

What changes in work can tell you about your future

In this activity you will consider:

- How work changes over time
- What causes changes to work
- How work might change in the future

The changing nature of work

The types and patterns of work are changing fast; what was normal in the past no longer exists today, and what is normal today will no longer exist in the future. This is important because it will have an impact on your career and you will need to be prepared for ongoing change.

The rate and extent of change is also important because people tend to have different expectations about work according to their age and background. If you understand where people are coming from, you can understand how they approach work. Every generation has faced change, so don't be alarmed! Just be as prepared as you can.

Find out from those in work

This activity involves you talking to two people currently in work. Where possible, try to find someone who is from an older generation (possibly someone who is retired), and someone who has only recently finished studying and is quite new to work.

Below are a number of themes. Ask each person questions about these themes and make a note of the differences in their responses.

- Skills and knowledge required for work
- Working hours – hours per day, days per week
- Differences in jobs for men and women
- Holidays, breaks, annual leave, sick leave, and parental leave
- The physical work environment, workplace safety, and health conditions
- The social work environment, including workplace rules, hierarchies, and expectations
- Study or training requirements for entry into the job and for ongoing employment
- Requirements to get a promotion and which people are most likely to be promoted
- Use of technology at work
- Things you would really like to know about work in your discipline

What drives changes to work?

Discuss what you found with your peers and make a note of the main changes to work that people mention. What do you think caused these changes? For example, is it to do with social change, social expectations, changes to the cost of living, increasing levels of education, or other factors?

<i>Major changes to work:</i>	<i>Possible causes:</i>

Make it count!

What do the changes in work tell you about your future? Is there a niche you could develop? Do you have a strength that aligns really well with one of the trends?

For example, do you have great social media or coding skills; the ability to work independently; an interest in an emerging field of research? If so, create a heading for this in your CV and write at least a few words that will remind you to develop that aspect when applying for work.

Adapted from [Australian Blueprint for Career Development](#) Phase 2 (C) Career Building 10.2 Explore non traditional life and work options