

LIFELONG LEARNING IS A MUST

If you want understand more follow on Twitter @[Bernard Marr](#)



5 Ways Work Will Change in the Future

At least 30% of the activities associated with the majority of occupations in the near future could be automated, leading to massive changes in the workforce such as:

1. Fluid gigs

Within an organization, positions will be more fluid, and a strict organizational chart will likely be tossed in favor of more project-based teams. This is especially appealing to Generation Z employees since [75% of Generation Z employees](#) would be interested in having multiple roles in one place of employment. The “gig” economy will continue to expand

where professionals sign on as contractors or freelancers and then move on to the next gig.

2. Decentralized workforces

Thanks to mobile technology and readily available internet access, employees won't need to be in the same location. This will make it easier for the next generation workers to choose to live anywhere rather than in the city or the country where their job is.

3. Motivation to work

People will need something more than a paycheck as a motivation to work. Many want to work for an organization with a mission and purpose they believe in. They will also want different incentives such as personal development opportunities, the latest tech gadgets to facilitate their work-from-anywhere ambitions, and more.

4. Lifelong learning

Not only will employees want to learn throughout their career, but they will also need to learn new skills. Technology will continue to evolve the role humans play in the workforce, so everyone will be required to adapt their skills throughout their working lives.

5. Technology will augment human's jobs

Artificial intelligence algorithms and intelligent machines will be co-workers to humans.

How to Prepare for the Future of Work

Look at the following workforce scenarios

- A industrial operation is updating its equipment. Mike Smith, a machine operator, must learn to use computer controls to operate the new machinery. He risks being fired if he doesn't master the new system.
- Charlie Manning lost his job when the job where he worked for twenty years shut down and moved to a different country to take advantage

of cheaper labour. Now Charlie works as a watch man, at a much lower rate of pay and with fewer benefits.

- Despite earning a good yearly salary as a bank teller, Bruce Hinds finds the work tedious and boring. He dreams of filling a position in the company's human resources department.
- Mary Atkins loves her job as an accountant with an insurance firm. She knows that if she wants to rise in the firm and make more money, she has to get a master's degree in business.
- Sue Fisher has a bachelor's degree in art, but she needs hands-on skills in computer graphics and process camera work to get the kinds of art and design jobs she wants.
- After spending nine years at home raising children, Pat Grant wants to go back to work. Before staying home with her children, she worked as a telephone operator.

All these workers can benefit from updating their job skills or learning new ones.

Retraining ...or reschooling....occurs for a variety of reasons: the need to keep pace with new technology, company downsizing, reorganisation or relocation, job obsolescence, and the desire for more challenging work, more money, or advancement. Even those who are perfectly satisfied with their job will find periodic retraining to be essential. Old jobs and old ways of working are rapidly disappearing, while new jobs and new ways of working are being created daily.

Technological advances and economic developments have put workplace change on a scale and at an unprecedented pace.

Never before has there been a time when people have had to make so many decisions regarding their future employability.

The importance of actively and consciously being a lifelong learner is significant to anyone who is serious about keeping a current job, changing jobs, becoming an entrepreneur and/or generally succeeding and staying

relevant in both the professional and personal arenas. And this is because with the scale of current economic and social change, the rapid transition to a knowledge-based society and the demographic pressure resulting from a population that is enjoying more longevity, everyone must recognise that these factors demand a fresh approach to education and training which seeks to improve not just the knowledge and skills but also the competence of all players in this century.

As such, lifelong learning comprises two aspects: the concept of learning not only the structured learning through school and social education but also learning through involvement in such areas as sports, cultural activities, hobbies, recreation and volunteer activities. It is learning garnered in diverse activities, which include elementary and secondary schools, universities and other institutions of higher education, citizens' associations, libraries, museums, cultural facilities, sports facilities, as well as lifelong learning programme facilities in the private sector, companies, and offices.

Lifelong learning therefore covers the whole range of learning: formal and informal learning and workplace learning as well as the skills, knowledge, attitudes and behaviours that people acquire in their day-to-day experiences.

Now you may begin to see the value of learning. There is absolutely no point in just learning for learning's sake if your objective is to improve your self professionally, make yourself more marketable and/or launch into the dizzying world of small business /entrepreneurship. You've got to learn smart.

Basically, it's a win-win situation, whatever your age.

***J. Foderingham with information from The Jamaica Foundation For
Lifelong Learning – www.jfll.gov.jm***
