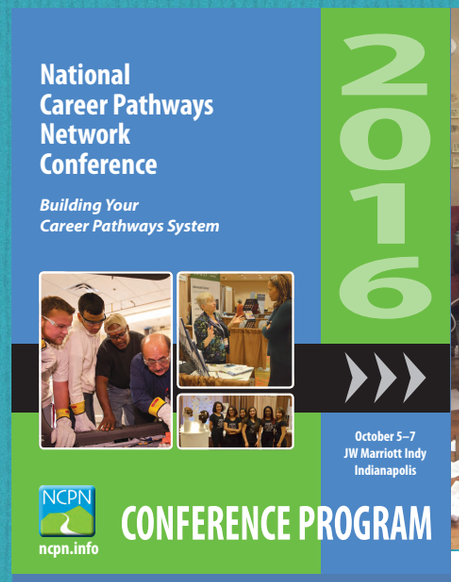
We're Changing the Way We Work



What might this mean for curricular development, programs of study, and helping students prepare for a new economy?

VALLEY EDUCATION FOR EMPLOYMENT SYSTEM

How old is this woman?

Medscape® www.medscape.com

How old is this woman?

PARADIGM SHIFT
a change in
basic assumptions

NATURE OF WORK IS CHANGING

Operating Systems Are Constantly Developing

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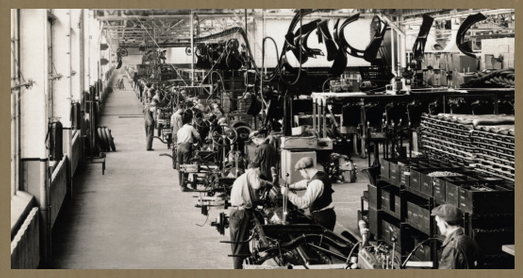
Operating Systems Are Constantly Developing

1.0 — Rural / Manual

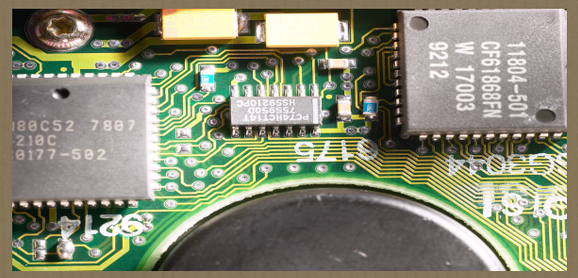
1.2 — Industrial

1.5 — Computer Tech. / Urban / Corp. Culture

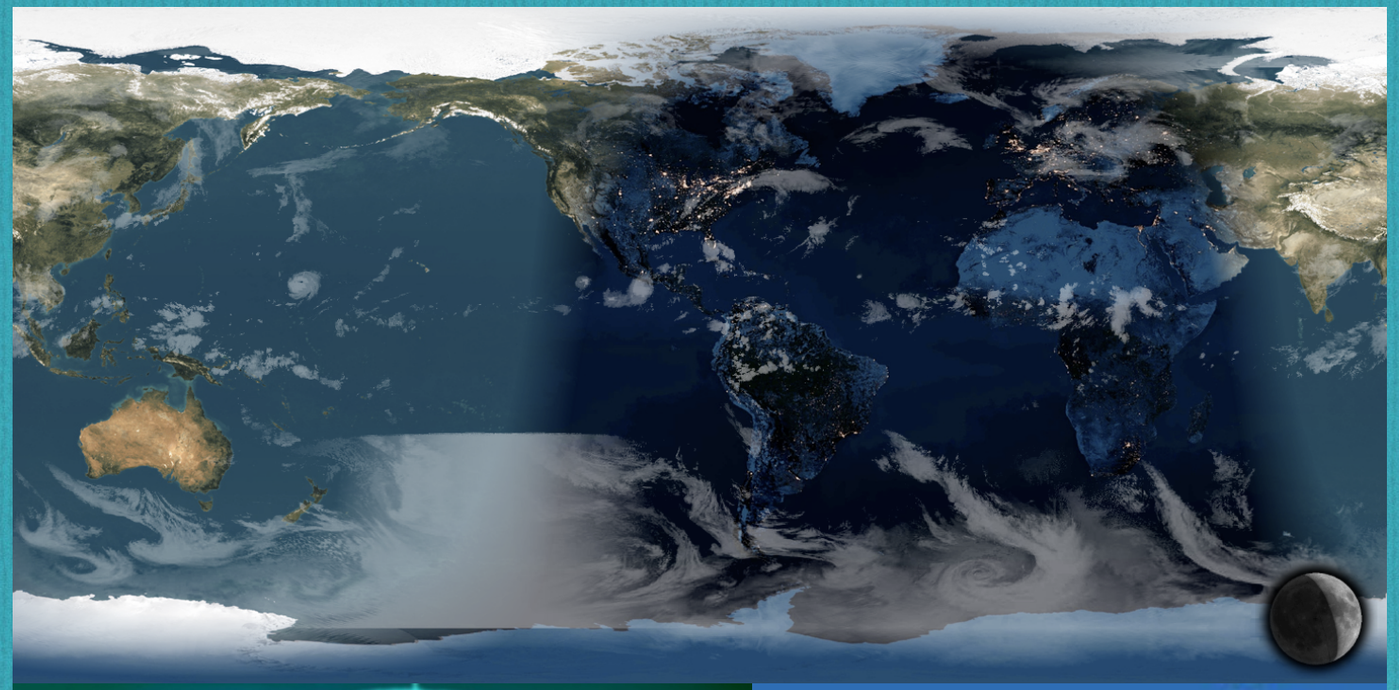
2.0 — Global Entrepreneurship

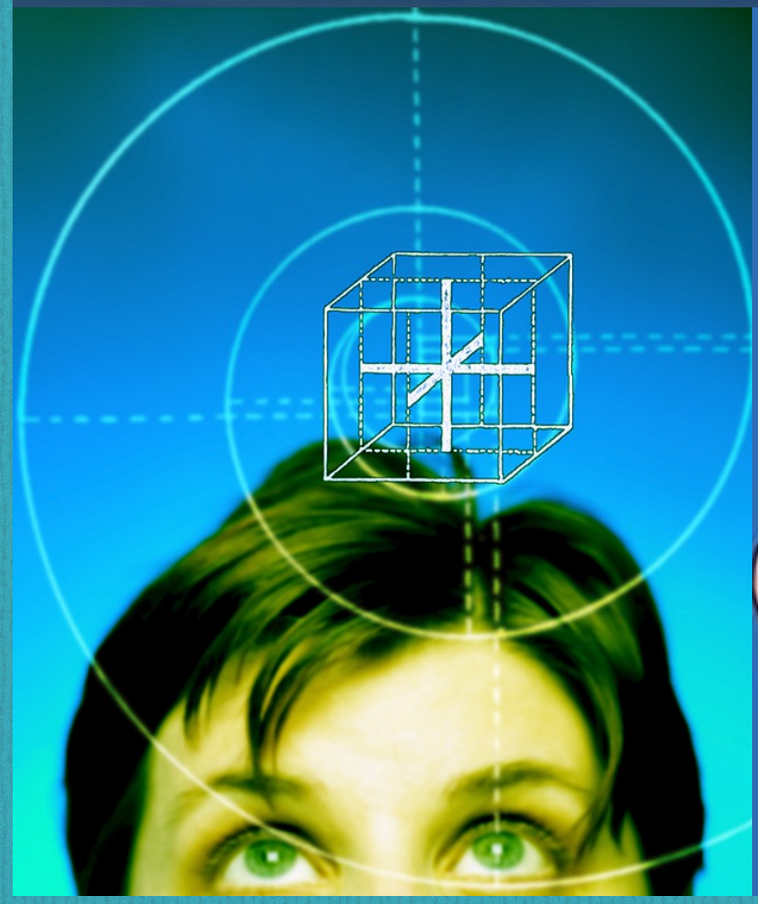


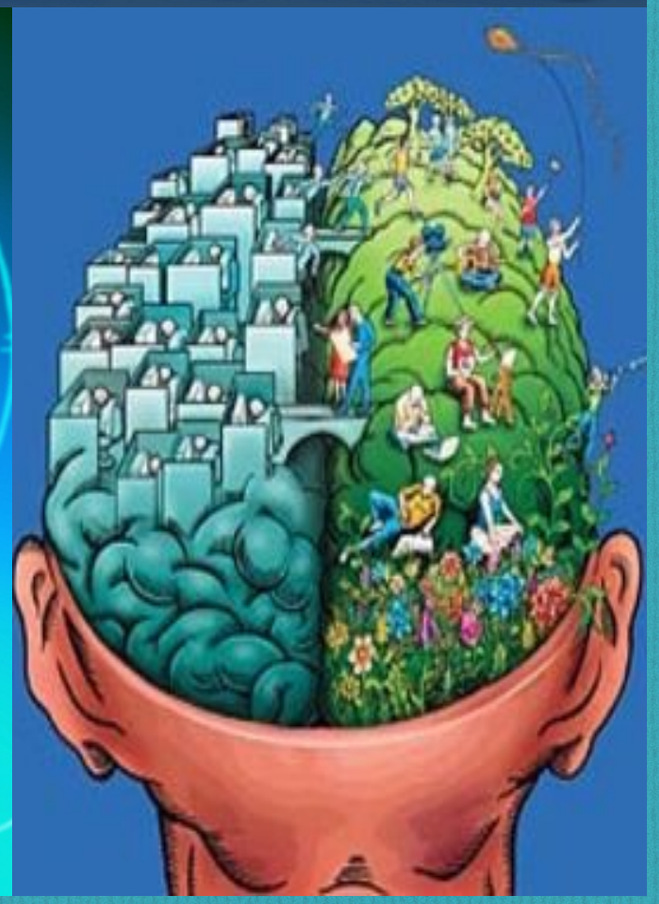
Information



Innovation







—Yong Zhao
Catching Up or Leading the Way

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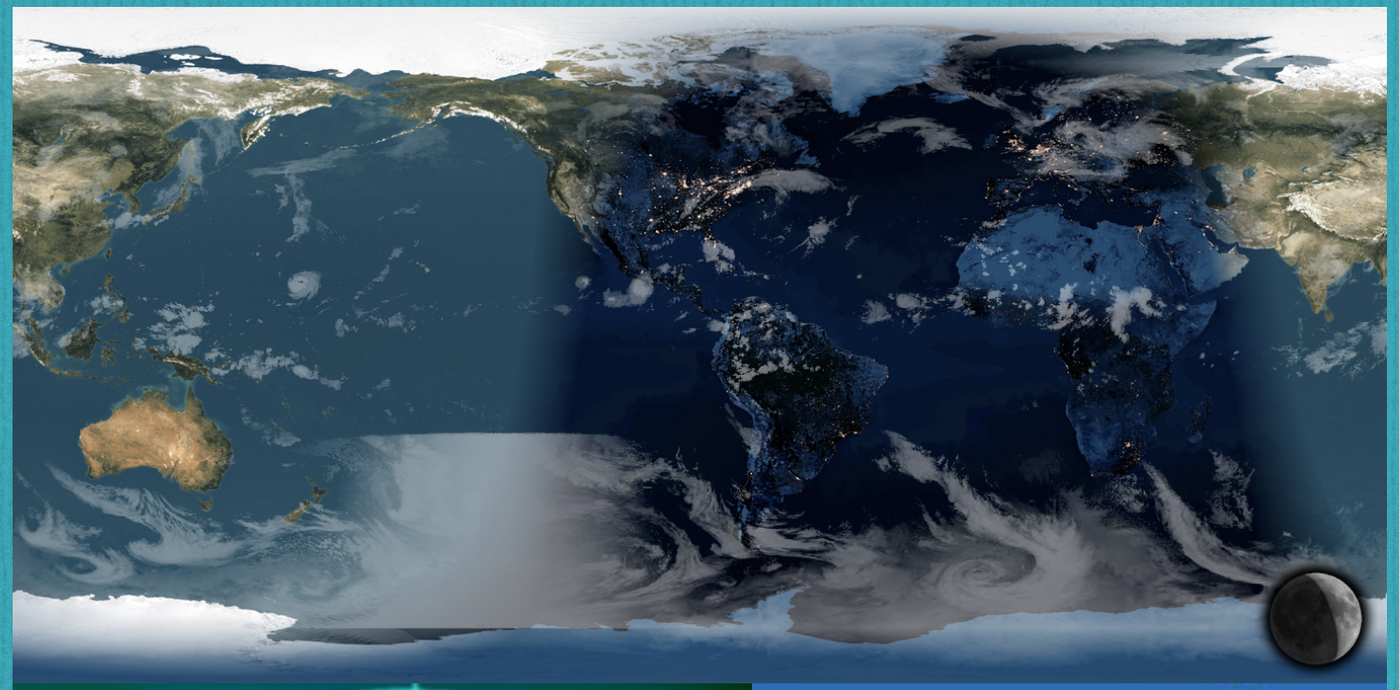

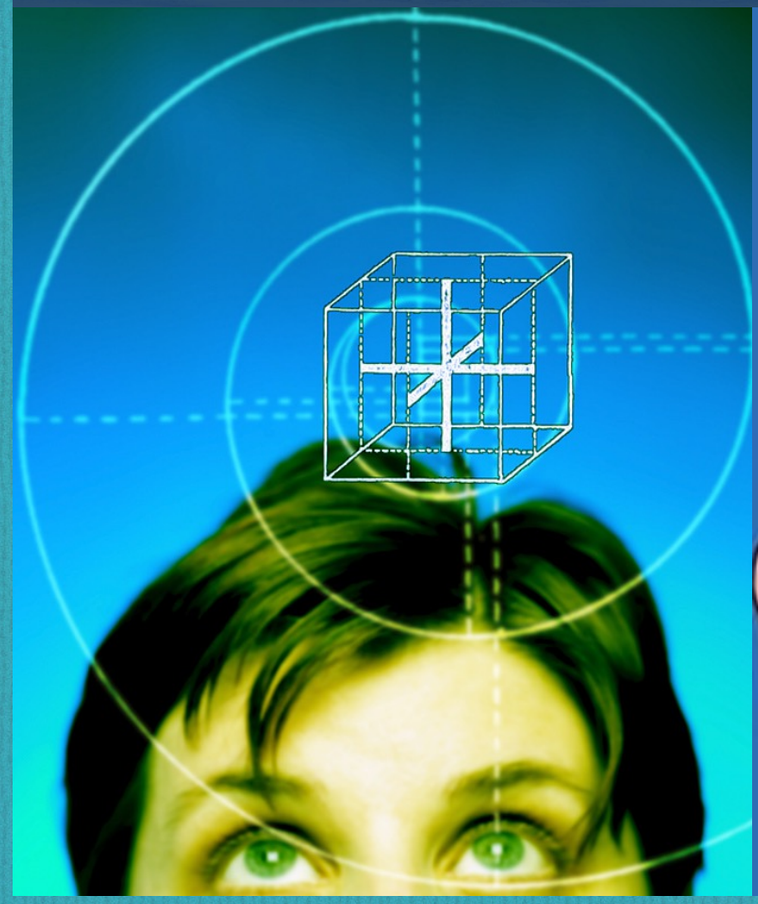

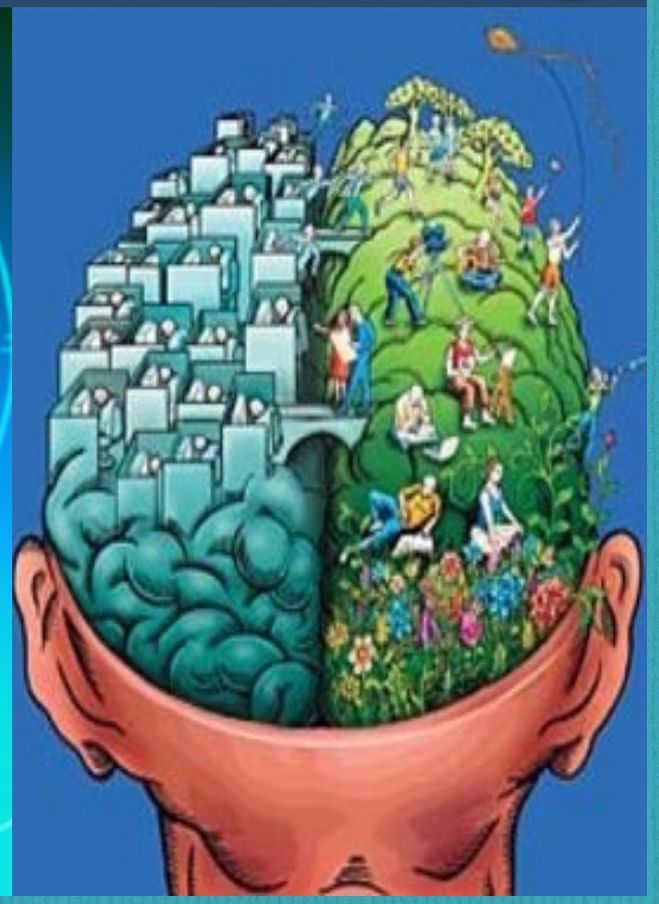

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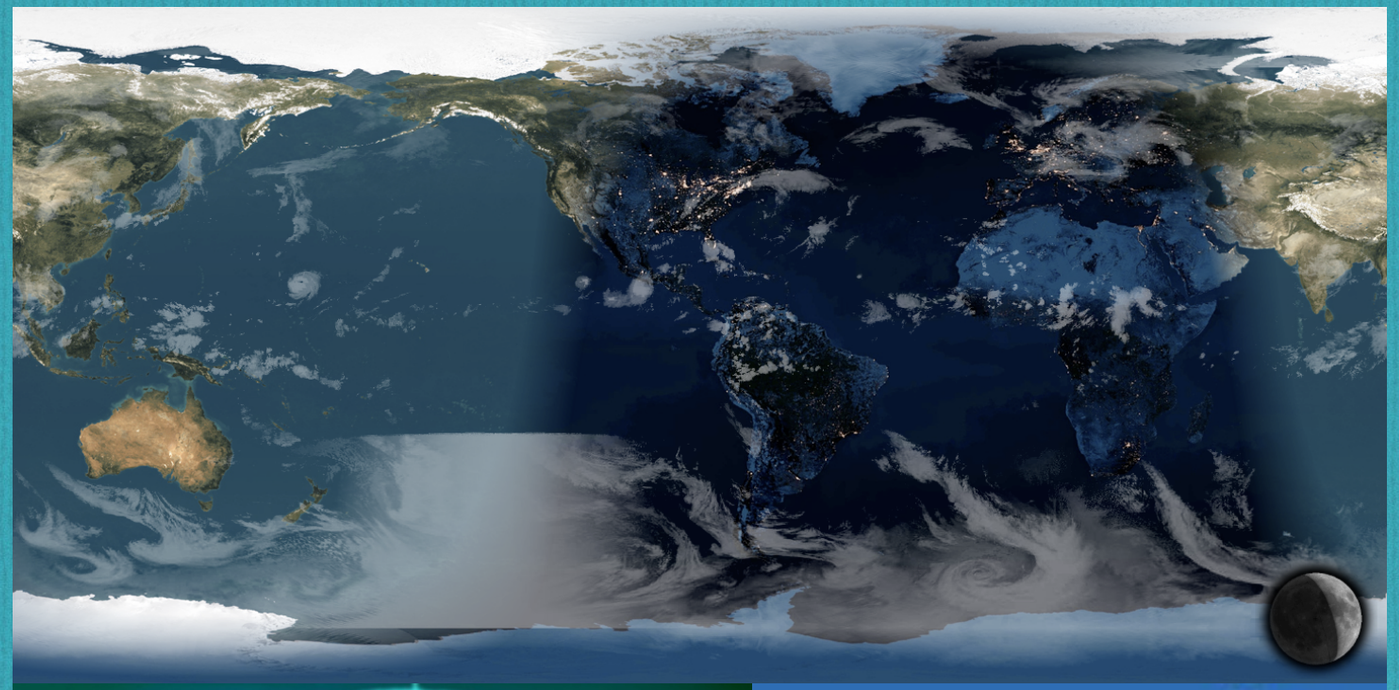

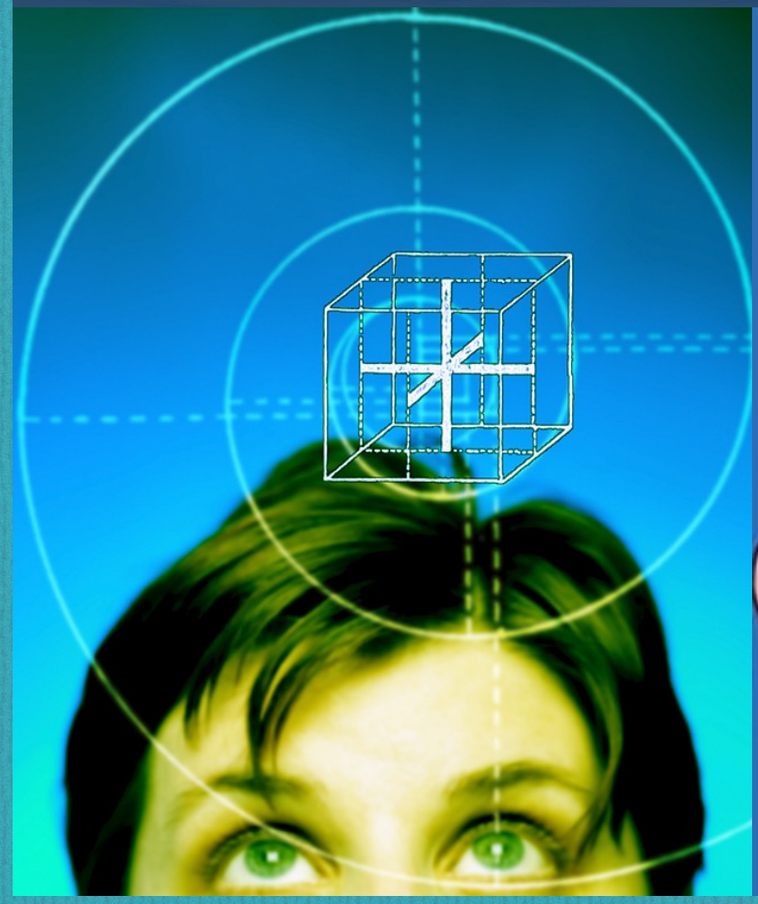

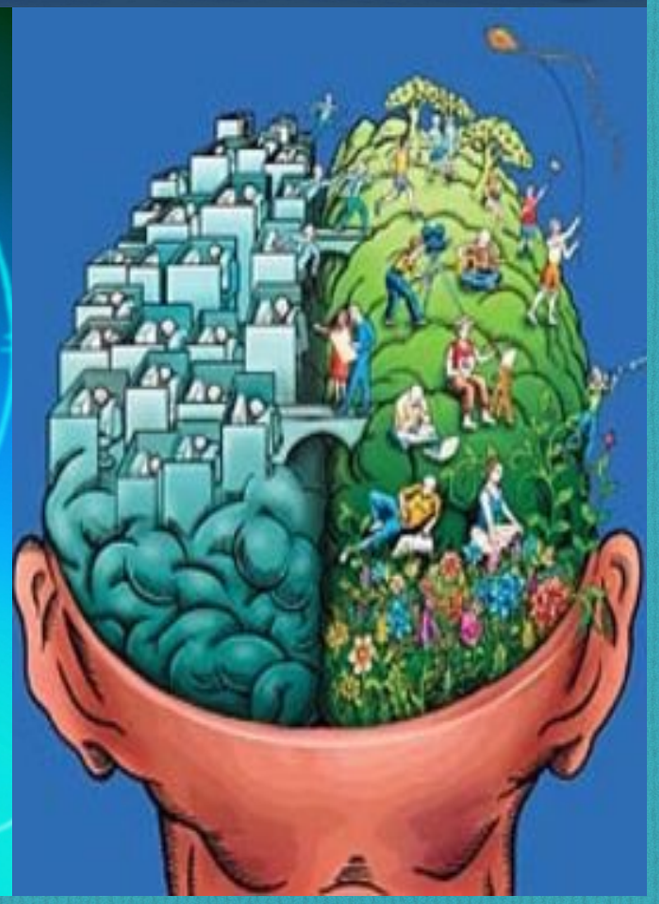

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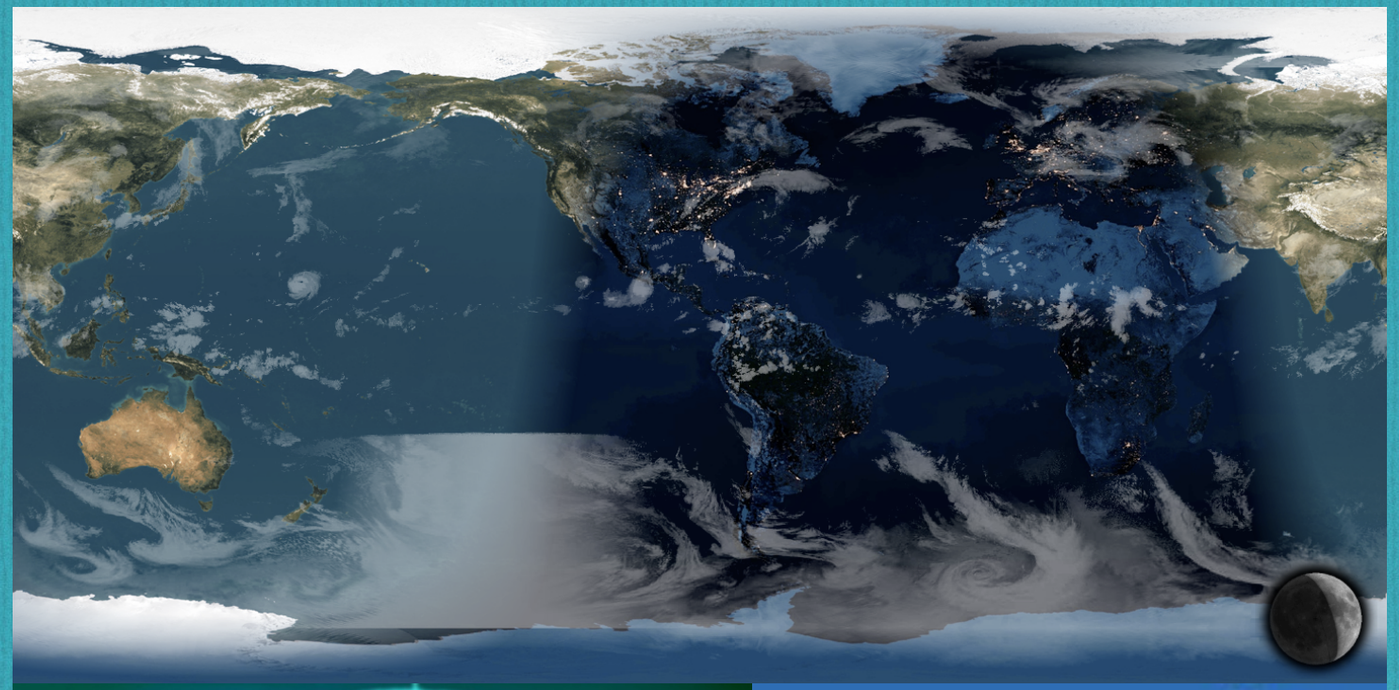

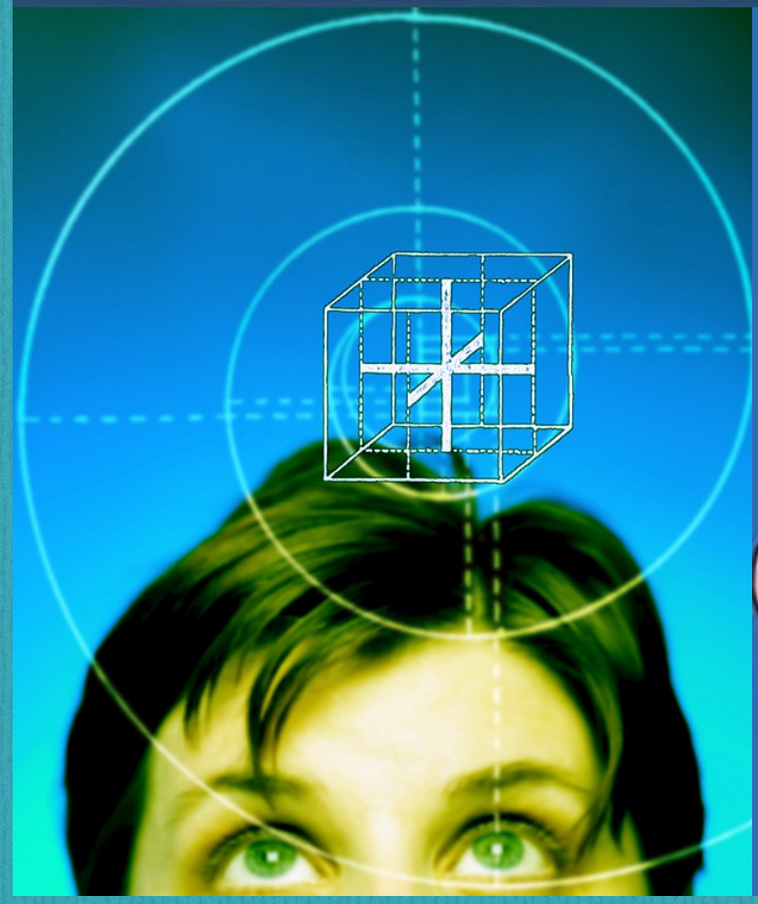

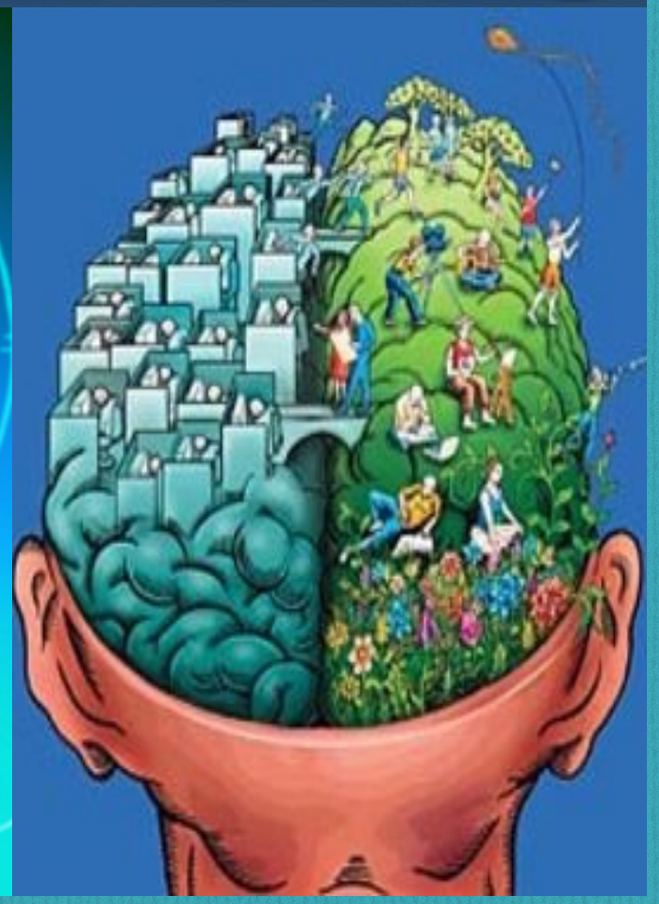

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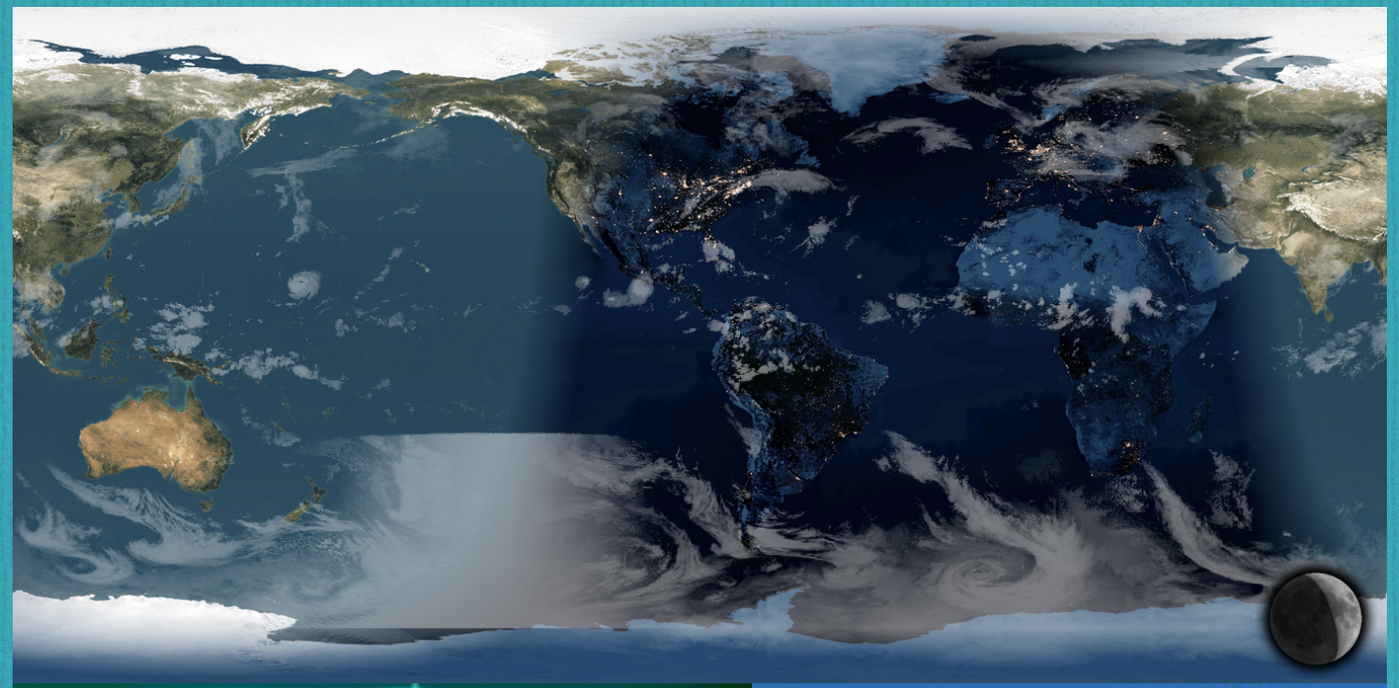

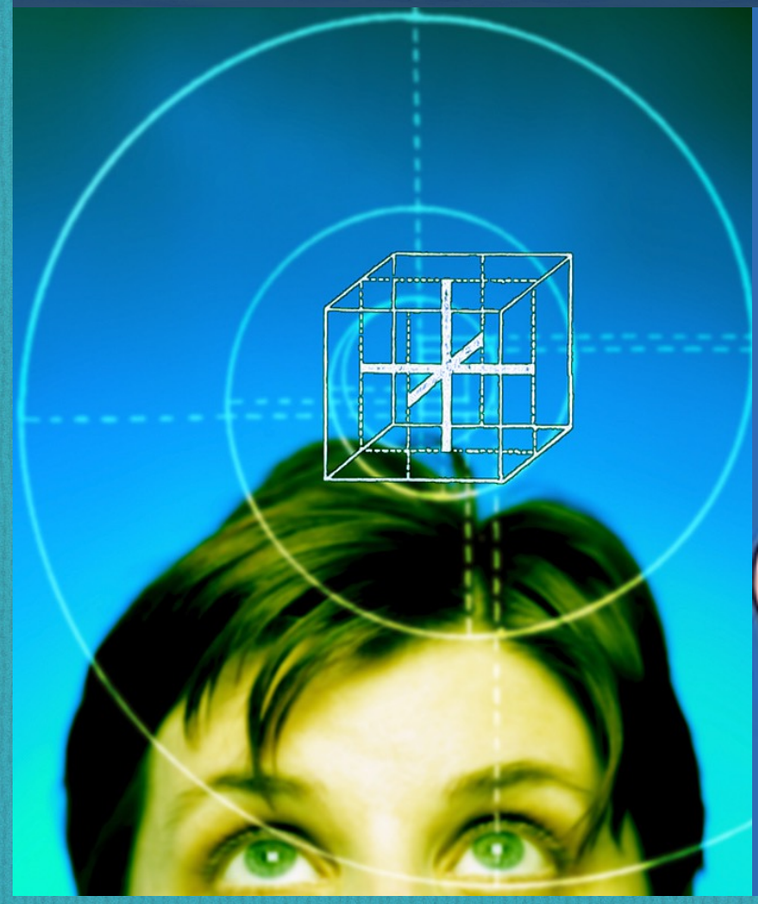

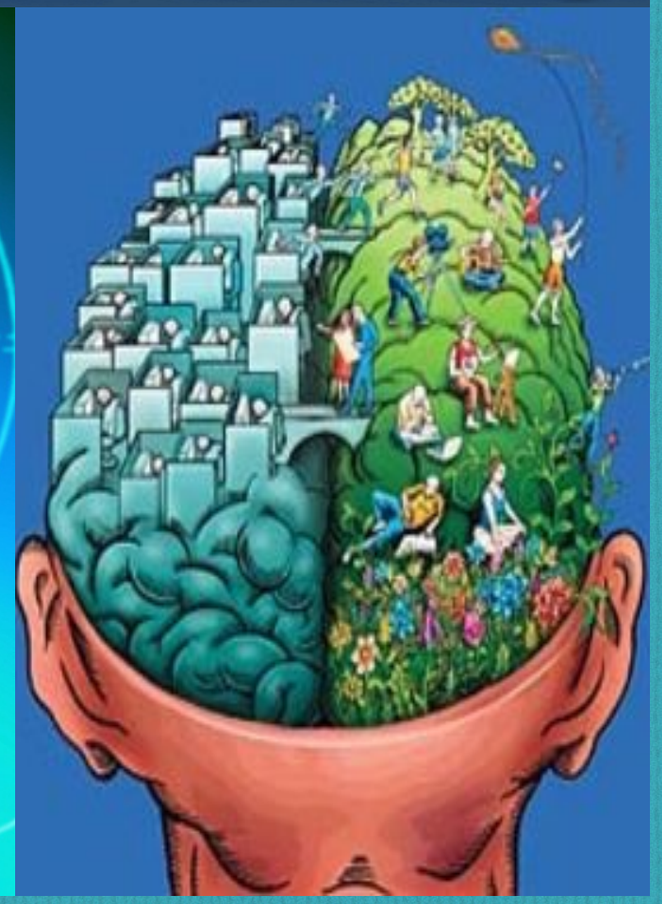

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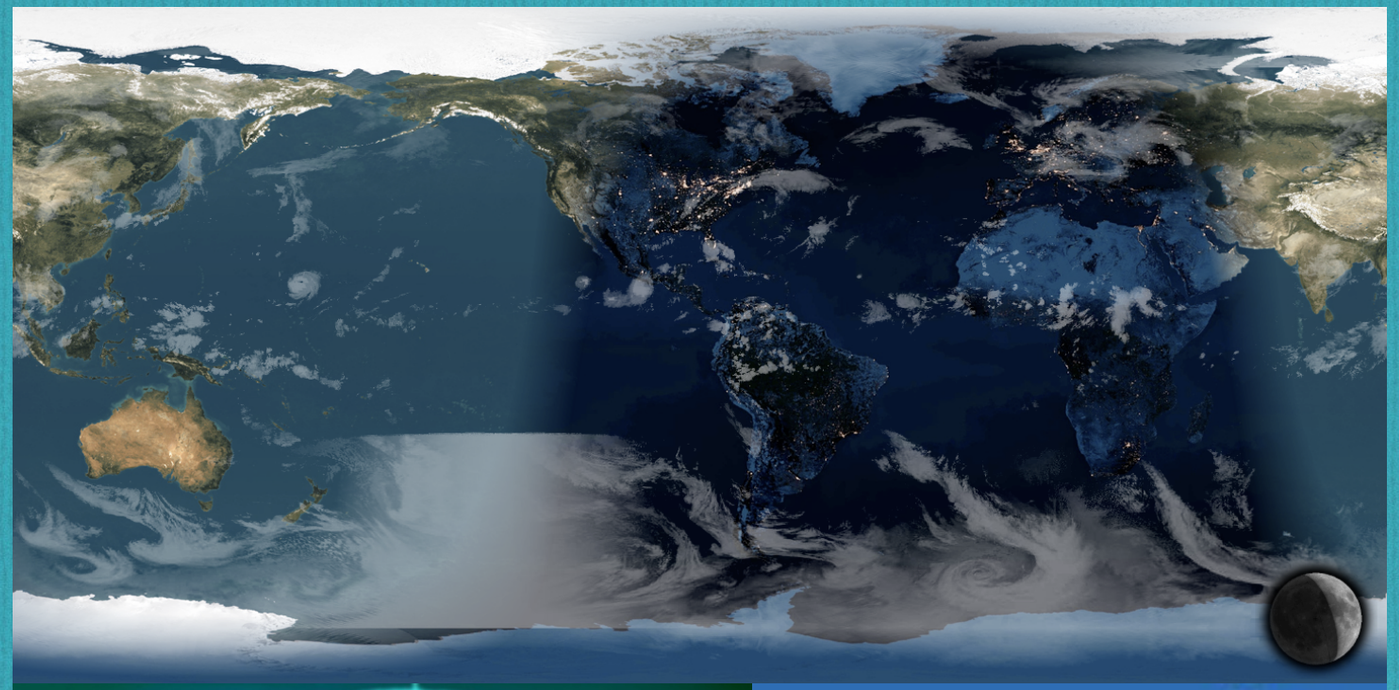
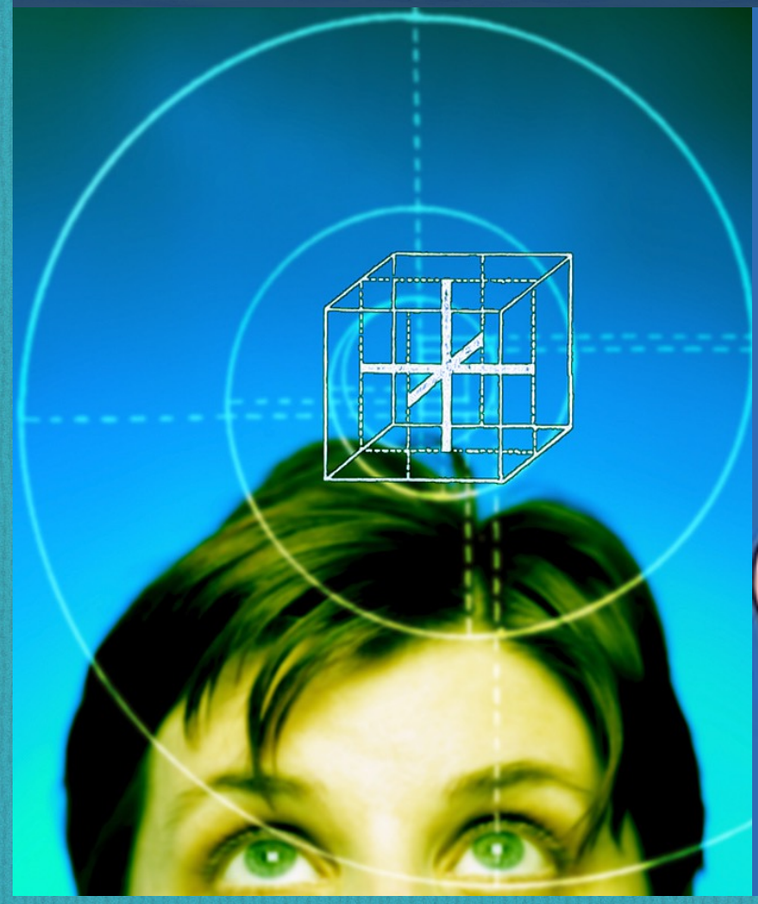
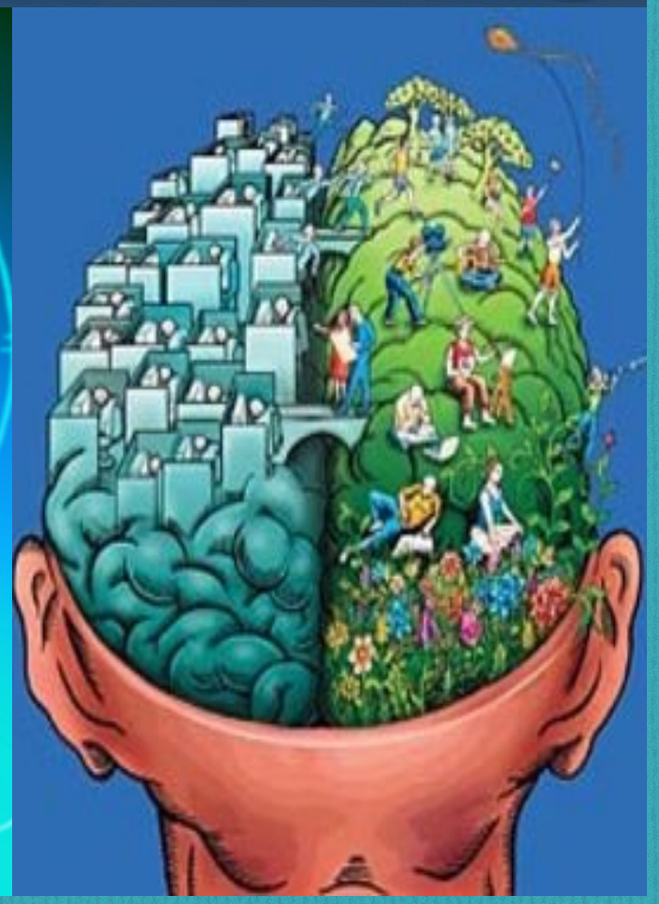
Assumption #5

Emotional intelligence - the ability and capacity to understand and manage emotions of self and others - is important.







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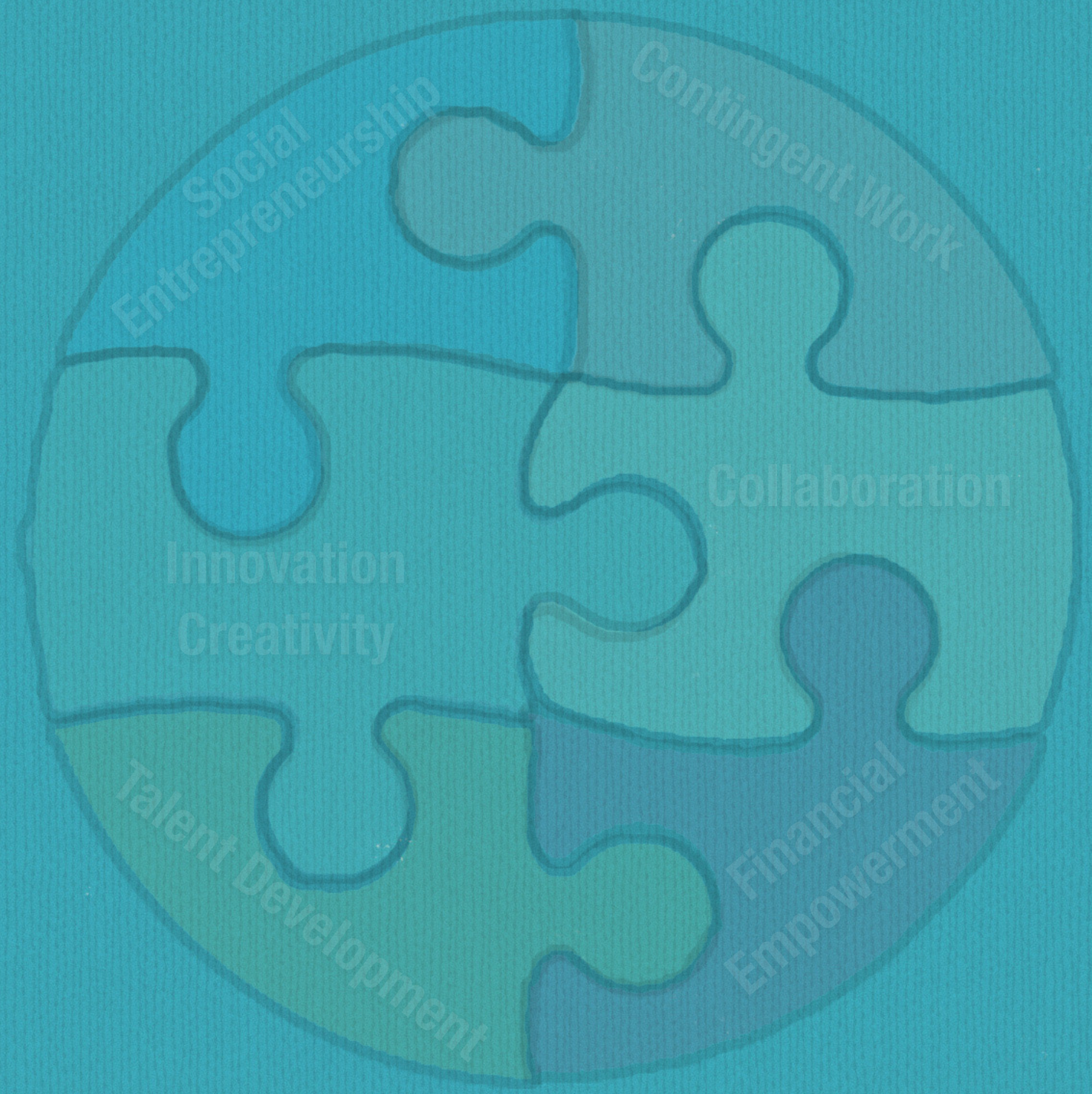
Social Entrepreneurship
Contingent Work
Collaboration
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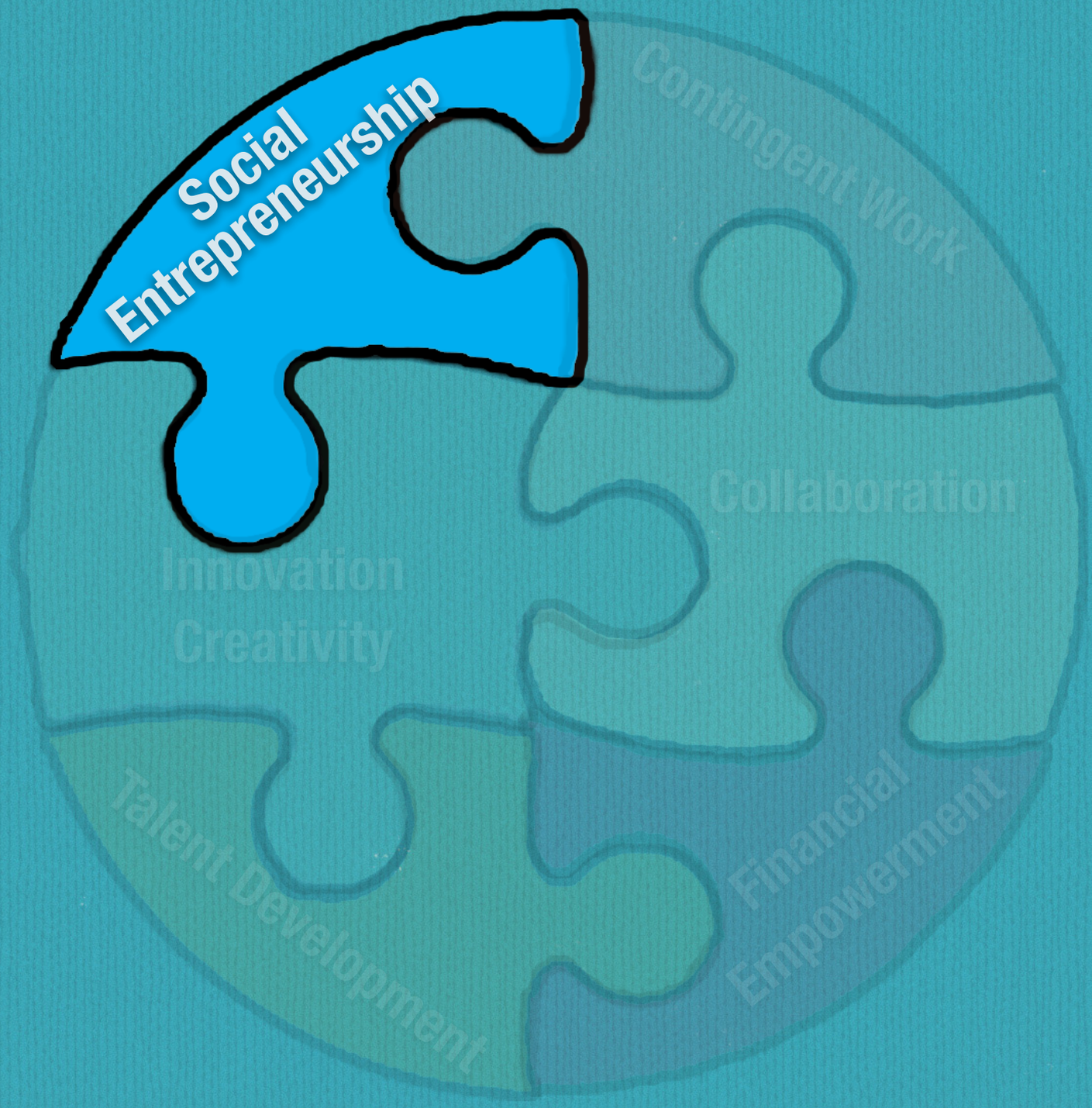
Talent Development
Financial Empowerment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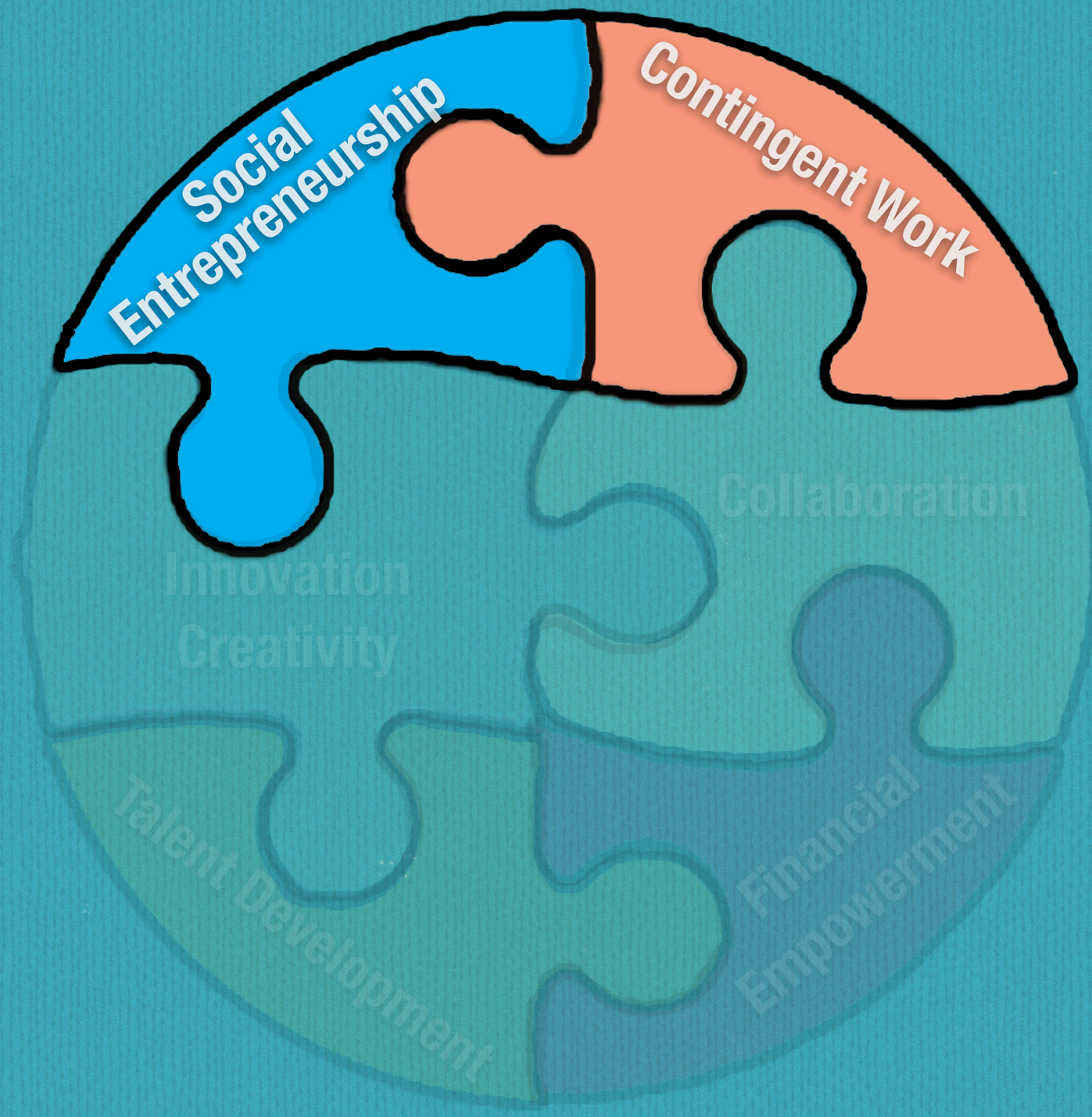
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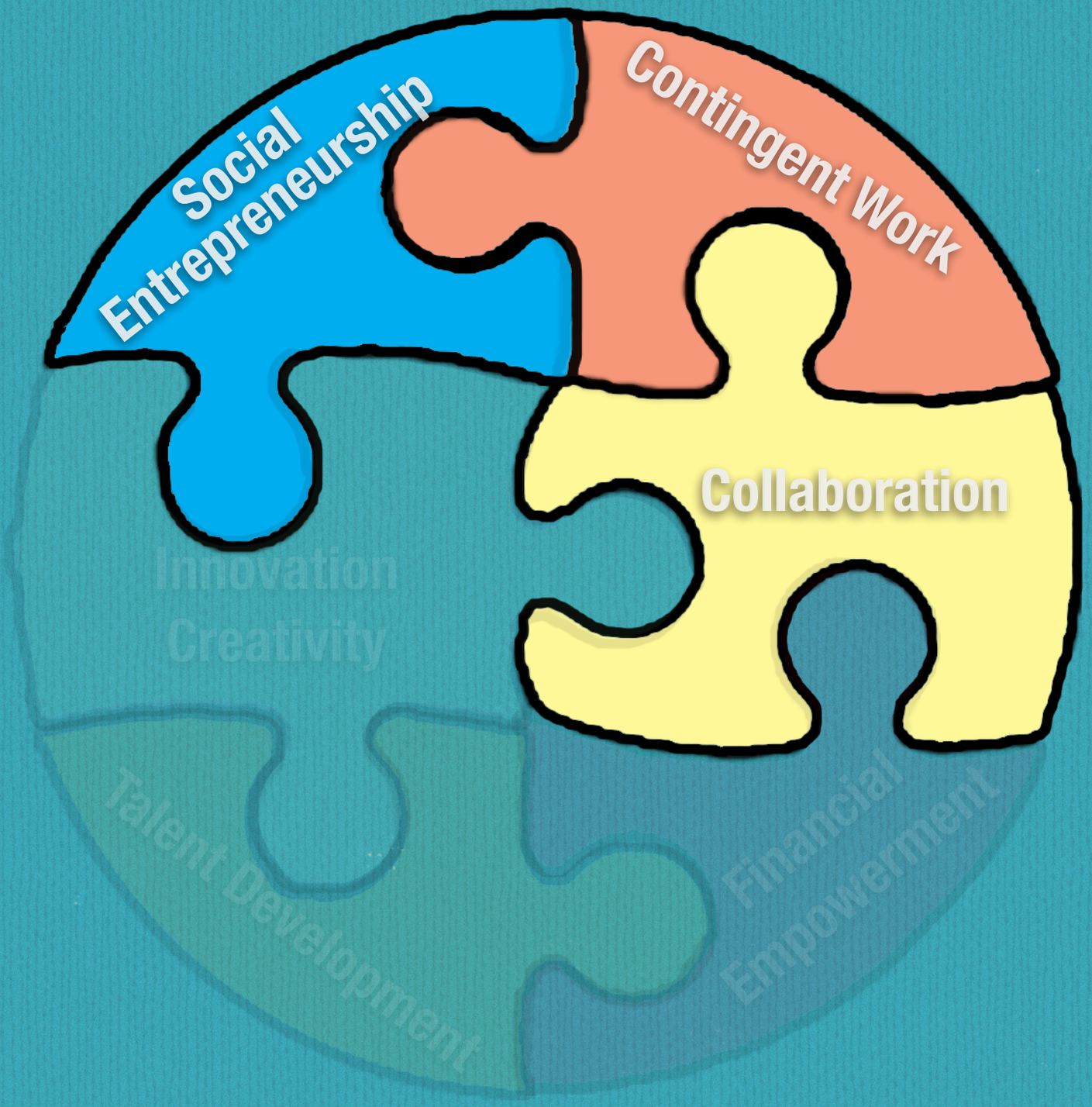
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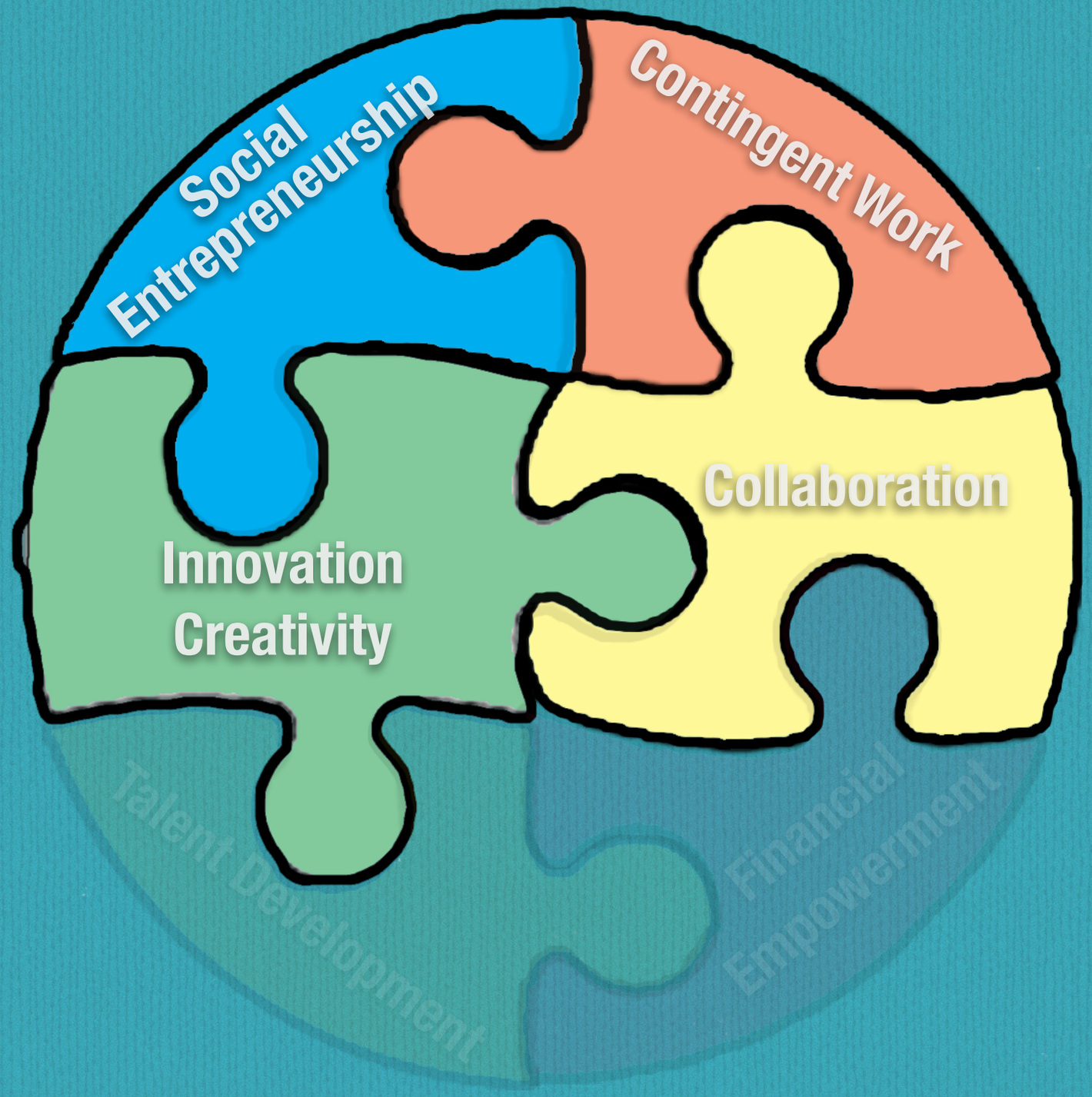
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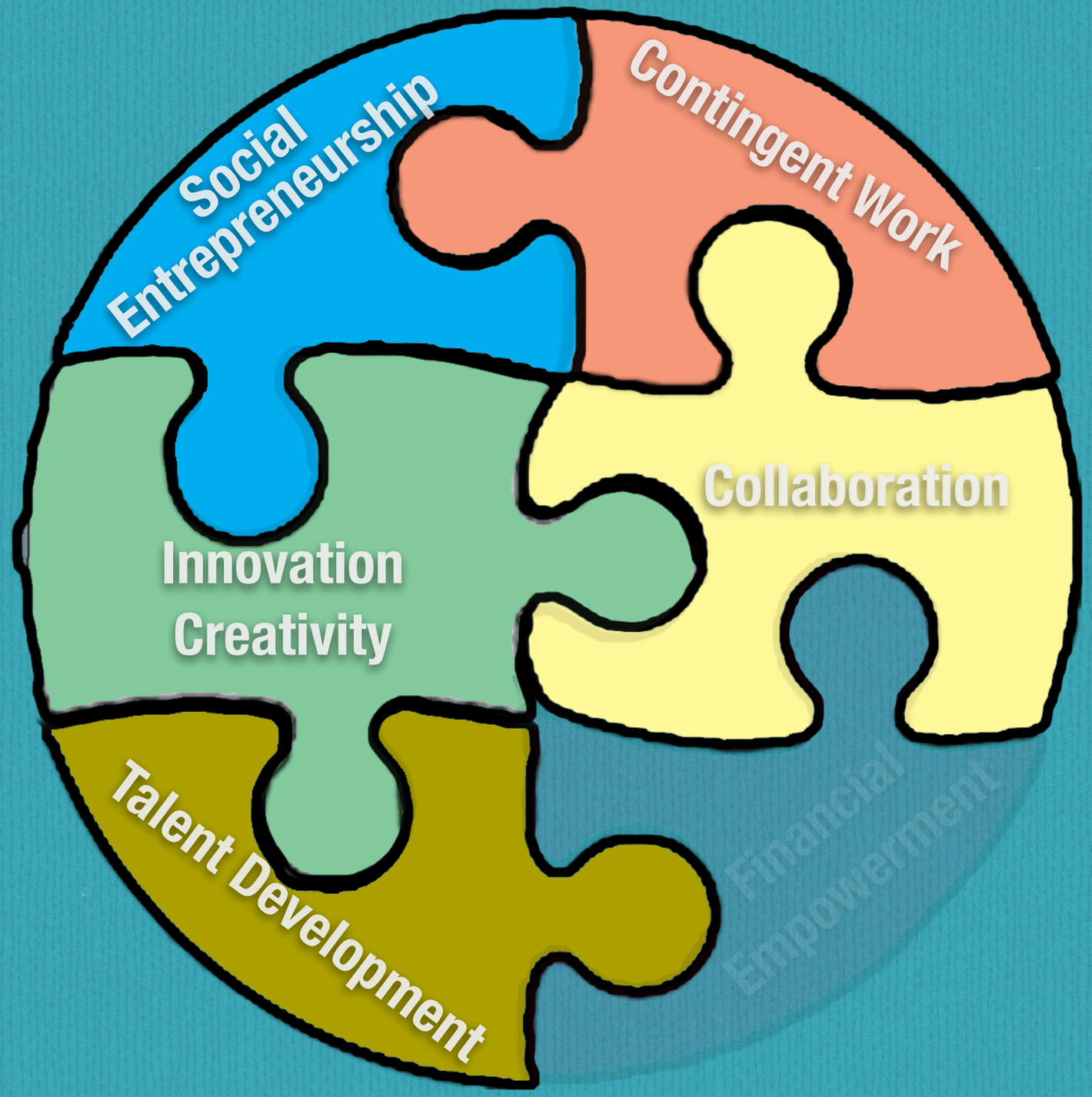
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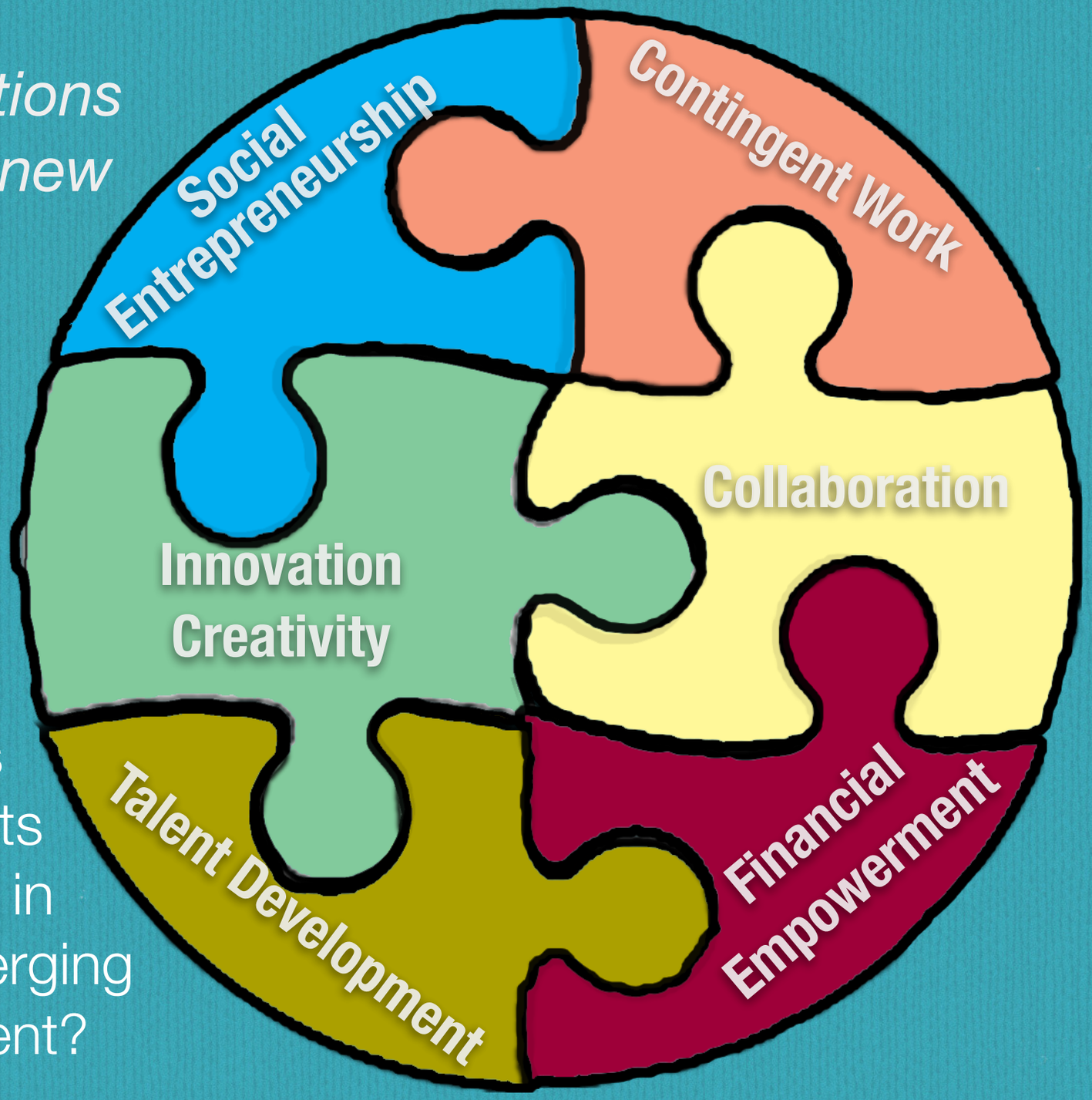
If these conditions represent the new "normal"…

what are the implications this paradigm shift has for the skills and understandings that our students need to master in this rapidly emerging work arrangement?



FREELANCE

Contingent Work
FREELANCE
INTERNATIONAL
PROFESSIONAL

THE NEW AMERICAN WORKFORCE: FLYING SOLO FEELS SAFER; LEAVES WORKERS IN MORE CONTROL THAN EVER BEFORE

- In 2015 there were 30.2 million independent workers age 21 and older.
- Independent workers generate more than $1.5 trillion of revenue.

Contingent Worker:
Freelancer
Consultant
Independent Contractor
Temporary Contract Worker

MBO Partners: State of Independence in America

- There are 12.4 million Part-Time Independents supplementing their income as a contingent worker.
- 43% of Part-Time Independents say they work to pursue a passion or interest.
- Full-Time Independents earned more than $100,000.
- Millennials constitute 30% of the Full-Time Independent workforce.

- 45% of the workforce is projected to be independent workers by 2020

- 43% of independent workers feel more secure working independently.

- 54% of millennials either want to start a business or already have

- 65% of young people think making it easier to start a business should be a priority of Congress

Kauffman Foundation

Business are increasingly using contingent workers	
Retail	82%
Financial Services	80%
Healthcare	81%
Professional Services	81%
Public Service Agencies	86%

MBO partners

MBO PARTNERS STATE OF INDEPENDENCE IN AMERICA 2015

FIVE YEARS OF INSIGHT ON THE GROWTH OF THE INDEPENDENT WORKFORCE

The independent workforce is growing **more than five times faster** than overall workforce growth.

+27% INDEPENDENT WORKFORCE GROWTH

+5.4%* U.S. EMPLOYMENT GROWTH

*Bureau of Labor Statistics

Do you have students that are thinking of starting their own business or already have a "start-up?"

What is the primary goal of business?

Social
Entrepreneurship

Social entrepreneurs are interested in the triple bottom line

- **People**
- **Planet**
- **Profit**

CAUSE

COLLEGIATE ASSOCIATION of UNREASONABLE SOCIAL ENTREPRENEURS

Open Books

Human Connections

Youthful Savings

YouthBuild

allowance for good

ONE MILLION DEGREES

www.niucause.com

Social Entrepreneurship

What if we changed the goal?

Social Entrepreneurship

What if we changed the goal?

Why should we care?

- 16 million children in the U.S. - 22% - live in families with incomes below the federal poverty level ($23,550)

- Student debt in the U.S. has reached $1.2 trillion; the average borrower will graduate with $26,000 in debt and 10% will accumulate more than $40,000

- Climate change is impacting everyone; the U.S. is the second largest emitter of carbon dioxide (behind China)

- Plastic bottles and bags are the most prevalent form of pollution found on beaches and in the ocean; 10% of the plastic manufactured worldwide ends up in the ocean; Chicago institutes partial ban on plastic shopping bags

Social Entrepreneurship

- Capitalism that serves humanity / environment
- Identifies social / environmental problems on a large scale
- Change agent for society

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People Planet Profit

What is SOCIAL ENTREPRENEURSHIP?

www.pbs.org

Ashoka's youth venture DREAM IT. DO IT.

ASHOKA'S YOUTH VENTURE
CREATING AN "EVERYONE A CHANGEMAKER" WORLD

www.youthventue.org

BE UNREASONABLE

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They're unreasonable because they:

>Want to change the system

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BECOME A SOCIAL ENTREPRENEUR!

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> Think they know the future

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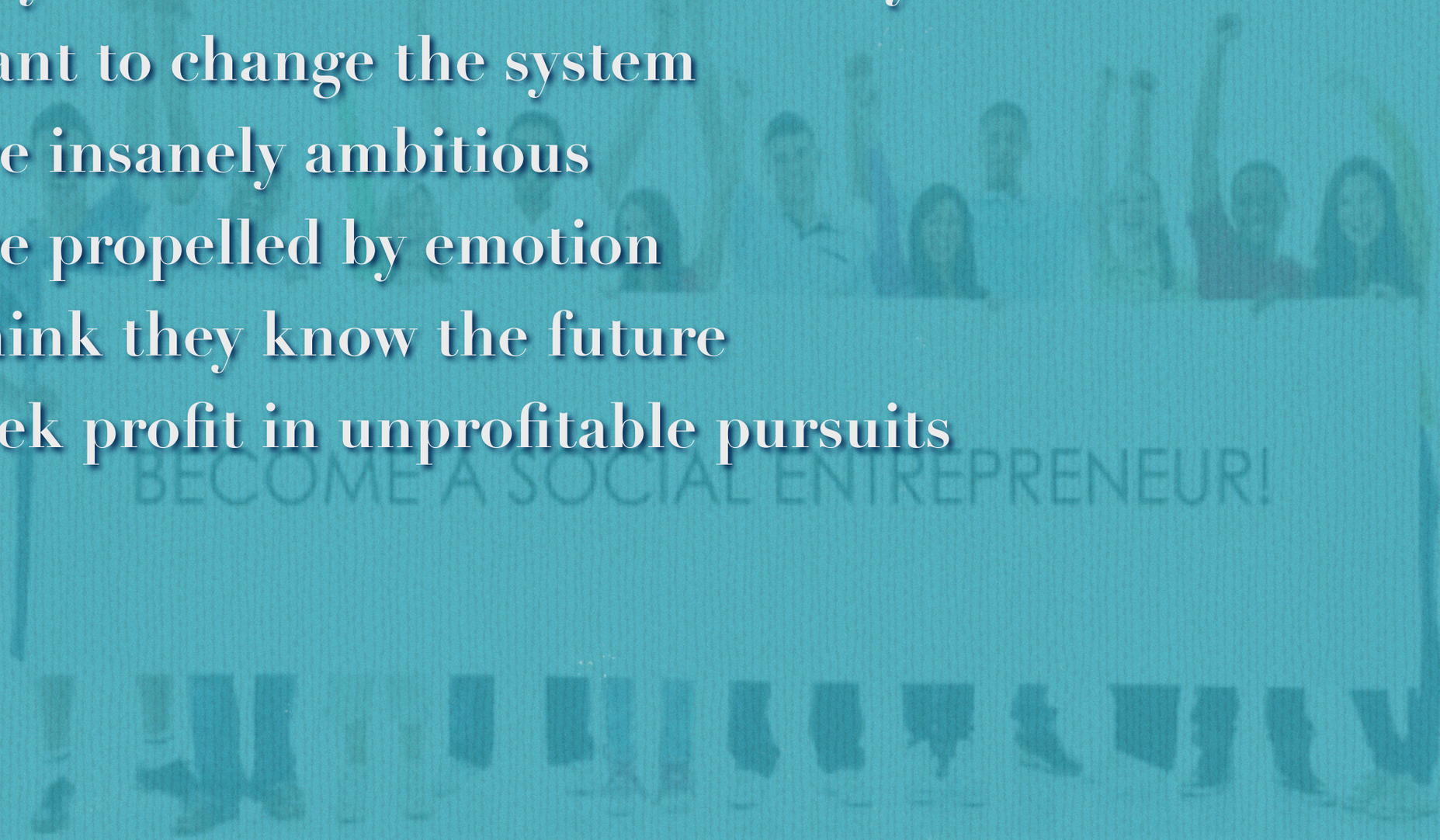
>Seek profit in unprofitable pursuits



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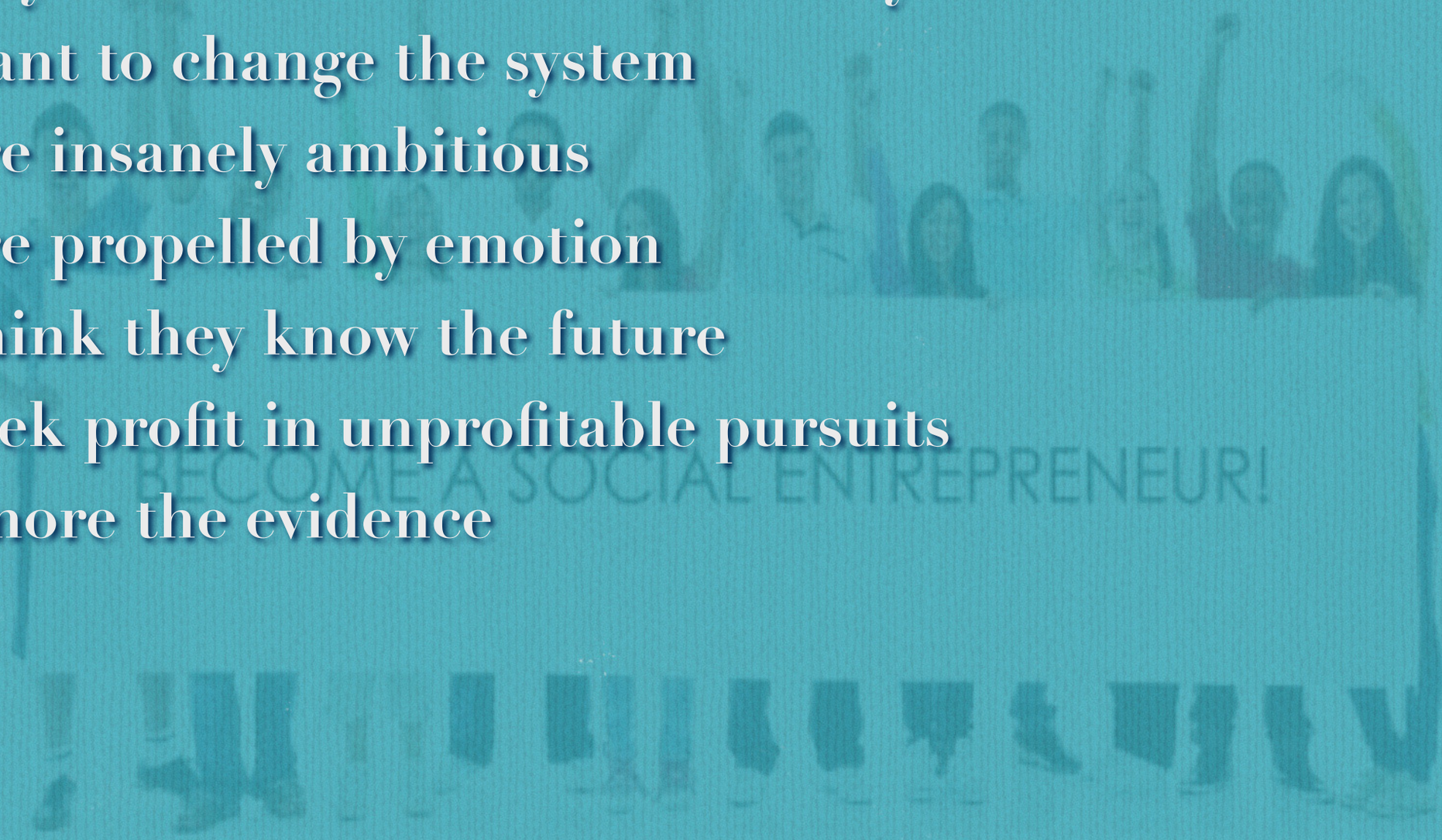

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> Try to measure the unmeasurable

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>They are unqualified

>Refuse to be made into superheroes

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>They are unqualified
>Refuse to be made into superheroes
>Are, well , unreasonable

WHAT PROBLEM DO YOU BELIEVE STUDENTS, OR YOU, WOULD BE PASSIONATE ABOUT SOLVING?

In what way(s) would you most want to have a positive impact on people or the planet?

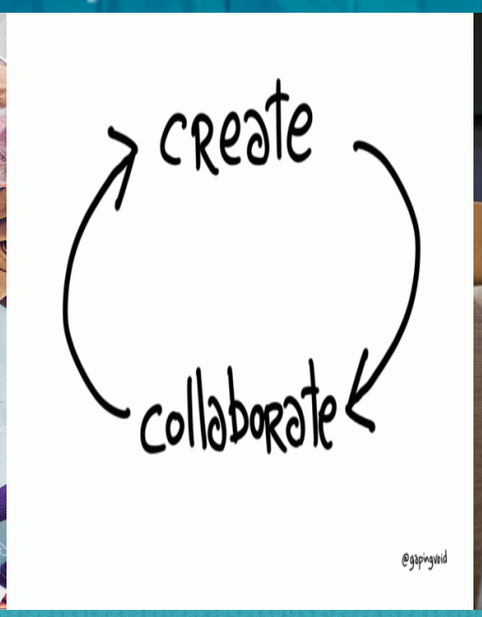
Sharing Economy

The End of Employment and the Rise of Crowd-Based Capitalism

Sharing Economy

The End of Employment and the Rise of Crowd-Based Capitalism

INNOVATION
CREATIVITY



BRIEF BUT
SPECTACULAR
PBS
NEWS
HOUR

BRIEF BUT
SPECTACULAR
PBS
NEWS
HOUR

The Rise of the Creative Class
Richard Florida

The Rise of the Creative Class
Richard Florida

Creativity

- **Technological** creativity or innovation
- **Economic** creativity / entrepreneurship
- **Artistic** and **Cultural** creativity

"In order to generate entrepreneurship a region must create conditions that stimulate innovation, arts, and culture. The three types of creativity stimulate and reinforce one another." (Richard Florida)

Collaboration - what is it?

Collaboration - what is it?

X

25N Coworking

X

25N Coworking

FINANCIAL EMPOWERMENT

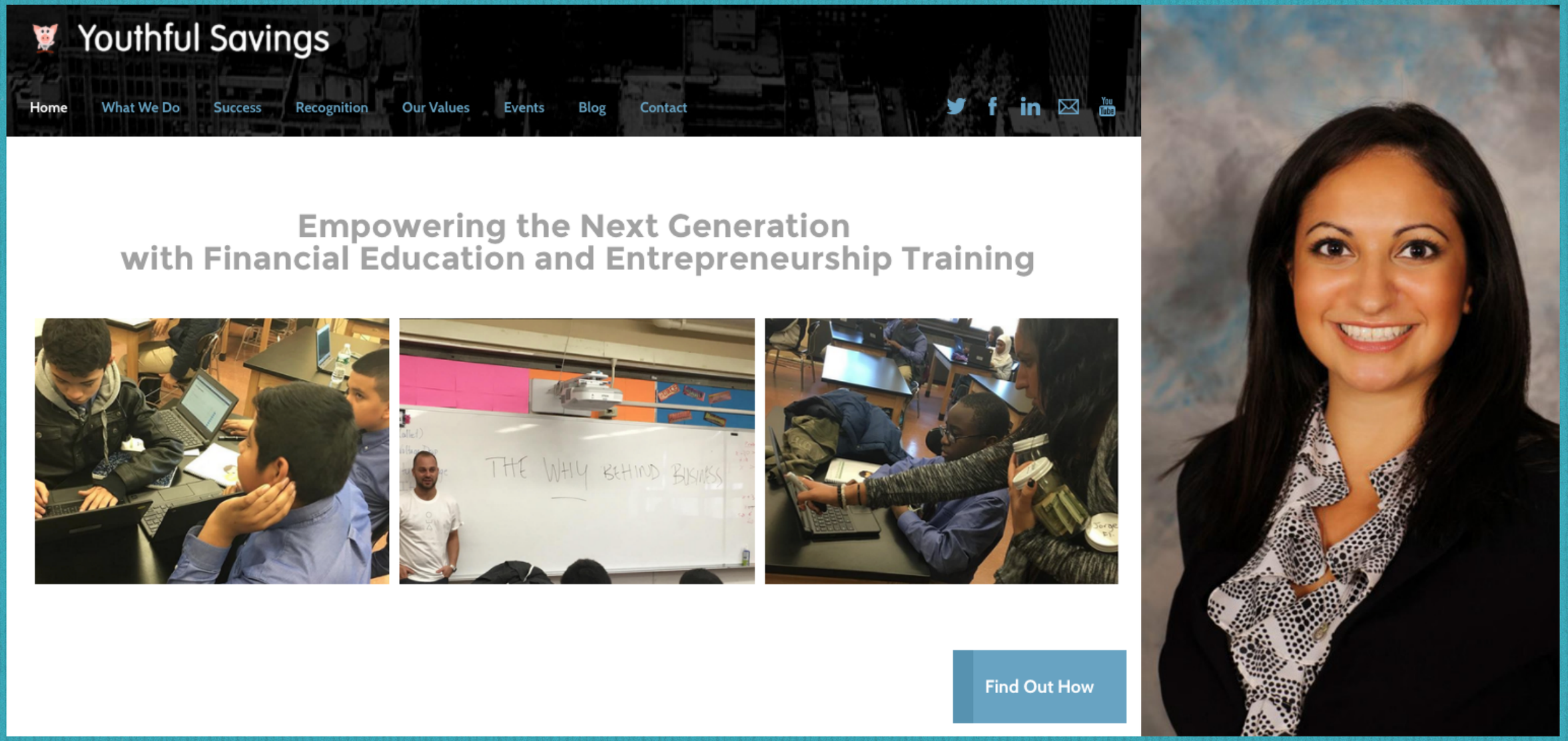
FINANCIAL EMPOWERMENT

DEBT

BUSINESS PLANNING

INVESTMENT

MATCH PASSION WITH PROFIT



youthfulsavings.com

Somya Monjul

Intuit 2020 Report

TWENTY TRENDS THAT WILL SHAPE THE NEXT DECADE

Intuit 2020 Report

TWENTY TRENDS THAT WILL SHAPE THE NEXT DECADE

- ☐ Digitally savvy kids grow up and change everything
- ☐ Baby boomers gray, but they don't slow down
- ☐ It's a She-conomy
- ☐ Cultural fusion brings global tastes to local markets
- ☐ Customers control the relationship
- ☐ Small businesses and global giants form a barbell economy (diminished presence of mid-sized businesses

Intuit 2020 Report

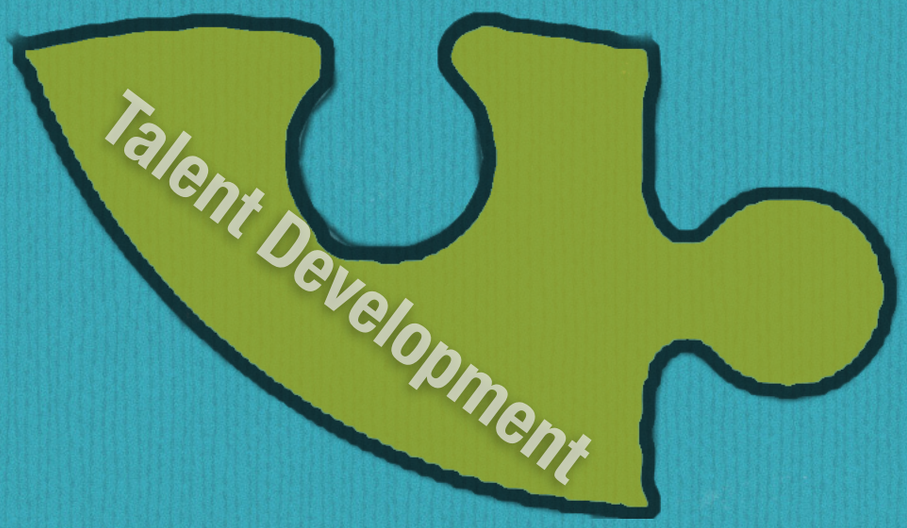
TWENTY TRENDS THAT WILL SHAPE THE NEXT DECADE

Intuit 2020 Report

TWENTY TRENDS THAT WILL SHAPE THE NEXT DECADE

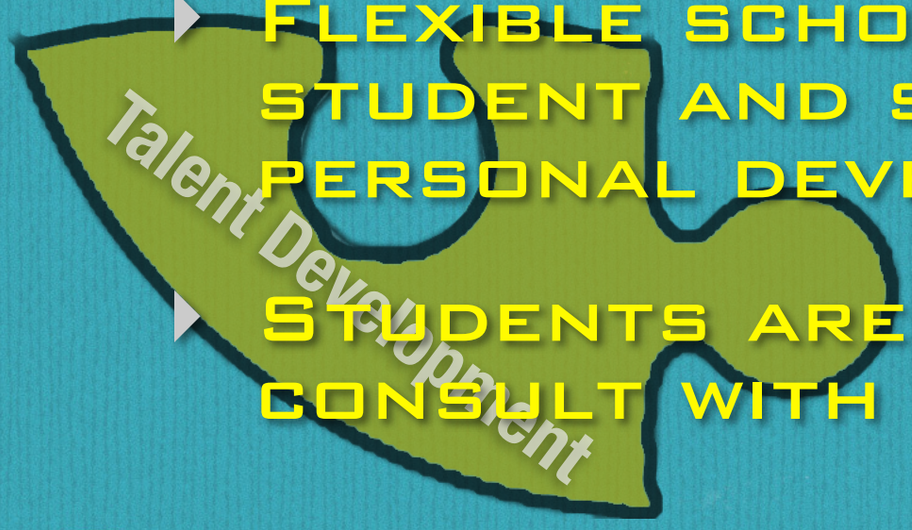
- ☐ Social networks fuel the participatory economy
- ☐ Localism creates a new way of life
- ☐ Individuals shoulder the risk burden
- ☐ You no longer need cash to start a business
- ☐ Working in the cloud: brick and mortar office will be a thing of the past; shifting work lives from corporate offices to an in-my-own place, on-my-own time regimen
- ☐ Sustainability becomes a competitive requirement

Transformed Learning Culture



Transformed Learning Culture

- Follow the student
- Shift greater responsibility to the learner
- Cultivate the entrepreneurial spirit
- Expand opportunities for personal development through diverse experiences in a real-world context
- Flexible school environment where the student and school advocate for personal development
- Students are connected with adults to consult with



Entrepreneurial Ecosystem

- **Capital**: startups receive financial support and investment guidance
- **Coaching:** mentorship and guidance is provided by industry experts that are committed to growth
- **Connections**: support through networks of local, regional and national leaders/innovators for startups and incubator staff
- **Curriculum**: training and events that focus on market discovery, financial planning and product development
- **Community**: development of a community of invested stakeholders that believe in the power of an entrepreneurial culture
- **Communicating** and sharing successes: showcasing best ideas

Adapted from Thrill Mill Incubator/Accelerator
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Entrepreneurial Ecosystem

Complexity of a community

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Purpose Beyond Self

Curriculum

Instruction

Talent Development

Learning Ecosystem
A community of interdependent collaborating partners and processes with a shared vision

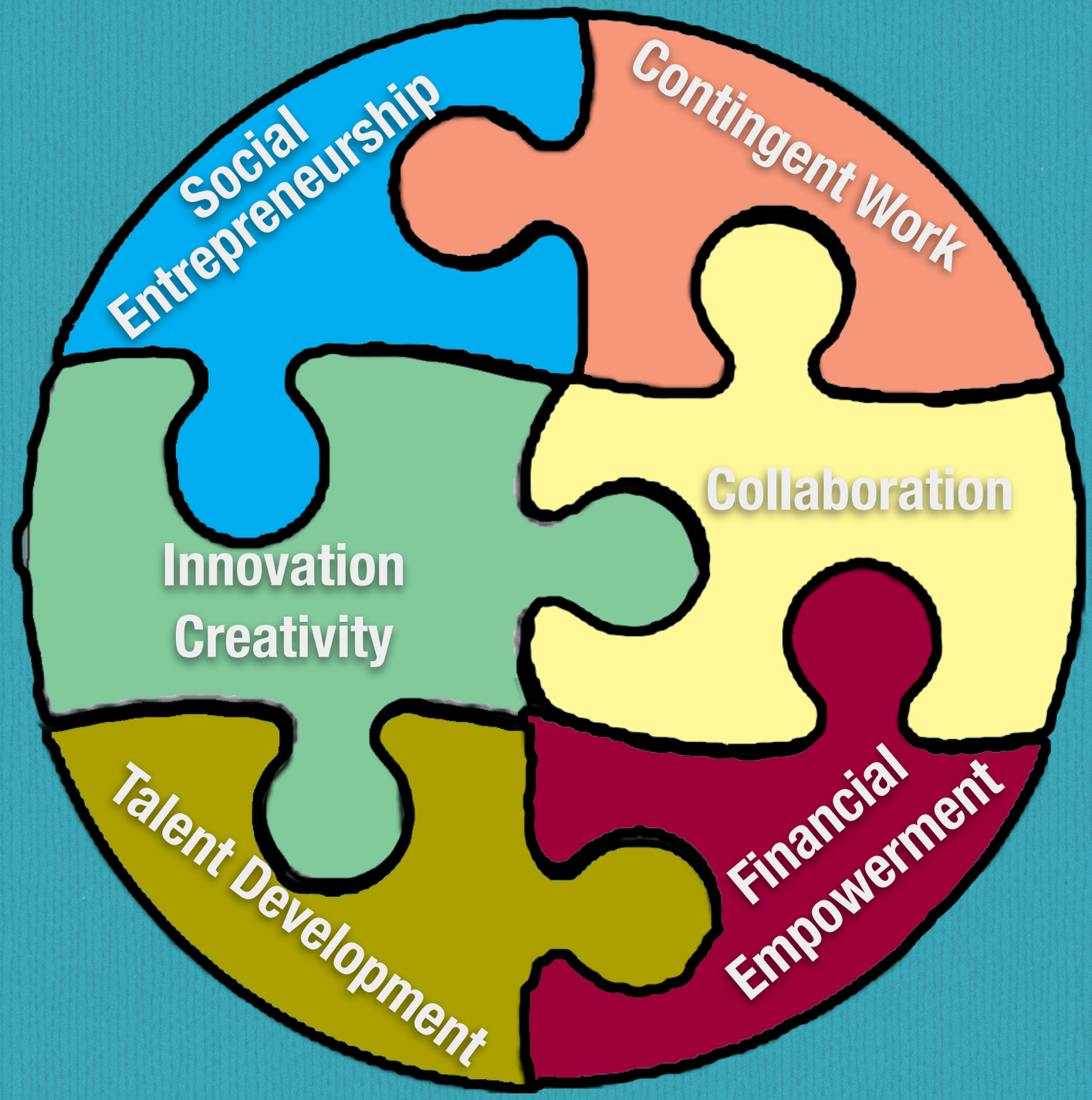
Empowered Students

Time

Collaborating Partners

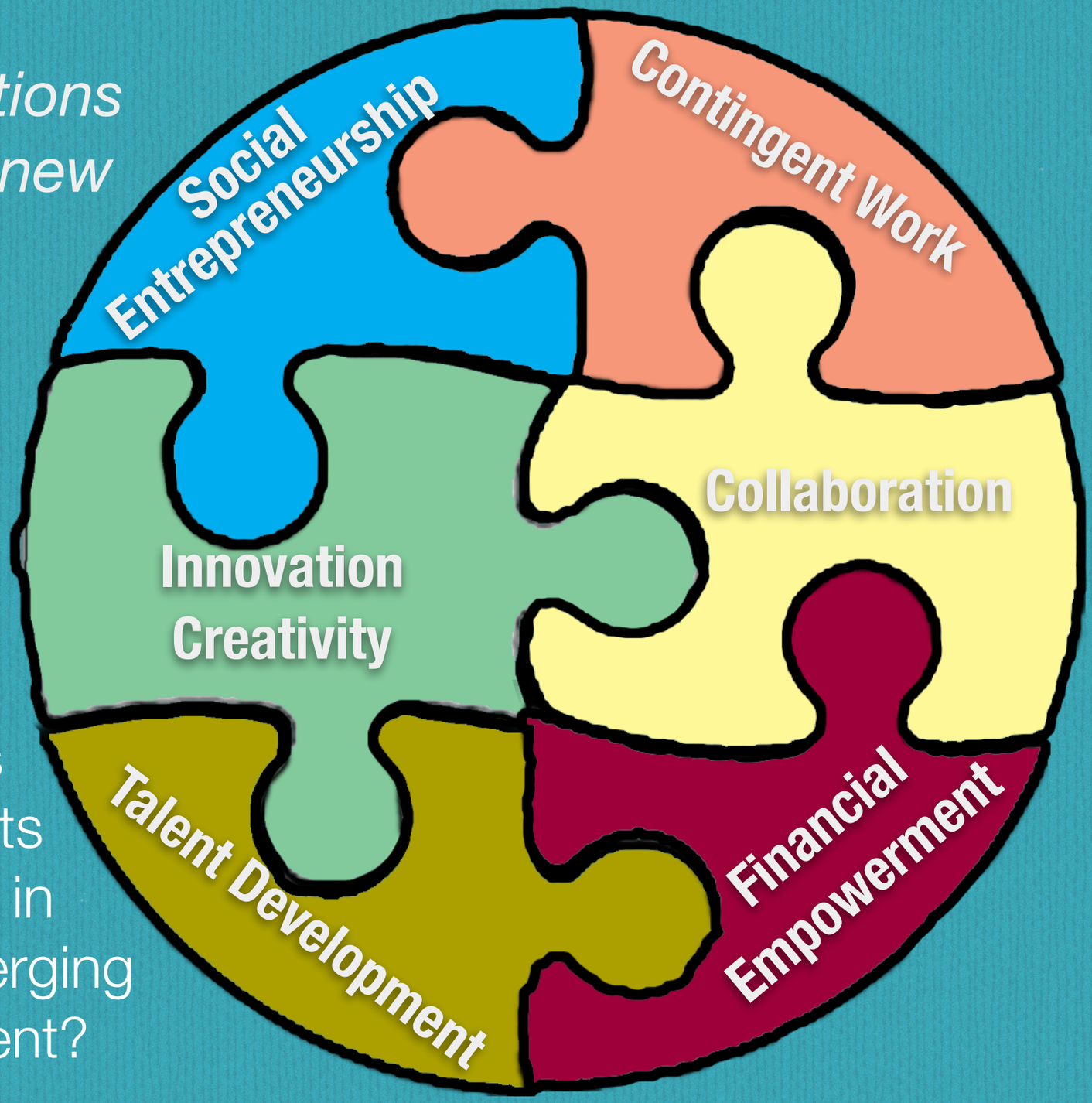
Opportunity to Fail

Technology Promoting Creativity


Social Entrepreneurship
Contingent Work
Collaboration
Innovation
Creativity
Financial Empowerment
Talent Development

If these conditions represent the new "normal"…

what are the implications this paradigm shift has for the skills and understandings that our students need to master in this rapidly emerging work arrangement?



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