Focus On: Graduate Skills

Sharing Practice
5 June 2019 | Glasgow

@QAAScotland
#QAAFocusOn
QAA Scotland
Focus on: Graduate Skills

Glasgow 5th June 2019

Simon Barrie
1998 ISL Oxford: bolt on skills approaches don’t work

2002 ISL Empty rhetoric?

2005/6 ICED HEA Canada: Complex conceptions of graduate attributes
Skills, attributes, meta attributes

2009/10 ISL, CDIO MIT EARLI: new forms of knowledge - curriculum for uncertainty

2009 QAA: conceptions, student identity, systems, student focused

2012 GED Vietnam: Limits of Employability, Bureaucracy of ‘audit’

2013 Assessment

2014 reframing the PhD

Denmark 2014 World making / World changing education

CHEC 2011 Africa - Diversity, equity, academic work & academic development

2015: Disruption.
The future of Work? The future of Society?

The purpose of higher education
Future of Work: The Robots are coming!

The least safe jobs

- Telemarketer: Chance of automation 99%
- Loan officer: Chance of automation 98%
- Cashier: Chance of automation 97%
- Paralegal and legal assistant: Chance of automation 94%
- Taxi driver: Chance of automation 89%
- Fast food cook: Chance of automation 81%

Source: The Future of Employment

The safest jobs

- Mental health and substance abuse social worker: Chance of automation 0.3%
- Occupational therapist: Chance of automation 0.35%
- Dietitian and nutritionist: Chance of automation 0.39%
- Physician and surgeon: Chance of automation 0.42%
- Clergy: Chance of automation 0.81%

Source: The Future of Employment
They robots are already here......

Healthcare
Insurance
Architects
Journalists
Teachers
Financial industry
Lawyers and Paralegals
Marketing and Advertising
Human Resources
Law Enforcement

Bernard Marr Forbes 25 April 2016
https://www.forbes.com/sites/bernardmarr/2016/04/25/surprisingly-these-10-professional-jobs-are-under-threat-from-big-data/#68b784357426
Disruptive job market forces

Automation ➔ No demand for existing qualifications and experience

Hybridization ➔ Workforce without capabilities to match demand

Signal failure ➔ Qualifications not valued

Bernard Marr Forbes 25 April 2016
https://www.forbes.com/sites/bernardmarr/2016/04/25/surprisingly-these-10-professional-jobs-are-under-threat-from-big-data/#68b784357426
Universities can be more essential than ever

Must think about Capabilities not Jobs in designing education

Capabilities not titles
Job clusters
Differential values and growth
Skills for workforce transitions
Data Science
Hybrid jobs
Enterprise skills gap
Technical skills gap
Universities can be more essential than ever

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Skills for workforce transitions
What about our responsibility to society?

https://www.youtube.com/watch?v=Mdm49_rUMgo&feature=youtu.be
Responding to disruption: Next generation curriculum design

1. The challenges for future work

2. The challenges for future society
21C Curriculum Project

- Develop hybrid capabilities for student success in future of work and society
- Partnership Pedagogy for engagement (SAP), relevance and authenticity
- Redesign curriculum architecture and elements for agility and hybridity (unbundle/re-bundle)
- Develop institutional capabilities for 21C innovation
- Redesign ‘systems’ to support agile innovation and personalised learning
**Advantage Sub-major: Global Sustainability (UNAI)**

**CURRICULUM DESIGN:** 2018

**LAUNCH:** Pilot Bootcamp September 2018
750 students enrolled in 2019 Curiosity Pod
Degree offered Autumn 2019
Messages for a ‘Focus on: Graduate Skill’s’

- Capability is hybrid – it is more than skills
- Capability for what? The purpose of the university
- The (disrupted) future of work and society
- Nature of knowledge in the curriculum is critical
- Academic curriculum must be the focus of transformation
- Students must be partners and able to ‘narrate’ their capabilities
- University curriculum is a networked system
- Redesign the system
Disruption is a significant opportunity for universities

If we understand the drivers
If we are clear about our purpose
If we collaborate to redesign
Thank you!

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www.westernsydney.edu.au/21c
DIVERSE 'CAPITAL'

- **HUMAN CAPITAL**: That skills contribute to a well-rounded professional but aren't everything.

- **SOCIAL CAPITAL**: That social networks should be built and leveraged.

- **CULTURAL CAPITAL**: We need to adapt in different circumstances to win.

- **IDENTITY CAPITAL**: That the value you put on yourself will largely determine the value others put on you.

- **PSYCHOLOGICAL CAPITAL**: That passion, motivation and interests can be resources.