



Educating New Zealand's future workforce

Technological change and the future of work inquiry



The Productivity Commission has been asked to examine how New Zealand can maximise the opportunities and manage the risks of disruptive technological change and its impact on the future of work and the workforce

So far this inquiry has found:

- There are many predictions of job losses and labour market disruption from automation ...
- The economy has grown on the back of increased labour force participation, but low labour productivity growth
- The best option for workers at risk of job loss is a dynamic labour market so that there are many chances to find better, suitable work
- Changing jobs can require learning new skills or using new technologies. Education and training can make these job-to-job transitions easier



... but available data don't support those predictions. The main problem facing New Zealand today isn't too much technology, it's not enough



Firms need to adopt more technology to improve labour productivity, but will not do so if they face high adjustment costs



Providing more income security to people between jobs will also help. Moving to a "flexicurity" labour-market model could better support workers through change, reduce adjustment costs for firms, and help increase tech adoption



A more responsive, broader and more innovative education and training system is necessary to improve access for workers to participate in training



WHAT DID THIS REPORT FIND?



The New Zealand education system is in a period of major reform, providing an opportunity to assess how it can be made more effective in helping people adapt to future changes in work



A good education system is one that can respond to changes in the mix of skills demanded and rewarded in labour markets of the future



The current system is not performing well for all young people, or in addressing a persistent tail of underachievement



There is evidence of a systematic failure to implement the national curriculum, and pathways into work (as opposed to the "well-lit pathway" to university) are constrained

WHAT OPPORTUNITIES FOR REFORM ARE IDENTIFIED?

Improve the promotion of innovation and good practice

- Changes as part of current reforms offer opportunities for greater identification and diffusion of innovation and good practice throughout the education system

Support better curriculum implementation

- More and better-quality professional learning and development for teachers and school leaders relating to curriculum development is needed

Remove constraints on learning pathways

- University Entrance constrains the ability of schools and learners to forge relevant pathways. The rationale for University Entrance should be reconsidered
- The Tertiary Education Commission's work leading careers information, advice and guidance will require ongoing and focused effort, leadership and coordination

Improve learners' ability to switch in tertiary education

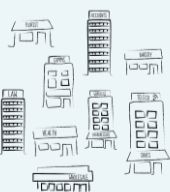
- The vocational education reforms could offer more flexibility and mobility for learners in polytechnics and industry training. But barriers to credit transfer and switching remain between sectors and between individual institutions

Address digital inclusion for young people

- Many New Zealand school-age children are without home internet access. Options, such as via the Network for Learning, or via the mobile network, exist to address digital inclusion for young people

SUBMISSIONS Submissions are welcome on any of the inquiry's draft reports until **17 February 2020**

WHAT'S NEXT?



The Commission will publish one further draft report in early 2020:

- *Technology adoption by firms*

Our final report to Government is due March 2020

WHAT RESOURCES ARE AVAILABLE?



Four draft reports on:

- *New Zealand, technology and productivity*
- *Employment, labour markets and income*
- *Training New Zealand's workforce*
- *Educating New Zealand's future workforce*



Other material online includes the FutureWorkNZ blog, research papers, and workshop and roundtable summaries