Signaling Work Readiness in 2030: The Future of Assessment

Who will be the workers and learners of the future—and how will we help them reach their individual potential?

In a future of distributed learning and distributed work, traditional standardized tests and scores will no longer tell the story of who’s ready for work and how they can build their unique potential for unexpected tasks and unprecedented projects. Already, we see new platforms and pathways emerging to cultivate this unique individual potential. Over the next decade, we’ll build a new signaling infrastructure for new archetypes of learners and workers around the world.

A Changing Labor Economy

from jobs and careers to tasks, services, and meaningful lives

New Archetypes for Working and Learning

Contestant
Startup Artist
Speedrunner
DJ
Eco-maker
Climate changer
Autoconsciente
Transitionist
Global Citizen

New Signaling Infrastructure

Scenario 1
Games
Build competencies and assess matches to work tasks—helping learners and workers level up their earning opportunities

Scenario 2
Recommender Systems
Capture the experience of the crowd to create custom AI-driven playlists of courses and tasks for individuals

Scenario 3
Social Learning Platforms
Tap social media to match mentors and learners and create personal economies with fans and followers

Scenario 4
Blockchain Network Graphs
Create a blockchain-based accounting of “learning transactions” and assess the future value of personal learning networks

New tools for recording, measuring, and validating learn+work readiness

» Personal branding and storytelling services
» Assessment simulations
» Browser plug-in for context-aware assessment
» Real-time data maps of the labor market
» Timelines of demand for skills
» Skills frontier maps

New institutional forms for signaling across a global labor economy

» Platform-based labor market
» Networks of API-based services that connect platforms
» Growing assessment labor pool
» Universities as facilitators & managers of apprenticeships
» Cryptocurrency-based learning networks
» Open-source learning networks
» On-demand micro-assessment networks

New standards for micro-learning and micro-working

» Learning attestation standards
» Work performance attestation standards
» Human capital accounting & inventory standards
» Badge standards
» Taxonomies of skills and competencies

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