

3 Key takeaways from LearnX 2019

1

"DIGITAL DISRUPTION" WAS THE BUZZWORD OF THE DAY.

DIGITAL DISRUPTION:

...Is a transformation that is caused by emerging digital technologies & business models

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WHAT DOES THIS MEAN FOR BUSINESS & LEARNING?

We are in an age of digital hyperconnectivity

the pace of work is increasing exponentially

more people are working remotely & flexibly - also contract & casual based rather than full-time



ALEXA, PLAY THE 'TERMINATOR' THEME

ARE THE ROBOTS COMING FOR OUR JOBS?

QUICK ANSWER = NO, JUST RELAX

LONGER ANSWER

Automation will likely replace routine aspects of some jobs & manual labour tasks, meaning more jobs will focus on people skills, coaching, project & people management etc.

Increasingly, qualifications are lagging behind & not evolving at the same pace as the working sector & business

2

THE TRAINING & EDUCATION SECTOR ISN'T KEEPING UP

Businesses have had to adapt to agile, flexible working & digital disruption from technology, but education, especially TAFE & VET, haven't evolved accordingly



so many jobs require:

CROSS-INDUSTRY SKILLSETS

- people management
- project management
- business skills
- mentoring & coaching

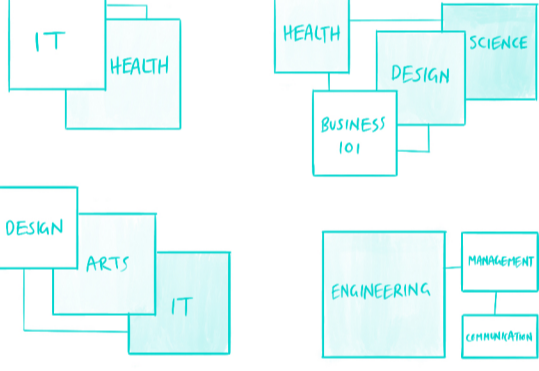
part of so many jobs but not usually included in most diploma/VET/TAFE courses

WHAT TO DO ABOUT IT?

TAFE & VET COURSES COULD BE CUSTOMISABLE

pick & pack style, e.g:

Units could be integrated from different disciplines & clustered variably.



JOB PREDICTIONS

trash engineer

rewilder

drone traffic optimiser

agile supply chain worker

earthquake forecaster

(ok that one is actually a bit concerning)

Industry co-design is so important but currently so restricted by compliance & regulatory requirements.

I wonder how many of these will actually eventuate into jobs though - predictions like this are always only ever based on our current tech, and chances are we can't predict what will be disruptive in 10-20 years time.

3

COMPANIES NEED A SHIFT IN WORKPLACE CULTURE TO PROPERLY INTEGRATE FLEXIBLE WORKING & LEARNING

Digital disruption has to have an employee centered approach in order to support workers in flexible work and learning arrangements

MANAGERS & LEADERS NEED TRAINING TO SUPPORT THEIR TEAMS WHEN TRADITIONING TO MORE FLEXIBLE WORKING STYLES. ESPECIALLY AROUND MAINTAINING ACCOUNTABILITY & BUILDING TRUST IF HALF THEIR TEAM IS REMOTE ETC.

'Flexible working' is a very broad term, and can include:

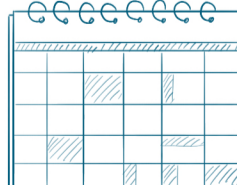
- different work zones/areas within the one workplace
- variable work times, eg early starts, late starts etc.
- rearranging or condensing work days into 4-day weeks

HOW CAN LEARNING BE INTEGRATED INTO A FLEXIBLE WORK SCHEDULE?

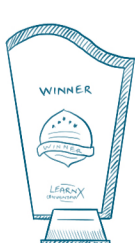
IS IT IMPORTANT FOR LEARNING AT WORK TO STAY ACCOUNTABLE & REPORTABLE?

Many employees struggle with justifying time spent in learning activities @ work

they found blocking out/booking small chunks of time beforehand helpful in making time for learning at work



SPROUT LABS ALSO WON A PLATINUM AWARD FOR BEST 70:20:10 LEARNING MODEL!



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