

## Future of Work Initiative

*Supporting teachers and communities to grow students as leaders*



While all children have enormous potential, education systems around the world are failing to prepare students for the future. [According to the OECD](#), it is likely that fewer than half of 15-year-olds have ever spoken to a career counselor in school, visited a job fair, or participated in an internship. This is especially true for **students from disadvantaged backgrounds who are less likely to take part in career development activities and resources.**

### Teach For All's Future of Work Initiative

Teach For All envisions a future where all children and youth, particularly those in low-income communities, have access to the education, support, and opportunity that will equip them to not only navigate the world but lead it. Teach For All's [Future of Work Initiative](#) aims to **support teachers and communities to grow students as leaders and prepare them for their future careers.**

#### Initiative Priorities



**Connecting students to opportunities to learn about industries and future careers** by expanding their access to [career readiness education](#).



**Supporting teachers to develop students holistically** by facilitating communities of practice and learning experiences for educators to share resources and learn best practices.



**Spreading solutions for system-level impact** by elevating locally rooted knowledge to contribute to the global discussion on how to reorient education towards students' holistic development and prepare them for future careers.

### Initiative activities

#### Enabling research-informed student experiences in the workplace and beyond

Exposing students to the world of work is crucial—organizations including UNESCO, ILO, the European Commission, and the OECD believe that employer engagement is a core element within effective career

guidance, and research<sup>1</sup> shows that employer engagement can be linked to better employment outcomes. Teach For All translated global research by the OECD into a [Career Readiness Education Framework](#) to provide an informed and actionable approach for schools and businesses to create impactful student activities that will prepare them with the knowledge, skills, and mindsets they need for a successful school-to-work transition. The framework is based on three core principles:

- Expose** Expose students to the world of work and provide insight into career opportunities and apprenticeships through **workplace visits, career fairs, and career talks from professionals.**
- Explore** Enable students to actively explore and investigate the world of work, think about future plans, and learn specific skills through **career guidance, employability skills training, cv writing and interview skills, mentoring, and job shadowing.**
- Practice** Offer young people opportunities to experience the working world in a real business environment and put employability skills into practice through **internships, volunteering, part-time work and industry-specific training.**

Teach For All is working with Deutsche Post DHL Group on the **Career Education & Leadership Accelerator Fund**, providing network partners with funding to implement the Career Readiness Education Framework in their contexts and learn what works to develop employability skills in students. This research will ensure that our approach is informed by diverse perspectives and adaptable to various contexts.

Using this framework, Teach For All facilitates collaboration among educators, employers, and communities to co-create and implement career readiness content tailored to the unique aspirations and needs of students in underserved communities, ensuring our approach is inclusive, adaptable, and reflective of students' perspectives and inspirations. Since its development, this framework has been used by teachers in over 30 countries across all regions of Teach For All's network.

### Supporting teachers to prepare their students for the future

In addition to exposing students to the world of work, we are also working to support teachers to prepare students for the future of work. We provide teachers with the strategies, resources, and tools needed to help students develop the skills to navigate uncertainty, collaboratively solve complex problems, and create meaningful careers in a changing economy.

To date, we have curated more than 100 resources for educators within and beyond the Teach For All network. In 2024, we launched the [Future of Work Learning and Insights Hub](#) which enables equity-minded teachers across the world to access resources they can use in their classrooms.

#### A focus on STEM

Teach For All partnered with the Amgen Foundation and LabXchange to implement a [study](#) to better understand the key strategies, resources, and supports that help STEM educators enhance learning outcomes and foster their students' growth as leaders. Educators from across the Teach For All network participated in **STEM Education Leadership workshops** over three weeks to learn how to create learning pathways integrating STEM educational content with Teach For All's [Teaching As Collective Leadership](#) framework.

<sup>1</sup>[https://www.oecd.org/en/publications/getting-the-most-out-of-employer-engagement-in-career-guidance\\_fb9c3788-en.html](https://www.oecd.org/en/publications/getting-the-most-out-of-employer-engagement-in-career-guidance_fb9c3788-en.html)

## Preparing Students for Future Careers Course

Teach For All developed this pilot course, which launched in June 2024 and is open to educators in our network as well as corporate volunteers. Co-learners engage deeply with the Career Readiness Education Framework, exploring ways to foster student leadership and equip them for success.

## Communities of Practice

We enable and support communities of teachers from across the world to connect on learning strategies, share resources, and discuss best practices on topics from career readiness to STEM and financial literacy. To date, we have brought together a community of over 1800 educators, practitioners, and others from over 60 countries.

## Spreading learning and sharing solutions for system-level impact

We elevate **locally rooted** knowledge from teachers, students, and communities to inform the global discussion. Through engaging in global events such as the [UN's Transforming Education Summit](#), [IBM and the UN's Call for Code Global Challenge](#), and UNGA's Summit of the Future, we seek to share insights from our network and influence the global conversation advocating for equity and opportunity for children—and we seek to ensure that young people are part of the discussion.

We also leverage publications, speaking engagements, and other media to amplify Future of Work solutions. A few recent examples include:



### [Empowering future leaders: Holistic career readiness for school-age students](#)

Where education goes, the economy will follow, and by equipping young people with 21st century skills, we create a generation of career-ready well-rounded leaders who are committed to making a positive difference in their communities and to contribute meaningfully to society.



### [Human skills will be vital for future jobs](#)

Tarek Chehidi, Global Head of Teach For All's Future of Work Initiative, states that young people must seek out ways to develop qualities such as empathy and critical thinking



### [Our education system is failing, not the students. But we can fix this](#)

A group of contributors outline how Teach For All partner organizations are supporting teachers to engage students in analyzing real-world issues, leading change in their schools, developing solutions for community challenges, and more.

## Recognition on the world stage

As we continue to expand our collaborations and work to advance our collective knowledge through the Future of Work Initiative, we are sharing our learnings and advocating for our approach on the global stage. The Future of Work initiative was showcased in the [World Economic Forum's Reskilling Revolution commitments](#), featured as part of their "one-stop shop" highlighting innovative, best-in-class education, workforce, and community skilling initiatives.

