Work in the 21\textsuperscript{st} Century: It’s a Whole New World

21\textsuperscript{st} Century Employability Skills:
Adaptability Lesson 1 - New World of Work
Adaptability in the 21st Century Workforce

Desired Outcomes—Students will be given an overview of attributes (traits) of adaptability. This lesson will primarily focus on the first two:

• Notices when things change, like new technology or new responsibilities, and sees it as an opportunity rather than being negative about it.

• Open to new experiences by trying out different work environments, roles, and tasks.

• Considers a variety of viewpoints and suggestions to get the job done.

• Can handle normal amounts of stress, use feedback in a positive way, and learn from things that go wrong.
Who turned the world upside? Why didn’t they tell us?

- Rapid changes in technology bring about social change in many ways
- Companies need to remain agile to be competitive
- Many companies can no longer make commitments of hiring full-time employees for 40 years
- At the same time, technology is connecting workers to a global economy like never before
- The workforce is truly globally competitive, anyone can work from anywhere in the world
- That means you are competing against the world for work that previous generations only competed for locally
What does the modern workplace look like?

• Currently 53 million people are independent workers, 1/3 of the total U.S. workforce
• By 2020, it’s projected that nearly half the U.S. workforce will be independent contractors or freelancers
• Traditional “jobs” are being replaced with stint-work
• Stints are shorter jobs or contracts
• The workplace is everywhere: employees can work remotely from anywhere in the world
What does this mean for modern workers?

- No guarantees of long-term, stable employment
- No guarantees of retirement and employer-provided health care
- Anticipate periods of time without work
- More flexibility in the workplace
- More opportunities for distributive work, meaning relocation may not be mandatory, also meaning the competition becomes global
- Workers who embrace the changes can shape their lifestyles
Quick Stats

• A college degree used to correlate to about a 40 year career

• Gen-Xers who graduated from college from 1986-1990 averaged two job changes in their first ten years of employment

• Millennials can change jobs four or more times in their first ten years of employment

• Modern workers aren’t just changing jobs, they often change to completely different industries too
That wasn’t in the plan, now what?

• 20th Century workers believed by going to college and working hard that job security would follow
• This is NO LONGER true, and may seem unfair
• 21st Century workers who embrace the change in the workforce have a better chance of success and even happiness
• New values: less emphasis on consumption, more emphasis on flexibility
• Learn the skills to navigate the New World of Work!
How the New World of Work 21st Century Skills Series Can Help

• The course lessons and videos have been designed to help you build your 21st Century Skills
• Understanding your transferable skills, the ones you can take with you no matter what work you do, will help you adapt to the changing workforce
• Introduction Video:

https://www.youtube.com/watch?v=DAweDxVFBU
Work Skills for the 21st Century

- **Go by many names:**
  - Applied skills, employability skills, cross-disciplinary skills, competencies, transferable skills, and soft skills.

- **What they are:**
  - Knowledge, work habits, and character traits necessary to succeed in this rapidly changing world.

- **The good news:**
  - Just like any other subject, 21st Century Skills can be taught, practiced, and incorporated into everyone’s life.
  - The New World of Work team has identified the “Top 10” 21st Century Skills all modern workers need.
21st Century Employability Skills

1. Adaptability
2. Analysis/Solution Mindset
3. Collaboration
4. Communication
5. Digital Fluency
6. Empathy
7. Entrepreneurial Mindset
8. Resilience
9. Self-Awareness
10. Social/Diversity Awareness
4-Steps to Gain Skills for the New World of Work

**Step 1:** Skill awareness: What is the skill? Why is it relevant in the workplace?

**Step 2:** Observation: After awareness, then purposefully observe others in the workplace, model after good examples.

**Step 3:** Reflect on skills and workplace situations in a safe environment like the classroom; self-assess your own behavior, get feedback, make adjustments.

**Step 4:** Continue practicing the skills and reflecting on progress.
Activity 1: Identifying Factors in the 21st Century Workforce

1. Find a partner, someone that you don’t already know in the class.
2. Introduce yourselves. Why are you taking this class and what do you hope to learn?
3. Share real life examples of the 21st Century Workforce, such as
   1. Someone you know who has been downsized due to changes in technology
   2. Someone you know who works as a freelancer
   3. Someone you know who works virtually
   4. What you have been told about work and what is different
Adaptability in the Workplace: What Not To Do

• https://www.youtube.com/watch?v=Y1NEdFLujuw
Activity 2: Video Discussion

• The tone of the video is exaggerated, but have you ever worked on a project or had a co-worker who wasn’t adaptable?

• Why is it sometimes difficult to deal with change and be adaptable?

• What are some possible outcomes if you aren’t adaptable?
Activity 3: What is Adaptability in the Modern World of Work?

1. Find a partner, someone that you don’t already know in the class.

2. Introduce yourselves. Work together to answer the question: With the trends in the modern workforce, what traits does a person need to have to show they are adaptable? (How do you avoid “What Not to Do” responses to change.)

3. Share your examples and ideas with the class.
The Adaptable Mind Video

• Let it Ripple is an educational film studio, focused on video content to help promote an understanding of core skills needed in our emerging “human” economy

• These are the skills that can’t be automated, that rely on your character traits, and are transferable to any work you do

• http://www.letitripple.org/films/adaptable-mind/
Summary

• Gaining 21st Century Employability Skills will help prepare you for the demands of the modern workforce
• These are gained through a combination of awareness, practice in the workplace, and reflection
• You are in control of your own journey
  • Ask for feedback from instructors and work based learning supervisors
  • Research on your own
  • Apply what you learn every single day…. Practice!
Next Steps: Practice!

LinkedIn and New World of Work have partnered to provide suggested next steps after each of the 21st Century Skills lessons.

Go to: www.linkedin.com/learning

These videos will help you continue to explore Adaptability. You can earn certificates of completion to post on your LinkedIn profiles along with any of your digital badges and skills verifications.

• **Course:** Embracing Change
• **Course:** Managing Stress

**Videos:**

Use the right technology and track the right data

Adapting to a changing environment

Getting the job done

Managing stress

Stress

Feedback

Types of feedback