

Future Booth

Green Jobs Scenarios, Studio Shift

General framework

(hard-skills)	soft-skills	life-skills	green-skills (comp)
<p>"Technical and specific job-related skills that can be effectively applied in almost all jobs across most companies, occupations, and sectors, as well as in personal life, and are therefore considered highly transferable."</p> <p>European Commission (2012)</p>	<p>"Cross-cutting skills, which apply to all jobs and sectors, and encompass personal skills (confidence, discipline, self-management) and social skills (teamwork, communication, emotional intelligence)."</p> <p>European Commission (2022)</p>	<p>"They represent a combination of knowledge, behaviors, attitudes, and values and denote the possession of certain skills and abilities to do something or achieve a goal (critical thinking, creativity, organizational skills, social and communication skills, adaptability, problem-solving, capacity to cooperate on a democratic basis) that are necessary to actively shape a peaceful future."</p> <p>UNESCO (2004)</p>	<p>"The knowledge, skills, values, and attitudes necessary to live, develop, and support a sustainable and resource-efficient society."</p> <p>The Green General Skill Index identifies four groups of job tasks particularly important for green occupations: engineering and technical skills, scientific skills, operations management skills, monitoring skills."</p> <p>United Nations Industrial Development Organization UNIDO (2022)</p>

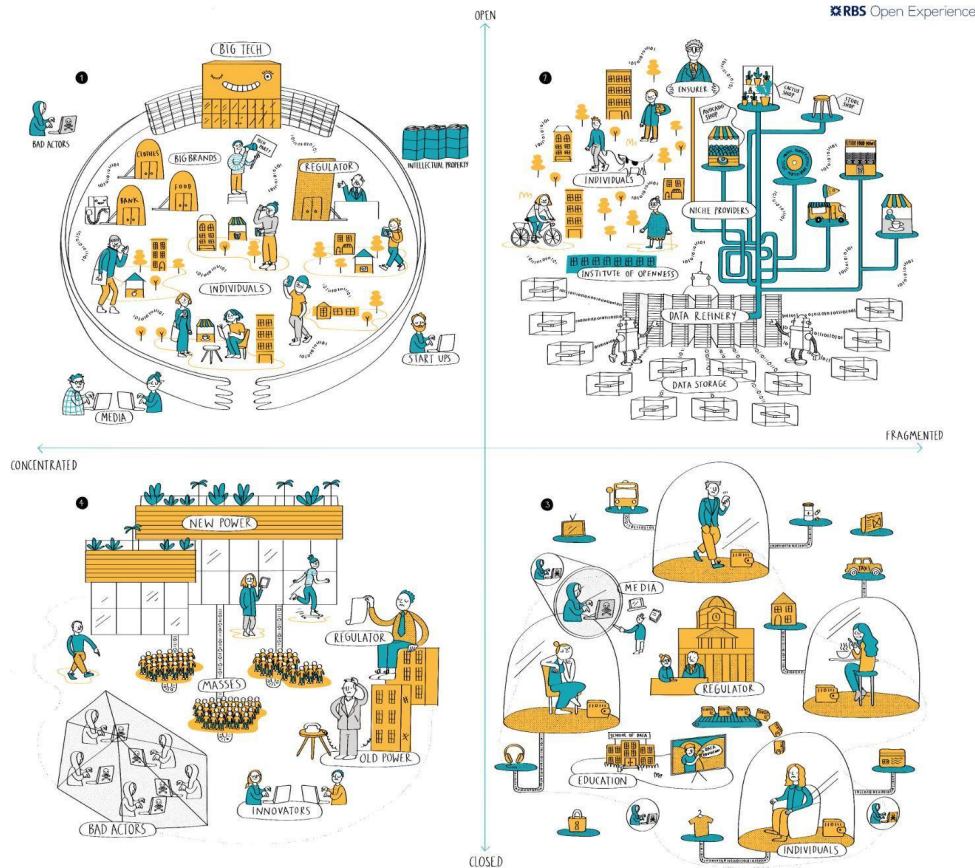
General framework

(hard-skills)	soft-skills	life-skills	green-skills (comp)
	<ol style="list-style-type: none"> 1. Autonomy 2. Self-confidence 3. Flexibility/Adaptability 4. Stress resilience 5. Planning and organization skills 6. Accuracy/Attention to detail 7. Continuous learning 8. Achieving goals 9. Information management 10. Entrepreneurial spirit/Initiative 11. Communication skills 12. Problem-solving 13. Teamwork 14. Leadership 	<ol style="list-style-type: none"> 1. Self-awareness 2. Emotional management 3. Stress management 4. Effective communication 5. Effective relationships 6. Empathy 7. Creative thinking 8. Critical thinking 9. Decision-making 10. Problem-solving 	<ol style="list-style-type: none"> 1. Valuing sustainability 1. Advocating for equity 2. Promoting nature 3. Systemic thinking 4. Critical thinking 5. Problem definition 1. Sense of the future 2. Adaptability 3. Exploratory thinking 4. Political agency 5. Collective action 6. Individual initiative

Scenario design

We designed
“green comp D.O.S.”
based on survey results

Design Orienting Scenarios
are a conceptual matrix which help
discussing -collectively- about
desirable futures.
They are based on a cross of qualitative
axes, defined by opposite polarities.
Each quadrant is, potentially, a future
“world” to discuss about.



Literature review

References:

- Fondazione Giangiacomo Feltrinelli - Il futuro del lavoro.
- Fjord - Accenture Life Trends 2023.
- Three Future Work/Technology 2050 Global Scenarios.
- Ci sarà ancora posto per l'Uomo nella società post-lavoro? - Futuri Magazine.
- Emerging-Long-Term-Megatrends-2023-rsreht.
- INDUSTRY 5.0. Il futuro sostenibile e umano dell'industria 4.0.
- Il green new deal del lavoro - Francesco Morace

Evidences of the desk research (literature)

Characteristics of the job market (future)

Technology

- Technological development is altering the relationship between work and society.
- Machines capable of assisting anyone in creating images, videos, and texts - tasks that in the past were reserved for skilled human designers.
- Massive unemployment → Advances in AI
- Self-employment is an aspirational norm for many individuals.
- Collaborative industry.

Economy

- Sharing economy.
- Algorithm anxiety.
- The increase in the minimum wage or subsistence wage and the extension of STEM education (Science, Technology, Engineering, and Mathematics), the extension of the retirement age have contributed to maintaining the income of many.

Society

- The labor market is undergoing a deconstruction of careers, which become less standardized.
- "Future artisan" - Return to ancient crafts. Knowing "how to do" becomes a driver for innovation.
- The concept of retirement is almost disappearing.
- Opportunities for self-employment using artificial intelligence to help create new products in synthetic biology have also grown over the years.

Mentality

- Permacrisis.
- Young people are doing jobs they wouldn't do in their own country because they find guarantees for a peaceful life.
- Humanity is being liberated from the need to have a job to earn a living and a job to gain self-esteem.

Education

- Many people have enrolled in online training programs for self-employment or have worked with "flesh-and-blood human coaches."
- Even university and post-university education will be compensated.
- The most in-demand skills are now social and emotional, cognitive, rather than technological.
- MOOCs (Massive Open Online Courses) and AI-supported global education systems, along with apps, have made it possible to offer free public education from early childhood to the doctoral level.

DOS scenarios

Job market (future)

Green professions scenario



A society in which human beings can once again give meaning to their lives.
Permacrisis → Period of instability and insecurity.

ECOPARALYSIS

Efforts towards a green economy, job sharing, STEM education (focused on science, technology, engineering and mathematics), increasing the minimum wage or living wage, and extending STEM education, engineering and mathematics), raising the retirement age have helped to maintain the income of many.

SELF-REALISATION

Humanity is freeing itself from the need to have a job to earn a living and a job to achieve self-respect. This marks the beginning of the transition from the labour economy to the self-realisation economy. Primary and secondary jobs supporting the development, production, distribution and training of synthetic biology products now represent a significant new source of employment.

PERMAFUTURE

Training in synthetic biology, entrepreneurship, AI, self-employment. Upskilling and reskilling for workers. Many people enrolled in online training programmes for self-employment or worked with “real-life human coaches” to help them overcome anxiety and depression before discovering what kind of life they wanted to live.

MENTORING

Job market (future)

Scenario of knowledge-based professions, related to soft skills



Artificial intelligence is shifting from enabling businesses and services (which is often invisible) to something highly visible and applicable in all areas of people's lives. This development allows individuals to be exponentially more productive than previous generations.

OZIO

Humanity is freeing itself from the need to have a job to earn a living and a job to achieve self-respect. This marks the beginning of the transition from the labour economy to the self-realisation economy.

INTERDEPENDENCE

STEM education is important but less useful for employment after 2035. Sharing economy - In Italy, this is represented by strategies such as co-working, and also by areas such as government, so as to co-design and co-manage common goods through collaborations between the public and private sectors.

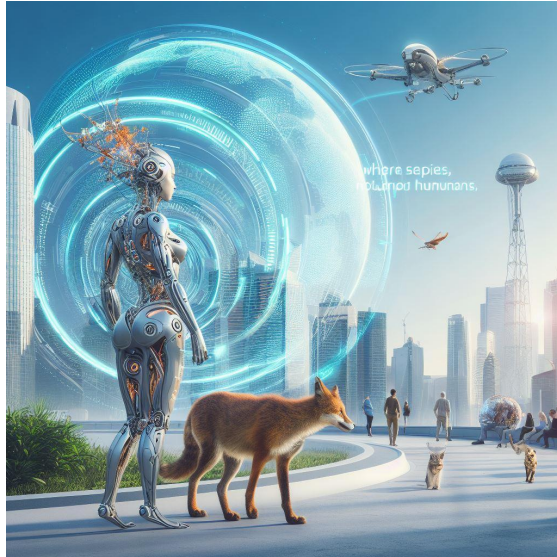
NEG-OZIO

INDEPENDENCE

Acceleration of demographic decline
Training in synthetic biology, entrepreneurship, AI, self-employment. Do it yourself, freelance.
Informal economies - Music, teletourism, VR cultural experiences.
Mass unemployment → Advances in AI. Self-employment is an aspirational norm for many people.

Job market (future)

Scenario of professions related to hard skills



“Algorithm anxiety”: constant paranoia about whether a person's decisions are real or the result of manipulation.

Machines that can help anyone create images, videos and texts, which in the past were tasks reserved for qualified human designers, have increased the number of people capable of creating.

5.0 INDUSTRY

Metaverse

Cybersecurity and privacy protection.

In Industry 5.0, people are at the centre of the production process. This approach protects workers' rights, autonomy and dignity, promoting talent, diversity and empowerment.

NOT ONLY HUMAN

Collaborative industry, i.e. collaboration between workers and machines with a view to complementarity, thanks to cobots, collaborative robots designed to interact with humans.

Mass unemployment → Advances in AI Self-employment is an aspirational norm for many people.

Hand in hand with technology in a mutual expansion of creativity, diversity and possibilities.

NEW LUDDITES

A return to ancient crafts.

Knowing ‘how to do’ becomes a driver for innovation - those hands cannot be replaced.

As machines and software replaced repetitive work, non-repetitive creative human work increased.

Living the work - Tangible terms
Rediscovery of ancient crafts and roles.
Living will rhyme more with working.

HUMAN

Job market (future)

Scenario of wellness professions, education, awareness



Concentration: People deal with the situation by focusing on what they can control.

Shutting down: They switch off completely if they cannot leave the environment.

People involved in the sharing economy can use their working hours to raise their children and enjoy life.

STABILITY

It is based on the idea of a universal basic income, which does not prevent supplementary income from other activities, but ensures that everyone has a guaranteed income well above the subsistence level. The most sought-after skills are now social and emotional, cognitive, rather than technological.

WOMEN'S LEADERSHIP

Business: working hours close to social commitment values: The New Green Deal, digital inclusivity, well-being, common good, environment, society, governance. Struggle: Raising our voices against injustice.

Flight: Seeking options, changing the financial system, finding different platforms.

MOVEMENT

NON BINARY SOCIETY

Young people leave their countries not because of a lack of work, but to find better jobs.

Respect, responsibility, relevance, resonance, reciprocity, recognition. Moral conscience - it is conscience that determines the value of human beings. Value: Capacity for good and justice. Promoting social justice.