Education: Wake up!
Challenges & Tensions beyond 2015

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Education for All,

but for What?
Related …

- Quality education  
  - What quality?
- Learning outcomes  
  - What outcomes?
- Education  
  - Is it really about learning?
For a better Education System
For a better economy/society
For students’ better future
The core business of education is Learning!

The ultimate aim of student learning is to prepare for their Future!
It used to be ...

◇ An industrial discourse:

Education is about:

Training
Job-market
Manpower
Human Resources
Industrial Institutions

- Engineers
- Technicians
- Craftsmen
- Operatives

- Degrees
- Diplomas
- Vocational Training
- Basic Education
Students are processed by schools!

It is a manufacturing model!

It is an economic discourse!
Consequences ...

Human beings are converted to Human Resources!

Students are tortured until they confess to the labour market!
However

Society has Changed!
A typical factory

- **1970/80**
  - Design
  - Production

- **2000/10**
  - Design
  - Marketing
  - Production
Society has changed …

- Mass production to quality and variety
  - “Less of more”, smaller, flatter, looser units
- An Expanding Service Economy
  - “one-stop-shop”, customized, individualized
- Technologies
  - Knowledge, learning, connectedness, …
Front-line workers

**Industrial**
- Bottom of the hierarchy
- Hiring due to credentials
- Member of a specialised department
- Implementation of design
- Using specific skills
- Routine and repetitive activities
- Working according to job descriptions
- Following set procedures
- Maintaining the convention
- Abiding by rules and regulations
- Appraised by degree of compliance
- Stable and secure
- Blue collars

**Post-industrial**
- Member of a small group
- Hiring due to personality
- Working in teams
- Directly facing clients
- Handling human relations
- Directly facing problems
- Anticipating total solutions
- Designing solutions with creativity
- Using multiple skills
- Taking risks
- Improvising fit-for-purpose activities
- Managing oneself
- Learning on-the-job, on-demand, just-in-time
- Appraised 360°
- Unstable, uncertain and insecure
- Knowledge workers
Challenges to Education

- Decreasing number of pure manual workers
  - Where can school failures/dropouts go?
- Rapid change of environments
  - Does education prepare for adaptability, creativity?
- Expectations in attitudes, values, ethics
  - Are students prepared?
- Demand for learning all the time
  - Do students learn how to learn?
Expectations on individuals...

- Commitment
- Passion
- Enthusiasm
- Self-Management
- Personal Responsibility
- Innovations & Design
- Risk Taking
- Moral Temptations
- Ethical Dilemmas
- Lifelong Learning
- Self-Consciousness
- Communications
- Presentations
- Negotiation
- Debates
- Brainstorming
- Persuasion
- Networking
- Human Interactions
- Integrated Expertise
- Self-Management
- Team Work
## Individual Lives

### Industrial
- Lifelong career
- Long-term loyalty
- Occupational identity
- Work-study consistency
- Org membership
- Stable employment
- Escalating salaries
- Upward mobility
- Foreseeable retirement
- Constant networks
- Stable relations
- Security, certainty

### Post-industrial
- Multiple careers
- Multiple jobs
- Blurred identity
- Work-study mismatch
- Possible free-lancing
- Frequent off-jobs
- Precarious incomes
- Fluctuating status
- Unpredictable future
- Varying networks
- Changing partners
- Insecurity, uncertainty
Manpower matching?

- Individuals face multiple jobs/occupations!
- Individuals do not do what they study!
- Different salaries for the same qualifications!
- Increasingly many do not engage in economic "production"!
- Increasingly people work outside organizations!
- Individuals expected to possess more powerful generic capacities!

Does Credentials work?
Education and Equity

- Supply and demand of knowledge worker
- Education could exacerbate income disparity
- Can we develop only basic education at the expense of higher education?
It used to be ... Slow change, little impact on individuals

Cycle of societal changes
Now ... Frequent change of tasks/jobs/careers!
Then

Now

Income over Lifetime
Manpower matching no longer valid!

Economic discourse of education breaks down!

Education has to wake up!
Human life:

- Economic life: jobs, careers, work
- Family life
- Cultural life
- Political life
- Spiritual life
- Leisure life
- Retirement life

Education:

- for life
- for hope
- for future
Challenges to human beings:

- Frequent natural disasters
- Constant man-made accidents
- Unpredictable economic crises
- Precarious political turmoil
- Recurrence & emergence of diseases
- Irresponsible politicking
- New potentials of war
- Widespread resentment of inequity

Education:

- the stable
- the sustainable
- the conscience
Lifelong attributes

- Optimism about life
- Passion about nature
- Commitment to society
- Commitment to nation
- Perseverance amidst odds
- Readiness to expand one’s capacity
- Willingness to venture experiments
- Appreciation of arts and music
- Attitude of helping and caring
- Seriousness about the details
- Patience in listening
- .......
Lifelong attributes

- Eagerness to interact with people
- Love for peace
- Sense of justice
- Consciousness of equity
- Empathy with the deprived
- Comfort with other cultures
- Basic understanding of sex and family
- Understanding and facing moral dilemmas
- Rudimentary analysis and synthesis
- Belief in rationality
- Tolerance of diversity and plurality
- .......
Tensions,

just a few examples.
Tensions

Tensions 1

✧ Student “abilities” and school expectations:
  ✧ Whose fault!
  ✧ Who are going to change?
Tensions

Tensions 2

Knowledge and the Curriculum

Why are they learning these and not others?

What have they really learnt in the end?
Tensions

Tensions 3

◊ Individual learning and school community
◊ To what extent are individuality honoured?
◊ To what extent are schools facilitating social cognition?
Tensions 4

- Technology and Learning
  - Are students liberated because of technology?
  - What the basics that have to be preserved?
Tensions

Tensions 5

♦ Knowledge and Values
  ♦ To what extent are students learning in the values dimensions?
  ♦ Do we know how students learn about values?
Tensions

Tensions 6

- Teaching and Learning
  - Is teaching always facilitating learning?
  - How much and what could be learnt without teaching?
Tentions

Tension 7

Education and Learning

- Are we sure our education is conducive to learning?
- How much do we know about human learning?
Write as many as possible

Minimum 6

3 marks for each correct

No deduction for mistakes

Spring
Mental Lexicon

Encourage Exploration

Ability Differentiation

Creation of Vocabulary
It’s all about learning:

- Learning leadership • vs school management
- Learning resources • vs education funding
- Professions community of learning • vs teaching force
- Assessment for learning • vs assessment for classification and sifting
- Technology for liberation of learners • vs replacement of teachers
Give our children a better future.

Please!
Thank you!

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