Tertiary Education and Workplace Trends

• Australia in the Asian Century
  • Future work skills
  • Reflections
“Asia will not only be the world’s largest producer of goods and services, it will also be the world’s largest consumer of them. It is already the most populous region in the world. In the future, it will also be home to the majority of the world’s middle class.”

From “Australia in the Asia Century” White paper 2012
Opportunities

• Tyranny of distance is being replaced by the prospects of proximity. Australia is located in the right place at the right time—in the Asian region in the Asian century.

• Beyond economic gains, there are many valuable opportunities for building stronger relationships across the region, including through closer educational, cultural and people-to-people links.
White Paper Goal

• Our goal is to secure Australia as a more prosperous and resilient nation that is fully part of our region and open to the world.

• Australia starts from a position of strength. Just as our region has a lot to offer us, we have a lot to offer our region. We have strong, world-leading institutions, a multicultural and highly skilled workforce, and a productive, open and resilient economy, which is one of the strongest in the world.
Five Key Areas

1. Build on Strengths

• Reinforce the foundations of our fair society and our prosperous, open and resilient economy.

• Extend our comparative advantage.

• Reform and investment across the five pillars of productivity—skills and education, innovation, infrastructure, tax reform and regulatory reform.
2. People and culture

• Develop the capabilities that will help Australia succeed: invest in our people through skills and education; job-specific skills, scientific and technical excellence, adaptability and resilience.

• Broaden and deepen our understanding of Asian cultures and languages, to become more Asia literate to build stronger connections and partnerships across the region.
3. Business Models and Mindsets

- Australia’s commercial success in the region requires that highly innovative, competitive Australian firms and institutions develop collaborative relationships with others in the region; new business models and new mindsets to operate and connect with Asian markets.
4. Security, Stability and Alliances

• Stability and sustainable security of our diverse region.
• Work to build trust and cooperation, bilaterally and through existing regional mechanisms.
• Rules-based regional and global order. Australia’s alliance with the United States and a strong US presence in Asia will support regional stability, as will China’s full participation in regional developments.
5. Being Good Neighbours

• Strengthen Australia’s deep and broad relationships across the region at every level: social, cultural, political and economic.
• Improving people-to-people links -broad spectrum spanning business, unions, community groups and educational and cultural institutions.
• Stronger relationships will lead to deeper understanding of what is happening in Asia.
• In turn, more of our neighbours in the region will know us better than they do today.
Asia’s Economic Resurgence Is Set To Continue
Figure 1: Setting the Context for the Asian Century

- staggering scale and pace of rise
- investment in people and capital
- market and institutional reform
- open global trading systems and stability
- Asia has changed the world

- strong income growth ahead
- shifting trade and consumption patterns
- competition for resources
- prosperity through stability

Chapter 1: The rise of Asia

The rise of Asia provides great opportunities for Australia

Chapter 2: The future of Asia to 2025

Chapter 4: Outlook for Australia to 2025

Chapter 3: Australia in Asia

- Australia's comparative advantages
- demographic and environmental challenges
- opportunities arising from Asia's development

- developing institutional connections
- opening up the Australian economy
- cultural contributions to Australian society
Figure 2: Roadmap to Navigate the Asian Century

- skills and education
- innovation
- infrastructure
- tax reform
- regulatory reform
- environmental sustainability
- macroeconomic and financial frameworks

- schools
- universities
- vocational training
- participation
- Asia-capable leaders and institutions
- adaptability
- fair, multicultural and cohesive society

By 2025, Australia will be a more prosperous and resilient nation, fully part of the region and open to the world

Chapter 5: A productive and resilient Australian economy

Chapter 6: Building capabilities

Chapter 7: Operating in and connecting to growing Asian markets

Chapter 8: Building sustainable security in the region

Chapter 9: Deeper and broader relationships

- effective diplomacy
- stronger and more comprehensive relationships
- closer people-to-people links
- vibrant cultural connections

- security has underpinned Asia’s development
- changing security environment
- building trust
- comprehensive national, collective and human security

- tapping into regional opportunities
- linking with value chains
- starting at home
- working in the region
Role of Schools

• Australia’s school system will be in the top five schooling systems in the world, delivering excellent outcomes for all students of all backgrounds, and systematically improving performance over time.
  – By 2025, Australia will be ranked as a top five country in the world for the performance of our students in reading, science and mathematics literacy and for providing our children with a high quality and high equity education system.
  – By 2015, 90 per cent of young Australians aged 20 to 24 years will have a Year 12 or equivalent qualification, up from 86 per cent in 2010.
Pathways

– Legislate and deliver the National Plan for School Improvement, improve teacher quality, empower school principals and provide more information to parents and the community.

– Implement, through the National Plan for School Improvement, the Australian Curriculum in partnership with States and Territories and non-government school authorities to upgrade student skills for the Asian century.
Asia Studies

- Every Australian student will have significant exposure to studies of Asia across the curriculum to increase their cultural knowledge and skills and enable them to be active in the region.
  - All schools will engage with at least one school in Asia to support the teaching of a priority Asian language, including through increased use of the National Broadband Network.
Pathways

• All Australian students will have the opportunity, and be encouraged, to undertake a continuous course of study in an Asian language throughout their years of schooling.

• All students will have access to at least one priority Asian language; these will be Chinese (Mandarin), Hindi, Indonesian and Japanese.
Universities

• Australia will remain among the world’s best for research and teaching in universities, delivering excellent outcomes for a larger number of Australian students, attracting the best academics and students from around the world and strengthening links between Australia and the region.
  – By 2020, 20 per cent of undergraduate higher education enrolments will be people from low socioeconomic backgrounds, up from 17 per cent in 2011.
  – By 2025, 40 per cent of all 25 to 34-year-olds will hold a qualification at bachelor level or above, up from 35 per cent in 2011.
  – By 2025, 10 of Australia’s universities will be in the world’s top 100.
  – A larger number of Australian university students will be studying overseas and a greater proportion will be undertaking part of their degree in Asia.
Pathways

– Work with universities to substantially boost the number of Australian students studying in Asia through closer links with regional institutions, and improve financial support and information for students who study in Asia.

– Support universities to increase the number of students who undertake Asian studies and Asian languages as part of their university education, including through increased use of the National Broadband Network and digital technology.

– Encourage every Australian university to have a presence in Asia and establish an exchange arrangement involving transferable credits with at least one major Asian university.

– Support, through the Australian Research Council and other mechanisms, high quality research by Australian publicly funded research organisations and strengthen research and teaching links between Australian institutions and those in the region.
Vocational Education and Training System

– By 2020, more than three quarters of working age Australians will have an entry-level qualification (at the Certificate III level or higher), up from just under half in 2009.

– Australia’s vocational education and training institutions will have substantially expanded services in more nations in the region, building the productive capacity of the workforce of these nations and supporting Australian businesses and workers to have a greater presence in Asian markets.
Asia Capable Leaders, Workplaces and Institutions

– One third of board members of Australia’s top 200 publicly listed companies and Commonwealth bodies (including companies, authorities, agencies and commissions) will have deep experience in and knowledge of Asia.

– One third of the senior leadership of the Australian Public Service (APS 200) will have deep experience in and knowledge of Asia.
Future Work Skills*

• **Sense-making.** The ability to determine the deeper meaning or significance of what is being expressed.

• **Social intelligence.** The ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions.

• **Novel and adaptive thinking.** Proficiency at thinking and coming up with solutions and responses beyond that which is rote or rule-based.

• **Cross-cultural competency.** The ability to operate in different cultural settings.

• **Computational thinking.** The ability to translate vast amounts of data into abstract concepts and to understand data-based reasoning.

*University of Phoenix Institute for the Future in its [Future Work Skills 2020](#) white paper.
Future Work Skills (cont.)

- **New-media literacy.** The ability to critically assess and develop content that uses new media forms and to leverage these media for persuasive communication.

- **Transdisciplinarity.** Literacy in and ability to understand concepts across multiple disciplines.

- **Design mind-set.** Ability to represent and develop tasks and work processes for desired outcomes.

- **Cognitive load management.** The ability to discriminate and filter information for importance and to understand how to maximize cognitive functioning using a variety of tools and techniques.

- **Virtual collaboration.** The ability to work productively, drive engagement and demonstrate presence as a member of a virtual team.
“To be successful in the next decade, individuals will need to demonstrate foresight in navigating a rapidly shifting landscape of organizational forms and skill requirements. They will increasingly be called upon to continually reassess the skills they need, and quickly put together the right resources to develop and update these. Workers in the future will need to be adaptable lifelong learners.”
Issues Concerning Women

• Changing nature of work.
• Workplace participation.
• Demands of work.
• Time spent on housework, time with children & family.
• Work life balance.
Reflection - Future Directions

• Students to be Asia ready by looking at:
  – Asian languages, cultural competencies, partnerships & business links into Asia, exchange programs & work experience.

• Young women able to meet future work place challenges - negotiating effectively, resilient to rigors & in-equality in work place. (discernment & decision making).

• Leadership that recognises interdependencies, resilience & negotiation.

• Women comfortable with men & male type of environments.
Reflection- Future Directions

• Capable of operating their own business & working for multiple employers on casual basis & innovation

• Communication skills, collaboration & networking.

• Effective personal choices particularly with setting work-life balance & role of family life in framework of catholic social teaching & paradigm of society.
Reflection – Learning Outcomes

• Life long, self directed learners able to value & use multiple learning pathways.
• Development of higher order thinking skills such as critical analysis, computational, adaptive & novel thinking, thinking.
• Skills in social intelligence, leadership & partnerships.
• Cultural competence.
• IT skills, new media literacy, virtual collaboration & creative-design mind-set.
Reflection - Mission

• The College Mission informs through:
  – a tradition that is creative, contemplative, compassionate.
  – concerned with justice & peace.
  – Build bridges with others & remain open to & have energy for change.
  – People who can discern & heal & nurture in places of discord.
Reflection - SIF

Aligns with SIF spheres of:

• Learning & Teaching
• Student Wellbeing
• School Community
• Leadership & Management
Consultation with Stakeholders

• Key stakeholders for this theme are:
  – Parents
  – Students & Past Students
  – Staff

• Engagement through:
  – Parent survey & pulse check survey
  – Forum with guest speakers with discussion
  – Interaction with selected past students
Strategic Directions

• Be Asia ready.
• Life long, self directed learners able to use multiple educational pathways.
• Sion profile be more reflective of community in which we live.
• Equip students to participate in & contribute effectively to a dynamic global community.
• Develop leadership potential for all spheres (family, parish, community, workplace).