

Shaping the Future of Education, Gender and Work

The World Economic Forum has developed System Initiatives to serve as platforms to bring together leaders and experts to tackle global issues that require public-private collaboration to find viable solutions. Each initiative is comprised of bodies of work with results-oriented projects and activities that mobilize leadership, expertise and resources from business, government, civil society and international organizations.

How can talent be developed and deployed to enable people to fulfil their full potential and to support more prosperous economies and societies?

Technology and globalization are significantly transforming work. However, education and training systems, having remained mostly static and underinvested in for decades, are largely inadequate for these new labour markets. Additionally, a prevailing gender bias is introducing further inefficiency and inequality. Rethinking the way talent is developed and deployed will require breaking down old silos between education systems and labour markets, more agile approaches to regulation, new forms of public-private collaboration, and new norms and values.

The System Initiative on Shaping the Future of Education, Gender and Work drives the development of education that matches the needs of the future, a workforce that is better prepared for labour market shifts, opportunities for job creation and structures that allow for gains and opportunities to be shared equally, regardless of gender, age or origin. This is achieved by mobilizing leaders from business, government, civil society and others through new insights, common agendas and collaborative action. The System Initiative aims to:

- Build an ecosystem of leaders by bringing together a community of business, policy-makers, civil society and other leaders
- Address the need for better knowledge, forecasts and metrics by disseminating analysis and insights
- Facilitate dialogue by bringing together the most relevant stakeholders, thought leaders and experts to advance the global dialogue and develop common agendas and priorities
- Drive action, especially through collaboration between business, government, civil society and the education and training sector, at the global, industry, regional and national levels

Core Activities

In addition to the intersections of these issues, the System Initiative focuses on three bodies of work: education and skills, work and employment, and gender parity. The projects and activities under these modules include:

Education and Skills

The **Closing the Skills Gap** project aims to reskill 1 million people by 2018 and 5 million by 2020. It will achieve this by gathering business commitments for future-oriented skills development and creating a platform to focus fragmented efforts to reform education systems and labour policies. In 2017, the project will facilitate global dialogue to share best practice on adult reskilling/upskilling, technical and vocational education and training, and higher and basic education reforms. It will also establish national-level public-private collaborations to help prepare education and training systems for the future. The project is governed by the Global Alliance on Closing the Skills Gap.

Work and Employment

The **Future of Work** project aims to help leaders manage the impact of technological disruptions on work and employment. During the next two years, the project will develop scenarios, reskilling maps and change management toolkits for policy-makers and business leaders. These tools will help shape a more positive outlook on the transformations underway and support responsible and responsive action by government and business.

Gender Parity

The **Closing the Gender Gap** project aims to instigate the action needed to close economic gender gaps. It achieves this by creating a global platform to analyse the current state of gender parity, help leaders devise mechanisms to close gender gaps, and replicate and scale existing public-private collaboration. In 2017, the project will facilitate knowledge and best practice sharing to guide action on recruitment and progression in high-growth sectors, closing wage gaps, norms and stereotypes, and entrepreneurship. It will also seek to scale globally the national-level Task Force model currently operating in Chile and Argentina. The project is governed by the Global Alliance on Closing the Gender Gap.

How to Engage

Companies, governments and organizations have multiple opportunities to engage in the initiative:

Stewardship Board: Nominate the global chief executive or chair for consideration on the Stewardship Board, the principal-level, multistakeholder body of 20-40 members that provides strategic guidance to the system.

Module/Project Steering Committees: Each module and project is guided by a Steering Committee that includes senior executives from partnering organizations and selected experts.

Global Alliances: The Closing the Skills Gap and Closing the Gender Gap projects are driven by Global Alliances comprising relevant Steering Committee members, global experts and national policy-makers and leaders.

Core Community: Senior executives, experts and public officers may participate in the multistakeholder Core Community of approximately 100 to 150 leading actors and engage directly in the activities of the System Initiative to advance public-private cooperation more broadly on the given topic.

Partnering Organizations

- AARP
- Accenture
- Adecco Group
- African Rainbow Minerals
- Alghanim Industries
- AlixPartners
- A.T. Kearney
- Bahrain Economic Development Board
- Bank of America
- Barclays
- Bill & Melinda Gates Foundation
- Bloomberg
- Boston Consulting Group
- Burda Media
- Centene
- Centrica
- Chobani
- Council of Women World Leaders
- Dentsu Aegis Network
- Deputy Prime Minister of the Russian Federation
- Dogan Broadcasting
- Egon Zehnder
- Endeavor
- EY
- GEMS Education
- Google
- GSK
- Haas School of Business, University of California, Berkeley
- HCL Technologies
- Heidricks & Struggles
- Home Instead
- HP Inc.
- Infosys
- Intel Corporation
- International Labour Organization (ILO)

- JA Worldwide
- JLL
- Johnson Controls
- Lego Foundation
- LinkedIn
- Limak Holding
- ManpowerGroup
- Mercer (MMC)
- Microsoft Corporation
- Minister in the Presidency for Planning, Monitoring and Evaluation of South Africa
- Minister of Employment, Workforce Development and Labour, Government of Canada
- MIT Initiative on the Digital Economy, Massachusetts Institute of Technology
- Nestlé
- Nokia Corporation
- NYSE
- Omnicom Group
- Ooredoo
- Paypal
- Pearson
- Procter & Gamble (P&G)
- PwC
- The Rockefeller Foundation
- Salesforce
- SAP
- Saudi Aramco
- Secretary of State for Education, Department for Education, United Kingdom
- Skanska AB
- Tata Consultancy Services
- Tupperware Brands Corporation
- Turkcell
- UBS
- UNESCO
- Unilever
- United Way Worldwide
- The Wharton School, University of Pennsylvania
- Workday
- WPP

Key Dates

September

- Launch of the Human Capital Report 2017 (6 September)
- Sustainable Development Impact Summit 2017, New York, USA (18-19 September)
- Steering Committee calls on Education and Skills, Gender Parity, and Work and Employment (11, 12 and 13 September respectively)

October

- India Economic Summit, New Delhi 2017, India (4-6 October)

November

- Launch of the Global Gender Gap Report (1 November)
- Annual Meeting of the Global Future Councils 2017, Dubai, UAE (11-12 November)
- Stewardship Board call (15 November)

December

- Steering Committee calls on Education and Skills, Gender Parity, and Work and Employment (12, 13 and 14 December respectively)

January 2018

- World Economic Forum Annual Meeting 2018, Stewardship Board Meeting and other sessions, Davos-Klosters, Switzerland (23-26 January)

March 2018

- World Economic Forum on Latin America 2018, São Paulo, Brazil (14-15 March)

Contact

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