

## Shaping the Future of Technologies, Skills, Jobs, and Careers

Category	Pre-Recession (2007-2008)	The Future (2012 Onward)
<b>Primary Metaphors for Learning, Skilling, Jobs and Careers.</b> Hagel, Brown and Davidson, <u>The Power of Pull</u> , Basic Books, 2010.	<p><b>“Push:”</b> Achieved by extrapolating today’s ways of fulfilling educational needs in terms of job paths, degrees, careers, marketed to individuals</p>	<p><b>“Pull:”</b> Achieved by leveraging access to people of all ages and resources of all kinds, to reinvent practices and achieve new talent solutions on the fly as steps toward “The Big Shift” – changing practices in all industries, post recession.</p>
<b>Sources and Uses of Knowledge</b>	<p><b>Primarily rely on knowledge stocks of existing knowledge and categories</b>, incrementally refined, updated, and extended into the future.</p>	<p><b>Primarily rely on churning knowledge flows of rapidly changing knowledge</b>, filling ever-emerging knowledge gaps. Knowledge flows are tapped through connections, conversations, and communities.</p>
<b>Primary University Cultures</b> Christensen <u>The Innovative University</u> , Jossey-Bass, 2011:  - <b>Solution shop (research),</b>  - <b>Value-added processes (formal, structured learning),</b>  - <b>Facilitated user-networks (personal development and personal learning)</b>	<p><b>Basic education and training, narrow in focus and slow changing – primarily push:</b> Certificate and degree-directed learning (value-added processes).</p> <p><b>Building-block-style advanced learning and competence building:</b> Progressive degrees, continuing professional education, corporate training, plus offerings by professional societies and trade associations.</p>	<p><b>Basic education and training, but broader in focus and faster changing – a combination of push and pull:</b> Value-added learning processes complemented by concurrent, DIY learning through facilitated personal networks (Kamenetz).</p> <p><b>Agile and emergent advanced learning and competence building - pull:</b> Perpetual, DIY learning experiences achieved through leveraging personal networks. Kamenetz, <u>DIY U: Edupunks, Edupreneurs and the Coming Transformation of Higher Education</u>, 2011.</p>
<b>Changing Aspirations</b>	<p><b>Lifelong learning:</b> Learning throughout one’s life</p> <p><b>Job seeker:</b> Individuals acquire qualifying credentials, and then pursue clearly identified jobs.</p> <p><b>Education provider:</b> Learning enterprises establish defined pathways, facilitate learning and certify completion of pathways.</p>	<p><b>Perpetual learning:</b> Learning throughout one’s life and all the time)</p> <p><b>Job maker/opportunity maker:</b> Individuals develop and demonstrate competences, experiences, hard and soft skills enabling them to make their own jobs and opportunities and to take personal responsibility for their development.</p> <p><b>Success maker:</b> Developmental enterprises broker or provide the combination of mentoring, learning, competence building and certification/demonstration needed by individuals to achieve employability and continuing success.</p>
<b>Responsibility for Learning and Knowledge Pathways</b>	<p><b>Institution responsible for identifying and providing learning pathways and certifying completion.</b></p> <p><b>Individual selects learning pathway to meet his needs.</b></p>	<p><b>Individuals take greater responsibility for charting their own knowledge pathways and filling knowledge gaps.</b> They utilize new elements (DIY, collaborative learning) to achieve <b>“affordable and perpetual gradueness.”</b> This includes <b>certification, competence, experience, employability and readiness to both perform immediately and learn perpetually.</b> This will require new approaches to <b>collaboration, certification, demonstration of competence, and new services.</b></p>
<b>Evolving Opportunities</b>	<p><b>Service sciences can improve the quality of service in push-based solutions</b> (e.g. teaching basic computer science courses)</p>	<p><b>New Killer App:</b> Personalized, innovative, service-based opportunities to enable the individual to stand out – service sciences, plus career portfolio, plus DIY personal development.</p> <p><b>In a more competitive world, people are expected to have basic qualifications plus additional hard and soft skills and experiences.</b> They also need the demonstrated habits of mind, body and spirit to engage in perpetual DIY learning at Internet pace, perpetually refreshed.</p>