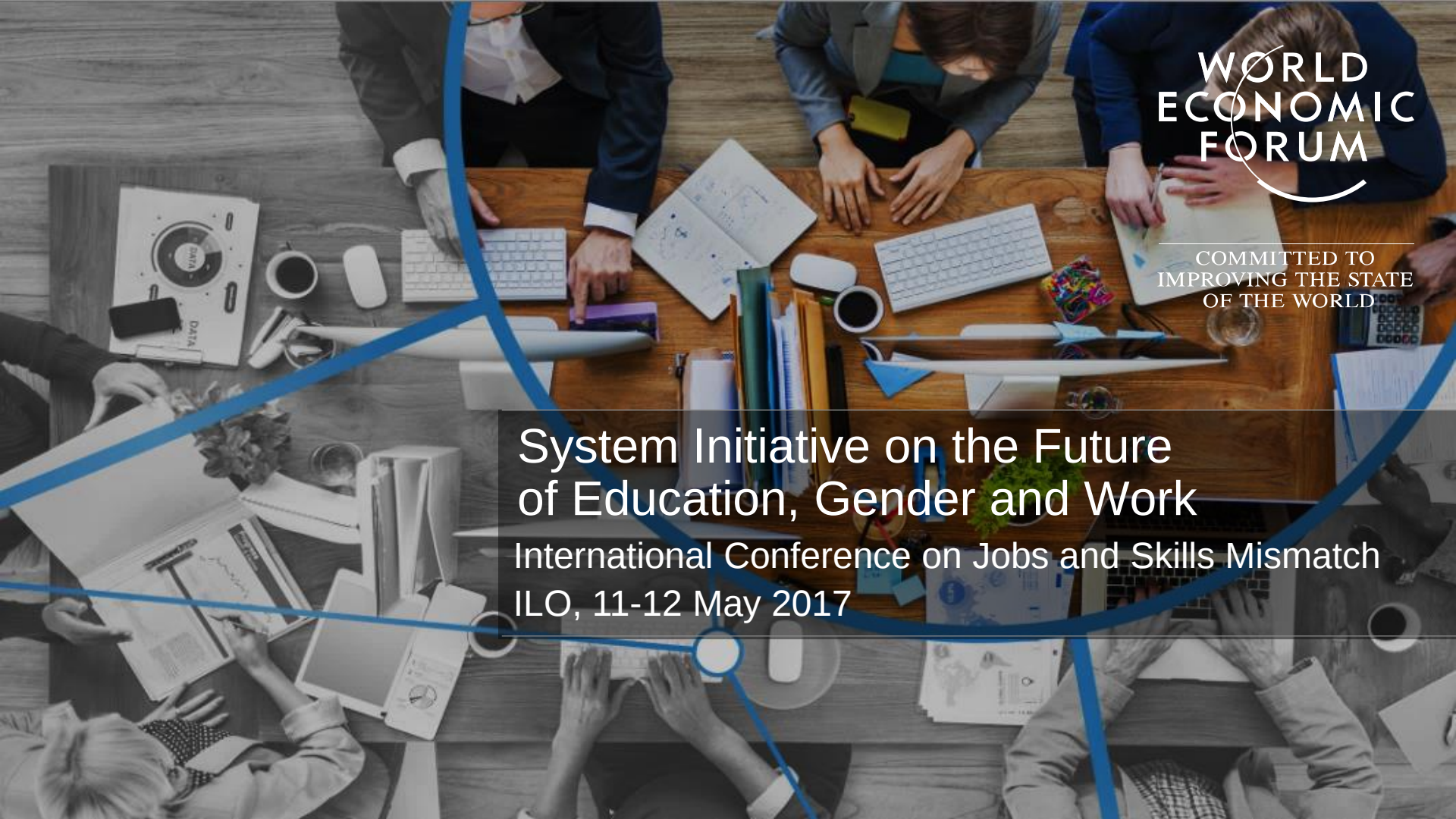




WORLD
ECONOMIC
FORUM

COMMITTED TO
IMPROVING THE STATE
OF THE WORLD

System Initiative on the Future of Education, Gender and Work

International Conference on Jobs and Skills Mismatch
ILO, 11-12 May 2017

The Future of Education, Gender and Work

The World Economic Forum's System Initiatives



Each System Initiative is designed to engage a multistakeholder ecosystem of the most relevant actors and experts:



Consumption



**Digital
Economy and
Society**



**Economic
Growth and
Social
Inclusion**



**Education,
Gender and
Work**



Energy



**Environment
and Natural
Resource
Security**



**Financial and
Monetary
Systems**



**Food Security
and
Agriculture**



**Health and
Healthcare**



**Information
and
Entertainment**



**International
Trade and
Investment**



**Long-Term
Investing,
Infrastructure
and
Development**



Mobility



Production

The Future of Education, Gender and Work

System Initiative Overview

	Education and Skills Reshape education for tomorrow's workforce and impart new skills to today's workforce.	Work and Employment Understand the changing nature of work and help regions/industries adapt to the future.	Gender Parity Help leaders develop mechanisms to close gender gaps in education and work.
1. Insight Supporting informed debate and action	– The Human Capital Report – New Vision for Education Framework	– The Human Capital Report – The Future of Jobs Report	– The Global Gender Gap Report – The Industry Gender Gap Report – Toolkit for Accelerating Gender Parity
	– Future of Jobs and Skills Reports for Africa, MENA and Europe		
2. Dialogue Developing consensus and setting priorities	– A New Deal for Lifelong Learning	– Jobs of the Future	– Accelerating Gender Parity in High Growth Sectors
	– White paper(s) summarizing dialogues output		
3. Action Facilitating collaborative, multi-stakeholder action	– Closing the Skills Gap Initiatives • MENA • Africa • Europe • US (scoping)	– Future of Work • Reskilling Maps • Toolkits for business and policymakers • Frontier issues (platform workforce, post-work society, etc)	– Gender Parity Taskforces • Chile • Argentina • Scoping (multiple countries)

The Future of Education, Gender and Work

Analytical Work on the Future of Jobs and Skills: Two Examples



January 2016



May 2017

The Future of Education, Gender and Work

The Future of Jobs Report: Research Methodology

Figure 1A: Sample overview by number of employees



Figure 1B: Sample overview by respondent job titles



Methodology

The *Future of Jobs Report's* research framework has been shaped and developed in collaboration with the Global Agenda Council on the Future of Jobs and the Global Agenda Council on Gender Parity, including leading experts from academia, international organizations, professional service firms and the heads of human resources of major organizations. Our analysis groups job functions into specific occupations and broader job families, based on a streamlined version of the O*NET labour market information system used by researchers worldwide.

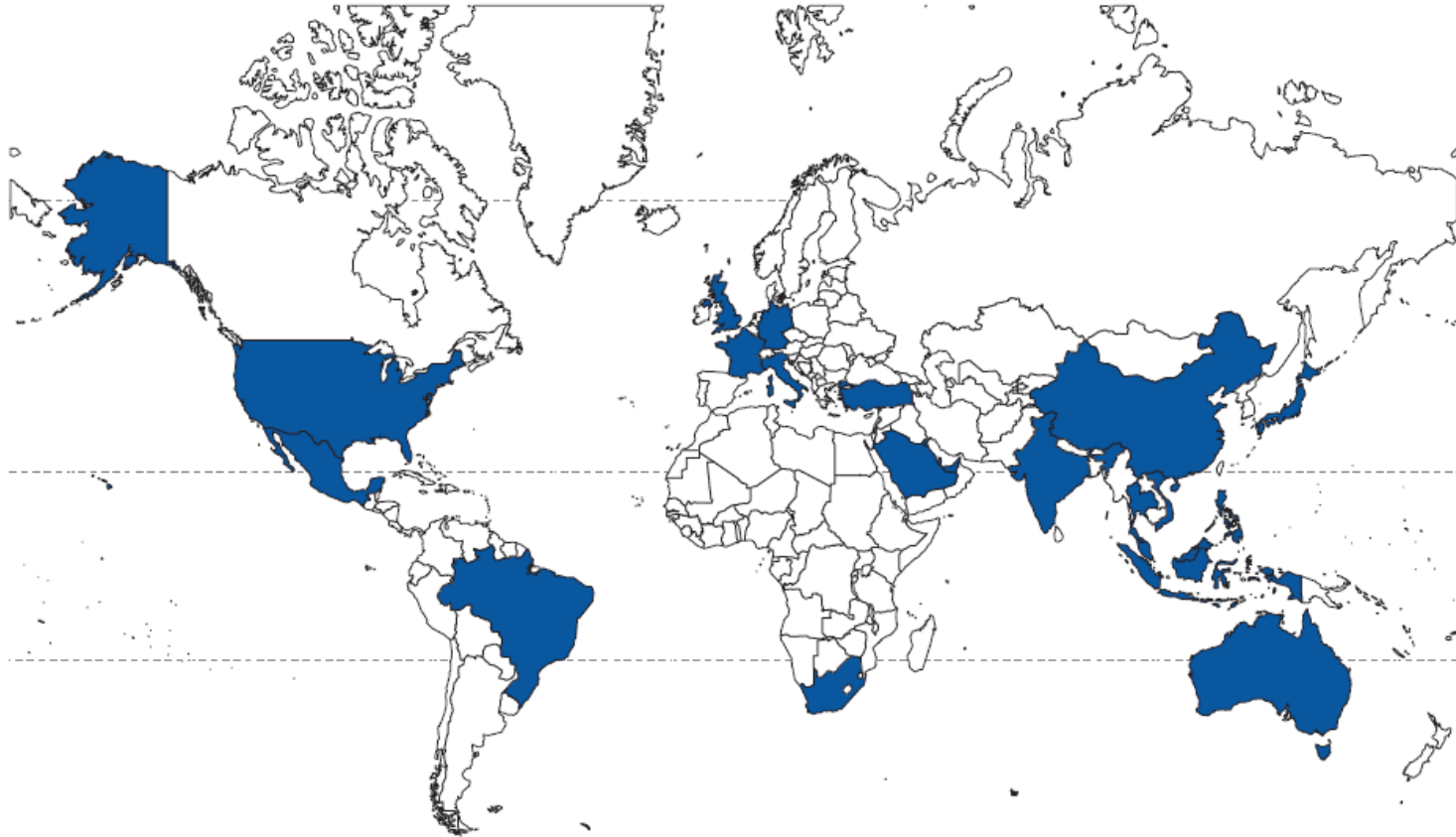
The dataset that forms the basis of the *Report* is the result of an extensive survey of CHROs and other senior talent and strategy executives from a total of 371 leading global employers, representing more than 13 million employees across 9 broad industry sectors in 15 major developed and emerging economies and regional economic areas.

Table 1: Employees represented by companies surveyed

Industry group	Number of employees
Basic and Infrastructure	1,486,000
Chemicals	
Infrastructure and Urban Development	
Mining and Metals	
Consumer	1,672,000
Agriculture, Food and Beverage	
Retail, Consumer Goods and Lifestyle	
Energy	1,506,000
Energy Utilities and Technology	
Oil and Gas	
Renewable Energy	
Financial Services & Investors	1,050,000
Banking and Capital Markets	
Insurance and Asset Management	
Private Investors	
Institutional Investors, Sovereign Funds, Family Offices	
Healthcare	821,000
Global Health and Healthcare	
Information and Communication Technology	2,447,000
Information Technology	
Telecommunications	
Media, Entertainment and Information	358,000
Media, Entertainment and Information	
Mobility	2,602,000
Aviation and Travel	
Automotive	
Supply Chain and Transportation	
Professional Services	1,607,000
Professional Services	
Industries Overall	13,549,000

The Future of Education, Gender and Work

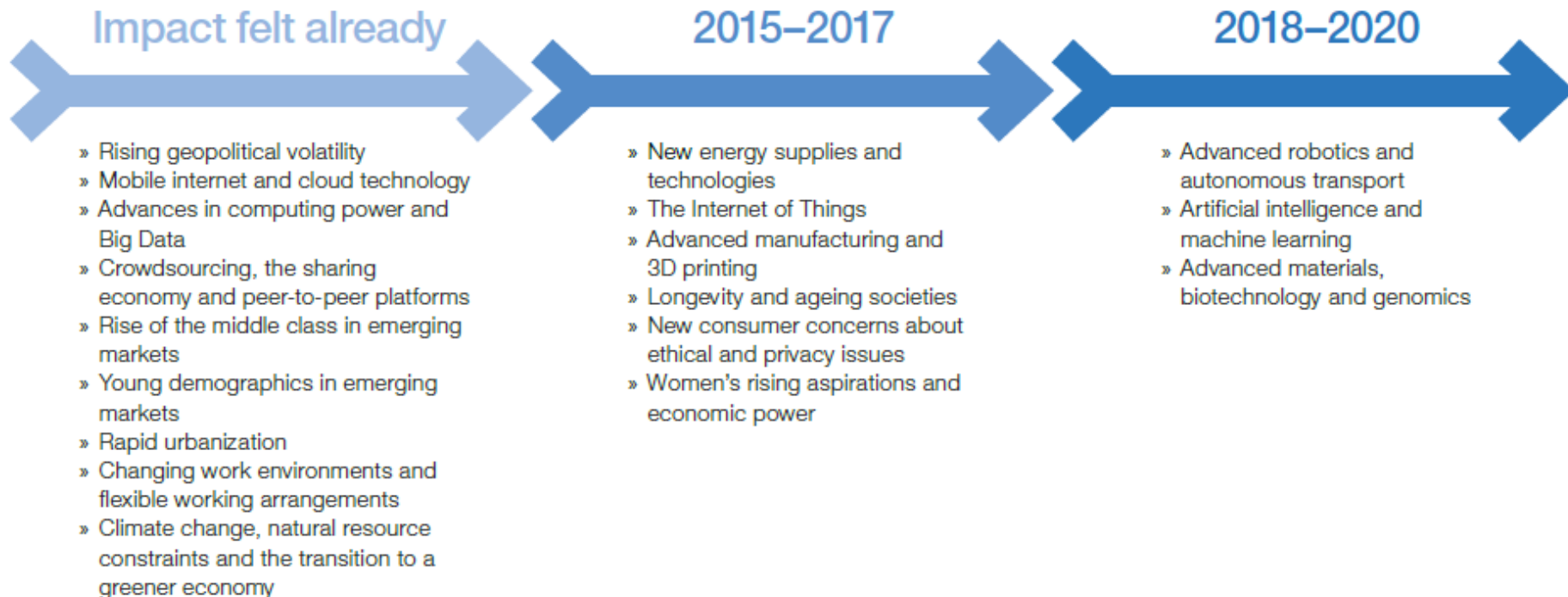
The Future of Jobs Report: Geographic Coverage



The Future of Education, Gender and Work

The Fourth Industrial Revolution: Impact on work and skills

Timeframe to impact industries, business models

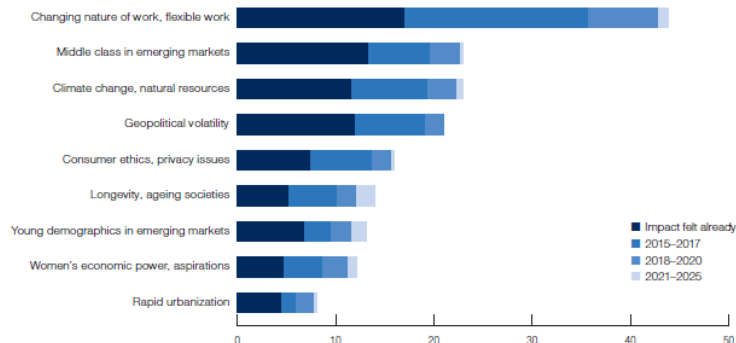


The Future of Education, Gender and Work

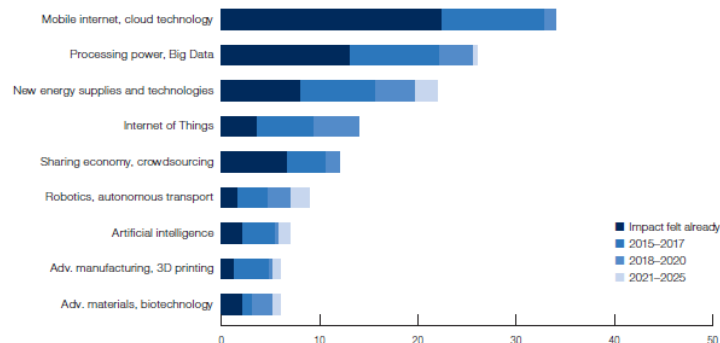
Skills requirements will change significantly

Drivers of change, time to impact on employee skills
Share of respondents, %

DEMOGRAPHIC AND SOCIO-ECONOMIC



TECHNOLOGICAL



35% of core skills will change between 2015 and 2020

Disruption across countries and industries

43% Financial Services & Investors
42% Basic & Infrastructure
39% Mobility

35% Information & Communication Technology
33% Professional Services
30% Energy
30% Consumer
29% Health
27% Media, Entertainment & Information

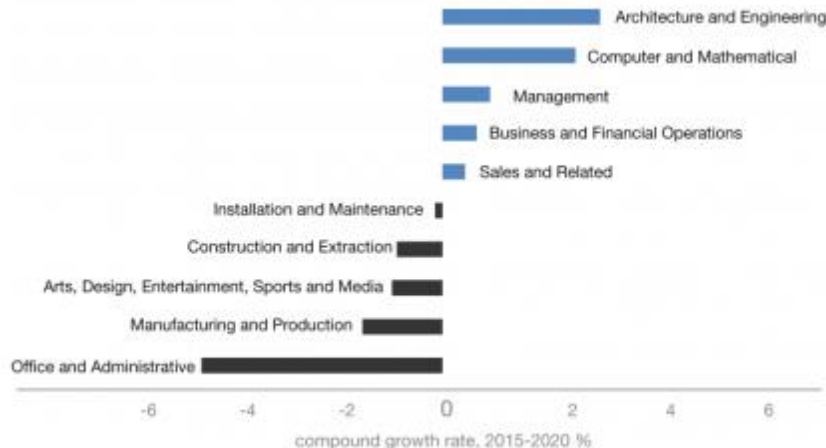
48% Italy
42% India
41% China
41% Turkey
39% South Africa
39% Germany
38% France
37% Mexico

31% Brazil
29% United States
28% United Kingdom
27% Australia
25% Japan
21% Gulf Cooperation Council
19% ASEAN

average
disruption

The Future of Education, Gender and Work

Gender Parity in the Fourth Industrial Revolution?



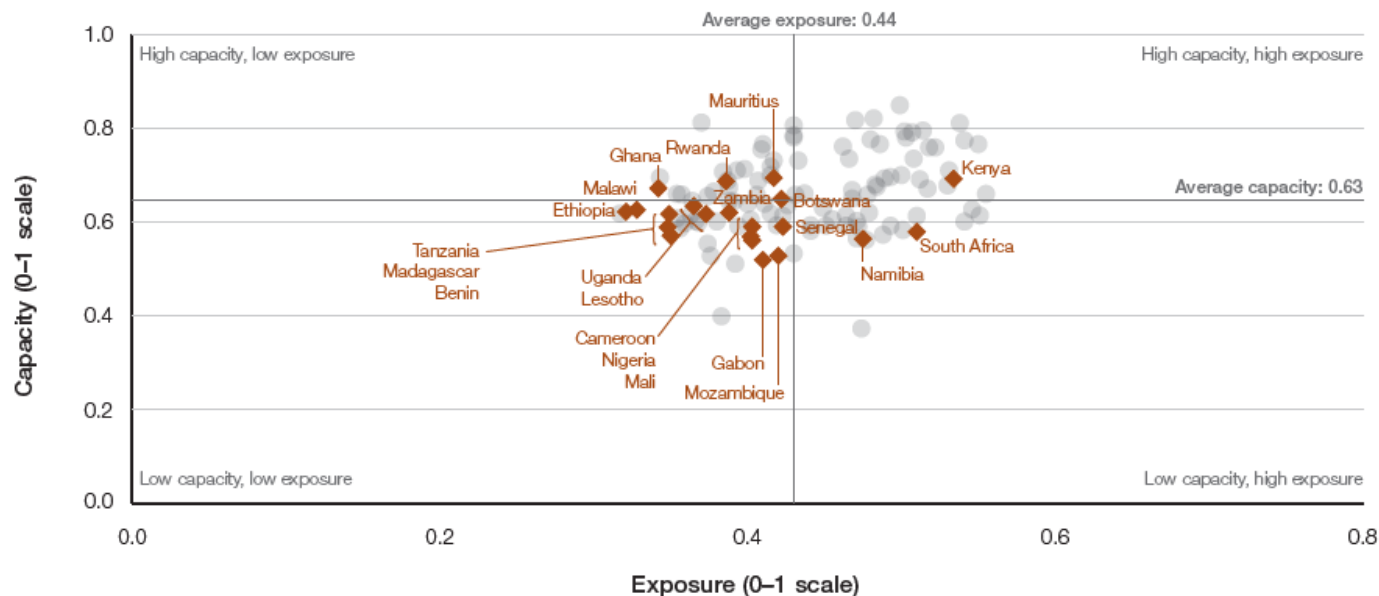
Job family	Share of women
Architecture and Engineering	11%
Computer and Mathematical	23%
Management	25%
Business and Financial Operations	43%
Sales and Related	41%
Installation and Maintenance	8%
Construction and Extraction	10%
Arts, Design, Entertainment, Sports and Media	48%
Manufacturing and Production	20%
Office and Administrative	54%

Source: Future of Jobs Report, World Economic Forum

The Future of Education, Gender and Work

Thoughts on the Way Forward: The Case of Africa

Figure 3: Africa's capacity to adapt and exposure to the future of jobs



Source: World Economic Forum analysis.

Source: LinkedIn.

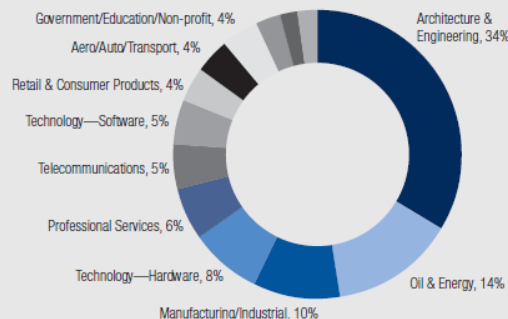
[illegible]

The Future of Education, Gender and Work

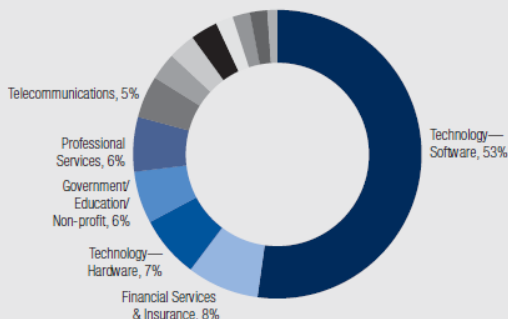
Thoughts on the Way Forward (cont.)

Figure 15: Employment distribution of Africa's tertiary-educated workforce by degree and industry, broad STEM specialization

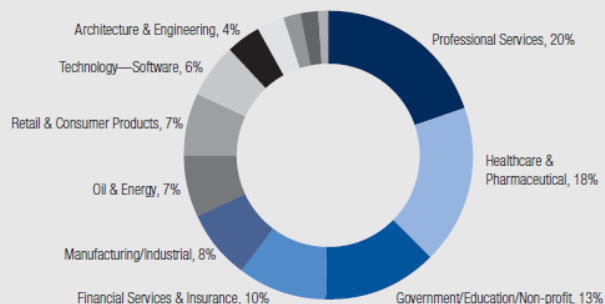
Engineering, Manufacturing, Construction



Information and Communication Technology



Natural Sciences, Mathematics, Statistics



Source: LinkedIn.

The Future of Education, Gender and Work

Action by the World Economic Forum and its Constituents



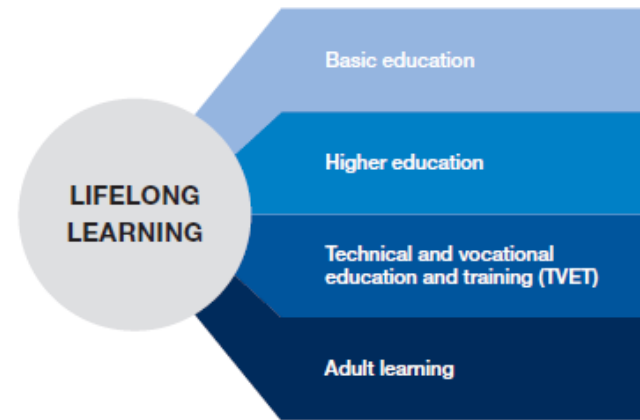
Our **Country and Regional Projects** engage business, government and civil society actors to create change on the ground through gathering commitments, applying and gathering knowledge and insights, encouraging policy reform and engaging in advocacy.

*The **Closing the Skills Gap Initiatives** aim to:*

- Increase the number of people skilled for employment
- Increase the number of people being upskilled or reskilled for the future of work
- Strengthen future-oriented education and training systems
- Focus on MENA, Africa and Europe at present, with an expansion in the US driven by the IT Industry in scoping at present

Partner commitments:

- Commit to skill, upskill or reskill their company's current or future workforce in Africa, Europe, MENA, or the USA to meet collective target of 1 million by 2018 and 5 million by 2020.
- Support the development of an online platform to host the initiatives of multiple organizations both within and outside of the current geographies.



Source: World Economic Forum.

Thank you

Till Alexander Leopold
World Economic Forum
till.leopold@weforum.org
