

A woman with long blonde hair and black-rimmed glasses is smiling and holding up an orange sticky note with her right hand. She is wearing a red string bracelet. In her left hand, she holds a stack of orange and blue sticky notes. The background is a workshop with a blue metal frame and other people working. The image has a warm, orange-toned filter.

21C skills lab

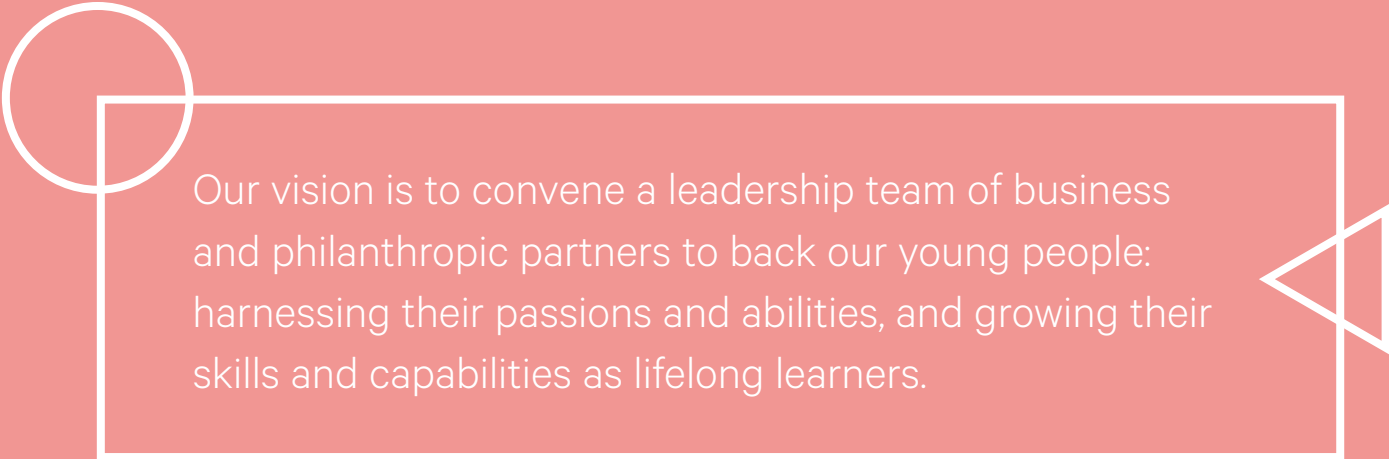
**Co-Designing
the Workforce
of Tomorrow**



By 2030, today's 10-year-olds will be starting to enter the workforce.

The disruption you are confronting as a business leader is only going to accelerate, and the school system is not giving students the twenty-first century (21C) skills they'll need if they are to tackle your business challenges in 2030.

Aotearoa needs students who are prepared for tomorrow.



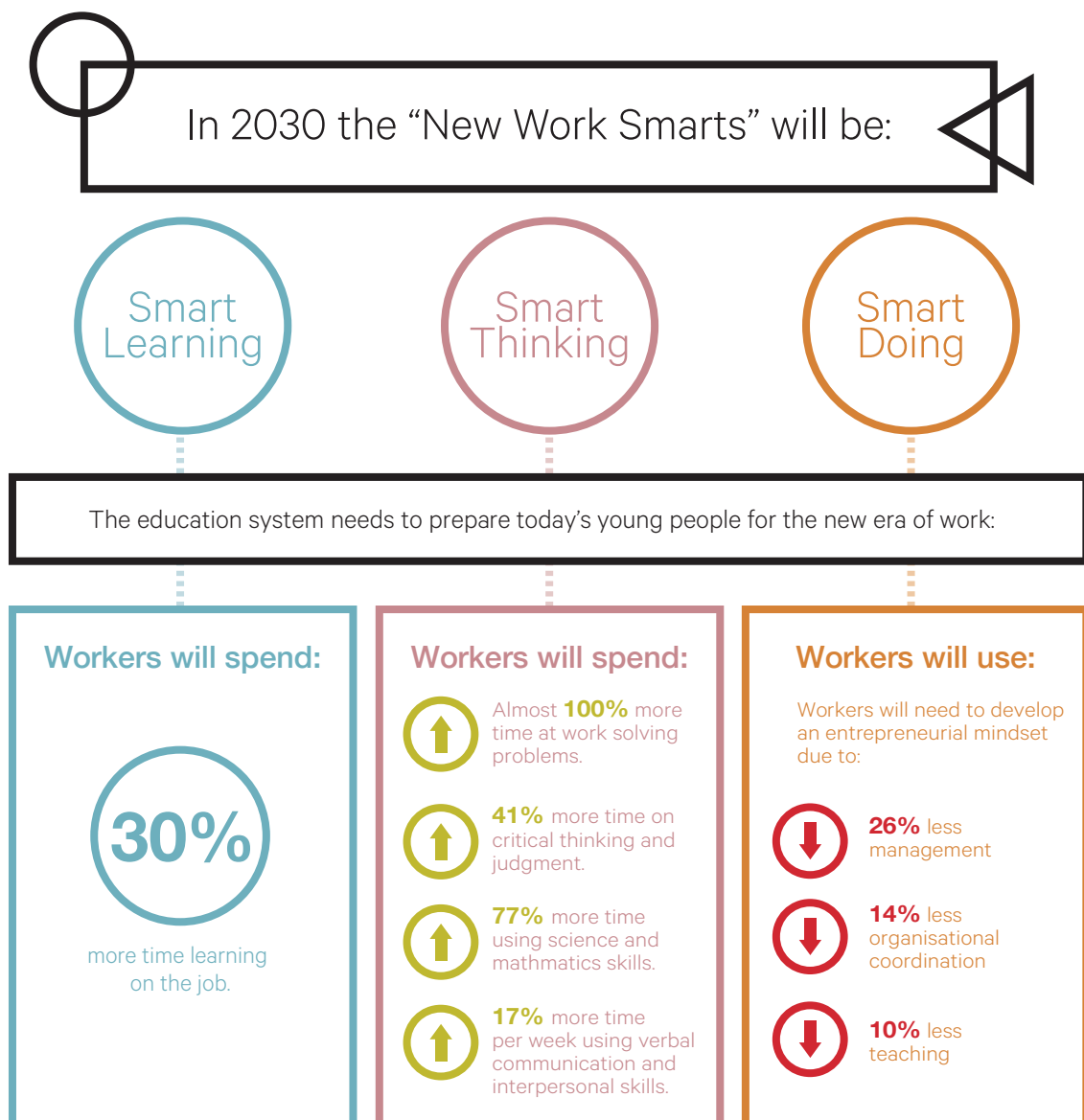
Our vision is to convene a leadership team of business and philanthropic partners to back our young people: harnessing their passions and abilities, and growing their skills and capabilities as lifelong learners.

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The winning business strategies for 2030 are unknown, and the capabilities required to execute them might not exist right now.

The only thing you can count on is that the challenges will have to be met by your people. It's people who determine how your organisation handles change. Will it be reactive, forced to adapt as the market pushes it around? Or will it front-run new contexts, anticipate change and adjust nimbly, always ahead of the competition?

Good people are not their qualifications or their grades. They are adaptive, willing to learn, resilient, collaborative and have a mindset geared towards growth. We call these 21C skills. A survey of large businesses placed these traits even above specific work experience in terms of value, and the value of these skills will only grow in the future of work.

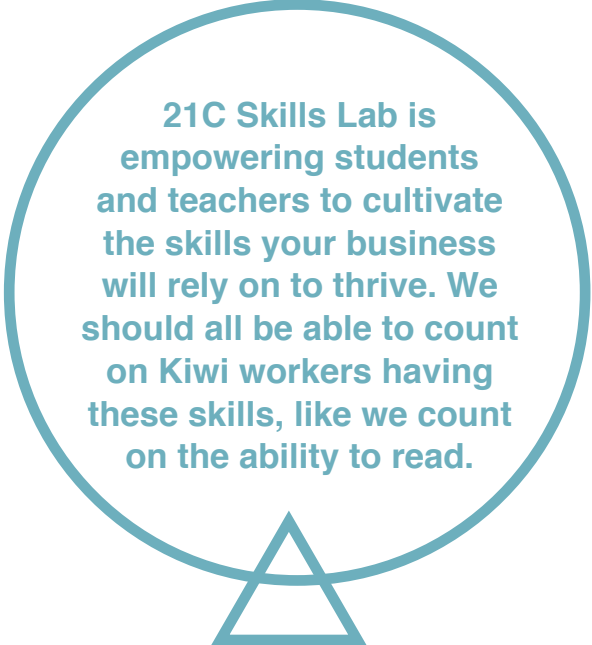


Source: Foundation for Young Australians, *The New Work Smarts*, 2017

The problem is that 21C skills aren't taught in schools.

Schools today are designed to deliver grades, in an environment that is nothing like work. Teachers have complete control; students simply receive the knowledge. Instead of developing the ability to apply skills in practice, students are assessed on information intake and display. Jobs and careers hardly receive a mention, and real world interaction is limited.

This means that you, as their future employer, have no control over whether they will have the necessary skills to be valuable to you when they join the workforce. You are gambling on whether they will come through as useful, and it's not great odds. Only 8% of NZ employers are satisfied that school leavers are work ready, and this rises to just 28% for tertiary graduates.



21C Skills Lab is empowering students and teachers to cultivate the skills your business will rely on to thrive. We should all be able to count on Kiwi workers having these skills, like we count on the ability to read.

Schools are simply not equipped for change.



45% of secondary teachers are over 50 years old.



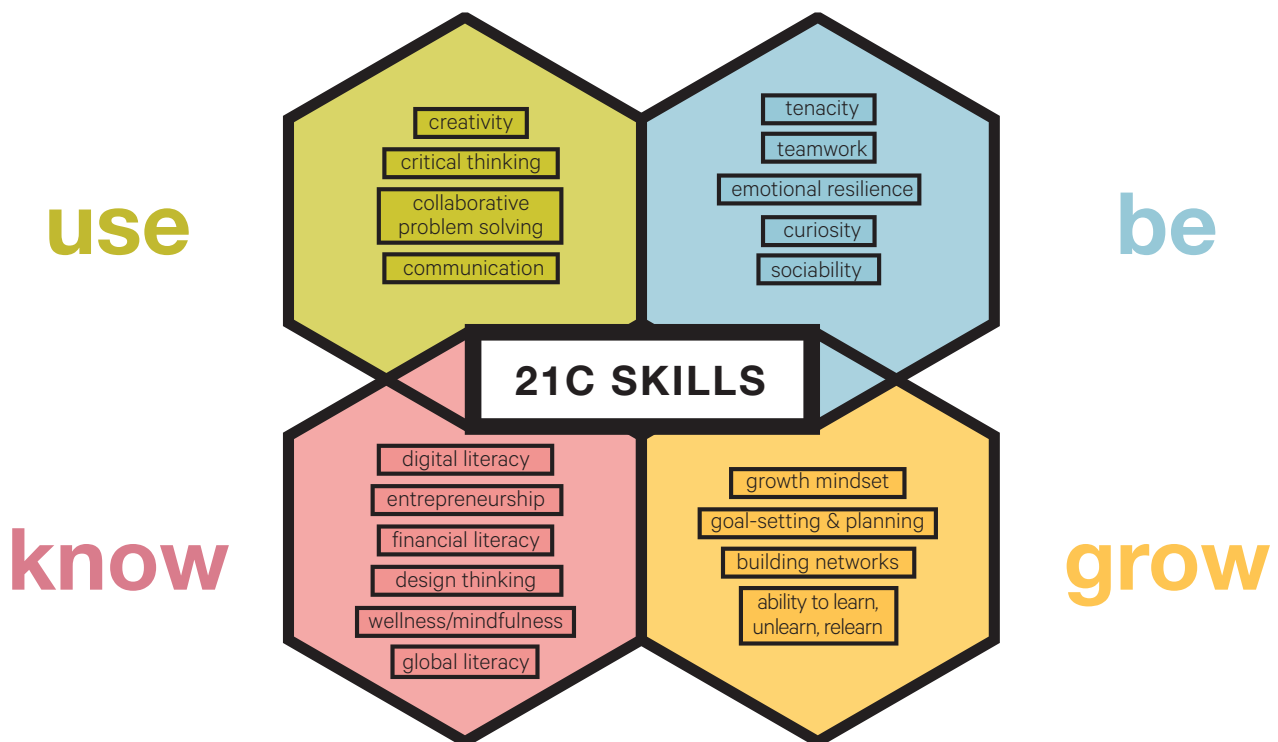
20% are over 60 years old.

Almost half of our 30,000 teachers are over 50 years old; around a fifth are over 60 – and most have not worked anywhere other than a school their entire careers. What's more, they are exhausted. Teachers, by and large, are stressed, overwhelmed, and very far from 'change ready'.

But the stakes are too high for us to sit by. If we get this wrong as a country we go down. We let 278,000 secondary students down. We will fail to get the leaders, the creators, the carers, and the drivers that we need.



21C Skills Lab is shifting
the understanding of what
it means to be smart, and
building the skills needed to
thrive in the new era of work.



You can help make the difference

21C Skills Lab has collaborated with some of the best education minds in the world to design programmes that develop critical twenty-first century skills. We have iterated them with New Zealand educators to ensure that the programmes can ‘drop in’ to the curriculum with minimum hassle and maximum benefit. At scale, and with continuous improvement and extension, these programmes can begin to transform outcomes for our students and your workforce.



A twenty-first century enterprise scheme on steroids, students are given capital and guidance to launch their own social venture. They are exposed to idea generation, financial planning, team-building, problem-solving, marketing, and design thinking.

Build links with your community

Grow your people's capability to facilitate ideation and co-design

Shape the relevance of the content

Get an understanding of the coming workforce



A campaign to show New Zealand's young people that businesses value skills more than subjects.

Put your business' name to a school award for a skill you value

Build partnerships with schools in selected regions, and support students to understand and develop 21C skills

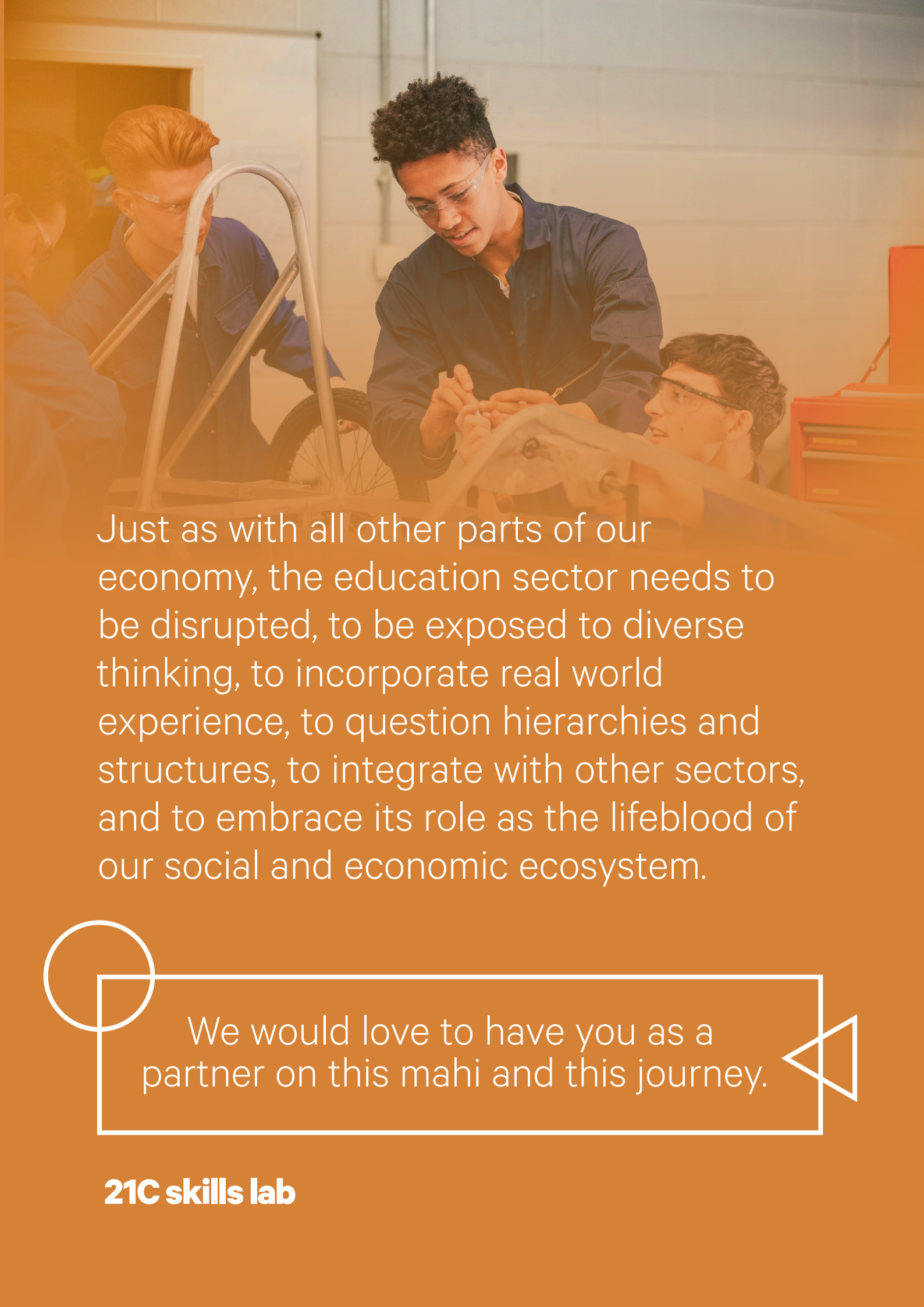


An opportunity for educators to experience the working world, shadow businesspeople, and incorporate learnings in education development.

Directly help to expand the horizons of tomorrow's leading educators

Build your own people's understanding of how skills can be developed in young people

Inspire new thinking for your existing workforce about making learning and re-skilling effective

A photograph of three young men in a workshop setting, wearing safety glasses and blue work shirts. They are focused on working together on a metal frame, possibly for a bicycle or a small vehicle. The background shows a workshop environment with various tools and equipment. The image has an orange tint.

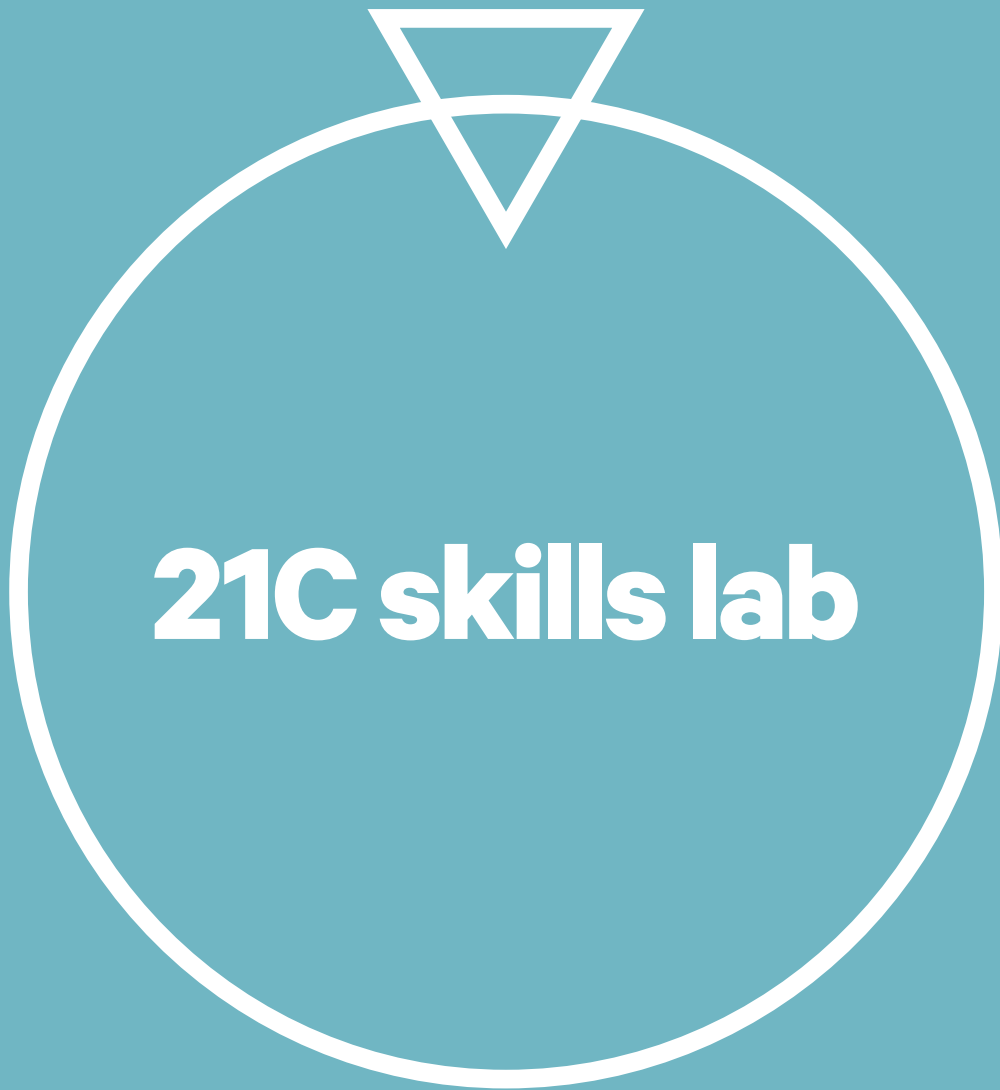
Just as with all other parts of our economy, the education sector needs to be disrupted, to be exposed to diverse thinking, to incorporate real world experience, to question hierarchies and structures, to integrate with other sectors, and to embrace its role as the lifeblood of our social and economic ecosystem.

A decorative graphic consisting of a white circle on the left and a white triangle on the right, both pointing towards the center where the text is located. The entire graphic is set against an orange background.

We would love to have you as a partner on this mahi and this journey.

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Join us!



To learn more, please contact:

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