

The New Work Order Report

By Faye Williamson

The latest report from The Foundation for Young Australians (FYA) has revealed that young people will be the hardest hit under a new future of work, as we undergo significant changes.

The report 'The New Work Order: Ensuring young Australians have skills and experience for jobs for the future, not the past', demonstrates three key economic drivers that will affect our future work force;

- Automation – machines replacing traditionally human performed tasks (e.g. self checkouts)
- Globalisation – in the way of technology enabling workers from around the world to do the job from remote locations
- Collaboration – where we will see people engage in flexible work with a number of different employers to generate an income.

The report found significant risks, including rising inequality, unemployment and insecurity – with young people being the most likely affected.

The findings

Currently 70% of young Australians are securing their first jobs in roles that will either be completely different or non-existent in 10-15 years.

Around 1 in 3 young people are currently unemployed or underemployed in Australia. As we lose more entry levels in the future, chances for young people to get their foot in the door diminish.

“Currently 70% of young Australians are securing their first jobs in roles that will either be completely different or non-existent in 10-15 years.”

60% of Australian students (71% being VET students) are currently studying or training for industries where at least two thirds of jobs will be automated or non-existent in 10-15 years.

More than 90% of Australia's current workforce will need digital skills to communicate and find information in order to perform their roles in the next 2-5 years.

At least 50% will need advanced skills to configure and build systems.

40% of Australian jobs are at high risk of automation.

11% of our service jobs could be performed remotely from abroad.

30% of Australian workers are already involved in flexible working arrangements involving multiple jobs/employers.

Future opportunities

The report does mention some positives with our change in work force.

- Lower barriers – since 2005 the cost of starting a new business as fallen 65%, globally
- More flexibility – 70% of young Australians are willing to use digital platforms to find work, which could add over 270,000 jobs
- Wider markets – since 2000, Australians have doubled their earnings from foreign employment.

Recommendations

FYA CEO Jan Owen says “To manage this demand and ensure Australia's young people can thrive in this environment, the next generation need to not only know how to operate technology, but how to create and manipulate it as well. Our children may be able to operate a smart-phone with ease, but what they need is to learn how to build it.”

Ms Owen says Australia desperately needs a national enterprise learning strategy to provide young people with the skills, knowledge and ideas required for a 21st century economy. Enterprise learning involves a focus on core skills including: Communication; Financial Literacy; Digital Literacy; Project Management; Creativity; and Innovation.

An enterprising skills education would:

- Begin early in primary school and build consistently, every year throughout high school
- Be provided in ways that young people want to learn: through experience, immersion and with peers
- Provide accurate information and exposure about where future jobs will exist and the skills to craft and navigate multiple careers
- Engage students, schools, industry and parents in co-designing opportunities in and outside the classroom. ■

Source: *The New Work Order – FYA Report 2015*

YOUNG PEOPLE NEED SKILLS AND EXPERIENCE FOR JOBS OF THE FUTURE, NOT THE PAST

70%

of young people currently enter the workforce in jobs that will be radically affected by

AUTOMATION

OCCUPATIONS:

ENTRY LEVEL
roles for young people are
DISAPPEARING



TRAINING:

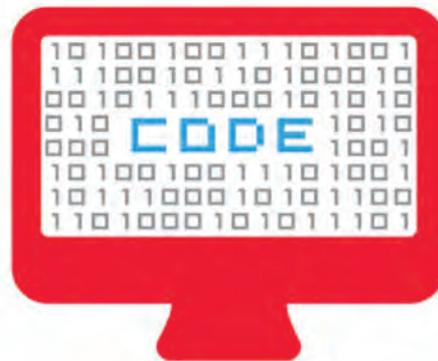
60%

of students are being trained in jobs that will be radically
CHANGED BY AUTOMATION

DIGITAL LITERACY:

**MORE THAN
HALF**

of Australian workers will need to be able to use, configure or build digital systems in the next 2-3 years



Excerpt from *The New Work Order*, a research report from the Foundation for Young Australians, 2015.

fya