

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 drives the development of education that matches the needs of the future, promotes a workforce that is better prepared for shifts in labour markets, identifies opportunities for job creation, and ensures that gains and opportunities are 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 and regional level

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 includes:

Education and Skills

Closing the Skills Gap is a collection of regionally focused projects that bring together business, government, civil society and the education and training sectors to reduce unemployment and address skills gaps in Africa, Europe, the Middle East and the United States. The project supports a lifelong learning approach to developing the foundational, technical and employability skills required for a future-ready workforce. It aims to reskill 1 million people by 2018 and 5 million by 2020.

A New Deal for Lifelong Learning aims to identify the core design principles of a successful adult training and education system that meets Fourth Industrial Revolution requirements.

Work and Employment

The **Future of Work** project aims to influence a more positive outlook on the transformations underway, shape and share new knowledge on trends, opportunities and the pathways for successful adaptation, and support responsible and responsive action by government and business.

The first phase of the project, the **Jobs of the Future** dialogue series, will examine the opportunities for job growth across large job categories, complementing existing work on job disruptions, to highlight new growth areas in technology, care, education and green jobs, among others.

Gender Parity

The **Gender Parity Task Force** project seeks to understand the current state of gender parity at a national and industry level, help leaders devise mechanisms to close gender gaps, and replicate and scale existing models of public-private collaboration in order to help close the economic gender gap – as measured in the *Global Gender Gap Report* – through collective commitments. National applications include:

- Chile and Argentina Gender Parity Task Force, in collaboration with the IADB
- Other country task forces under consideration with relevant institutions and partners

The dialogue series on **Accelerating Gender Parity in High Growth Sectors** will help policy-makers and business leaders in specific sectors use the current window of opportunity to prioritize and accelerate gender parity.

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.

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

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| – Accenture | – Bill & Melinda Gates Foundation |
| – Adecco Group | – Bloomberg |
| – African Rainbow Minerals | – Burda Media |
| – Alghanim Industries | – Centene |
| – AlixPartners | – Chobani |
| – Arconic | – Dogan Broadcasting |
| – A.T. Kearney | – Egon Zehnder |
| – Bahrain Economic Development Board | – EY |
| – Bank of America | – GEMS Education |
| – Barclays | |

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| – Google | – NYSE |
| – GSK | – Omnicom |
| – HCL | – Ooredoo |
| – Heidricks & Struggles | – Pearson |
| – Home Instead | – Procter & Gamble (P&G) |
| – HP Inc. | – PwC |
| – Infosys | – Renault Nissan Alliance |
| – Intel Corporation | – Salesforce |
| – JLL | – Saudi Aramco |
| – Johnson Controls | – Tata Consultancy Services |
| – Lego Foundation | – The Boston Consulting Group |
| – Limak Holding | – The Rockefeller Foundation |
| – LinkedIn | – Tupperware Brands Corporation |
| – ManpowerGroup | – Turkcell |
| – Mercer (MMC) | – Unilever |
| – Microsoft Corporation | – Workday |
| – Nestlé | – WPP |
| – Nokia | |

Key Dates

April

- World Economic Forum on Latin America, Buenos Aires, Argentina (5-7 April)
- Launch of the Spring Dialogue Series: Kick-off calls (10 and 13 April)

May

- World Economic Forum on Africa, Durban, South Africa (3-5 May)
- Spring Dialogue Series: 2nd round (10-12 May)
- World Economic Forum on ASEAN, Phnom Penh, Cambodia (11-12 May)
- World Economic Forum on the Middle East and North Africa, Dead Sea, Jordan (19-21 May)

June

- Launch of the Human Capital Report (6 June)
- Education, Gender and Work Workshop (9 June)
- Spring Dialogue Series: 3rd round (21,22,23 June)
- Annual Meeting of the New Champions 2017, Dalian, People's Republic of China (27-29 June)

September

- Steering Committee calls on Education and Skills, Work and Employment and Gender Parity (dates tbc)

October

- India Economic Summit, New Delhi, India (4-6 October)
- Launch of the Global Gender Gap Report (date tbc)

November

Stewardship Board call (date tbc)

January 2018

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

Contact

For more information, contact Saadia Zahidi at saadia.zahidi@weforum.org, or visit www.weforum.org.