A person's hands are shown holding a telescope, looking towards a city skyline at sunset. The sun is low on the horizon, casting a warm glow over the scene. The city buildings are silhouetted against the bright sky.

“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

A hand is shown holding a white tablet. The background is a dark, semi-transparent network diagram with various icons connected by lines. The icons include a cloud, a laptop, a folder, a smartphone, a server rack, a printer, and a document. The text is overlaid on this background.

Changing Narratives

Digital
Education
in the
next
Society

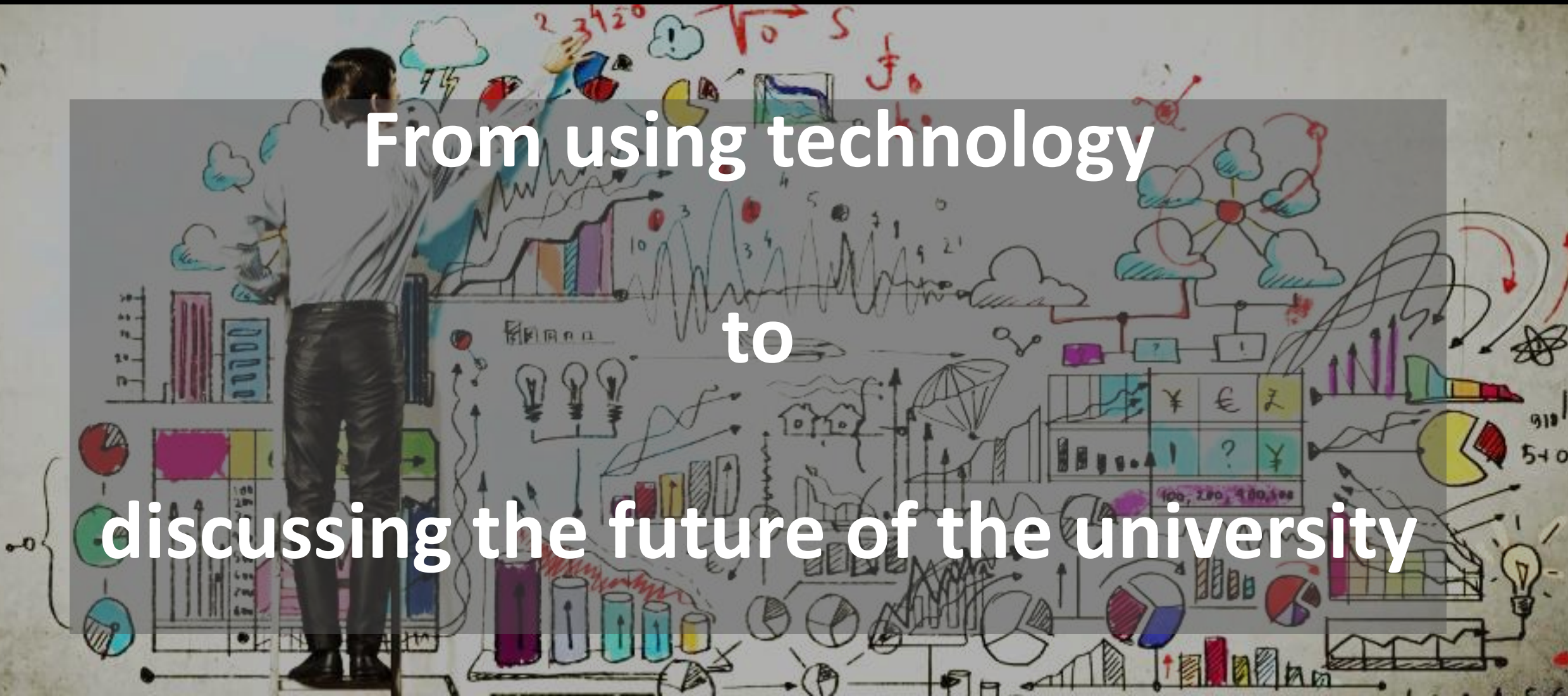
Education
in
the
digital
Society

Changing Narratives

From using technology

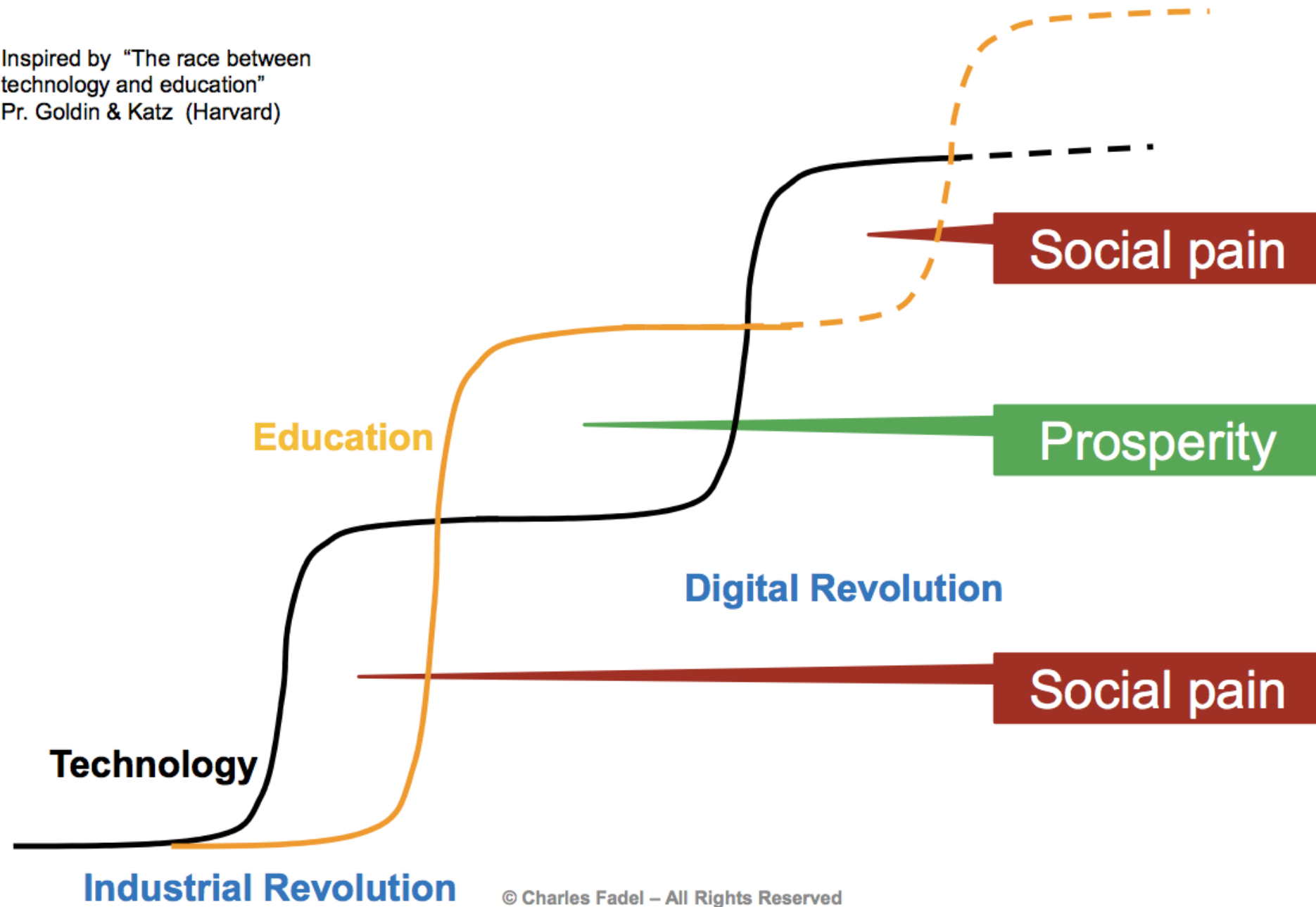
to

discussing the future of the university



The Race between Technology and Education

Inspired by "The race between technology and education"
Pr. Goldin & Katz (Harvard)

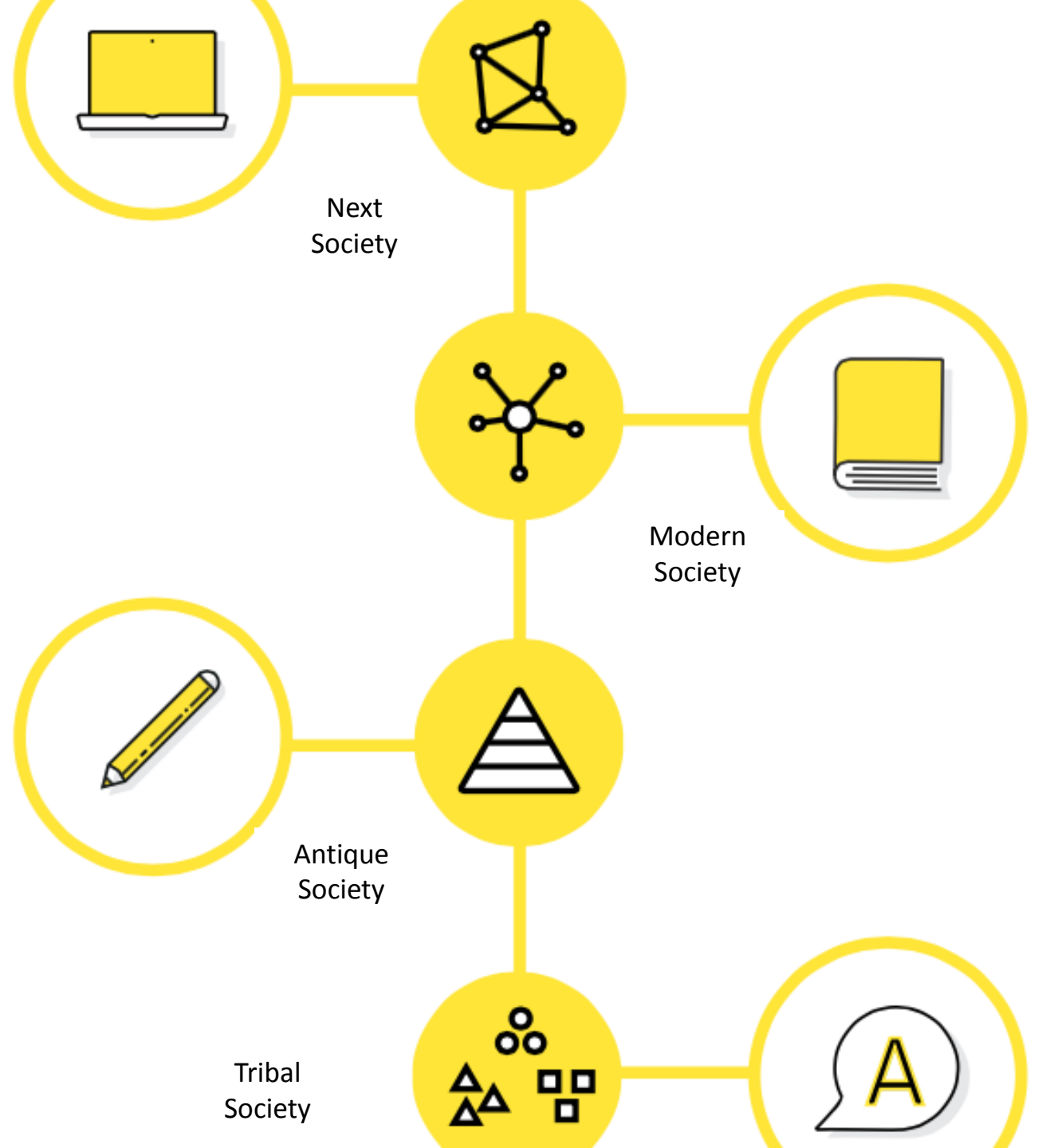


Industrial Revolution

Next Society - NextSkills



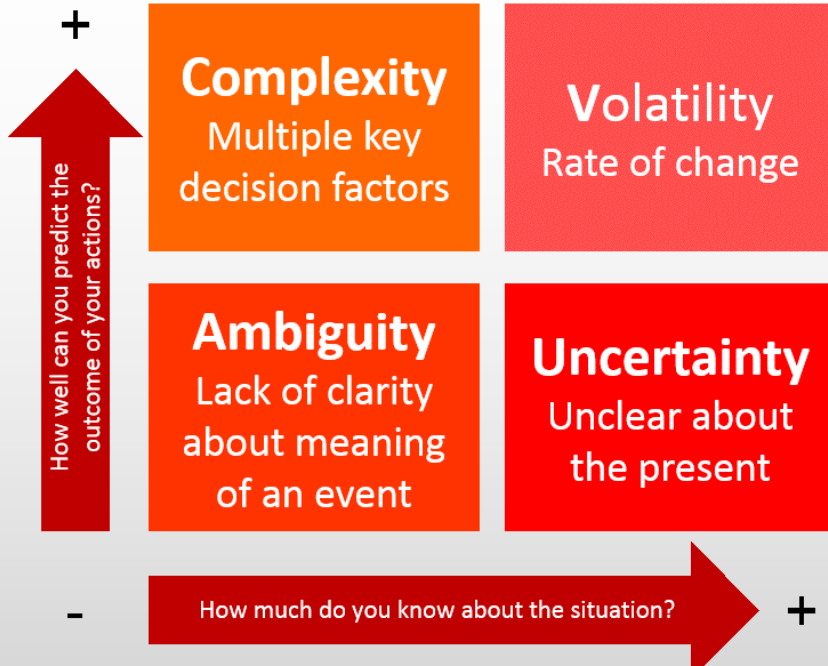
(Dirk Becker 2011)





Emergence

VUCA



& 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

Higher Education

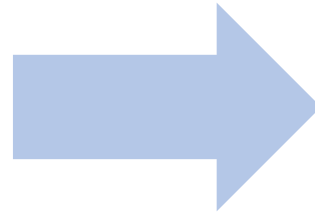
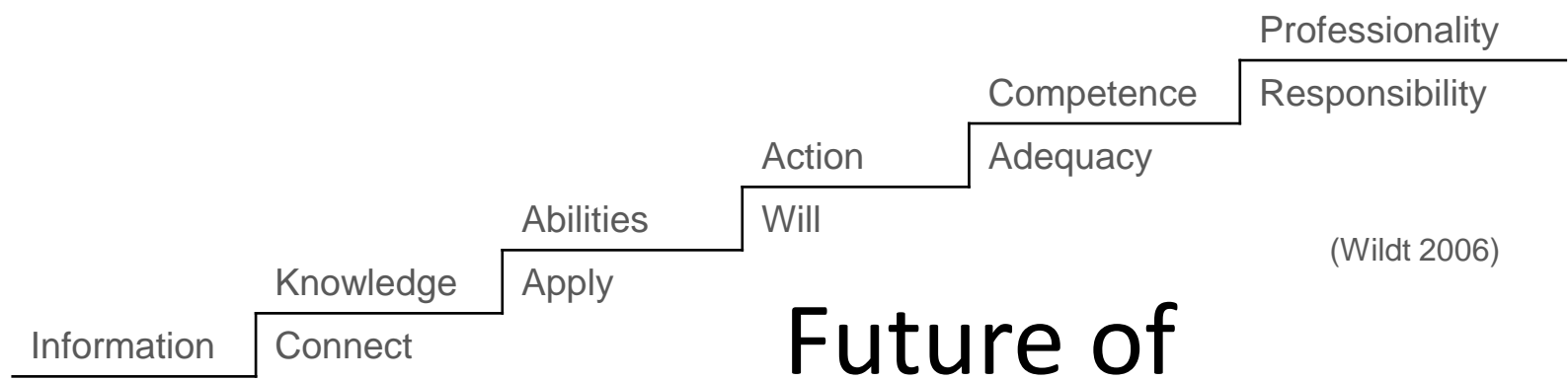
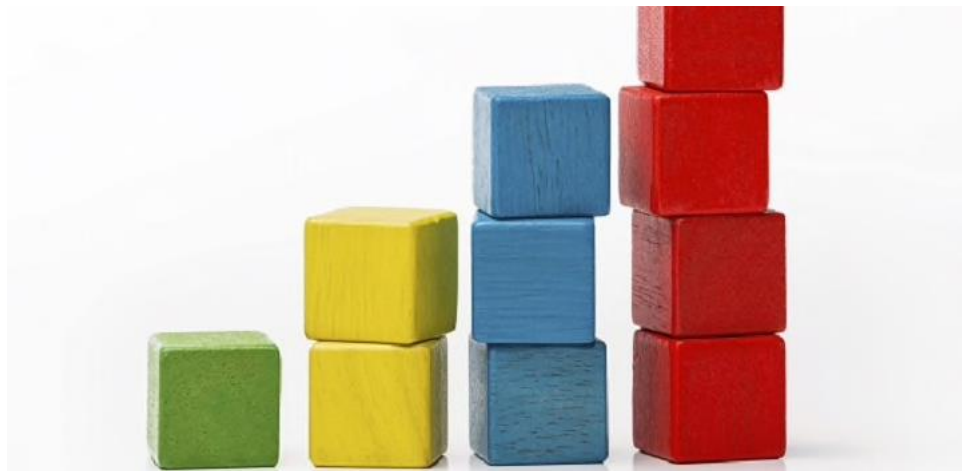


„Competencies are [...] in principle unlimited dispositions and abilities, to act self-organised and successfully in an unknown, complex and undetermined future.“ (translated)

(Erpenbeck 2005)

Response of Higher Education

Add-on



Future of Higher Education

Integration





Future Skills

The future of learning
and higher education

The Future Skills Report
International Delphi Survey

Download report at
[Nextskills.org](https://nextskills.org)

(open access)

New Book „Future Skills – Future Higher Education“

*to be published Dec 2019 (german),
February 2020 (english)*

3 Shifts

subject
individual
development-related
skills

I → myself

2

3

3 Requirements → Self-organization

Application → Development

Knowledge

Design

1

Application

Criticism/
Reflection

I → world

2

3

Management of Structures → Enabling Culture

I → object

2

Organization/
environment
individual
organization-related
skills

object
individual object-
related skills

Areas with high degrees of change

- 1 skills dimensions
- 2 relational structure
- 3 areas of action

Future Skill Profiles

- 17 Profiles through qualitative analysis
- Each profile contains several competences



Learning literacy



Self-efficacy



Self-determination



Self-competence



Reflective competence



Decision competence



Initiative and performance competence



Ambiguity competence



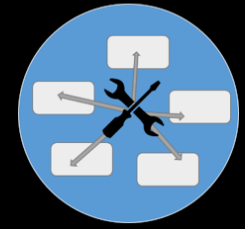
Ethical competence



Design-thinking competence



Innovation competence



Systems competence



Digital literacy



Sense-making



Future and design competence



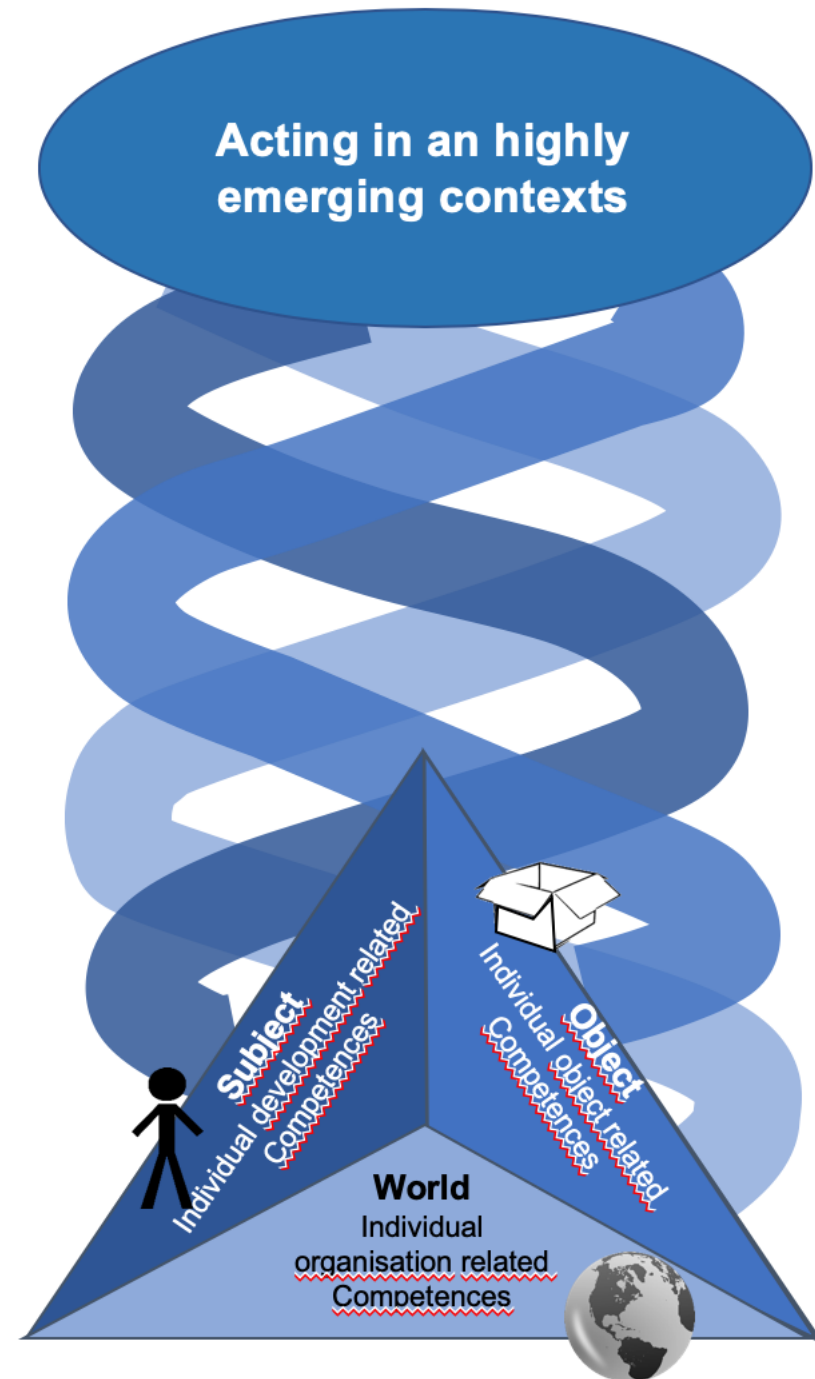
Cooperation competence

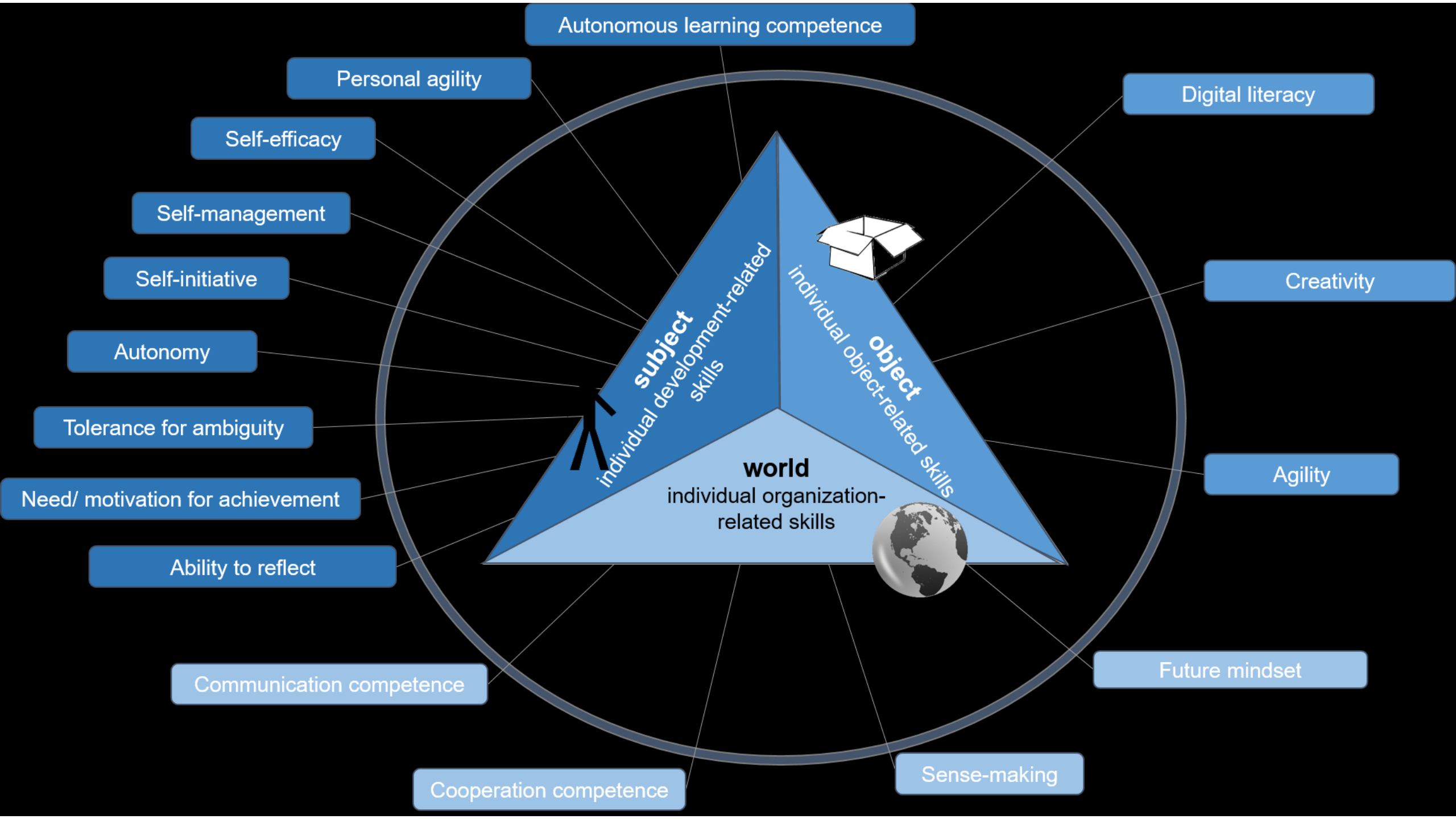


Communication competence

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.





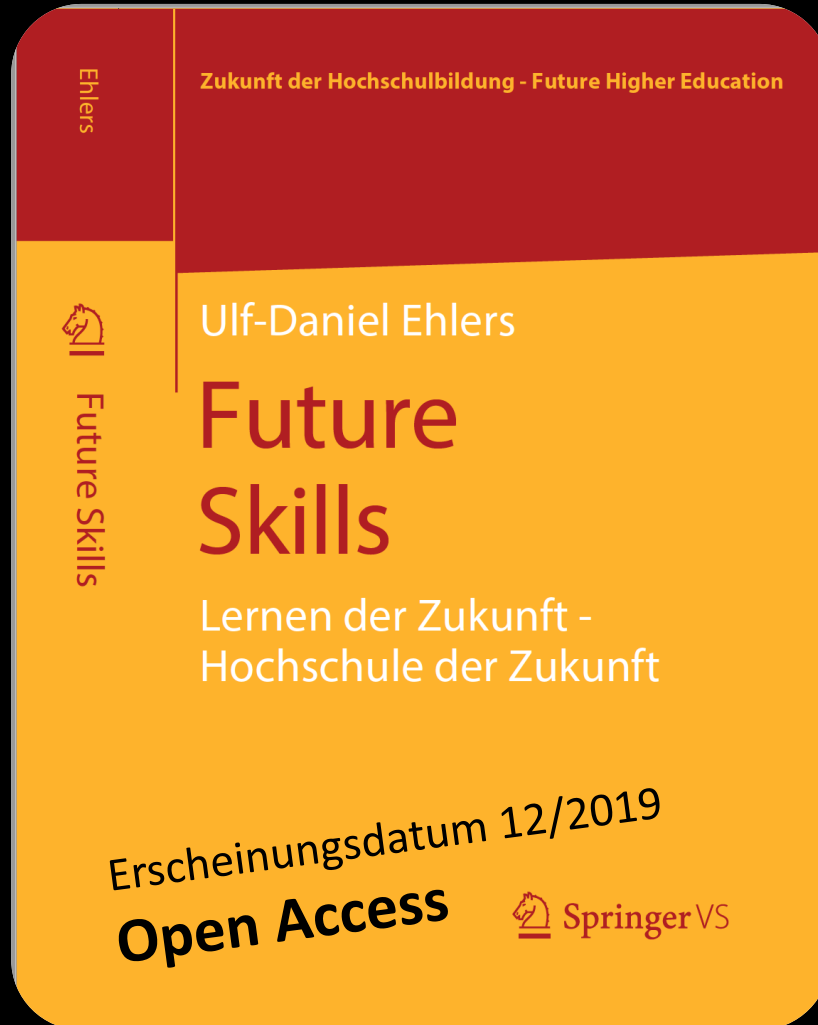


Skillmap & Skillfinder

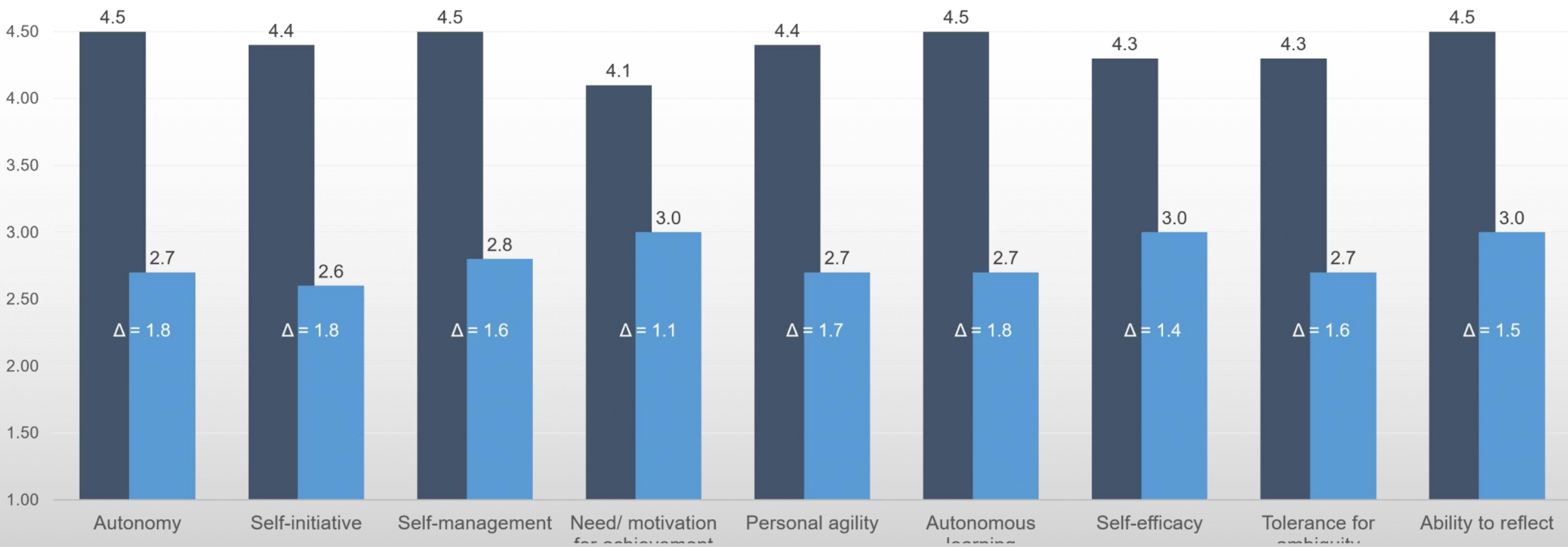
- (in planning)
- To find definitions and descriptions at [Nextskills.org](https://nextskills.org)

2019 new Springer Series

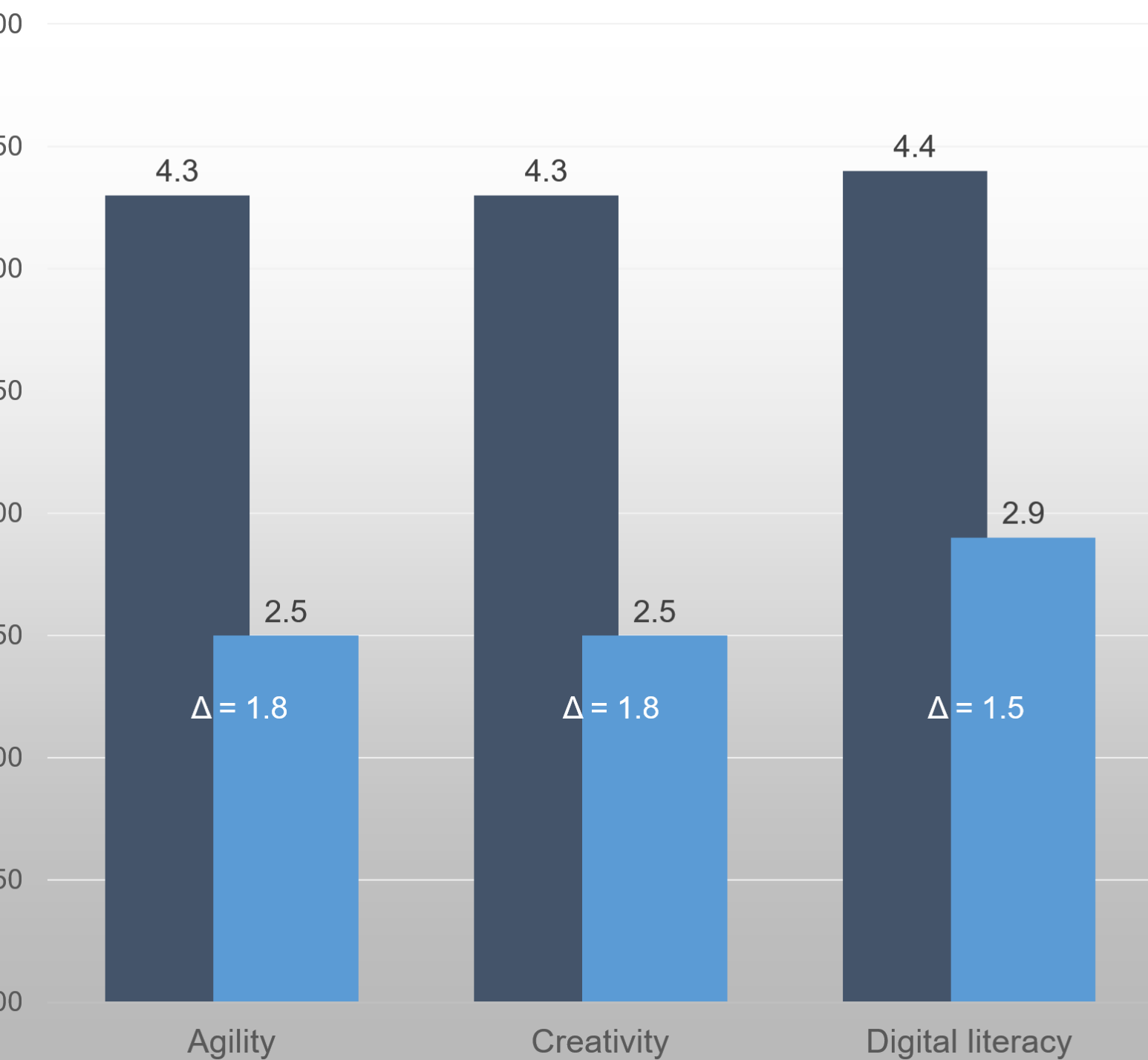
„Zukunft der Hochschulbildung – Future Higher Education“



Turning Towards Higher Education



Higher Education readiness
Subject-related Future Skills

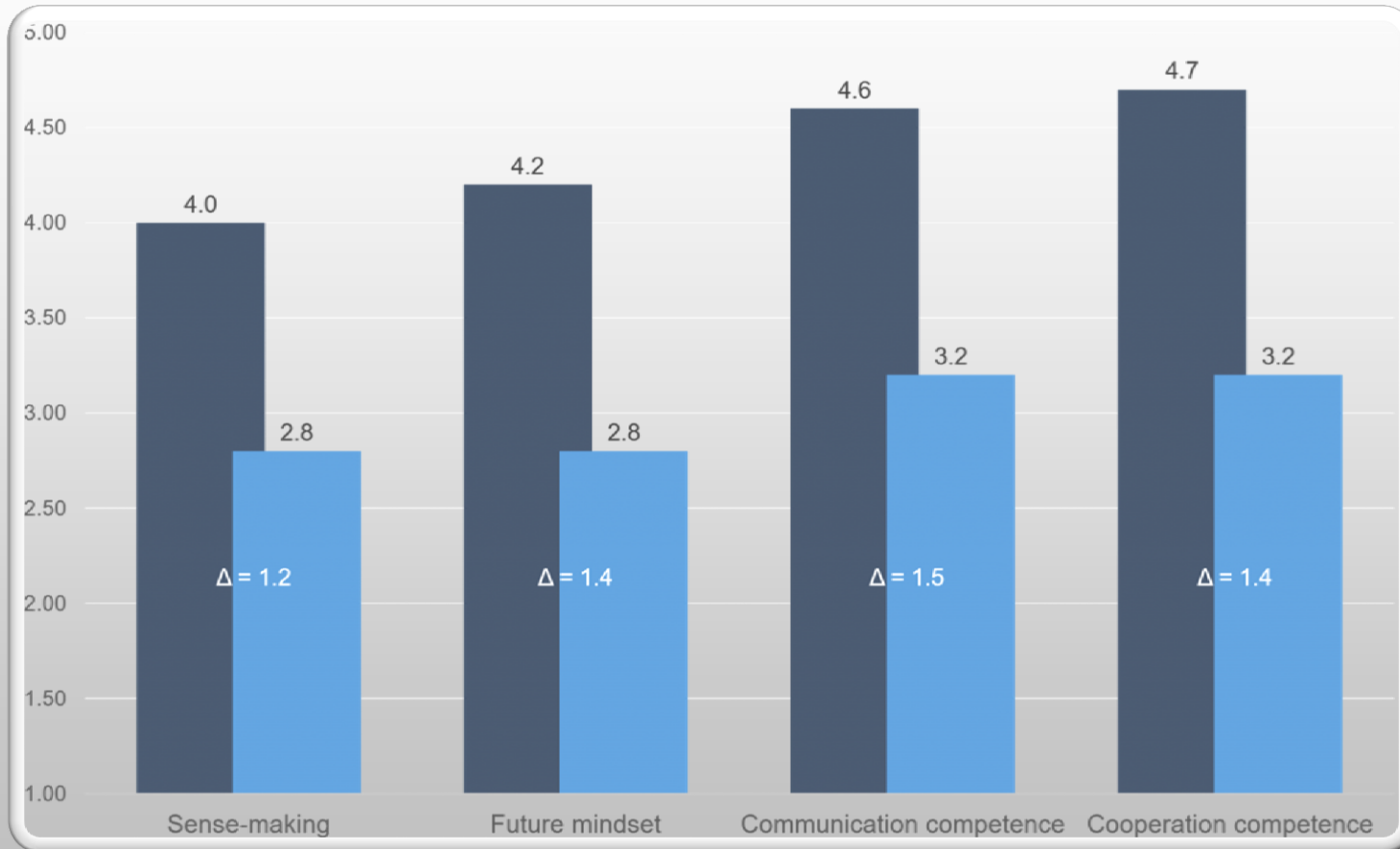


Higher Education readiness

Object-Related Future Skills

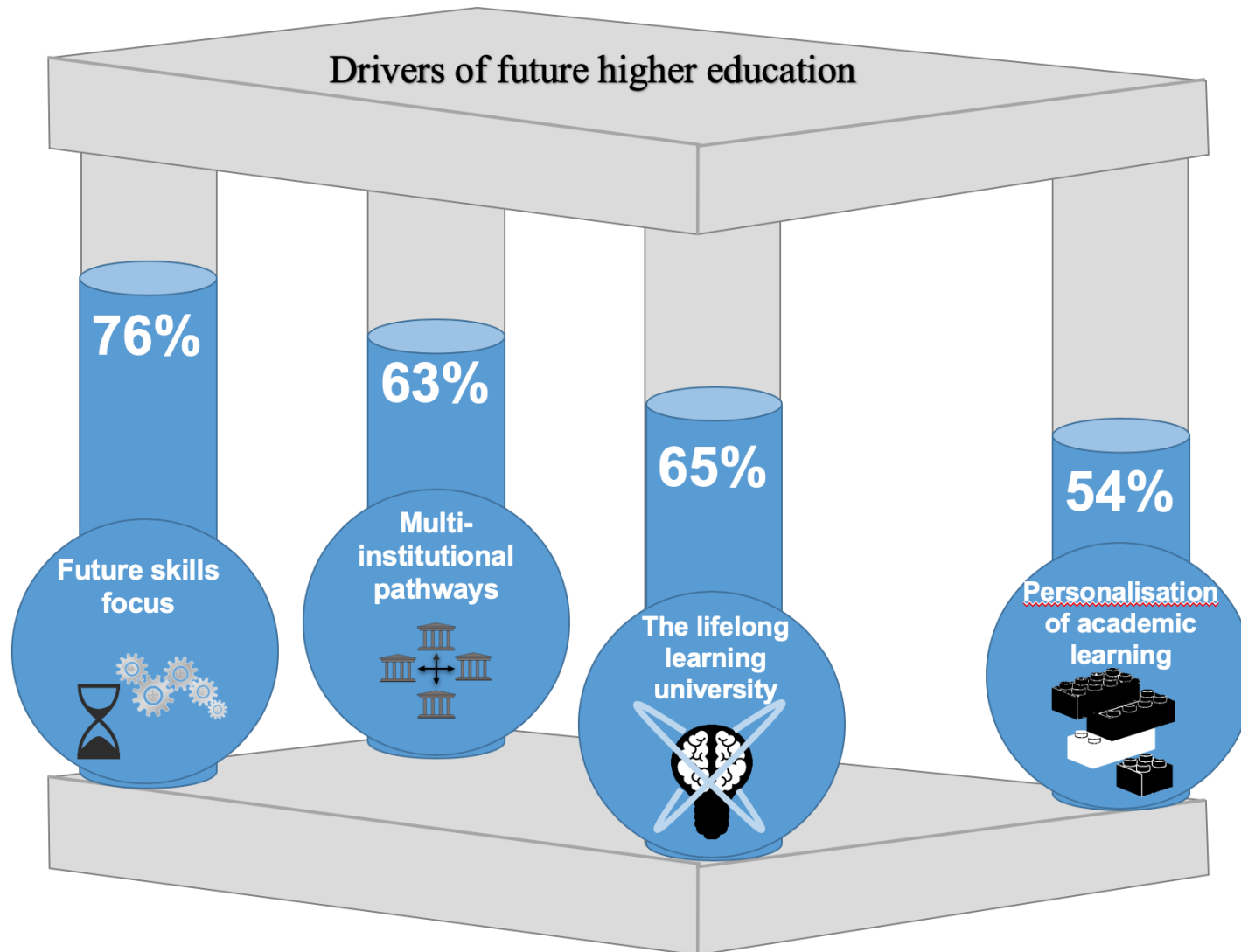
Higher Education readiness

Organisation-Related Future Skills



Scenarios for Future Higher Education

Drivers of 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.



The "My-University" Scenario

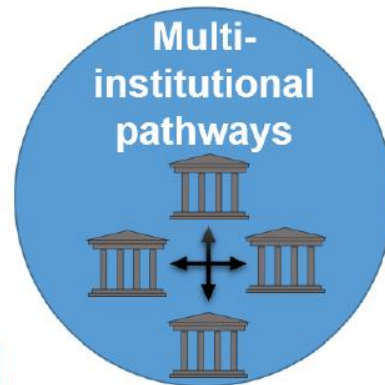
Students build their own personalized curriculum



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.

Higher education increasingly becomes a multi-institutional study experience.

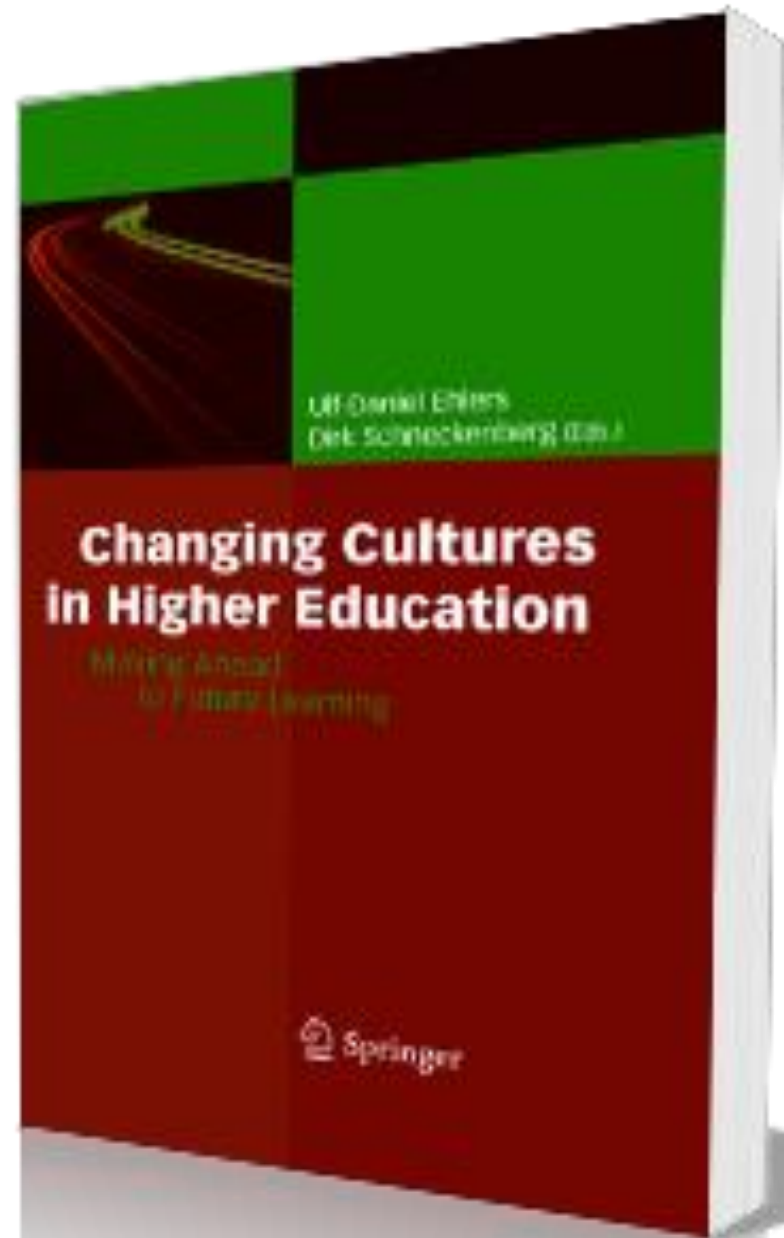
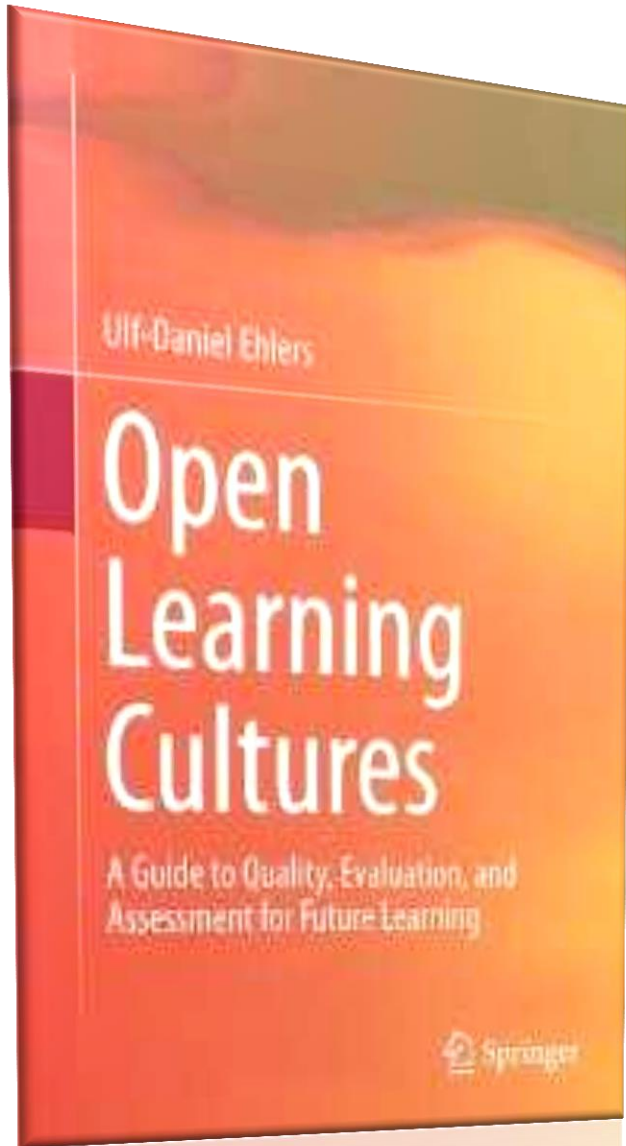
The Networked multi-institutional scenario



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

www.ulf-ehlers.net / www.nextskills.org / www.next-education.org



“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