is up to us.
TRUE WORKERS OF TODAY, AND TOMORROW

• We are not seeing this in any widespread way at present.
• But it does exist in pockets – one example being Evolve College.
• Evolve College has been teaching in this manner for 5 years, and prior to this its founding directors taught in VET for approximately 20 years. We are leaders in the VET sector.
QUALITY OF OUR GRADUATES

“Studying has not only offered me a qualification that I can now use to work in my chosen field, it has changed my whole approach to how I live my life. I am feeling strong and confident to go into this next phase of my life”.

Evolve College
QUALITY OF OUR GRADUATES

“My life changed ... I am strong in my independence, working full-time and feeling really happy with myself. My family and friends really noticed the changes in me.”
QUALITY OF OUR GRADUATES

“From studying with Evolve College my life changed in ways I never thought possible.”

“My life has changed significantly since graduating.”
QUALITY OF OUR GRADUATES

“My life had no real direction. Through my studies and the support I have received from the College, I am now motivated, inspired and looking forward to my future business!”
QUALITY OF OUR GRADUATES

“I was always stressed and anxious, slowly and with much encouragement and support, I have settled into a rhythm with my studies which has impacted every aspect of my life.”
HOW DO WE DO IT?

How do we produce graduates, workers like that?

Truly job-ready.

Simple...
HOW DO WE DO IT?

We get behind every single one of them, and bring all we’ve got.
And they can take that, as far as they want to – and they do.
JUST WHAT SKILLS ARE REQUIRED FOR LIFE?

These skills – adaptability, professionalism, resilience, commitment.
And our graduates, have them in bucket-loads.
THE ROLE OF EDUCATION

So too can we start to see this across the whole industry, if we truly ignite our purpose as educators, which is to develop people.
Thank You for your interest and support

Education is key to our future
EVOLVE COLLEGE

Evolve College:
• W: www.evolvecollege.com

Serryn O’Regan
• E: serryn@evolvecollege.com
• LinkedIn: https://www.linkedin.com/in/serryn-o-egan-a51376a7/
EVOLVE COLLEGE

Check out our stand at the NCVER Conference
Come and get a free massage from our amazing students!
© Evolve College 2019
Prior written permission is required to copy, distribute, publish or use in whole or part.