

# Future-Work in the Era of the Robots

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The world has never changed so fast



It will never be this slow gain

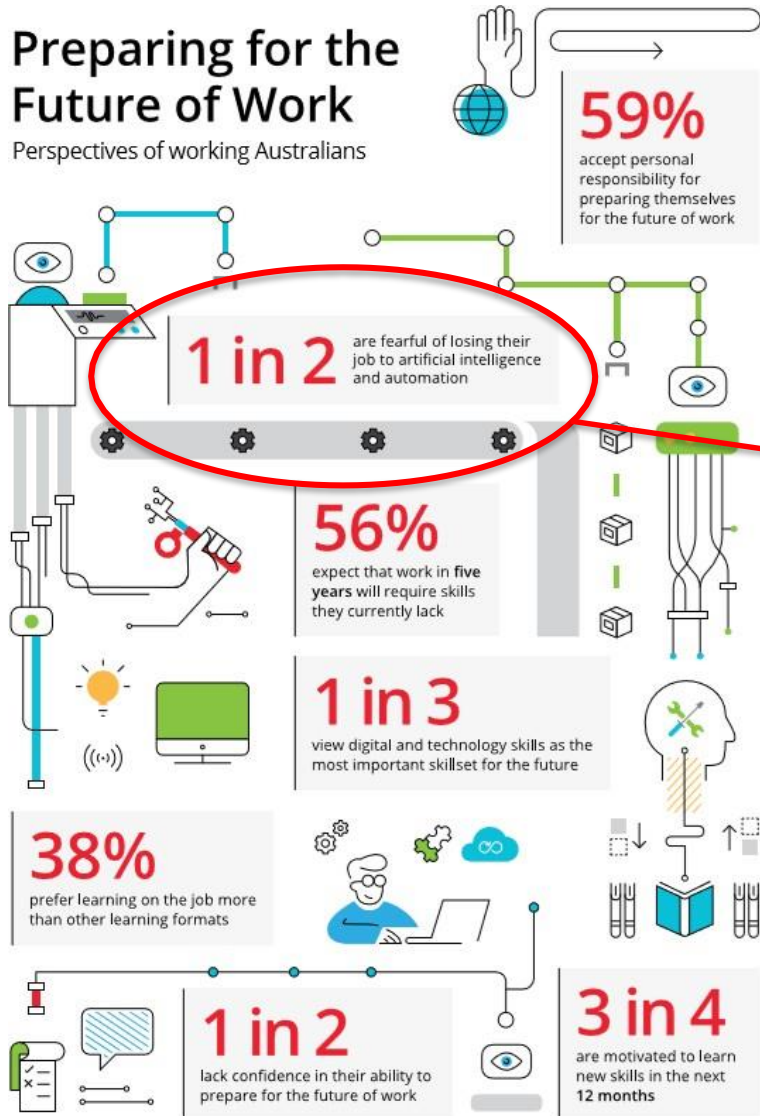


A futuristic female robot with a white, human-like face and a metallic, silver-colored body. She is shown in profile, looking down and to the right, with her right hand raised to her forehead in a gesture of concern or deep thought. The background is dark, making the robot stand out. The text "Worried?" is overlaid in the upper right corner.

Worried?

# Preparing for the Future of Work

Perspectives of working Australians



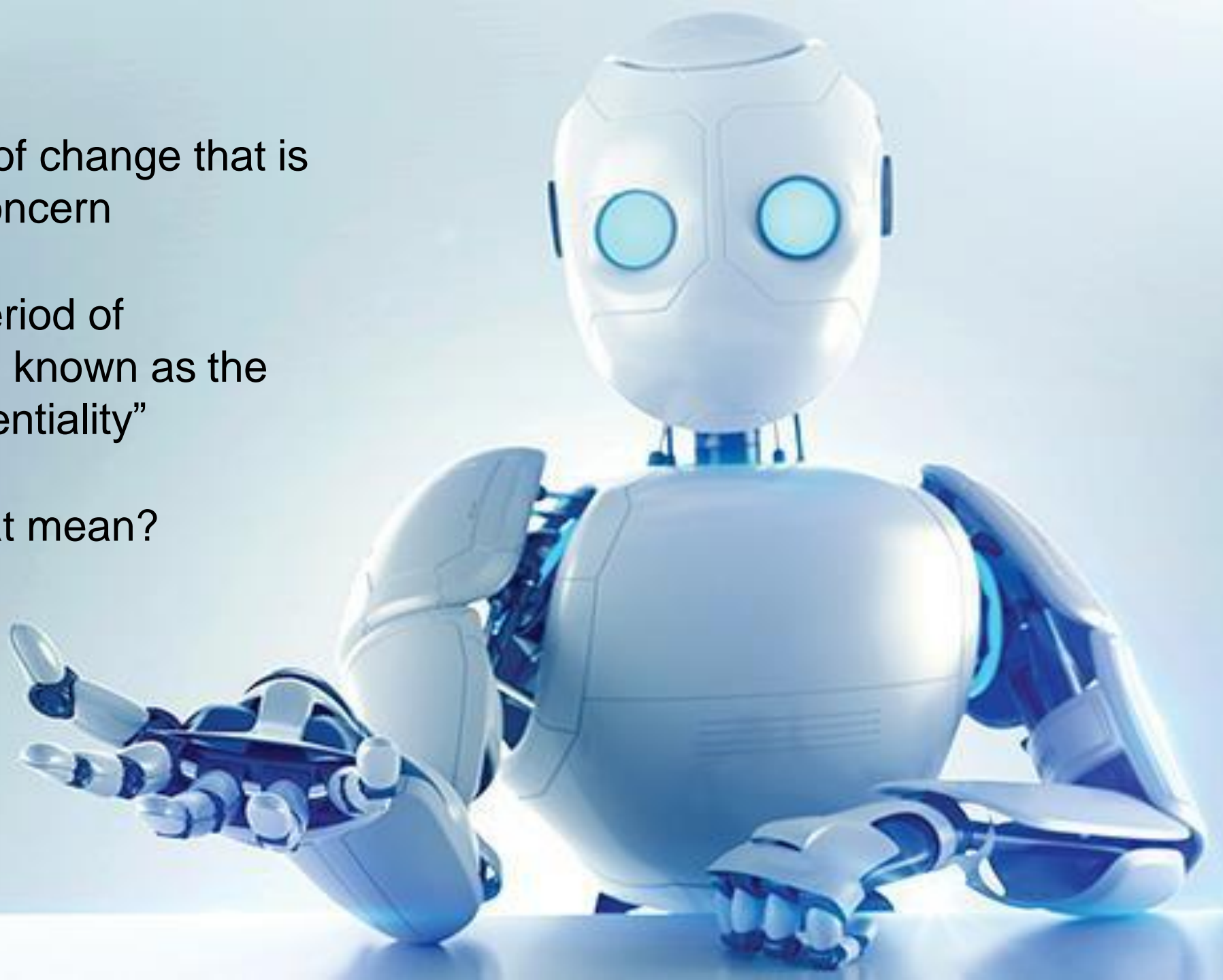
People are concerned about their working future . . . will the robots take all the jobs?

**1 in 2 people are fearful of losing their job to artificial intelligence and automation**

It's the speed of change that is causing the concern

We are in a period of transformation known as the "Era of Exponentiality"

What does that mean?



Question:

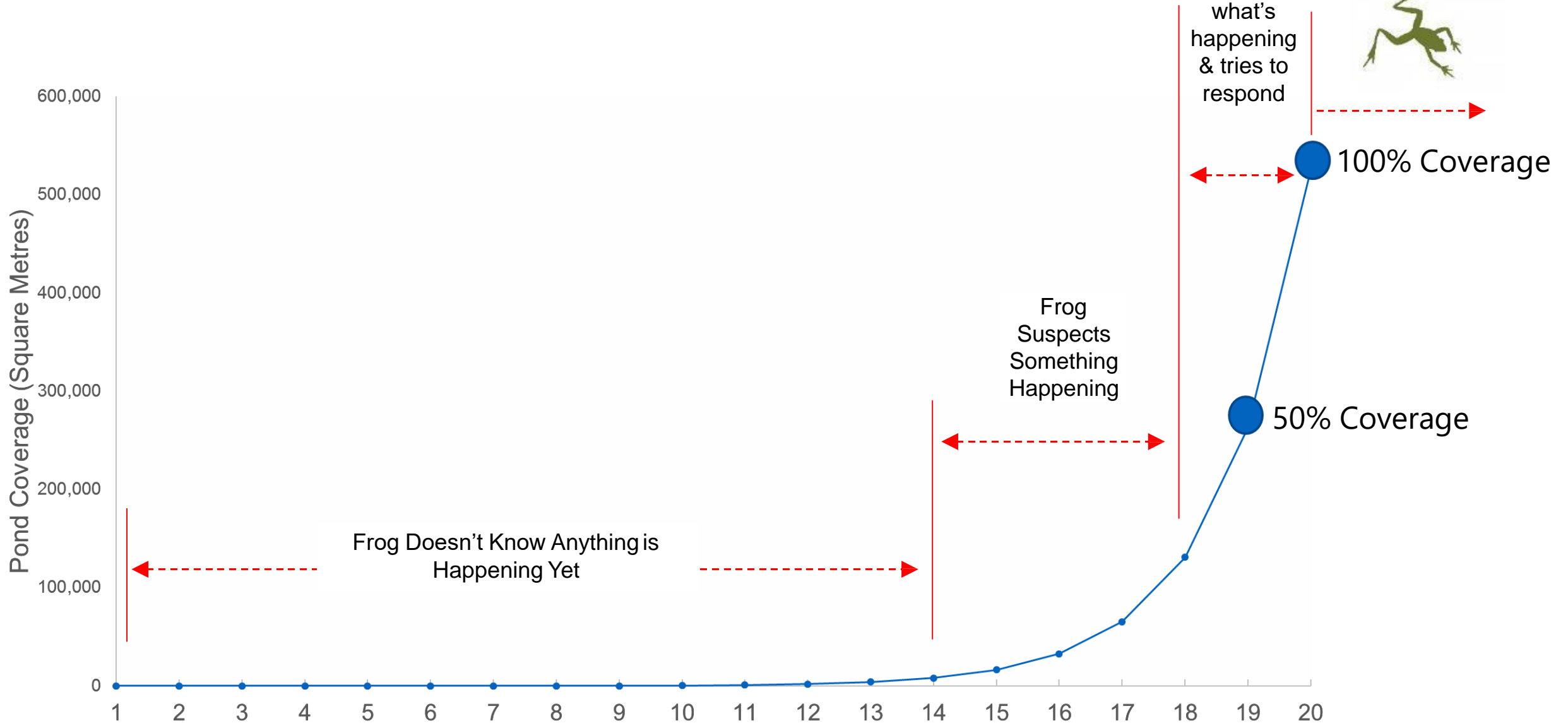
The area of the pond that the lily pads cover doubles every day.

It takes 19 days for the pond to be half-covered.

On what day is the pond completely covered?



Answer:  
On day 20 (one day later) the pond is covered





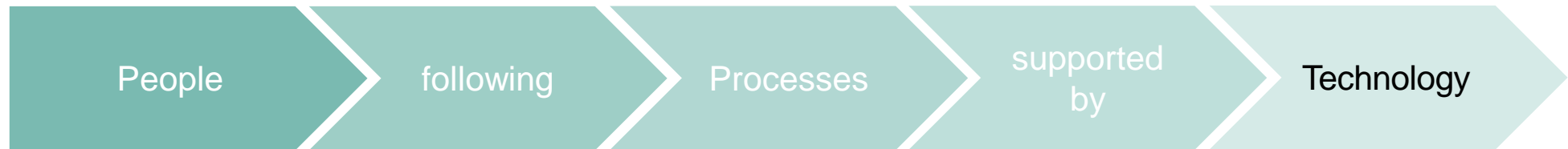


So how does this effect  
the world of work?

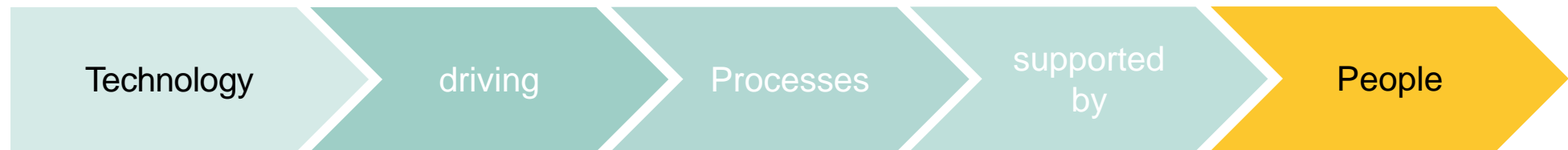
How will it change MY  
future and career  
prospects?

# Organisations are moving from 'people businesses' enabled by technology towards tech businesses enabled by people

**From:**  
20<sup>th</sup>C  
business  
model

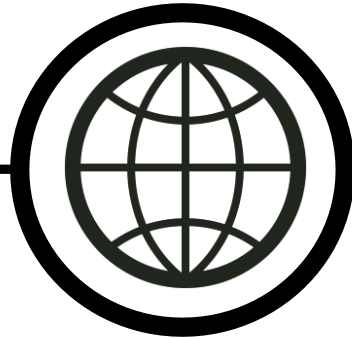


**To:**  
21<sup>st</sup>C  
business  
models

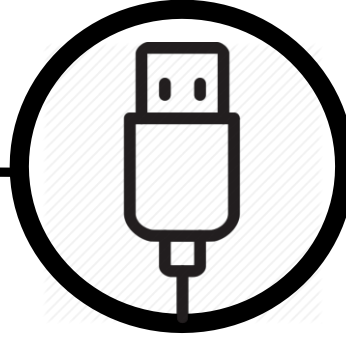


# And our working world is changing accordingly

Business is evolving



**Economics/  
demographics**

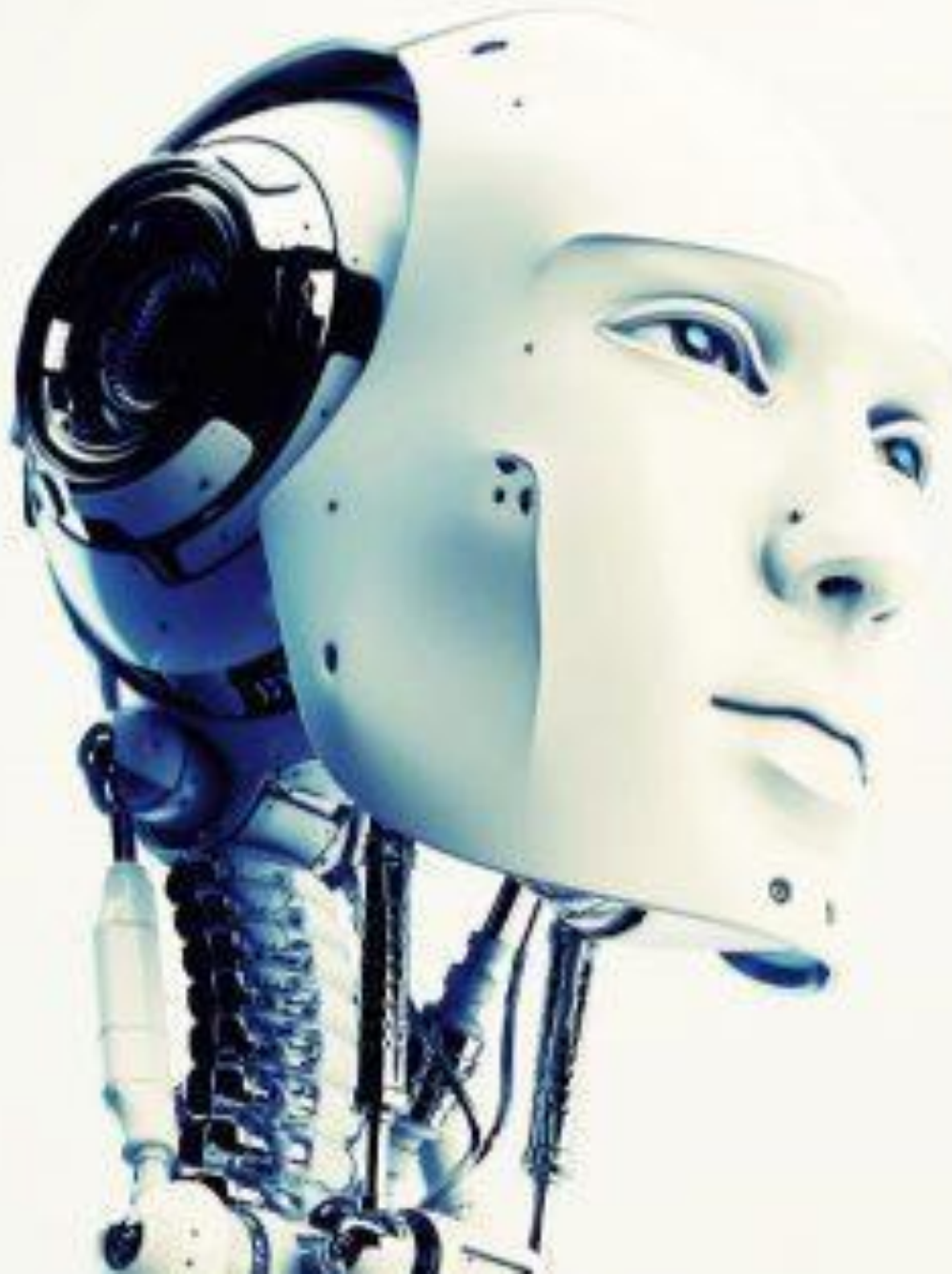


**Technology**



**Digital/data**

We are preparing professionals for **jobs that don't yet exist** using **technologies that haven't been invented** to solve **problems we haven't yet identified**



The future of work is about “skills”, not (just) qualifications or knowledge

What skills?

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# The future of recruitment

There is continued high demand for skilled workers and an ongoing shortage of *the right* talent. Organisations are pursuing numerous ways to close the talent gap in both the short and long term — including new university programs, technical and vocational programs, apprenticeships, certifications, early education and government programs.

Many industries are looking to fill jobs through a “future-now” approach that involves tapping into a market for future professionals who may not have a traditional university UG or PG degree but do have the needed technical skills and aptitudes.

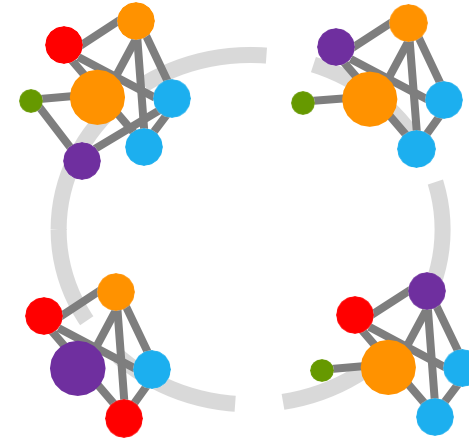
# Technology, the labour market and skills requirements are changing at a record pace



**Agile Development**  
requires “liquid skills”



**Hybrid Jobs**  
require ‘nano skills’



**Rise of Teams**  
expertise location



**Gig Economy**  
requires a skills registry

# The challenge is universal

← *Everyone is challenged* →

Industry	Professionals	Academic institutions	Students
<ul style="list-style-type: none"><li>• Needs employment candidates with hands-on skills and product/service experience</li><li>• Overall shortage of qualified candidates</li></ul>	<ul style="list-style-type: none"><li>• Industry professionals are under constant pressure – they don't have the time to train new staff</li><li>• Need for continuous training and professional development to keep up with the changing landscape</li></ul>	<ul style="list-style-type: none"><li>• There are shortage of qualified and experienced teachers and professors and competition with industry salaries</li><li>• Struggling to keep pace with shifts in industry and technology</li></ul>	<ul style="list-style-type: none"><li>• Trouble defining a career path since there are a myriad options</li><li>• Many jobs require significant education <i>and</i> experience – students don't know where to get started</li></ul>

## Cross-profession challenges

- Under-representation of women and wage gaps in the field
- Competition between public and private sectors

# A “future-now” approach focuses on new employee profiles, roles and partnerships

New employee profiles	New types of roles	New partnerships
<ul style="list-style-type: none"><li>▪ Focus on skills as a pre-requisite, not degrees earned</li><li>▪ Non-traditional candidates with diverse backgrounds and skill sets</li><li>▪ Those that have a drive for continuous learning and professional growth</li></ul>	<ul style="list-style-type: none"><li>▪ Focused on emerging technologies, that require skills and knowledge to perform, but do not necessarily require a university degree</li><li>▪ Examples: digital finance, design thinking, data science, mobile development, social media management, agile operations, project management</li></ul>	<ul style="list-style-type: none"><li>▪ Federal and state government programs</li><li>▪ TAFE programs and organisations</li><li>▪ K-12 school programs, engagement events and gamification/competitions</li><li>▪ Industry short-course training programs</li></ul>



## Workforce strategy demands agility

- **What skills are essential today and in the future** for the organisation? Document them. Design clear career paths for the profession, focusing on what skills are needed at each level.
- **No longer a focus solely on degrees as prerequisites.** What roles really need four-year university degrees? Certification shouldn't filter out potential stars before they get a chance to prove themselves — realise that skills and experience can come from a variety of places.