



# Where Excellence Is Tradition

7/3/2013

## **Future Ready**

By David F. Larson, Ed.D.

Superintendent

Glenbard Township High School District 87

Beyond the state and national government's emphasis on measuring basic proficiency skills, we know that our graduates will need to be prepared for college, the global workplace and personal success. While we ensure high achievement for our students on national and state assessments, we also want to prepare our students for their future lives and workplaces. Bob Nelson, a futurist consultant, highlights the following five trends that will shape the future of work:

- 1. The growing shortage of skilled workers** - The demographic trends indicate that a declining birthrate combined with an aging population will result in a skilled labor shortage. There also will be a growing divide between skilled and nonskilled workers.
- 2. The rise of the millennial** - Those who were born between 1980 and 2000 (90 million) represent prospective workers who are motivated differently than previous generations. While they don't want their jobs to define their identity, they expect fulfillment and meaning in their work. They will not be patient in "paying their dues" and likely will change jobs and careers frequently.
- 3. The rise of the temp** - Due to unpredictable economic environment, the temporary employment segment will continue to be the fastest growing job sector. According to a 2012 survey conducted by Harris Interactive© of more than 3,000 hiring managers and HR professionals, 36 percent of companies planned to hire contract or temporary workers.
- 4. The evolving role of virtual employees** - While most employers provide telecommuting opportunities, companies still have not mastered how to make technology replace the social bonds that are necessary in the workplace. Studies have shown that, while we can be virtually connected through technology, as social/emotional creatures, we may feel more isolated as we miss the important face-to-face connections.
- 5. The Globalization of the Labor Market** - The traditional geographic bonds between producer and consumer are gone, and jobs are often transferable around the globe. International trade agreements, cheaper labor costs and automation have moved the work to the worker. This will result in companies only hiring employees who will clearly provide them value and a competitive advantage.

Providing a learning environment that equips students to be proficient, versatile, creative and self-directed are key critical elements in preparing them for the global workplace. In Glenbard

***INSPIRE ... EMPOWER ... SUCCEED***



# Where Excellence Is Tradition

District 87, we are focused on:

- Challenging Students to "Level Up" – All students are encouraged to take honors or Advanced Placement courses. The rigor, in-depth understandings and persistence expected in these classes prepare the students for the challenges they will face in the future.
- Providing Structures of Support – An array of support opportunities are provided to assist underperforming students.
- Leveraging Technology –Our instructors are integrating best practices in the use of technology to better engage and empower students in the learning process.
- Pursuing a Passion – A variety of offerings in music, visual and performing arts, career and technical education, and world languages provides students the opportunity to explore and discover their interests and passion.
- Growing in Leadership and Service – A myriad of opportunities in athletics, clubs and activities provide experiences where students develop leadership, character and the value of service.

These key features of our learning environment are preparing our graduates for the future. Every student is becoming "future ready": prepared for college, prepared for the global work force and prepared for personal success.

***INSPIRE ... EMPOWER ... SUCCEED***