

GLOBAL youth skills

INNOVATORS GUIDE: HOW WILL YOU INVEST IN TODAY'S YOUNG PEOPLE—FOR TOMORROW?

As the future of working and learning unfolds, young people around the world will need allies to help them build their distinctive work+learn paths. Whether you're a seasoned educator or founding a startup, whether you're a global employer or a local policymaker, you can invest your experience to make a difference in young lives around the world. Here are three steps to become an archetype ally.

STEP 1

pick a 2030 archetype

You can target your efforts by choosing one or more of the nine archetypes in this toolkit as your starting point. Review the archetype stories and choose the ones that inspire you. Think of yourself as an archetype advocate and make the argument for why it's urgent to support your archetype. Make sure you understand how each archetype's work+learn paths might change the patterns of working and learning for everyone.



STEP 2

amplify your archetype's peak performance paths

Each archetype has five peak performance paths—one for each of the five peak performance zones.

For each path, find ways to amplify that path, to make it stronger. For example, if you want to amplify Olivia's path of collecting and analyzing wearable data in her disaster response activities, how could you help her make the most of that data?

Brainstorm as many ideas as you can for each path to build a clear picture of what it looks like if it's a shining success. What will it take to build that path? Try to spot what you and your organization can do to make it happen.

STEP 3

invest in your archetype's learning stack

Each archetype has a learning stack—a unique set of resources that support the peak performance paths.

Find your sweet spot in this stack of resources. Maybe you know all about standards and credentials and can pilot new systems. Maybe you're a curriculum developer, tracking what these archetypes want and need to learn. Maybe you can add to the incentives or fashion a partnership to build new infrastructures to support them.

Wherever you want to play in the learning stack, think about what you bring to the table and how you can use your own expertise, technology, or financial resources to support your archetype. Then choose your top three investment opportunities to explore in more detail.



A CALL TO ACTION: 9 WAYS TO TRANSFORM WORKING AND LEARNING OVER THE NEXT DECADE

Creating a strong economy, a productive workforce, and a healthy planet will require more than identifying a handful of core skills and re-orienting today's educational institutions to teach them. Here are nine youth-informed ideas for how to jump-start a new generation of learning and working.



Create new stories about what it will mean to work and learn in the future

Today's educational institutions are built largely on the story of the 20th century work economy. Can you help tell new stories of how humans will work in a global, distributed economy to inspire and guide young learners?

Build an open-source, cross-platform index of learning resources to make them more visible and accessible worldwide

As more and more learning moves online, learners need an unbiased platform for discovering both open and private resources, for assessing them, and for accessing them.

Grow public work+learn spaces that young people can design and manage themselves

The lack of physical spaces for working, learning, convening, DIY making, art events, and debate is one of the obstacles cited most often by young lead learners in the *Global Youth Skills* study.

Create models of assessment for informal learning systems

Lead learners need ways to assess their skills for the work+learn paths they are building—as do those who will work and learn with them.

Build an infrastructure for cross-border certifications for new kinds of skills

The tools and platforms that lead learners are using extend beyond national borders and local standards. As global migration grows, workers and learners will need certifications that travel with them.

Design a credentialing platform for startups as learning institutions

Young people are launching startups and working in them. They need a way to translate these experiences into credentials, perhaps by meeting new kinds accreditation standards designed especially for startups as learning institutions.

Invent new ways to create, exchange, and invest in knowledge capital

Knowledge is a resource unlike the physical resources of the 20th century economy. Young people need new ways to value this resource beyond the intellectual property and hourly pay for expertise that limit the power of knowledge in today's economy.

Reinvent teaching with reverse mentoring forums where young people teach older generations new ways to learn

The work+learn paths of young lead learners are often alien to their parents and teachers. Informal and formal learning strategies need to build these how-to-learn skills among older adults.

Invest in platforms that teach foresight and futures thinking skills

In times of rapid change, thinking systematically and creatively about many possible futures is a core skill for everyone. Help build this core skill worldwide with world-class futures training.



**The future of working and learning is wide open:
start today to create your own path to investing in tomorrow's young people.**