

THE FUTURE OF EDUCATION

A snapshot of Australian education

Schools¹



There are

4,006,974
students

enrolled in



9,452
schools

across Australia

Two thirds of students attend Government schools



Government

66%



Catholic

19%



Independent

15%

THE FUTURE OF EDUCATION

Students appreciate their education

Positively, students appreciate their education, with more than nine in ten (94%) agreeing they greatly value having access to an Australian education. The important role and influence of teachers does not go unnoticed with seven in ten students (70%) strongly/somewhat agreeing they can think of at least one teacher who has made a massive positive difference to their life.

THE FUTURE OF EDUCATION

Student hopes and fears

TOP FIVE HOPES



TOP FIVE FEARS

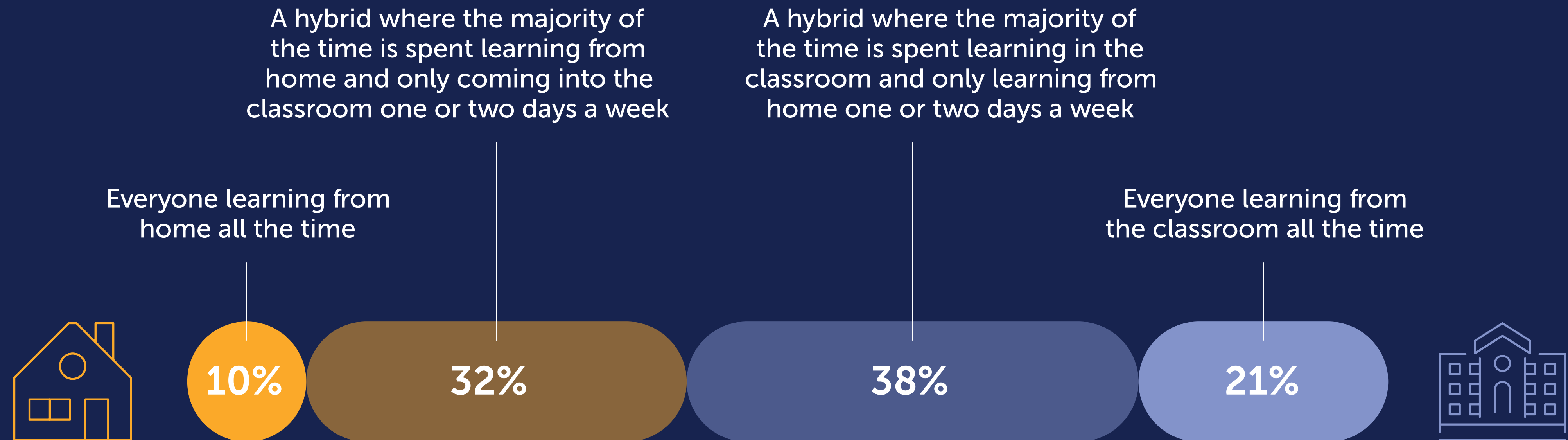


THE FUTURE OF EDUCATION

The future of hybrid education

The last 12 months have seen significant shifts in perspective on the delivery of education.

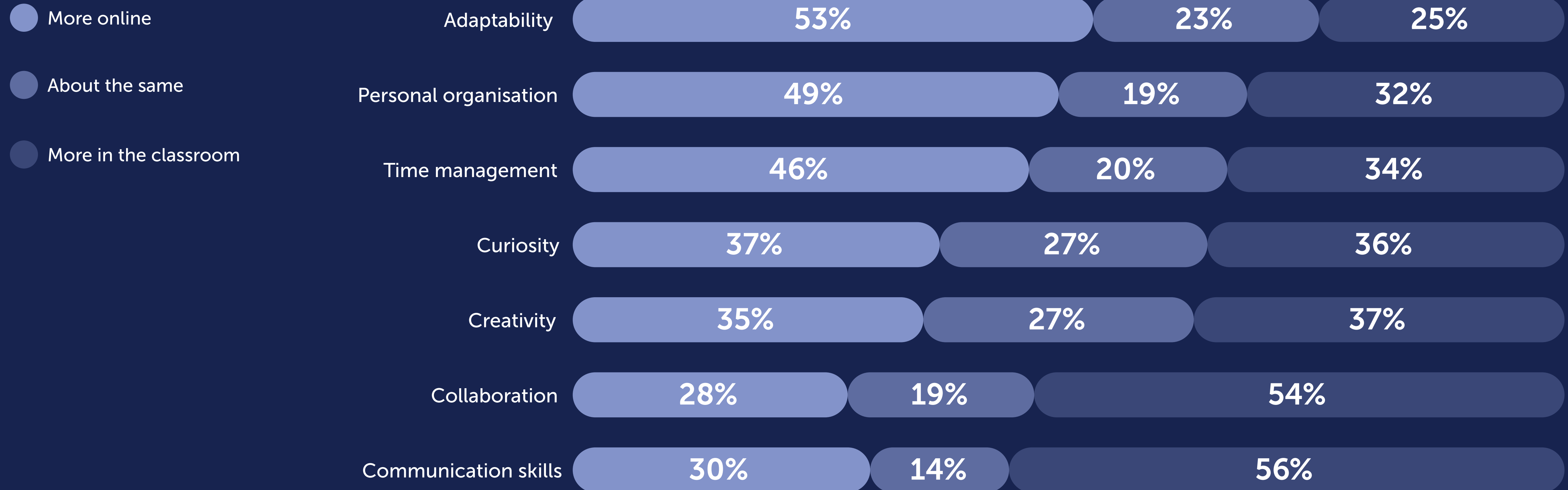
When you think about learning in the classroom or online from home, which of the following Describes your ideal learning situation?



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The future of education

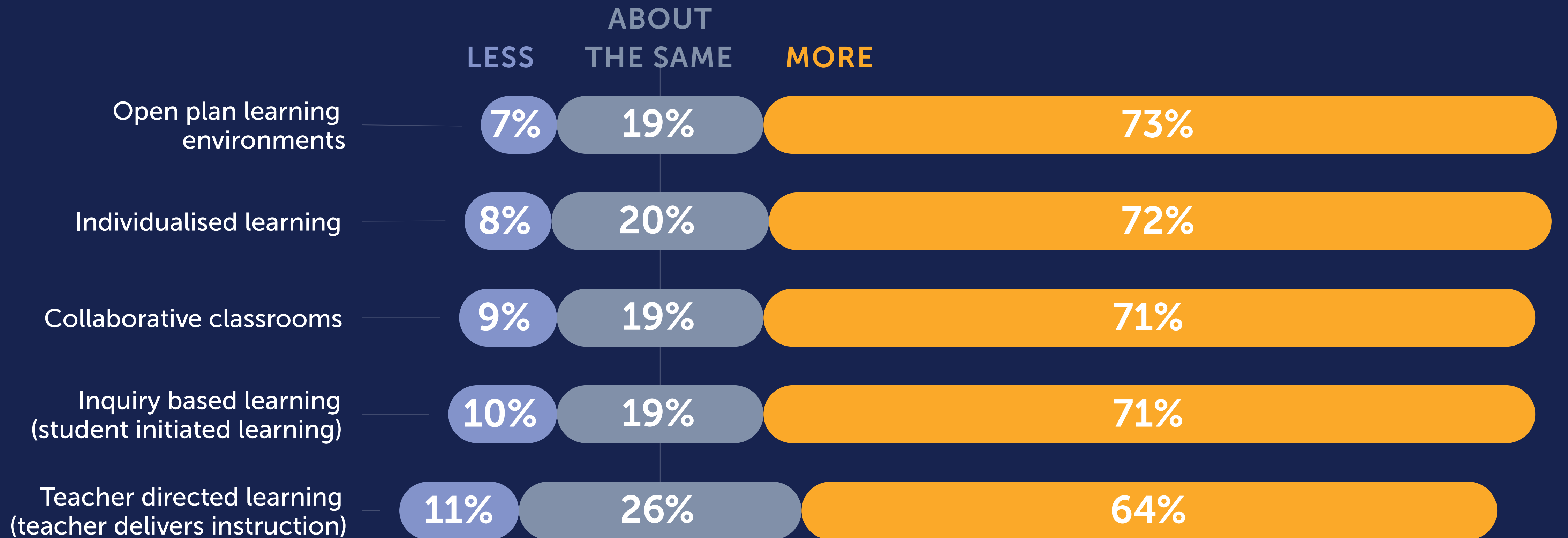
Which learning environment (online/classroom) has best helped you develop the following competencies?



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The future of education

Would you like to see more or less of the following in education in the future?



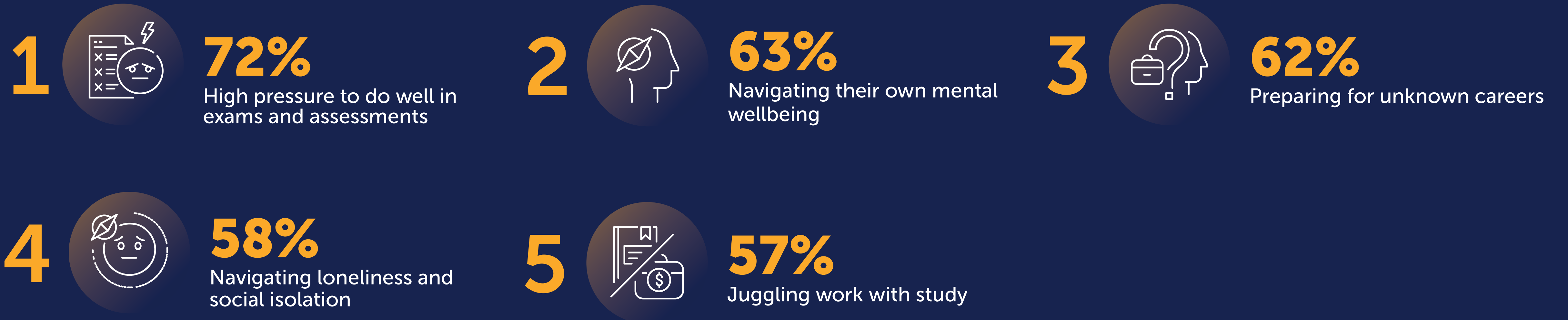
THE FUTURE OF EDUCATION

Student wellbeing

High school students are feeling the pressure to perform, being more likely than tertiary students to feel the pressure to do well in exams and assessments (75% cf. 69%), alongside supporting friends with their mental wellbeing (51% cf. 45%).

TOP FIVE CHALLENGES FOR TODAY'S STUDENTS

Extremely/very challenging



THE FUTURE OF EDUCATION

Student wellbeing

FEMALES ARE MORE LIKELY THAN MALES SEE THE DETRIMENTAL EFFECT OF SCREENS ON THEIR LIVES

% that agree

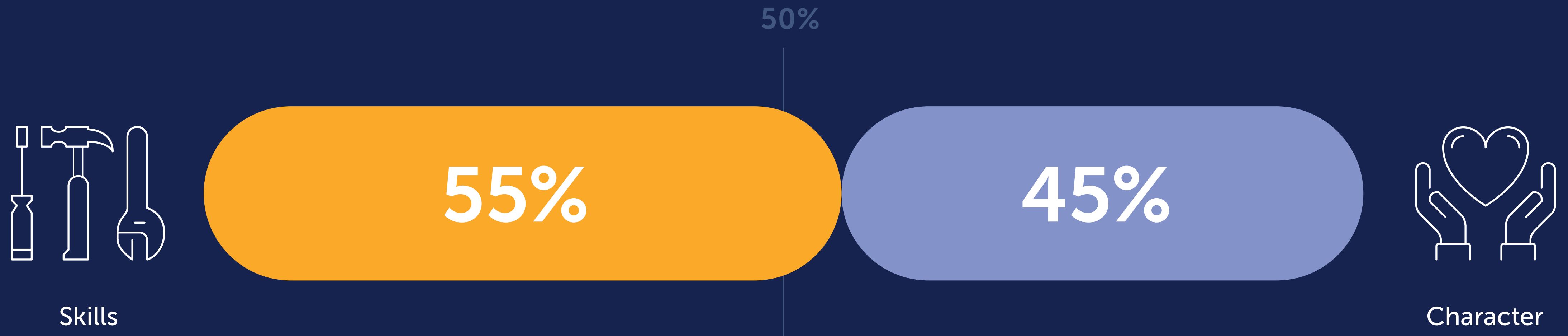
	FEMALES	MALES
Struggle with spending too much time on technology	86%	78%
Want to go off social media but haven't because they would miss out on knowing what is happening in the world around them	77%	71%
Social media is having a negative impact on their mental health	68%	61%

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Preparing for unknown careers

WHAT DO YOU BELIEVE IS MORE IMPORTANT FOR SUCCESS?

Skills e.g. Scientific literacy, technology & job skills Vs. Character e.g. Initiative, adaptability, persistence

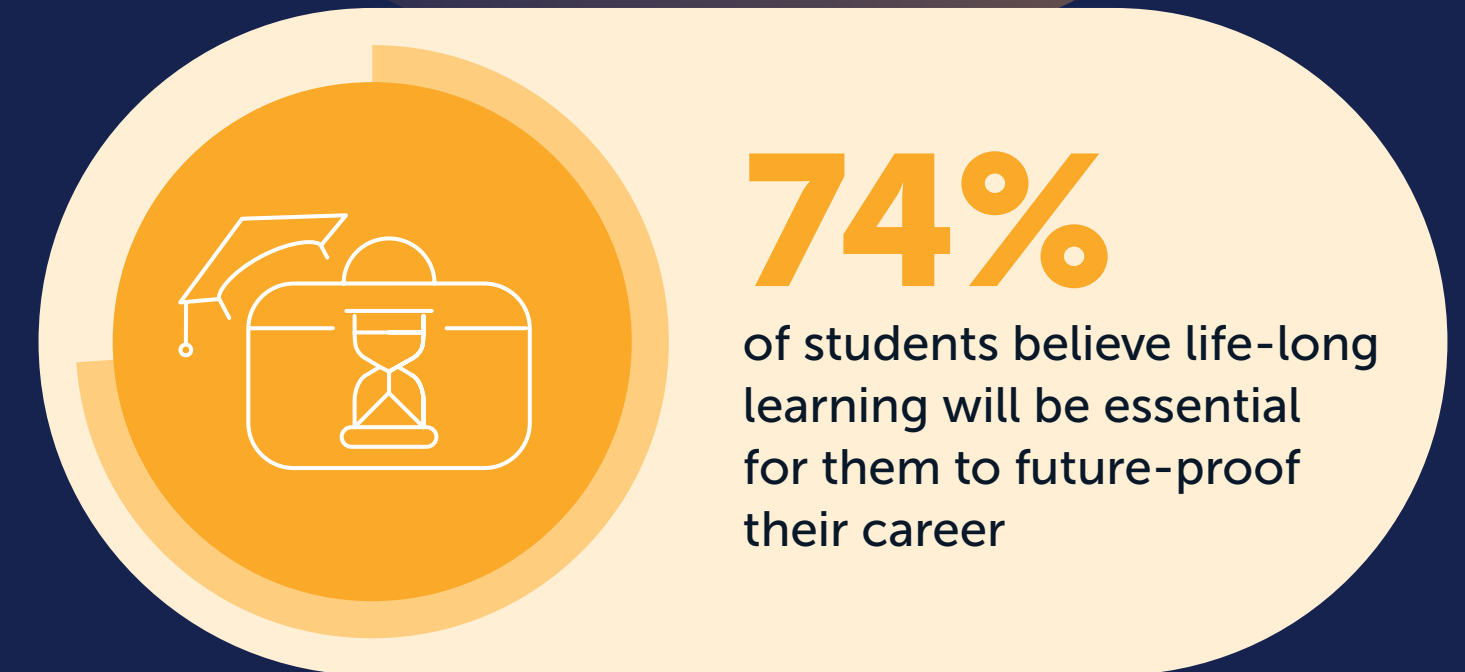


THE FUTURE OF EDUCATION

Preparing for unknown careers

WHAT DO YOU BELIEVE IS MORE IMPORTANT FOR SUCCESS?

*Secure pathway to employment Vs.
Ability to adapt to the changing environment*



Secure pathway to employment



50%



Ability to adapt to the changing environment

THE FUTURE OF EDUCATION

Preparing for unknown careers

KEY DESIRES FOR FUTURE CAREERS

Extremely/very important

1



72%

Having purpose and meaning in their work

2



68%

Work aligns with their core values

3



65%

A workplace that is a community of strong social connections

4



64%

Work they do has a positive impact on the world around them

5



64%

Workplace flexibility

Equipping students for the new world of work



Students are taking ownership of their learning

76%

of students see it as solely or largely their responsibility with some support from their education provider to achieve their education and learning outcomes

Top three platforms for teaching themselves new skills

(Used at least daily)



Teachers

50%



Websites

48%



TikTok

42%

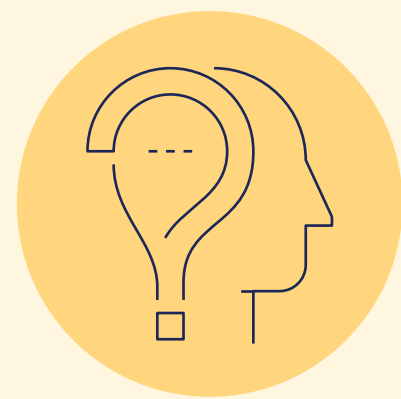
Equipping students for the new world of work



Education institutions are effectively equipping students in core competencies and character qualities

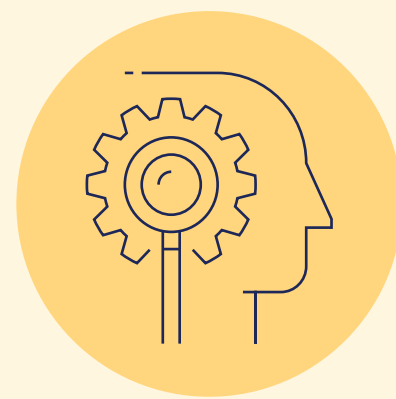
(Extremely/very effectively)

Top core competencies



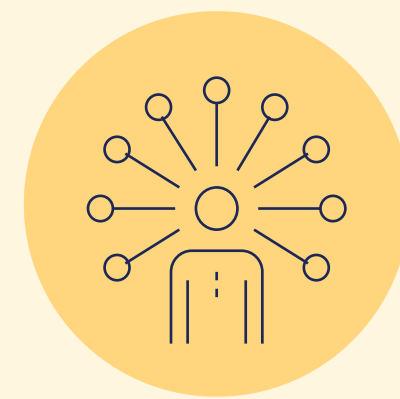
72%

Problem solving



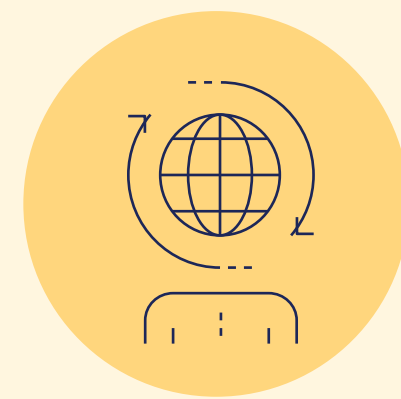
70%

Critical thinking



67%

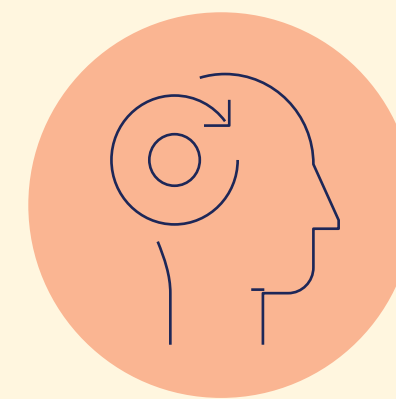
Communication skills



67%

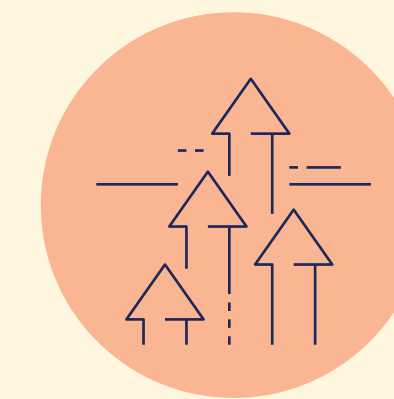
Self-management

Top character qualities



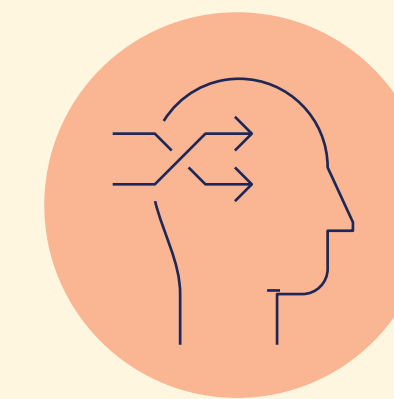
63%

Persistence



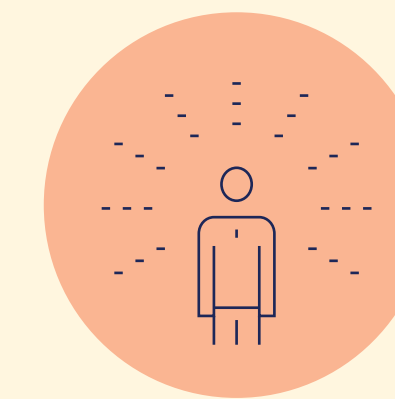
63%

Initiative



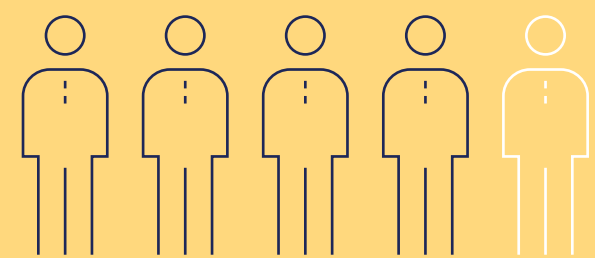
62%

Adaptability



62%

Self-awareness



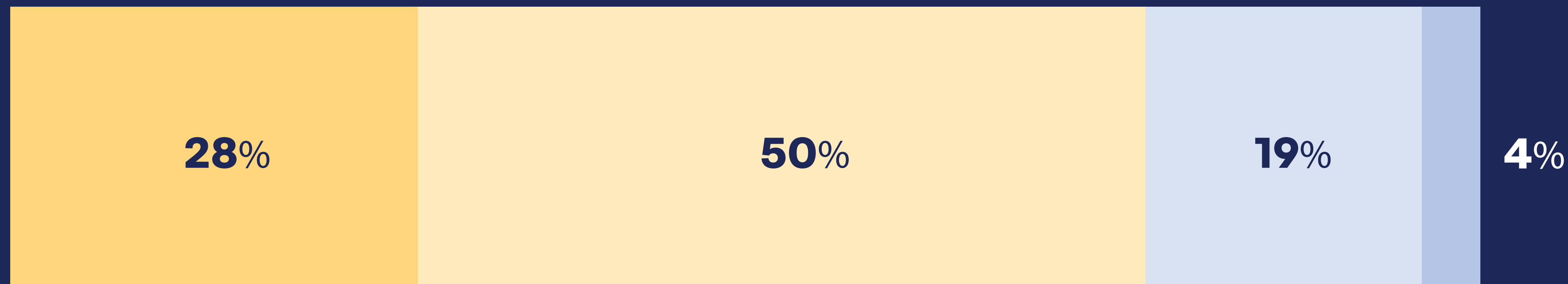
Four in five students (80%) believe their education is better than what is being delivered in comparable countries.





Equipping students for the new world of work



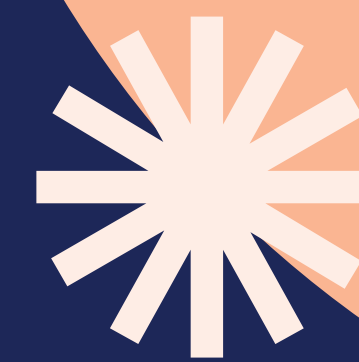
Students have a fair idea of the career they want

DO YOU HAVE A CLEAR IDEA OF WHAT CAREER YOU WANT TO DO WHEN YOU FINISH YOUR STUDIES?



-  Absolutely, I 100% know what I want to do
-  I have a fair idea of what I want to do
-  I'm not really sure what I want to do
-  No, not at all

Equipping students for the new world of work



LOOKING TO THE FUTURE WHICH OF THE FOLLOWING BEST DESCRIBES YOUR IDEAL EMPLOYMENT SITUATION?

Entrepreneur only, working in something that I have started



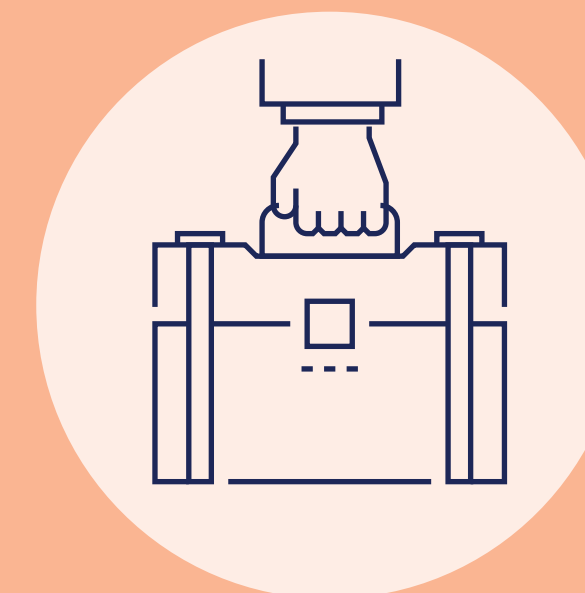
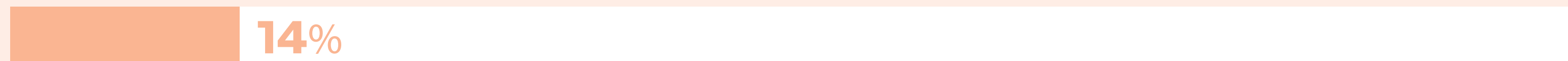
Mainly entrepreneur but also working as an employee on the side



Mainly employee, but working in something I have started on the side



Employee only, not working in anything I have started on the side



Just 14% of students are looking for traditional employment

Equipping students for the new world of work



Hybrid workplaces are the way of the future



Today's students (82%) are more likely than Australian workers (62%) to describe their ideal working situation as a hybrid one.

Students see the top three greatest opportunities for today's students as



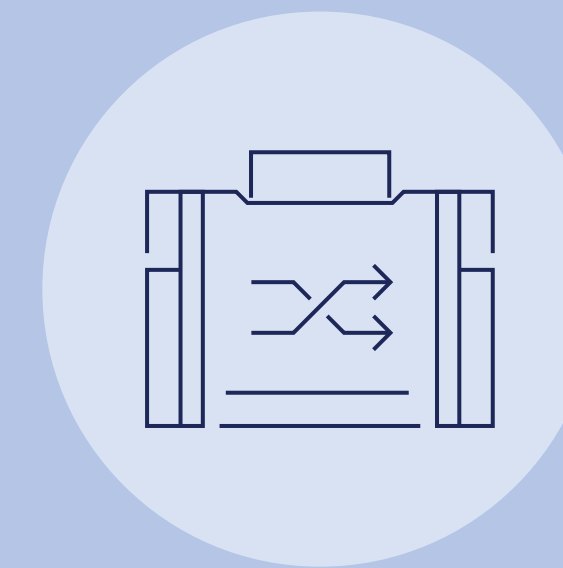
60%

Flexible working lifestyle



47%

Productivity and benefits that come from technology



47%

Career mobility (ability to change careers)

TITLE GEN Z (BORN FROM 1995 TO 2009)

**Gen Z are almost exclusively the children of Generation X.
Gen Z are powerful players in today's work culture.**

**While today Gen Z comprise 15% of Australia's workforce,
within a decade they will comprise a third.**

TITLE GEN Z (BORN FROM 1995 TO 2009)

THE FIVE KEY TRAITS OF GEN Z ARE



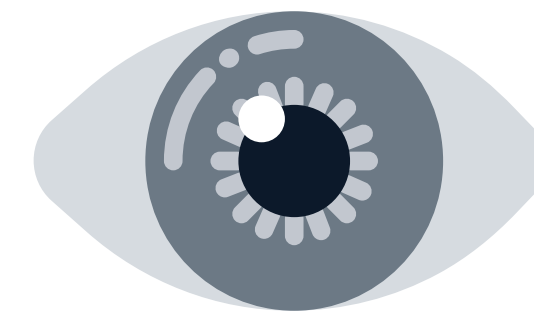
1. Digital



4. Mobile



2. Global



5. Visual



3. Social

ATTRACTING AND RETAINING

THERE ARE MANY FACTORS THAT LEAD TO ATTRACTING AND RETAINING GEN Z. FIVE STOOD OUT IN OUR RESEARCH:

- 1. Workplace Culture**
- 2. Work/Life Balance**
- 3. Varied Job Role**
- 4. Leadership Style**
- 5. Training**

Gen Zs are looking for a place to belong. The one social bottleneck through which most pass is the workplace and so ensuring social and connection needs are met here is essential for retention.

It is important to ensure the prospective employee fits the role not just based on their competence, but also that their culture suits the organisations, and their character is a values match as well.

WORK/LIFE BALANCE

Gen Z generally has a strong relationship ethic. They are collaborative learners, enjoy working in teams, and thrive in a relaxed consensus-driven group.

Gen Z can often question policies and ground rules. Therefore employers must ensure there are good reasons underpinning them.

We all want work-life balance today regardless of age. The main difference is that while it is a “want” for most, it is an “expectation” for Gen Z.

VARIED JOB ROLE

The reality is that there will always be lower retention rates of young staff than the older generations. But retention can be improved. Here's what will help:

Accessibility – take the mystery out of how decisions are made, and variety – give junior staff greater responsibility/roles in their work. Let them conduct exit interviews, give presentations, and organise staff events.

Understand the revolving door - if they leave for a new job, or further study, keep in touch – they may later want to return. Gen Z don't view leaving an organisation as an act of disloyalty but a simple life change, so they see no problem with returning should circumstances change.

LEADERSHIP STYLE

Through speaking with Gen Z workers, it is clear that their ideal leader gives public affirmation, pats on the back - both figurative and literal. It is one who remembers the names/interests of their staff, and creates an emotionally safe, friendly, collegial environment where people feel free to contribute ideas.

Gen Z are keen to lead in new ways, but they first need leadership role models who can engage with them.

Traditional leadership stresses control. Gen Z want relationship. Instead of structure, Gen Z are influenced by style. They are moving from framework, to freedom. Take the time to better understand them, and you will be well on the way to engaging, training, and leading this emerging generation.

Gen Zs are less likely than Baby Boomers to prefer training in hard skills such as technical training and formal University courses.

One in five Gen Z workers (21%) are looking for training in job-specific operational skills, compared to almost half of Baby Boomers (46%).

SO WHAT?

These new realities which are personified by Gen Z are manifested by most workers today regardless of age. We've all responded to the 21st Century world of work.

The point is that we have entered a new era and while employers need not react to every whim of a new generation, they cannot hold fast to the old and expect the emerging generations to conform.