

10 FUTURE JOBS YOUR CHILDREN COULD STUDY TOWARDS

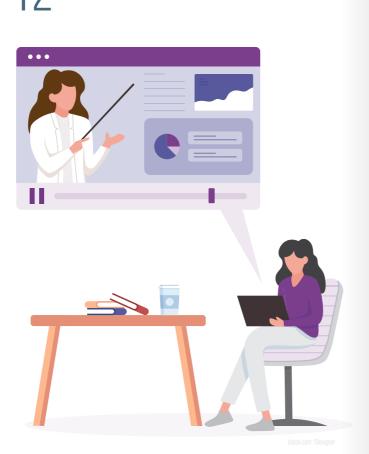
HOW TO EDUCATE YOUR CHILD TO SUCCEED

WHAT THEY SAY... About remote Learning

HIGH CALIBRE TEACHERS IN THE RUNNING FOR 2021 NEITA AWARDS

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Dear Members,

As we approach with great hope restoration of basic freedoms in these extraordinary and challenging times – we at Futurity believe that our "normalising" world (whatever that will look like) will place far greater prominence on the value of education.

This will be especially so because the jobs of the future in resetting Australian and New Zealand economies will demand new skills, qualifications, and ongoing vocational training and career path agility.

For Futurity, our role and place in the new normal as a sole education-purpose institution heavily resides with our new education product range launched last year – it positions the "transformed" Futurity so well and so uniquely to help families (including for grandchildren) meet their lifelong education funding goals.

Whilst we eagerly await reclaiming our lives, we are preparing for our 2021 Annual General Meeting on 29 October - and you are all invited to attend. It will again be held virtually due to the pandemic, meaning another year of not meeting in person. However, the online virtual AGM format worked well last year removing distance obstacles allowing broader participation across Australia and in New Zealand.

We commend our member families, who despite school closures and remote learning pressures have just adapted and coped – however, we are all concerned about the long-term effects of this

CEO'S MESSAGE

environment on our children, parents, and teachers. So, we thought it fitting that "Remote Learning" should be the first topic in a new series, What they say... It highlights a range of stakeholder opinions on a topic we trust is of interest to you.

Another virtual event that is not far off is the 2021 NEiTA Awards. Last year's online NEiTA ceremony was a resounding success, and we welcome all our Members to join us online in early December.

This issue also reports one of the highlights of the last quarter – the participation of our employees in The Smith Family's *Digital Work Inspirations Program* with students at Wynyard High School near Burnie.

I trust that you enjoy this issue of Scholastic and that you can join us for this year's AGM - we have a lot to report to you about Futurity's progress and your education products.

Kor hig -

Ross Higgins, CEO

10 FUTURE JOBSYOUR CHILDREN COULDSTUDY TOWARDS

There's no denying that as the jobs of today constantly evolve so too do the jobs of the future. So what can you do in the present to ensure your child is set up to meet the employment needs of the future?

The world is changing rapidly. And so is the shape of the future job market. With technology, robots and artificial intelligence (AI) replacing humans in more and more industries, jobs we once thought of as secure are vanishing. Changes in business models and flexible ways of working mean that the very concept of a job is also shifting.

<u>Planning for your child's educational future</u> is a great way to prepare them for their employment future.

We know that some trends have already changed the foreseeable future: these include megatrends such as technological breakthroughs, demographic shifts reflected in the changing size, distribution and age profile of the world's population, rapid urbanisation, shifts in global economic power, resource scarcity and climate change. The COVID-19 pandemic has been an unexpected game changer too.

So, futureproofing your child's future has a lot to

do with developing the right mindset – one that will allow your child to adapt to shifting sands and encouraging them to be lifelong learners who are constantly acquiring skills to respond to future challenges and opportunities.

FUTURE EMPLOYMENT TRENDS AND THE SKILLS THEY WILL REQUIRE

According to a 2015 WEF report <u>The Future of</u> <u>Jobs</u>, with business models changing so quickly, employers are already finding the skills of their



employees lagging. Nearly all industries are feeling the impact of technological and other changes and it's reducing the 'shelf-life of employees' existing skill sets'. While many businesses are investing heavily in re-training existing staff, your kids can have the upper hand by graduating high school, ready for <u>university or further learning</u>, fully equipped with the skill set the future job market in Australia will demand.

The report states that the secret to future job

success will be innovation skills. And the top 10 innovation skills it said would be needed are:

- Complex problem solving .
- Critical thinking
- Creativity
- People management
- Coordinating with others
- Emotional intelligence
- Judgment and decision-making
- Service orientation
- Negotiation
- Cognitive flexibility.

Websites like myfuture and Careers.govt.nz are great places to dig deep for information on

the future jobs market. They publish a range of information and reports addressing what skills will be in high demand in Australia and New Zealand in the future.

FUTURE OPPORTUNITIES

The Australian Government Labour Market Information Portal has some interesting employment projections from 2020. Bearing in mind these are pre-COVID projections, they project the four main growth industries to 2025 to be:

- Healthcare and social assistance
- Accommodation and food services
- Professional, scientific and technical services
- Education and Training

The report states 'together, these four industries are projected to generate over 3/5 (or 64.4%) of total employment growth over the five years to November 2025.'

While not included in the report, another major growth area will be in <u>construction</u>.

What these reports show us is that while we may envision a future full of robots and smart people running the show, there's also room for children

> with other aspirations to have a solid career and make a great living.

So if your little one prefers construction or counselling to coding, just let them do their thing. After all, we want them to be happy as well as gainfully employed.

What your child should be studying now to be ready for the jobs of the future:

While we can never be certain what will happen in the future (thank you 2020), we can try to steer our kids, and their studies, in the right direction. Here are a few ideas on what your children could study now to set them up for future job opportunities.

Coding – teaching computers what to do is a prized skill today, so imagine what it'll look like in 10 years. Even if your child doesn't end up coding, a good understanding of computer science will open up future job options. Coding, which can be taught from as early as four years old, also teaches children structure, attention to detail and creativity.

Data analytics – data rules the world and with future growth estimates of around 30%, people who can analyse and identify trends will be invaluable to businesses big and small.

Maths and science – maths drives most businesses and teaches critical thinking, logic and problem solving. And it's not hard to channel all your little one's curiosity into science because science is fun and exciting. Ultimately, this road leads to the STEM subjects.

Liberal arts and humanities - robots won't be able to replace creativity, critical thinking and people skills, at least not for a long time.

Finance – money will still make the world go round as will skills in finance, investment and banking. Financial literacy will always be important for those who want to make money and retain it.

Communications – it's great to have skills but it's just as important to know how to communicate your message. As noted above, robots can't easily replace human interactions. Not at this stage anyway.

With coding being taught to four year olds, it's really never too early to start thinking about planning and saving for your child's education and future.

FUTURE JOBS AND EMERGING **OCCUPATIONS**

So what are the top ten choices for the future jobs your child should be studying towards?

- 1. Coding
- 2. Data analytics
- 3. Science
- Technology
- 5. Engineering
- Maths 6.
- Health 7.
- 8. Humanities/ **Liberal Arts**
- 9. Finance and **Economics**
- 10. Communication

HOW TO EDUCATE YOUR CHILD TO SUCCEED

All parents want their child to be happy and successful. You can start this at home by asking what your child does well, and look to build on that. By developing positive qualities in your kids and understanding how to educate your child to succeed, you can help them reach their potential in school and life.

Chances are, if you've ever worked in an office or the corporate world, you've had a boss or a leader email you some sort of list detailing the qualities of highly successful people. It's usually meant to be inspiring or motivating. You may even have rolled your eyes as it appeared in your inbox. But there's something to these lists.

Why? Because, for the most part, the same personality and character traits appear on all of them. And while some of these traits are inherent in certain people, others can be learned.

Which begs the question: can you, as a parent, educate your child to succeed?

In this article we explore how to educate your child to succeed by looking at what your child does well, and give you some hints and tips on how to help your child succeed in school.

QUALITIES OF SUCCESSFUL PEOPLE

A quick search will show you that lists of 'desirable qualities in an employee' are everywhere. Recruiters, employment sites, universities and more than a few corporate websites have devoted time and space to espousing the virtues of highly sought after employees.

Although it may seem a bit early to be thinking of career paths while your little one is using Bluey to navigate their world, a parent can spot these qualities in their child and help to develop them early in life.

Qualities such as perseverance, patience, self-control and conscientiousness play a critical role in a child's success.

With the help of positive reinforcement at home and a positive education, you're giving your child a great start in life.

LEARNING BEGINS AT HOME

You are your child's first, perhaps even most important teacher and they're watching and learning from you all the time.

It gets better when you realise one of the best parts of any day, snuggling up with your child to read a bedtime story, is helping your child develop their language and literacy skills. In a recent Kidspot piece, psychologist Collett Smart said:

'We know now, because we have brain imaging studies, there's a difference in the reading and cognitive skills of kids whose parents sit with them and read. The difference has nothing to do with things like family background, their home environment or socioeconomic status, but how frequently an adult sits and reads with the child.'

The next time you wonder 'how can I educate my child to succeed', grab their favourite book, snuggle with them in bed, and read to them. It's that easy.

HOW CAN I HELP MY CHILD SUCCEED IN SCHOOL

There used to be a time when the only thing that mattered in school was academic performance. And it didn't matter how this was achieved, with harsh punishments and lashings of negative feedback being the accepted way to educate children.

Thankfully, those days are gone and within the last decade or so, there's also been a global trend towards positive education as an emerging educational model.

Additionally, there are a few simple things any parent can do to help their child succeed in school.

Healthy diet and enough sleep – it goes without saying that a healthy diet and a regular bedtime will help a child stay fit, happy and alert.

Encourage your child – encourage them to love to learn. To stand up for and believe in themselves.

Encourage them to feel proud of who they are and what they achieve.

Focus on the process, not the result - celebrate when they persevere with something, even if they didn't achieve the desired end result. Be proud if they missed out on some study time to help someone who was upset, sad or alone. Applaud them if they say they'll finish some homework before screen time or gaming, and they find the self-control to do exactly what they promised.

WHAT IS POSITIVE EDUCATION?

The fundamental goal of positive education is to promote flourishing or positive mental health within the school community. Norrish, Williams, O'Connor, & Robinson, 2013

Positive education is about fusing traditional education with the study of happiness and wellbeing. Based on Martin Seligman's PERMA model, it's about encouraging children to flourish through positive relationships, positive emotions, engagement and accomplishment. Alongside their academic achievements, your child will also develop their sense of wellbeing and social responsibility.

You may be thinking that this all sounds very much like the Montessori and Steiner teachings. And you'd be right, as both these models help children develop their strengths and nurture their resilience. However, Seligman advocates positive psychology which is an emerging field of study focusing on the science of happiness.

'Positive psychology is the scientific study of what makes life most worth living' (Peterson, 2008).

WHAT DOES YOUR CHILD DO WELL?

A happy child will thrive and become the best version of themselves when given a positive education. However, all children are different and it may take time for you to discover what your child does well. Every child will have different strengths. Some will be obvious, such as a lovely singing voice or being an ace at maths, while others will be less evident, such as being a team player or trustworthy.

When you recognise and celebrate a child's strengths, they'll thrive. They'll feel empowered, encouraged and will want to not only build on these strengths but also develop others.

The school that your child attends can also have an impact on how they succeed throughout their education. So being able to have the flexibility to choose the education options that suit your child best without the worry of financial constraints can be important.

As your child moves through school and can recognise for themselves where their strengths lie, they're on the right path to a happy and successful life.

Educating your child to succeed can be done in many different ways. Always encouraging them to be patient and to persevere, even when things are tough is a great start. Inculcating in them the use of self-control, especially when doing things they don't really want to is also beneficial. And perhaps most important of all in this ever-changing world is helping them to become a kind, caring, and conscientious global citizen. 💻



INVITATION TO 2021 AGM

The Board of Directors of **Futurity Investment Group Limited invite** you to attend our Annual General Meeting 2021

This will be a virtual AGM to ensure the safety of our Members, staff, and the broader community. We hope that a virtual AGM will enable you to participate in the event. By accessing the link below you will have access to all AGM-related information, including the ability to direct vote, appoint a proxy, and submit questions prior to the meeting.

We look forward to providing similar opportunities as you would have while attending an AGM in person. Reports will be provided by the Chairman and the CEO, and you can vote and ask questions either before or during the meeting.

Members will have received their personal invitation in an email, which also contains the password to log in to the meeting. You will be able to livestream the AGM at the specified time by clicking on the link below.

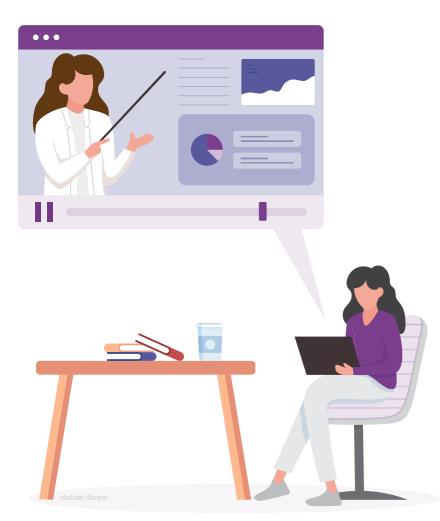
AGM DATE: 29 OCTOBER 2021 TIME: 11AM LINK TO VIRTUAL AGM: HTTPS://EVENTS.MIRAQLE.COM/FUTURITY-AGM

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WHAT THEY SAY...

PARENTS, STUDENTS, EDUCATORS, AND RESEARCHERS ON REMOTE LEARNING

This is the first in a series of articles that highlight the opinions of relevant stakeholders on a current topic of interest to our members. We encourage you to click on the links provided to read the full articles for context and added benefit.



... the achievement gap between disadvantaged and advantaged students widens at triple the rate in remote schooling compared to regular class."

 Researchers in article titled Disadvantaged students may have lost a month's learning during the COVID crisis by Grattan Institute

> "I'm very cautious with this learning loss thing, while accepting and understanding that some children have been left behind, but that should not be the primary concern. The primary concern, with all aged kids - particularly year 12 - is their mental health and wellbeing.

> "One of the things that parents and adults can do - and this includes all aged kids, teenagers and everyone is to go and play with them."

- Professor Pasi Sahlberg, Finnish educator, scholar, thought leader and author, and Deputy Director – Research of the UNSW Gonski Institute for Education, writes in an article titled Memo to parents and carers on home schooling: "Don't panic, and don't feel quilty" in The Guardian

"...adaptability had a direct positive impact on student achievements.

"Online learning support and online learning barriers also affected students' online learning confidence. Support was linked to higher confidence, and barriers to lower confidence. Thus, as well as focusing on increasing students' adaptability, parents and schools should strive to minimise barriers to online learning and optimise supports."

· UNSW researchers studying Adaptability and High School Students' Online Learning During COVID-19 in an article titled Students who are more adaptable do best in remote learning - and it's a skill we can teach in The Conversation

"I miss the waves and the chats with parents in the morning.

"I miss my daughter's stories about her playground adventures. Her world has become smaller."

- Father of a six-year-old and a 10-year-old in article titled Learning in lockdown: 'The largest social experiment we've ever done' in The Guardian

> "If your child is young, don't feel pressured to re-create a 6-hour school day." - Remote learning advice for parents and carers, NSW Government Education Website

- 'I did not realize that I took my routine and school day for granted until now. School is a place for building friendships, learning responsibility, and getting an escape from the house, but it seems as though the Coronavirus has taken that all away from us."
- 'The workload has been overwhelming. Oh my goodness ... Why is there so much homework?"
- "I also find it very hard to find an 'escape' from school. Since it all takes place at my home, destressing has become more difficult because I feel like school is there with me the entire day."
- US senior school students in article What students are saying about remote learning in The New York Times

FUTURITY EMPLOYEES INSPIRETASSIE TEENS WITH LIFE STORIES

One of the highlights at Futurity this quarter was the opportunity for our employees to participate in The Smith Family's *Digital Work Inspirations Program.* It gave them a chance to interact with Year 9 students of Wynyard High School near Burnie, Tasmania.

Conducted via *Zoom,* the sessions demonstrated ways to overcome challenges for students living in regional areas, such as having less access to the same kind of opportunities as those living in the city. For Futurity, it was a chance to reflect our strategic advocacy objective to help bridge the gap in educational opportunity faced by students in regional areas.

The activity also demonstrated how many modern businesses could be conducted remotely from nearly any location, including Tasmania's north-west.

Speaking to media, The Smith Family's Head of Policy and Programs, Wendy Field, emphasised the importance of the program for the students.

"In general, young people who are disadvantaged are less likely to complete Year 12, or to be in work, training or further study after school.

"There are a whole range of reasons for that. But,

if young people have opportunities for meaningful exposure to the world of work while they're in school, they are much more likely to be in work when they leave school."

"We're so grateful to partners like Futurity, for providing students meaningful opportunities and connections to workplaces which they may not have otherwise had," she said.

Students who participated in the program said that not only did they gain insight into how workplaces were changing but they also learnt that their hometown had more diverse employment opportunities than they had ever imagined.

Keith (15) said the highlight for him was learning that careers in coding and automation were possible in Wynyard.

Bec (14) from Wynyard said the wealth of different roles she had seen would make her reconsider a decision to look interstate for employment opportunities in the future.

Here's what some Futurity employees who participated in the program had to say:

Dennis Clark, Chief Risk Officer

"I was extremely pleased to be invited to participate in the program, particularly with my links to both Tasmania, where I was born and raised, and the North West Coast, where the school is based." Dennis gave a brief presentation on his journey from a student in a public school in Launceston, Tasmania, to his auditing work at APPM in Burnie, which is near Wynyard.

He also spoke about how he had the opportunity to go on all-expenses paid trips to 18 countries for work. "I hope I provided some motivation for the students to pursue further education as a means of advancing their careers and possibly seeing the world," Dennis said.

Kate Hill, Group Executive – Financial Products and Marketing & Digital

"Surprising to me was that, in hearing my colleagues' stories of career in this context, just how many of us are working in roles not even imagined when we were 15 and starting to consider our futures.

"Most satisfying were the final reflections which included takeaways for students including the need to practice key transferable skills and aptitudes such as using initiative, teamwork, and problem solving, adaptability and resilience, and to have an attitude of lifelong learning."

Rose Read, Internal Audit Manager

"As an Internal Auditor during COVID-19 times I have found conducting audits over Microsoft Teams particularly challenging when working from home, which has required me to innovate, adapt and create new ways of working.

Similarly, trying to explain to Year 9 students in an engaging way what an auditor in a financial services organisation does was challenging for me - and compelled me to look for innovative ways to engage with them better. I used pictures to tell stories and used analogies to help describe some of the work auditors do and the attributes they have, which also helped the students to look for matches in their profiles from the personality quiz they had completed earlier that day.

While being an auditor may or may not be high on many Year 9s' work plans, I do hope the students find their vocation, and pursue work that plays to their strengths and personality, and gives them lifelong learning opportunities."

David Michell, Policy, Research and Stakeholder Relations Manager

"We appreciated the opportunity to share some of our career and life experiences and it was gratifying to hear some of our insights reflected back as takeaways by the students. As a member-owned education-focused organisation, Futurity's support of The Smith Family and its programs is an important expression of our mutual values and community contribution."

See media coverage of the program.

Futurity is proud to work closely with The Smith Family as a long-term philanthropic partner. Our donations support 70 disadvantaged young people to stay in school and to thrive through TSF's Learning for Life Program. We are pleased that our

partnership has deepened over the last financial year through the participation of Futurity employees in volunteering activities conducted by The Smith Family.





HIGH CALIBRE TEACHERS IN THE RUNNING FOR 2021 NEITA AWARDS

Over the years one thing hasn't changed: the high calibre of the educators, teachers and school leaders nominated for the NEiTA Awards. This year is no different – with school communities showing that they want to reward the best teachers who look for no praise but the success of a child they have taken under their wing.

A special thanks to our Members who took the time and effort to submit nominations this year to shine a light on our unsung heroes. With nominations closed for the 2021 season the nominated teachers have submitted their self-portraits, and they are now being reviewed by the select panel of educators, educationalists and academics who comprise the NEiTA judging panel. Nominees shortlisted for Stage 2 of the selection process will be notified before the end of September. Online interviews for these teachers and school leaders will be conducted in mid-October.

Award winners will receive a professional development grant of \$5,000 or \$10,000 to further their career and better serve their students. They will receive the award at an awards ceremony in December where they will be honoured and celebrated by an audience of their peers.

The 2021 NEiTA Awards feature a range of special awards:

- Apple Awards, which acknowledge outstanding teachers who have gone above and beyond for their students.
- Seed Awards, to recognise the efforts of preschool teachers and early childhood educators who lay the foundations for lifelong practice and enjoyment of learning.
- Leadership Awards, for principals and school heads in recognition of outstanding stewardship of student education and welfare, and exemplary teacher and school community leadership.
- Powering Potential Awards, created in partnership between the NEiTA Foundation and The Smith Family to celebrate and reward remarkable teachers who are working to help children experiencing disadvantage achieve their potential.

ADDITIONAL AWARDS

The NEiTA Award recipients will also be eligible for extra professional recognition in the form of these awards:

- The Terry O'Connell Regional and Remote Teachers' Award
- Early Career Teaching Award
- Teacher Mentor Award
- Futurity Parents' Awards (Australia only)



For more details, visit <u>https://www.neita.com/</u> or follow the <u>NEiTA LinkedIn</u> page.

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To find out more about how we may be able to help you click here to visit our website, or give us a call on 1300 345 456.



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