

Fifteen Trends Most Likely to Impact the Community College Over the Next Decade

1. Aging Society-75 million baby boomers mature
2. Retirement-Traditional vs. Mix and Match
3. Worker Shortages- $X + Y \neq BB$
4. Decline in the manufacturing workforce as we know it.
 - a. Increasing need for design, innovation, resilience, and COLLABORATION
5. Skills Gap-
 - a. Lag between what skills are needed and what skills workers have
 - b. Need for multiple-skills and a willingness to learn the next needed skill
 - c. Simply not enough younger workers to replace outgoing workers
6. In-forming-Google, Ubiquity of Content
7. Today's students: Digital, Mobile, Personal, and Virtual
8. Outsourcing-India
 - a. Accounting
 - b. Programming
 - c. Information jobs
9. Off-shoring-China, Mexico, etc.
 - a. More jobs have been lost to history than have been lost to off-shoring
10. In-sourcing- UPS
11. Crowd-sourcing-Wikipedia
12. Educational Infrastructure Changes-
 - a. Math Science Testing K-12: Raising the Scores vs. Raising the Curiosity, Passion for Learning
 - b. Academic Discipline Silos to horizontal integrated multi-disciplinary
13. Decline in math, science, and engineering majors
 - a. Universities and Community Colleges
 - b. Decrease in the number of foreign work visas.
14. Population Shift:
 - a. Western Countries will experience a population decline & will be older.
 - b. In developing country's populations will grow and be younger

- c. More people to play with on the global economic field

15. Globalization: The Level Playing Field

- a. The nation; b. The organization; c. The individual
- b. Each individual will take more responsibility for their own learning
- c. Work will consist of global collaboration

Consider this paraphrase of IBM's Lou Gerstner's strategy when he became Chairman at IBM in 1993.

Lifetime employment is no longer a guarantee. It has been replaced by the personal responsibility for lifetime employability. An employer is responsible for creating access to new knowledge and skills, however to remain employable, the employee must take advantage of the learning opportunities. (The World Is Flat, Friedman, T., pp. 366-367, 2006)

In a world of material abundance, design matters more than function. Even a toilet brush has to be pleasing to the eye. As we move from the Information Age to the Conceptual Age, Americans must develop their right-brain skills as physical work and left brain work is automated, digitized, or outsourced. If work can be done by a computer, it will be. If work can be outsourced to India at a cost savings it will be. What is left for Americans to do if we are to remain an economically competitive? According to Daniel Pink, author of The Whole New Mind, 2005, six high concept/high touch aptitudes must be learned. These right-brained attributes include:

Design
Story-Telling
Symphony

Empathy
Laughter
Meaning

Article Titles in BusinessWeek's Executive Life Retirement

Still Working and Loving It

How to Quit Without Quitting

Activism Isn't Just for Kids

MySpace for Baby Boomers (eons.com)

BusinessWeek, pp. 108-122, October 16, 2006

The Next Disruptors from Business 2.0

1. NetVibes
2. EESTOR
3. Coghead
4. NextMedium
5. Applied Location
6. Salesforce.com
7. BlueLithium
8. Clearwire
9. Zopa
10. Jajah
11. NanoLife Sciences

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