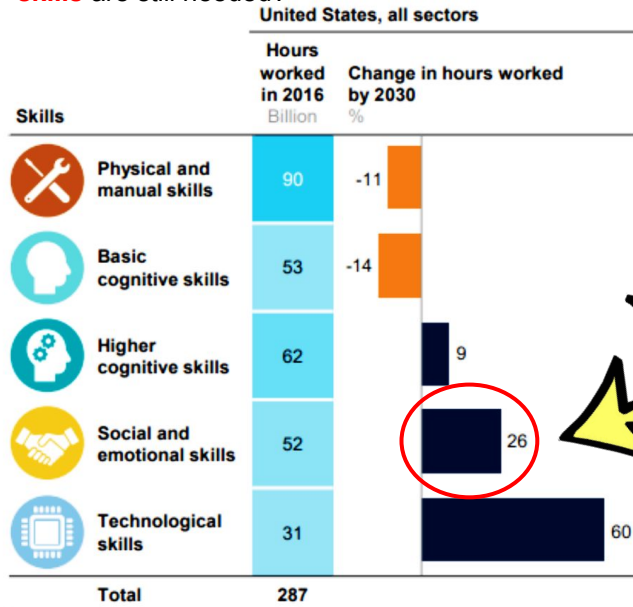


College & career readiness

Automation and AI will create a shift in the skills you need to be successful in the workforce; what **other skills** are still needed?



What's needed?

- advanced communication and negotiation skills
- empathy
- the ability to learn continuously, to manage others and to be adaptable.

Original McKinsey report:

<https://www.mckinsey.com/featured-insights/future-of-work/jobs-lost-jobs-gained-what-the-future-of-work-will-mean-for-jobs-skills-and-wages>

JFF deck:

<https://cwdb.ca.gov/wp-content/uploads/sites/43/2018/05/JFF-Future-of-Work-Webinar-May-21-2018.pdf>

World Economic Forum:

<https://www.weforum.org/agenda/2018/06/the-3-skill-sets-workers-need-to-develop-between-now-and-2030/>

NEW McKinsey report:

<https://www.mckinsey.com/industries/public-and-social-sector/our-insights/defining-the-skills-citizens-will-need-in-the-future-world-of-work>

Self-leadership

Self-awareness and self-management

- Understanding own emotions and triggers
- Self-control and regulation
- Understanding own strengths
- Integrity
- Self-motivation and wellness
- Self-confidence

Entrepreneurship

- Courage and risk-taking
- Driving change and innovation
- Energy, passion, and optimism
- Breaking orthodoxies

Goals achievement

- Ownership and decisiveness
- Achievement orientation
- Grit and persistence
- Coping with uncertainty
- Self-development

Digital

Digital fluency and citizenship

- Digital literacy
- Digital learning
- Digital collaboration
- Digital ethics

Software use and development

- Programming literacy
- Data analysis and statistics
- Computational and algorithmic thinking

Understanding digital systems

- Data literacy
- Smart systems
- Cybersecurity literacy
- Tech translation and enablement

JUST THIS SUMMER, a new report

Their research identified 56 foundation skills that will help citizens thrive in the future of work.

13 skill groups and 4 categories

Cognitive		Interpersonal	
Critical thinking <ul style="list-style-type: none"> ● Structured problem solving ● Logical reasoning ● Understanding biases ● Seeking relevant information 	Planning and ways of working <ul style="list-style-type: none"> ● Work-plan development ● Time management and prioritization ● Agile thinking 	Mobilizing systems <ul style="list-style-type: none"> ● Role modeling ● Win-win negotiations ● Crafting an inspiring vision ● Organizational awareness 	Developing relationships <ul style="list-style-type: none"> ● Empathy ● Inspiring trust ● Humility ● Sociability
Communication <ul style="list-style-type: none"> ● Storytelling and public speaking ● Asking the right questions ● Synthesizing messages ● Active listening 	Mental flexibility <ul style="list-style-type: none"> ● Creativity and imagination ● Translating knowledge to different contexts ● Adopting a different perspective ● Adaptability ● Ability to learn 	Teamwork effectiveness <ul style="list-style-type: none"> ● Fostering inclusiveness ● Motivating different personalities ● Resolving conflicts ● Collaboration ● Coaching ● Empowering 	

Their research identified 56 foundation skills that will help citizens thrive in the future of work.

13 skill groups and 4 categories

We need to oppose HB 322 and 327 because Ohio needs a strong and skilled workforce - now and in the future:

A workforce with not only digital and leadership skills, but interpersonal skills like *developing relationships, resolving conflict* and *fostering inclusiveness*.

Contradicts a focus on “back to basics”

Contradicts coddling fragility.

Contradicts avoiding hard history, hard conversations, hard truths.

Their research identified 56 foundation skills that will help citizens thrive in the future of work.

13 skill groups and 4 categories