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Five major themes about the future of jobs training in the tech age

HOPEFUL THEMES

- Theme 1 The training ecosystem will evolve, with a mix of innovation in all education formats**
- More learning systems will migrate online. Some will be self-directed and some offered or required by employers; others will be hybrid online/real-world classes. Workers will be expected to learn continuously
 - Online courses will get a big boost from advances in augmented reality (AR), virtual reality (VR) and artificial intelligence (AI)
 - Universities still have special roles to play in preparing people for life, but some are likely to diversify and differentiate

Theme 2 Learners must cultivate 21st-century skills, capabilities and attributes

- Tough-to-teach intangibles such as emotional intelligence, curiosity, creativity, adaptability, resilience and critical thinking will be most highly valued
- Practical, experiential learning via apprenticeships and mentoring will advance

Theme 3 New credentialing systems will arise as self-directed learning expands

- While the traditional college degree will still hold sway in 2026, more employers may accept alternate credentialing systems as self-directed learning options and their measures evolve
- The proof of competency may be in the real-world work portfolios

CONCERNS: **Theme 4 Training and learning systems will not meet 21st-century needs by 2026**

- Within the next decade, education systems will not be up to the task of adapting to train or retrain people for the skills that will be most prized in the future
- Show me the money: Many doubts hinge upon a lack of political will and necessary funding
- Some people are incapable of or uninterested in self-directed learning

Theme 5 Jobs? What jobs? Technological forces will fundamentally change work and the economic landscape

- There will be many millions more people and millions fewer jobs in the future
- Capitalism itself is in real trouble

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