WORKING ACROSS THE GLOBE
Implications for Australian VET

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Future Work Skills 2020

While all six drivers are important in shaping the landscape in which each skill emerges, the color-coding and placement here indicate which drivers have particular relevance to the development of each of the skills.

**KEY**
- Drivers—disruptive shifts that will reshape the workforce landscape
- Key skill needed in the future workforce

**extreme longevity**
Increasing global lifespans change the nature of careers and learning

**computational world**
Massive increase in sensors and processing power make the world a programmable system

**superstructured organizations**
Social technologies drive new forms of production and value creation

**rise of smart machines and systems**
Workplace robotics nudge human workers out of rote, repetitive tasks

**new media ecology**
New communication tools require new media literacies beyond text

**globally-connected world**
Increased global interconnectivity puts diversity and adaptability at the center of organizational operations
Cosmopolitanism presupposes a set of skills, outlooks and practices which become necessary tools for individuals as they cross boundaries between the familiar and the unfamiliar...

These skills are...important for understanding the broader cultural, economic, political or environmental consequences of one’s own actions.

Zlatko Skrbiš, Monash University

“Becoming citizens of the world demands that students step away from the comfort of assured truths.”

Martha Nussbaum
Learner mobility in Europe

- Erasmus has expanded to include VET, with 650,000 grants available between 2014 and 2020.
- 1 in 3 Erasmus trainees are offered a position by the company they worked in.
- Five years after graduation, the unemployment rate of young people having studied or trained abroad is 23% lower than that of their non-mobile peers.
New Colombo Plan

“The New Colombo Plan is a signature initiative of the Australian Government which aims to lift knowledge of the Indo Pacific in Australia by supporting Australian undergraduates to study and undertake internships in the region.” DFAT

<table>
<thead>
<tr>
<th>Individual capabilities</th>
<th>Organisational capabilities</th>
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<tr>
<td>1 Sophisticated knowledge of Asian markets / environments</td>
<td>7 Leadership committed to an Asia-focused strategy</td>
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<tr>
<td>2 Extensive experience operating in Asia</td>
<td>8 Customised Asian talent management</td>
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<td>3 Long-term trusted Asian relationships</td>
<td>9 Customised offering / value proposition based on customer insight</td>
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<td>4 Ability to adapt behaviour to Asian cultural contexts</td>
<td>10 Tailored organisational design with tendency to local autonomy</td>
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<td>5 Capacity to deal with government</td>
<td>11 Supportive processes to share Asian learnings</td>
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<td>6 Useful level of language proficiency</td>
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Asia Capability or AQ
THE LEARNING IMPERATIVE
Learning languages, and experiencing learning in other places, cultivates the transversal skills needed in this period of globalisation.

THE BUSINESS IMPERATIVE
The World Economic Forum predicts that:

to be employable in 2020, graduates must be technologically literate and acquire transferable, cross-cultural learning skills. Any nation or company that continues to rely on conventional learning and routine, siloed work without fostering a culture of continuous learning will face an ever-deepening talent gap.

THE SOCIAL IMPERATIVE
Societies around the world are becoming increasingly multicultural. Citizens benefit from education and training infused with a cosmopolitan outlook. This fosters not only tolerance but a greater appreciation of what bi- or multi-lingual citizens and workers can offer. We need to know how to benefit from diasporas, too.
Sydney Institute Film Academy
Melbourne Polytechnic

The opportunity for offshore students

By hosting Victorian TAFE students, offshore students:
- feel more integrated with Australia
- improve English ability
- consider pathways to Victorian universities
- enjoy an improved reputation in the Australian program

“We are definitely engaging with Asia and reaping the benefits of treating them with respect and equal partners...for our Beauty students, an ability to cater for the Asian customer will lead to better job outcomes; same with our hospitality and event management students (Chinese tourists outnumber any other source country); for our building and design students, visiting China and learning about their system leaves our graduates well placed to work with international clients and also to get jobs around the world.”
Final workshop on Gujarat tour arranged by the Indian National Institute of Fashion Technology, 2015
Aged care workforce
“The Australian immigration system and the domestic training systems are calibrated to the same kinds of occupations and skills at a high level, which means there is an increasing shortage in the availability of unskilled or lower skilled employees. Better trained staff is critical to ensuring we have a tourism workforce capable of giving visitors a world-class experience. In order to optimise the travel experience for our visitors, a skilled, professional and ‘Asia ready’ workforce is essential.”

The National Tourism Alliance, 2015
Fashion is global