



THE FUTURE OF
Workforce Development
WHERE RESEARCH MEETS PRACTICE

Plenary Session:

A Futurist's View of the Future of Work

Speaker:

Glen Hiemstra, Futurist.com

September 19, 2012

Federal Reserve Bank of Kansas City, Kansas City, Mo.

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Pillars of 20th Century Industrial Society

- how we make, buy, grow, sell, manage, travel, communicate
- the home as we lived it
- private, then government, then private solutions
- the idea of retirement
- the school
- the job

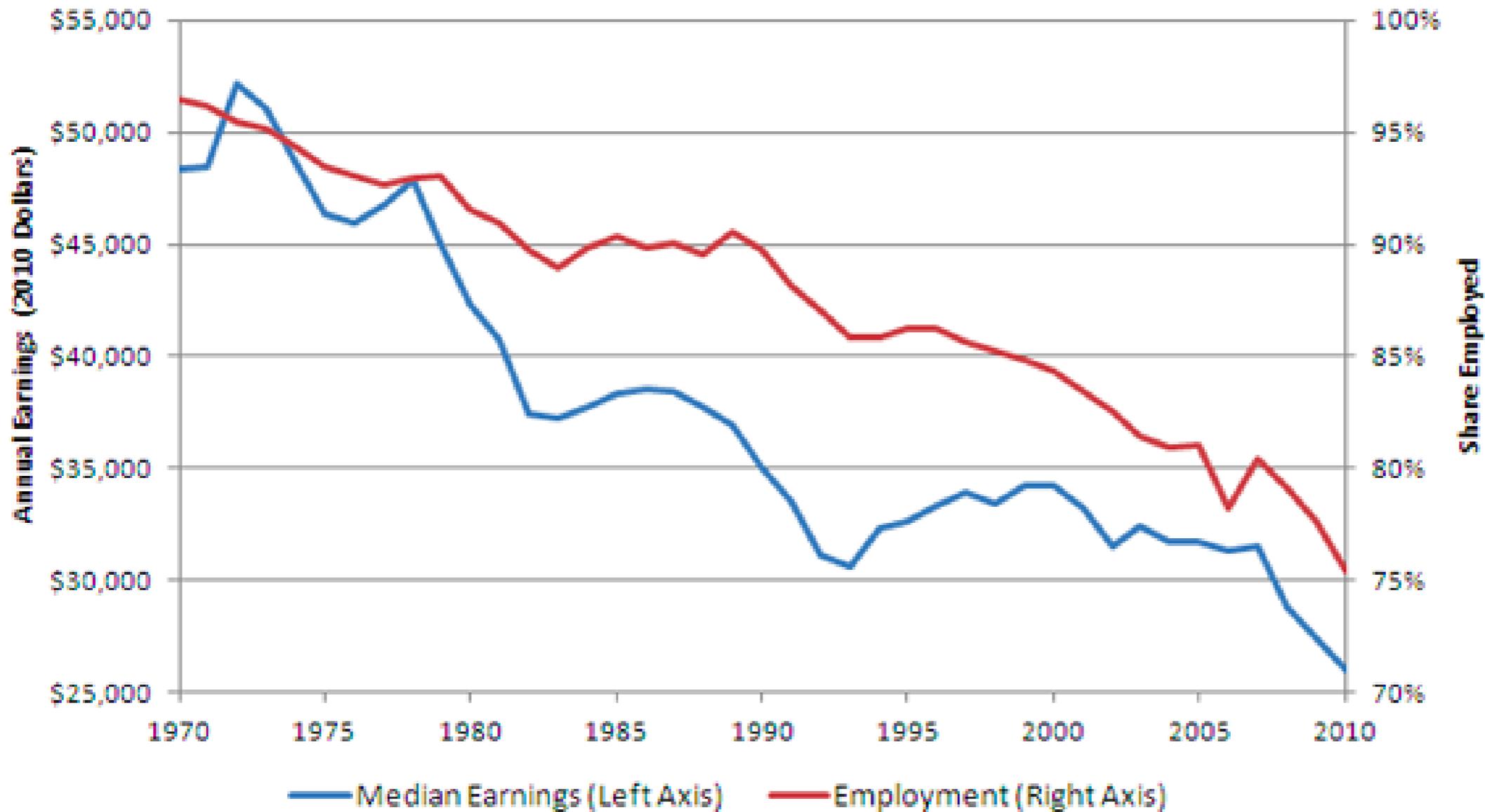




There is one rule for the industrialist and that is: Make the best quality of goods possible at the lowest cost possible, paying the highest wages possible.

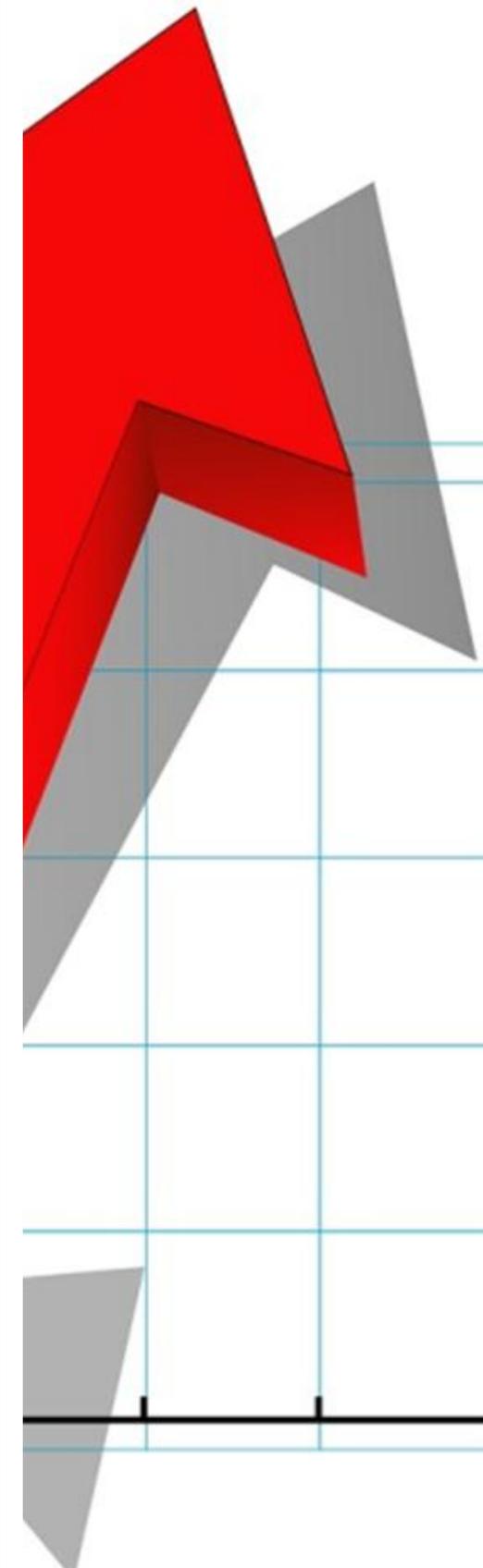
Henry Ford

Annual Earnings and Employment of Men with a High School Diploma Only



Source: Current Population Survey, 1971-2011; Data on the institutionalized population come from the U.S. Census and American Community Survey, 1970-2010.

Note: The sample is restricted to non-Hispanic whites and blacks aged twenty-five to sixty-four to control for changes in the share of immigrants in the population. A direct identifier of immigrant status is unavailable before 1994 for annual earnings data.



what is your image of
the future?

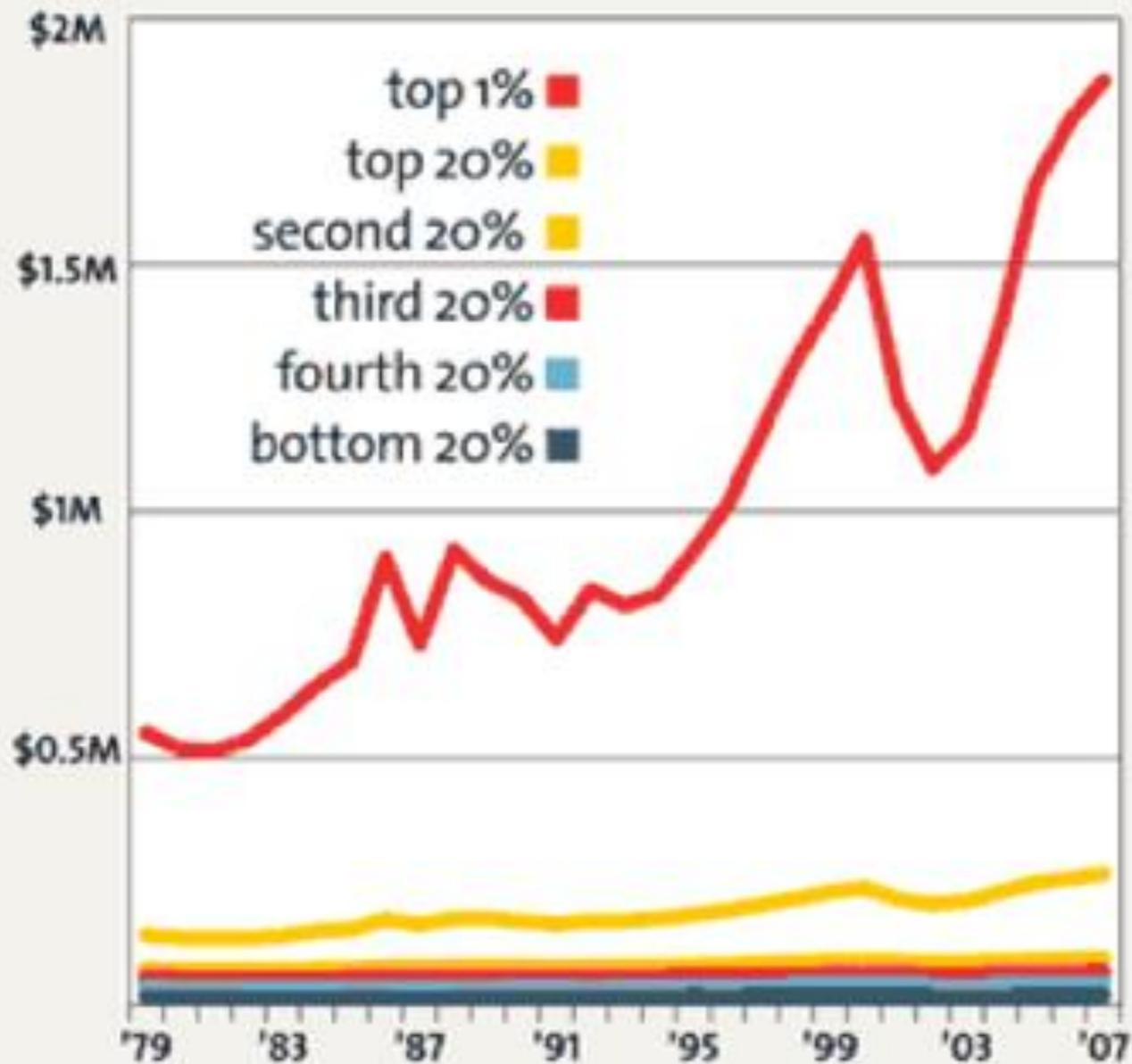


The meta-cycle of suburban development, including “housing” and all its accessories in roads and chain stores, is hitting the wall... The suburban build out is over. This will come as an agonizing surprise to many. The failure to make infinite suburbanization the permanent basis for an economy will rock our society for years to come.

- James Howard Kunstler, 2007

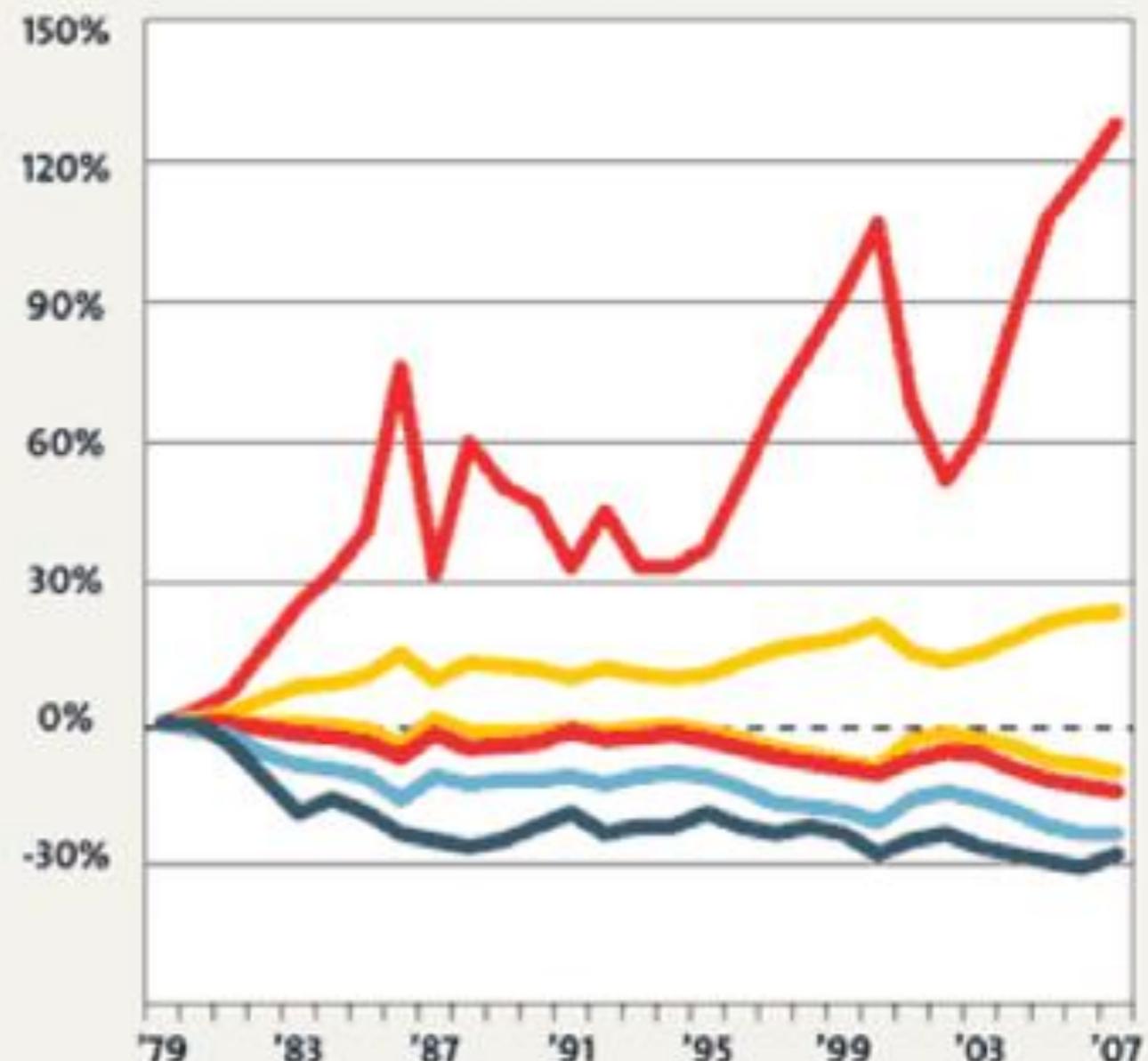
income gap economics

AVERAGE HOUSEHOLD INCOME
before taxes



2007 dollars. Source: Congressional Budget Office

CHANGE IN SHARE OF INCOME
vs. 1979, after taxes



Source: Congressional Budget Office

driving forces: income gap economics

- technology
- global commerce
- public policy
- values shift

knowledge value economy

A man with grey hair, wearing a dark suit, white shirt, and red tie, is looking through binoculars. He has a surprised or excited expression, with his mouth open and one hand pointing forward. He is sitting at a desk in an office. On the desk, there are stacks of papers, a blue pen holder with pens, and a blue stapler. In the background, there are stacks of books on shelves and a computer monitor. The scene is brightly lit.

it's what a
product or service
- or person knows

knowledge value needs.....knowledge

must find new and better ways organize
communities to enable learning for millions.

education at a glance...

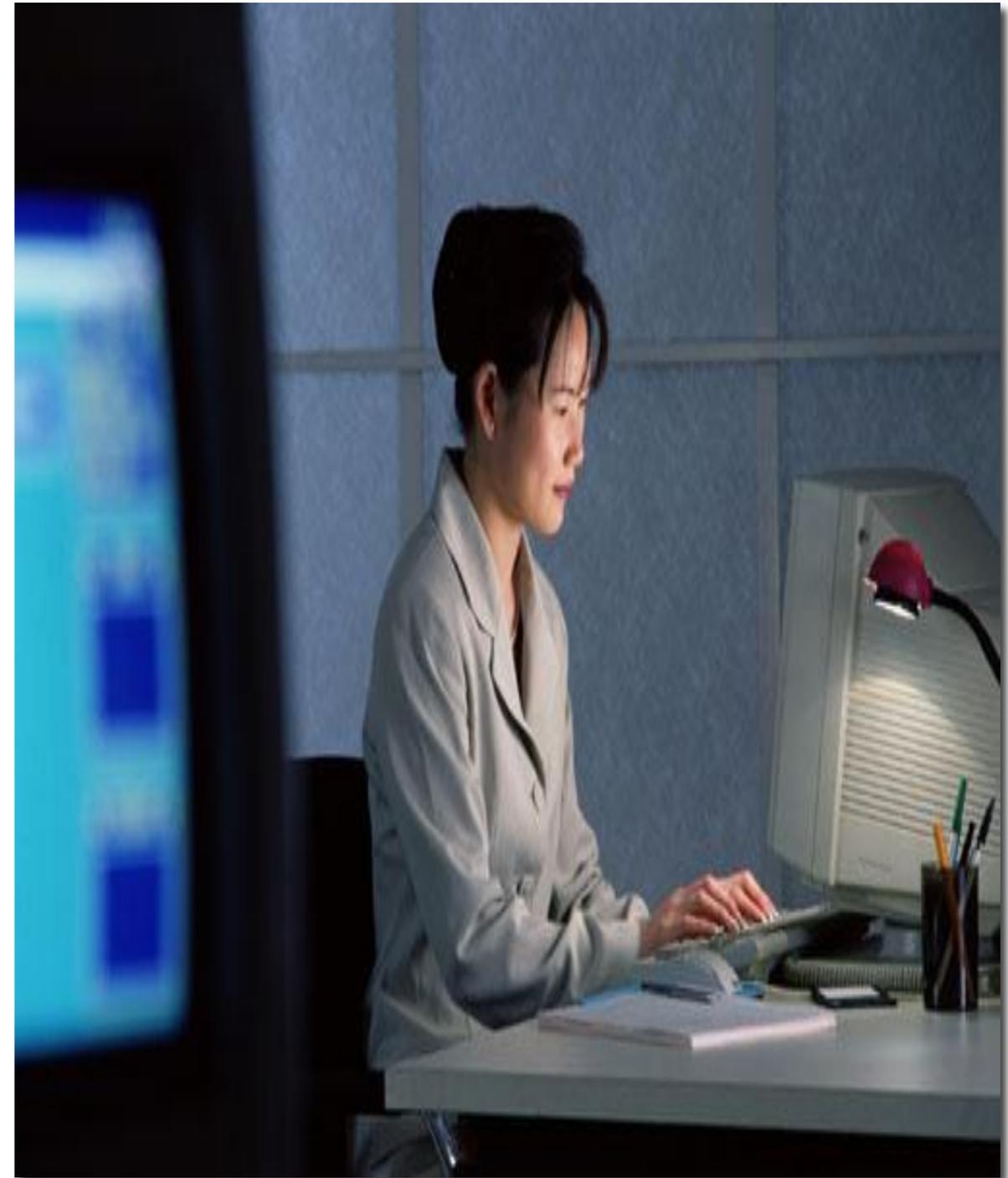
- Thirty years ago U.S. had 30% of world's college students. Today 14% & falling
- 30% of U.S. students do not finish H.S., 25% of college entrants drop out without a degree
- U.S. now 15th in OECD in proportion of young adults (25-34) with 2-4 year college degree.
- The top 3 OECD nations are Korea, Canada, Japan
- For 4-year degrees U.S. now ranks 11th.
- For 2-year degrees U.S. ranks 20th out of 33 nations (at 9%).

nature of work in global future

20th

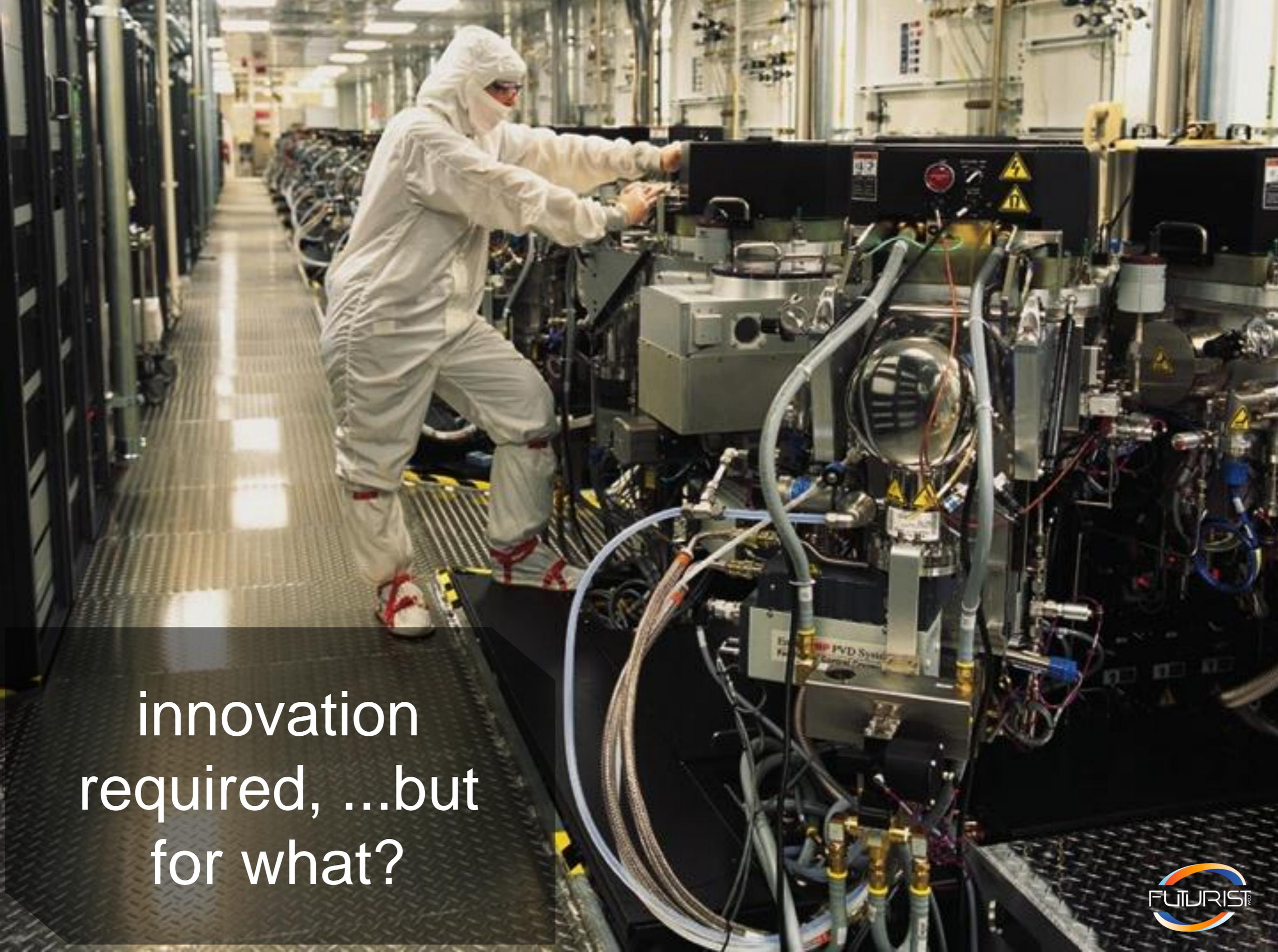


21st



is innovation our most important competitive advantage?

- “Innovation is now the only path to growth, prosperity, environmental sustainability and national security for America.”
 - Curtis Carlson, SRI International
- “A developed country's competitiveness now comes primarily from its capacity to innovate...Innovation is the only mechanism that can actually change things in substantive ways.”
 - Chuck Vest, former president of MI



innovation
required, ...but
for what?

re-innovating learning . . .



innovations needed...

- ***Unlocking*** the power of human intelligence

- getting bandwidth to the brain of more people

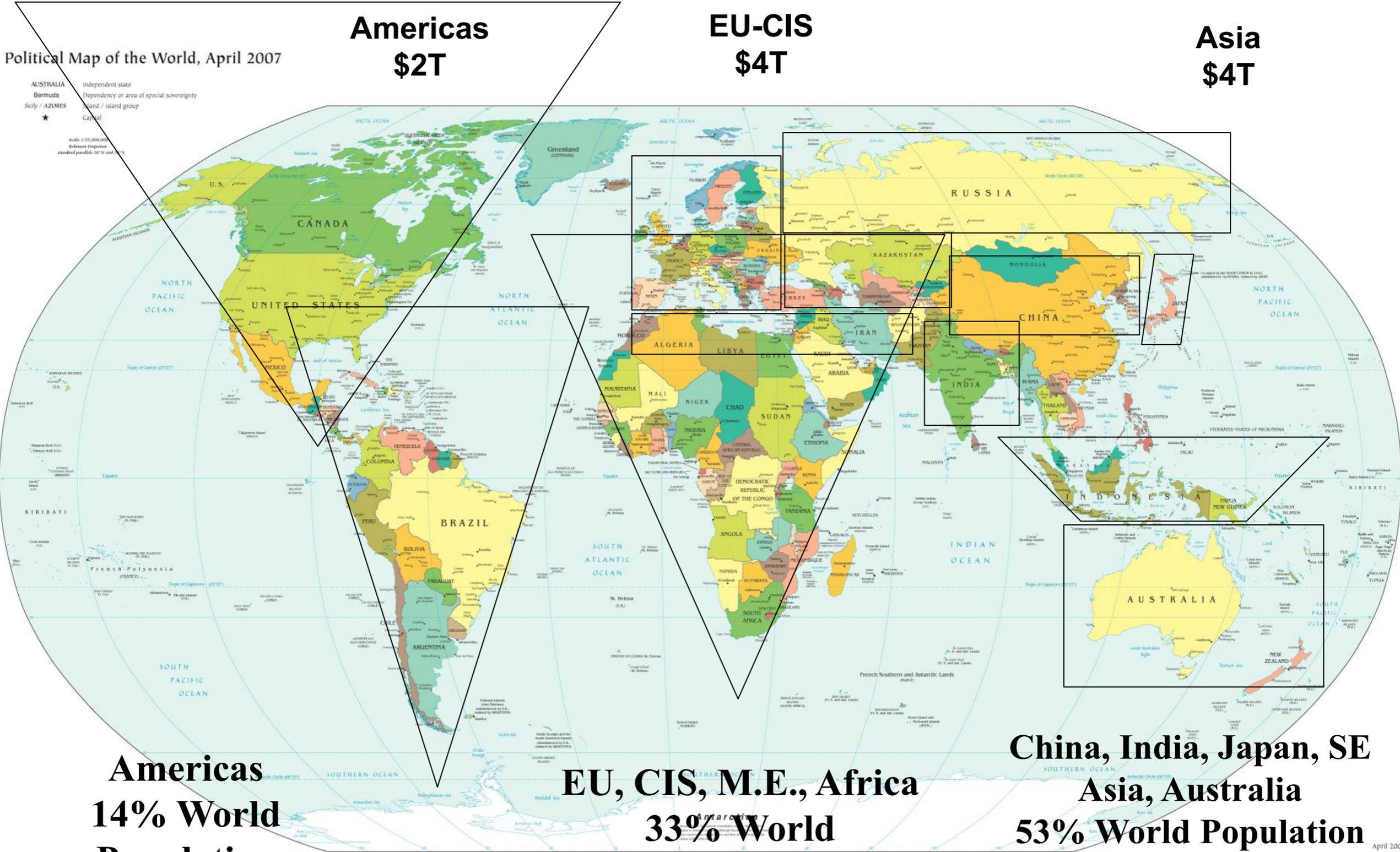
- ***Linking*** minds

- getting bandwidth between more brains

- ***Connecting to real production***

- applying intelligence to real world needs

its a wide wide world



Political Map of the World, April 2007

AUSTRALIA Independent state
 Bermuda Dependency or area of special sovereignty
 Sicily / AZORES Island / island group
 ★ Capital

Scale 1:35,000,000
 Robinson Projection
 standard parallels 36°N and 36°S



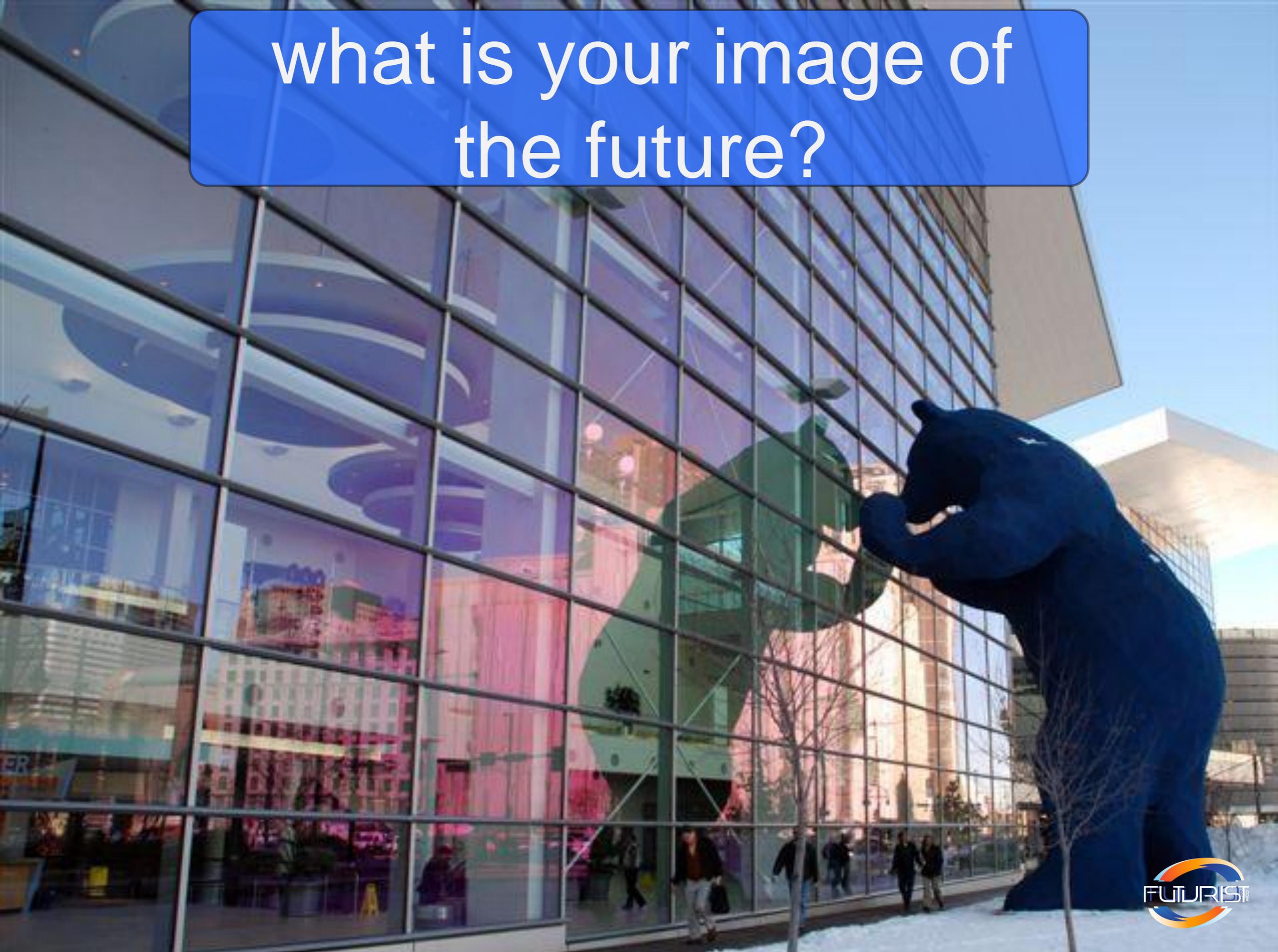
challenge of food security

- global population growth from 6.8 billion to ~ 9 billion means....
- *in the next 40 years we have to produce as much food as in all of history up till now*
- *requires 21st Century agriculture*

higher education its own investment

- the presence of an institution can potentially help transform a city's or region's economy. In California, studies show that for every \$1 invested in the California State University system, the system returns \$4.41 back...
- universities bring jobs -- both direct and indirect -- as well as revenues from economic activity and events in local communities...
- on top of all that, universities provide the talent pool for local businesses, which also attracts new businesses to the area.”

what is your image of
the future?



Pillars of 21st Century Innovation Economy

- the *stint*, not the job
- the end of retirement
- back to future homes
- learning beyond school
- new processes for making, buying selling,



the 3 great future work challenges

Economic recovery is hindered most by lack of demand and policy could correct that. Beyond demand, in the long run we need a better workforce, which we can get by...

1. developing a system with the capacity to help people develop relevant skills in much larger numbers.
2. funding and providing access to higher ed in the midst of income-gap economics.
3. reigniting a business passion to build the American economy versus a passion to get rich.

The greater danger
for most of us is not
that our aim is too
high and we miss it,
but that it is too low
and we reach it.

Michelangelo



thank you for your time
for more information

www.futurist.com

glen

