Changing Nature of Work – up skilling & retraining

Factors impacting world of work

* Globalisation
* Rapid increases in ICT
* Significant demographic shifts

Discuss how each of these factors has or are impacting on the world of work.

Most older adults entered a labour market at a time when:

* jobs were plentiful
* decisions about work were made with scant reference to other areas of one’s life
* full-time employment was the norm
* a job-for-life was the expectation (of males at least), and
* Working to achieve personal satisfaction was not an obvious priority.

Changes

* No longer a ‘job for life’
* Trend toward contract or project work rather than permanent employment
* Single qualification for life doesn’t cut it anymore
* Need more than just job skills – communication, problem solving, teamwork, attributes such as adaptability, resilience, enthusiasm, open to new ideas

Choose one of these changes and explain how it has altered the world of work.

Self-managing individuals most likely to realise success in changing world of work – know their strengths & limitations, have confidence to follow their dreams and seek help & support.

The changing world of work means that there is a persistent need to up-skill. Up-skilling & retraining requires forward thinking attitude & a desire to learn & grow (growth mind set). Requires effort but can result in greater job satisfaction & remuneration. When considering up-skilling or retraining it’s a good idea to seek advice from experienced colleagues, professionals &/or engage in self-reflection. You should identify your reasons for up-skilling/retraining, the areas to focus on & the methods you will use.

What is up-skilling?

Why up-skill?

* Seeking promotion
* Seeking more challenging work
* Job security – company might be undergoing restructuring
* Increase employability/competitiveness
* Stay up to date/current in your job requirements
* Personal interest

Provide an example for each reason above

What is retraining?

Why retrain?

* Made redundant
* Personal interest – career change - challenge
* Decrease in demand for your profession
* Industry restructuring – could be government implemented
* Job not what you expected, not progressing

Provide an example for each reason above.

There is a clear association between your qualifications & ability to get a job.