<u>Curriculum Development in Light of the Future of Jobs Report 2025</u>

The World Economic Forum's **Future of Jobs Report 2025** paints a picture of a rapidly evolving job market, where technology, particularly AI, is reshaping the landscape. While this presents challenges, it also offers exciting opportunities for both educators and learners.

Key Findings:

- **Net Job Growth:** Despite concerns about automation, the report predicts a net increase of 78 million jobs by 2030. This is due to the creation of new roles in emerging sectors like green energy, healthcare, and technology.

- **Rapid Skill Shifts:** Nearly 40% of the skills needed in today's jobs are expected to **change by 2030**. This highlights the importance of lifelong learning and adaptability.

- **The Rise of AI:** AI is a major driver of both job creation and displacement. While some roles may become automated, AI will also create new opportunities in fields like AI development, data analysis, and cybersecurity.

- **The Importance of Human Skills:** While technical skills are crucial, human skills like creativity, critical thinking, and emotional intelligence will remain highly valued.

- **Importance of strong mental health and wellbeing offers for talent recruitment and retention**. Strong provision for employees mental health and wellbeing came top, beating skilling and reskilling, as the key element for recruiting new talent and retaining talent.

  With these headlines in mind, what can school leaders take away from the report and consider for their settings?

1. Interdisciplinary Learning:

- **Strengthening project-based learning for multi-disciplinary knowledge:** Whilst ensuring essential knowledge is developed through subject-specific instruction remains key, integrating concepts across disciplines and connecting learning and knowledge is ever more important. Encourage students to work on in-depth projects that require them to apply knowledge and skills from multiple subjects.

- **Real-world connections:** Connect classroom learning to real-world challenges and problems. Young learners and adults are seeking empowerment and a voice in the changing world and have unique ideas and solutions. This could also involve guest speakers, field trips, or simulations or linking to other organisations or higher learning institutions.

- **Foster Creativity and Innovation:** Encourage learners to think outside the box and develop their own solutions to complex problems. This develops key skills such as problem-solving, critical thinking, neuroplasticity (flexibility), adaptability and resilience.

2. Technology Integration:

- **Digital literacy:** Equip learners with the skills to navigate and utilise digital tools responsibly and ethically.

- **AI literacy:** Introduce learners to the basics of artificial intelligence and its potential impact on society.

- **Coding and computational thinking:** Foster computational thinking skills and provide opportunities for students to learn coding languages.

- **Digital citizenship:** Educate learners about online safety, privacy, and responsible digital behaviour.

3. Focus on Human Skills:

- **Critical thinking, analysis and problem-solving:** Provide opportunities for learners to analyse information, identify patterns, and develop solutions to complex problems.
- **Collaboration and communication:** Foster teamwork and effective communication skills through group projects, presentations, and discussions.

- **Emotional intelligence:** Help learners understand and manage their emotions, build empathy, and develop strong relationships.

4. Lifelong Learning:

- **Growth mindset:** Cultivate a growth mindset in learners, emphasising that learning is a continuous process.

- **Personalised learning:** Offer flexible learning pathways that cater to individual student needs and interests.

- **Develop research and information literacy skills:** Equip learners with the ability to find, evaluate, and use information effectively.

- **Encourage self-directed learning:** Provide opportunities for students to pursue their own interests and develop independent learning skills.

- **Offer Career Guidance and Counselling:** Help students explore different career paths and develop the skills they need to succeed in the future. There are a wide range of options open

to school leavers so ensuring they know these and are supported to make their choices is important.

- **Partner with Employers:** Build relationships with local businesses to provide students with real-world experiences and insights into the job market.

Teacher Training in Light of the Future of Jobs Report 2025

To effectively implement these changes, teachers need on-going professional development and support to be confident and competent with these areas. Ways to support this includes:

- **Technology training:** Equip teachers with the technological skills and knowledge they need to integrate technology effectively into their teaching.

- **Curriculum development:** Provide support and resources for teachers to develop and implement interdisciplinary, project-based learning experiences.

- **Human skills development:** Focus on developing teachers' own critical thinking, problem-solving, and communication skills. This could be developing greater reflection, coaching and professional dialogue and research projects.

- **Mentorship and coaching:** Provide opportunities for teachers to collaborate, share best practices, and receive personalised support.

- **Access to resources:** Ensure teachers have access to high-quality resources, including technology, curriculum materials, and professional development opportunities.
  By focusing on these key areas, school leaders and teachers can create a learning environment that prepares students for the challenges and opportunities of the future of work.

To discuss how Normanton Education can support you to review your curriculum, or to provide training in any of the areas discussed, please contact us contact us.

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