“The crisis of our time isn’t just a crisis of a single leader, organization, country, or conflict. The crisis of our time reveals the dying of an old social structure and way of thinking, an old way of institutionalizing and enacting collective social forms.” C. Otto Scharmer, Theory U: Learning from the Future as It Emerges

Future Skills - Future Learning and Future Higher Education

Ulf-Daniel Ehlers
Strategies without Borders
Stifterverband, DAAD, Berlin 12/2019
Professor Dr. phil. habil. Ulf-Daniel Ehlers

- Professor Educational Management and Lifelong Learning
- Serial Entrepreneur
- Vicepresident European Association for Institutions of Higher Education
- Co-Chair Teaching & Learning Advisory Group Bologna Prozess
- Director European Distance and E-Learning Network
- Senior Advisor for Digital Transformation in Teaching and Learning
- Baden-Württemberg Cooperative State University
Changing Narratives

Digital Education in the next digital Society

Education in the digital Society
Changing Narratives

From using technology to discussing the future of the university
The Race between Technology and Education

Inspired by “The race between technology and education”
Pr. Goldin & Katz (Harvard)
Next Society - NextSkills

(Dirk Becker 2011)
Emergence
The idea behind VUCA is to conceptualise emergence
The idea of emergence is selforganisation
From which position do we look at the challenge to design higher education...?
  • To cope...?
  • To react...?
  • To design...?
  • To prepare...?

We can’t rely on procedures to make decisions in complex situations.
Gary Klein in Streetlights and Shadows, 2011
Competencies are [...] in principle unlimited dispositions and abilities, to act self-organised and successfully in an unknown, complex and undetermined future. “ (translated) (Erpenbeck 2005)
Response of Higher Education

Future of Higher Education

Add-on

Integration

Addition

Information

Knowledge

Connect

Apply

Abilities

Will

Action

Adequacy

Responsibility

Competence

Professionality

(Wildt 2006)
Download report at Nextskills.org (open access)

Future Skills Approaches

- Often focused on digital literacy or special literacies
- Often strong alignment with employability
- No empirical validation
- Not rooted in education theory or competence concepts

(Ehlers 2019)
Future Skill Profiles

• 17 Profiles through qualitative analysis
• Each profile contains several competences
Triple Helix

Competence to act in future unknown and highly emergent professional and private contexts is a result of combining interdependent skills in three areas.
Skillmap & Skillfinder

• (in planning)
• To find definitions and descriptions at Nextskills.org
2019 new Springer Series
„Zukunft der Hochschulbildung – Future Higher Education“
Turning Towards Higher Education
Higher Education readiness
Subject-related Future Skills
Higher Education readiness

Organisation-Related Future Skills

![Bar Chart]

- Sense-making: Δ = 1.2
- Future mindset: Δ = 1.4
- Communication competence: Δ = 1.5
- Cooperation competence: Δ = 1.4
Scenarios for Future Higher Education
The ‘future skill’ university scenario
An emerging focus on future skills radically changes the current definition of graduate attributes in higher education.

Baseline Scenario Today: Business as usual HE institutionally bound — students enroll in the institution in which they later also graduate from, usually directly after leaving high school. Pre-defined curricula and content for study in order to achieve pre-described learning outcomes, which are related to derived from a system of fixed professions. Study programs rooted in academic disciplines and schools.

The “My-University” Scenario
Students build their own personalized curriculum

Multi-institutional pathways
Higher education increasingly becomes a multi-institutional study experience.

The Networked multi-institutional scenario

Lifelong higher learning
Higher education institutions turn towards providing offerings for lifelong higher learning services.

The Lifelong Higher Learning Scenario
Thank you for your Attention!

Ulf-Daniel Ehlers, Germany


“In a time of exploding change – with personal lives being torn apart, the existing social order crumbling, and a fantastic new way of life emerging on the horizon – asking the very largest of questions about our future is not merely a matter of intellectual curiosity. It is a matter of survival.” - Alvin Toffler