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# INTERNATIONAL SCIENTIFIC SYMPOSIUM »FUTURE OF WORK«

2ND – 4TH JULY 2019 AT FRAUNHOFER IAO IN STUTTGART, GERMANY

## Workshop 2 »Qualification and Learning«

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# Agenda

- Introduction (Karin Hamann, Bernd Dworschak)
- Presentation 1: „The Future of Work. The strategies of Basque Enterprises in response to workforce transformation challenges.“ (Saioa Arando, Monika Tkacz, Mondragon University)
- Presentation 2: „Future of learning - Challenges for embedding self-directed professional learning in the education sector in companies“ (Nicolet Theunissen, Wittenborg University of Applied Science)

# Aim

- Expanding the own view on the topic „Learning and qualification“
- Getting impulses from the presentation from Spain and Netherlands
- Discussion and exchange with lead questions
- Prepration of the World-Café on Thursday

# Station Talks

## Station Talk 1: Learning behaviour

- Which social changes in learning behaviour do you see?
- What are the main causes for these changes?
- Are these changes globally transferable?

## Station Talk 2: Talent management

- What are current experiences with Talent Management?
- Talent management from a broad perspective: How to adapt workers to the new digital environment?
- How to integrate Talent Management in business models?

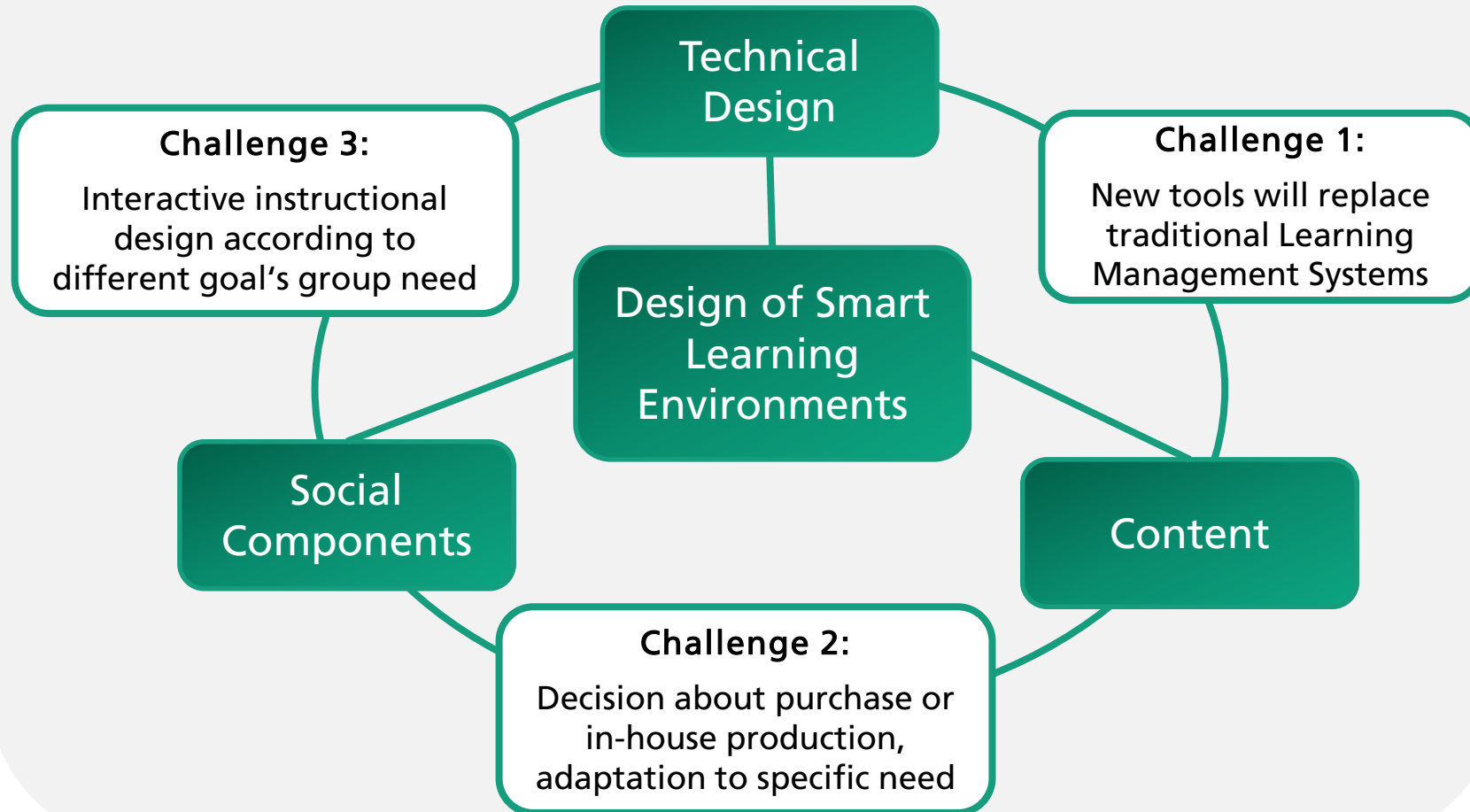
# Station Talks

## Station Talk 3: Future challenges for Qualification and Learning

- How about the challenges for business?
- How about the challenges for R&D?
- How about typical national approaches and initiatives?

# Trends – Smart Learning

## Continuous change of Learning



## Key issues for social components:

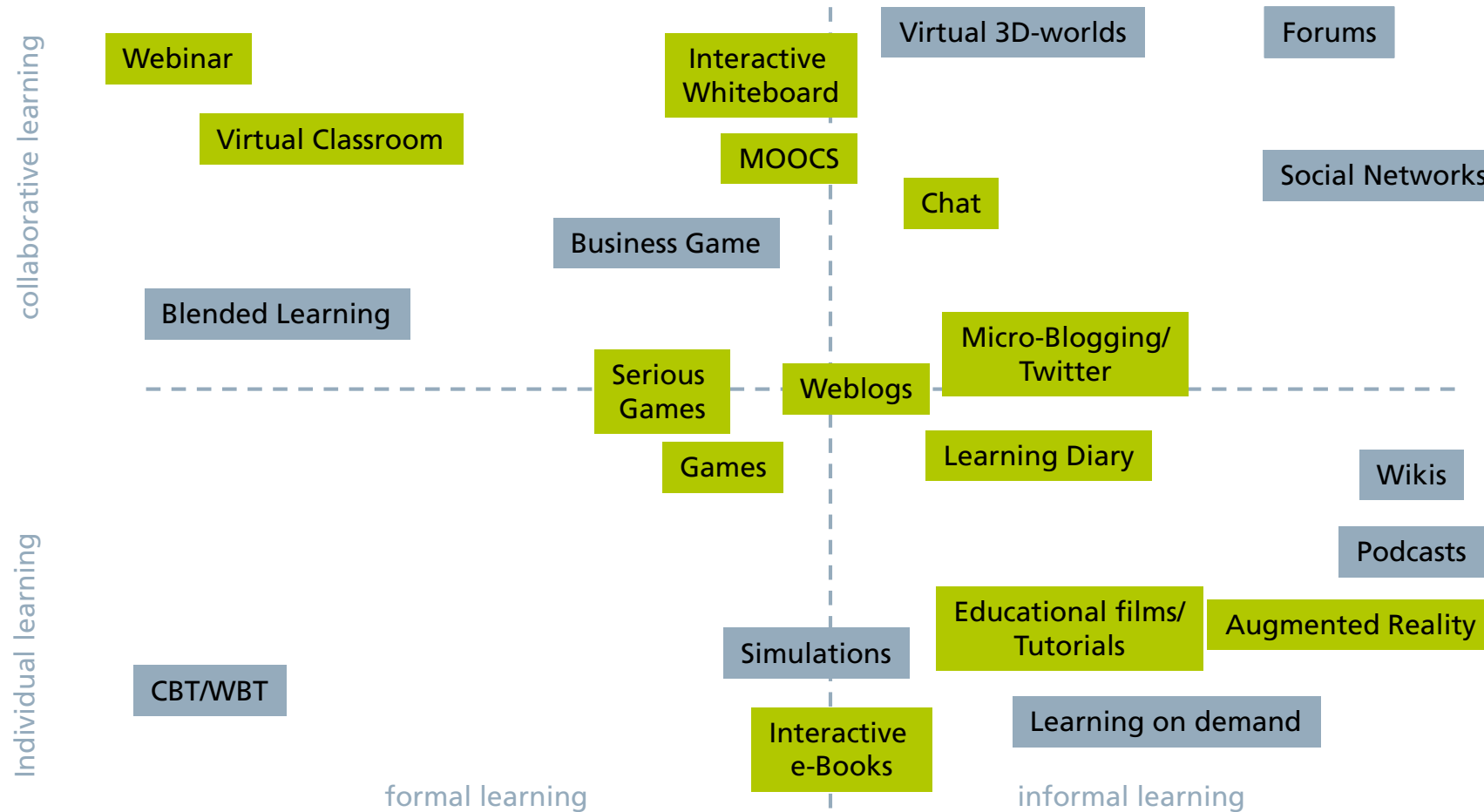
- User participation in the design
- Support to offer users **appropriate feedback**

## New concept for a Business model:

**„Education as a Service“** as an approach to deal with the challenges of global and open markets (Boulanger et al., 2015)

# Learning in the digital age

## Examples for changing technologies and formats...



# Future trends - Which E-learning trends are sustainable?

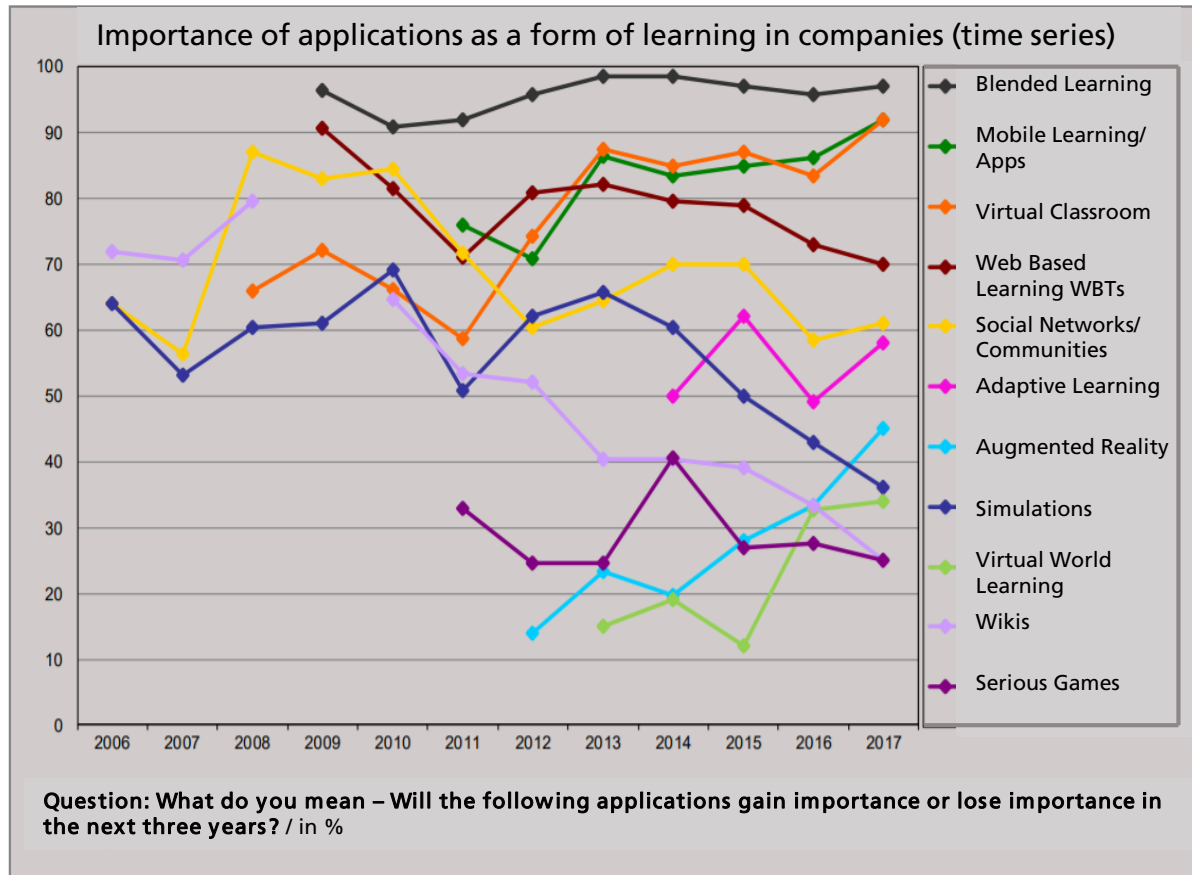


Figure: Importance of applications as a form of learning in companies (time series) - Survey of the mmb Trend Monitor 2017/2018 (mmb-Insitut 2018, page 6)



# Observations from current projects

- **Thesis 1:** Future Learning with AR, VR and AI will require much more personal learning guidance to ensure motivation and personalised feedback (*change of learning methods*)
- **Thesis 2:** Experts in Learning Design and education should pay attention to avoiding de-qualification and promoting motivation and opportunities for self-organised workplace learning. (*training development*)
- **Thesis 3:** Dealing with uncertainty and unknown, changing skills and job requirements require new methods of workplace analysis, personnel recruitment and the design of individualized training. (*personnel and organisational development*)
- .....