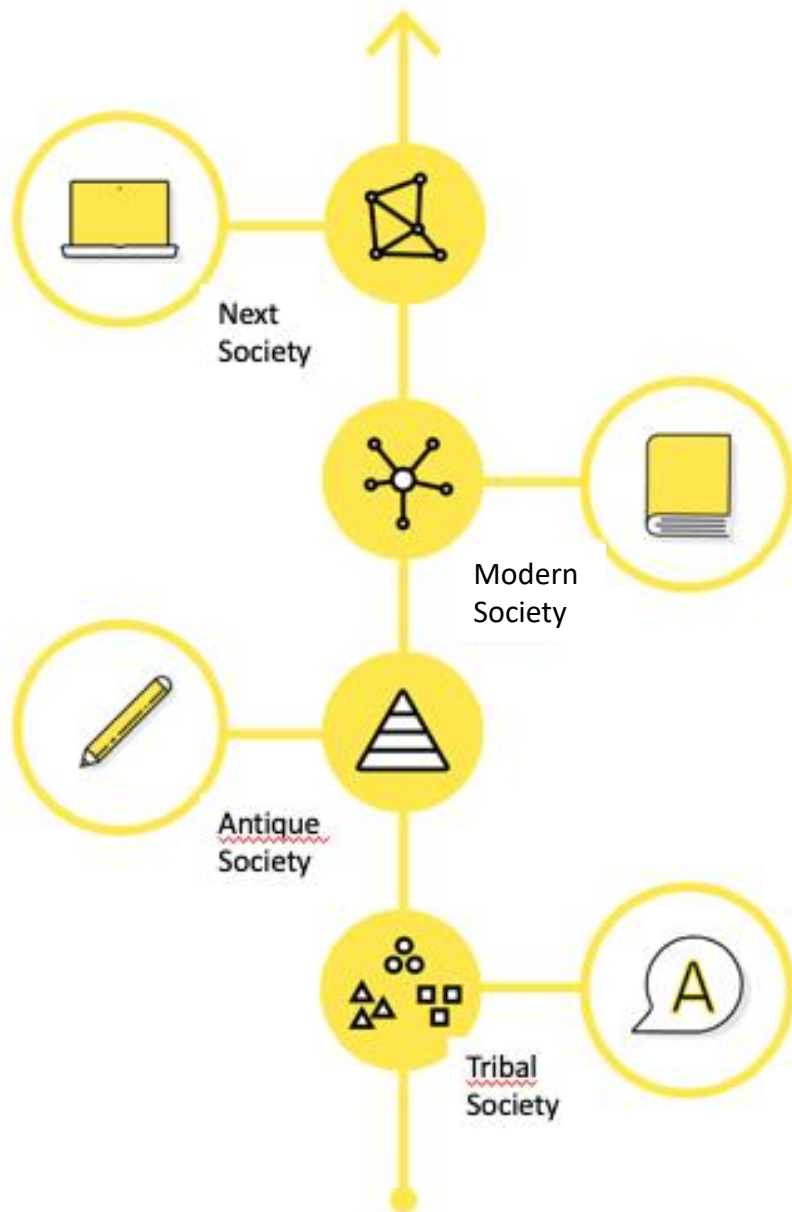


Ulf-Daniel Ehlers  
EURASHE

*Higher Education in Europe: Play to Win*  
29 April 2019 | European Parliament

# Future Skills

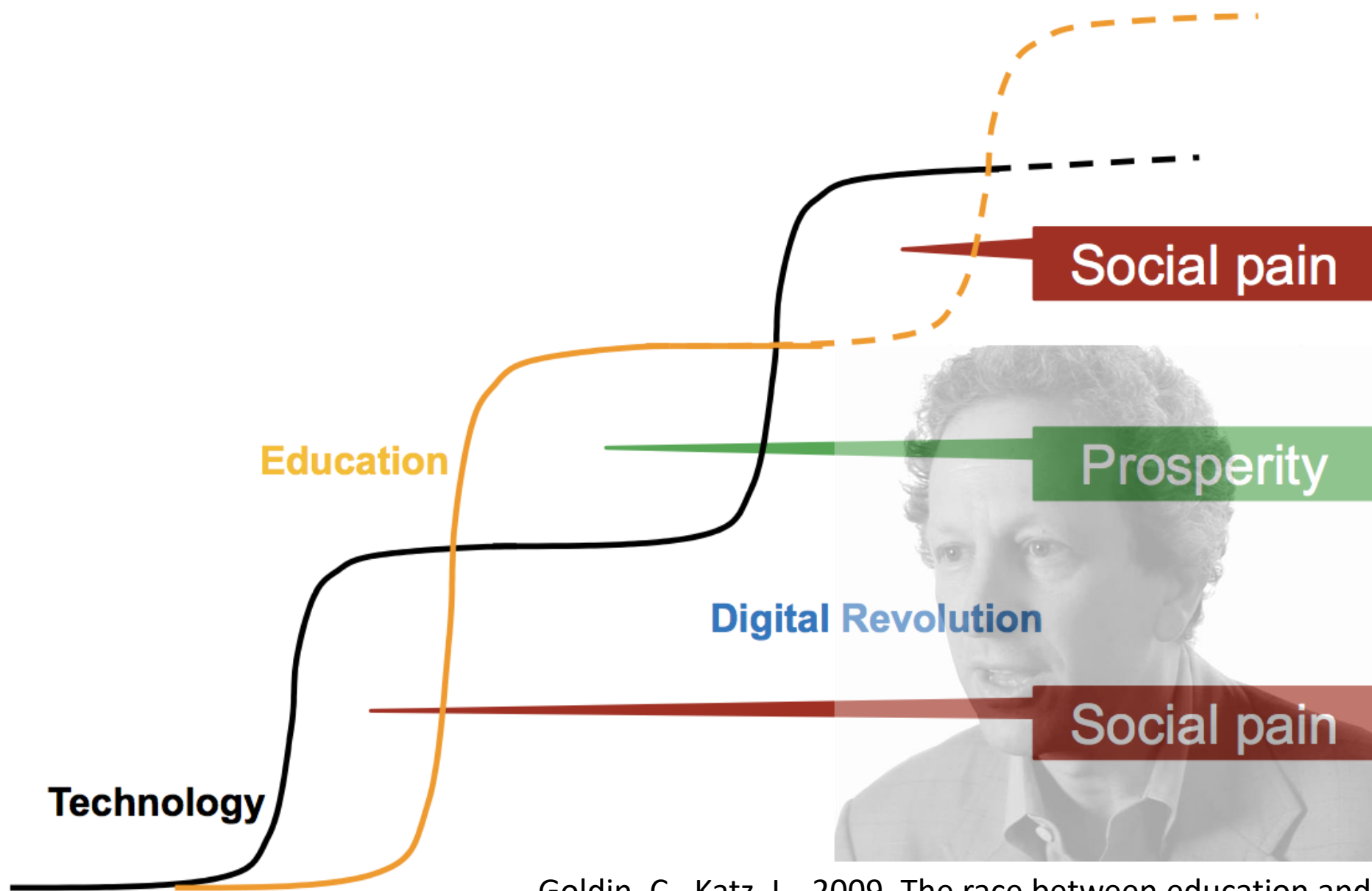
*Future of Learning and Future  
Higher Education*



Dirk Becker,  
„Next Society?“



# The Race between Technology and Education



Goldin, C., Katz, L., 2009. The race between education and technology. Harvard University Press.

# Technology...: Modernization of the World of Work

Resolution of system of fixed professions

1

(Lisop 1997)

From **lifetime employment** to lifetime employability

2

(Beck, Giddens, Lash 1996)

From **employed professionals** to entrepreneurial professionals

3

(Voß, Pongratz 1998)

# Lifelong Education

we will jump 10-15 times





A challenging thought experiment...

A school beginner in September 2019...

- ... finishes 2023 primary school
- ... graduates from high school in 2031
- ... receives his bachelor degree in 2034
- ... and his Master in 2036
- ...starts to work...

# Three Major Challenges

1



A large, diverse audience is seated in a lecture hall, many clapping. The audience is composed of people of various ages and ethnicities. The hall has a wooden ceiling and walls. The text "50%+" is overlaid in large white font.

50%+

Diversity

NATEX 2012



**Exclusivity**



**Massification**



**Individualisation  
Personalisation**

2

2011

160000

23000

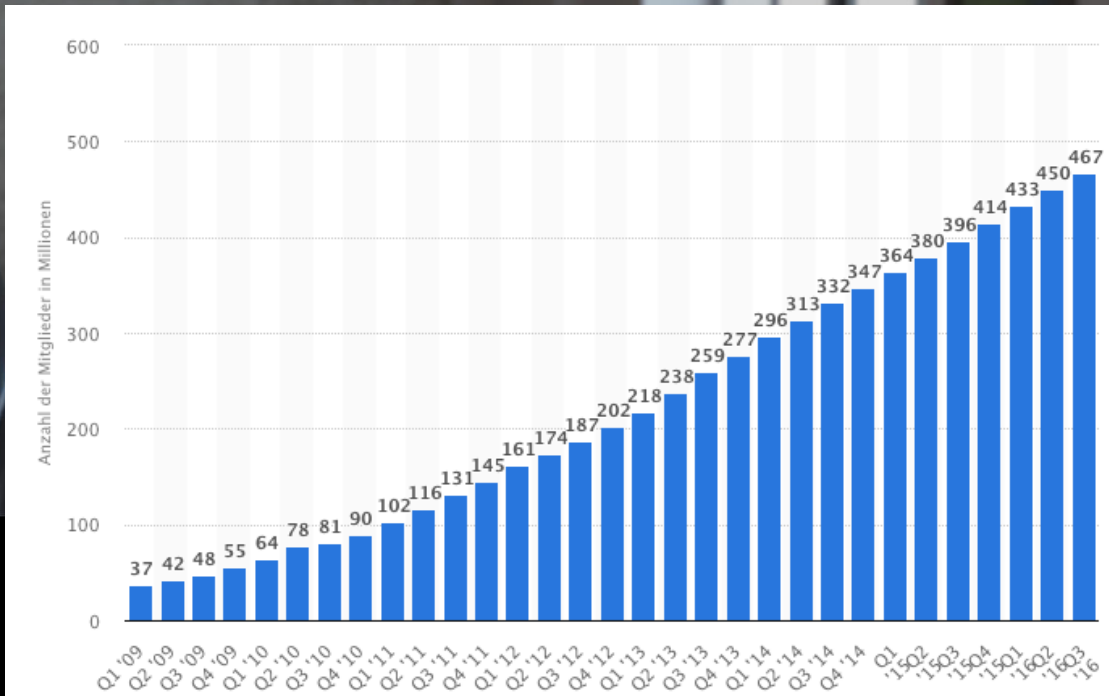
412



3



Jeff Warner, CEO of LinkedIn



# Shifts in Higher Education

- **Diversity** - students come with multiple purposes and from multitude of situations with a variety of backgrounds
- **New credentialing** – RPL, accreditation of work-based and experiential learning leads to new study patterns
- **Shift from knowledge to skills** parallels the shift from content to process → “learning to learn”
- **Teachers will become facilitators**, helping learners to become “reflective practitioners.”
- **Traditional distinctions open up** “Knowing” and “acting”, theory and practice, knowledge and skills



A person's hands are shown holding a rolled-up document, possibly a diploma or a scroll, against a backdrop of a city skyline at sunset. The sun is low on the horizon, casting a warm, golden glow over the scene. The city buildings are silhouetted against the bright sky. The overall mood is one of hope and achievement.

What is the new

# Master narrative

for the future of higher education?



# Future Skills

The future of learning  
and higher education

The Future Skills Report  
International Delphi Survey

03/2019

[www.nextskills.org](http://www.nextskills.org)  
(Ehlers et al. 2019)

Part I:

Future Skills

# Future Skills

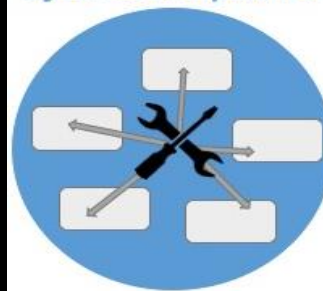
Decision competence



Self-efficacy



Systems competence



Innovation competence



Initiative and performance competence



Self-competence



Learning literacy



Communication competence



Self-determination



Future and design competence



Cooperation skills



Sense-making



Design-thinking competence



[www.nextskills.org](http://www.nextskills.org)

Ambiguity competence



Digital literacy



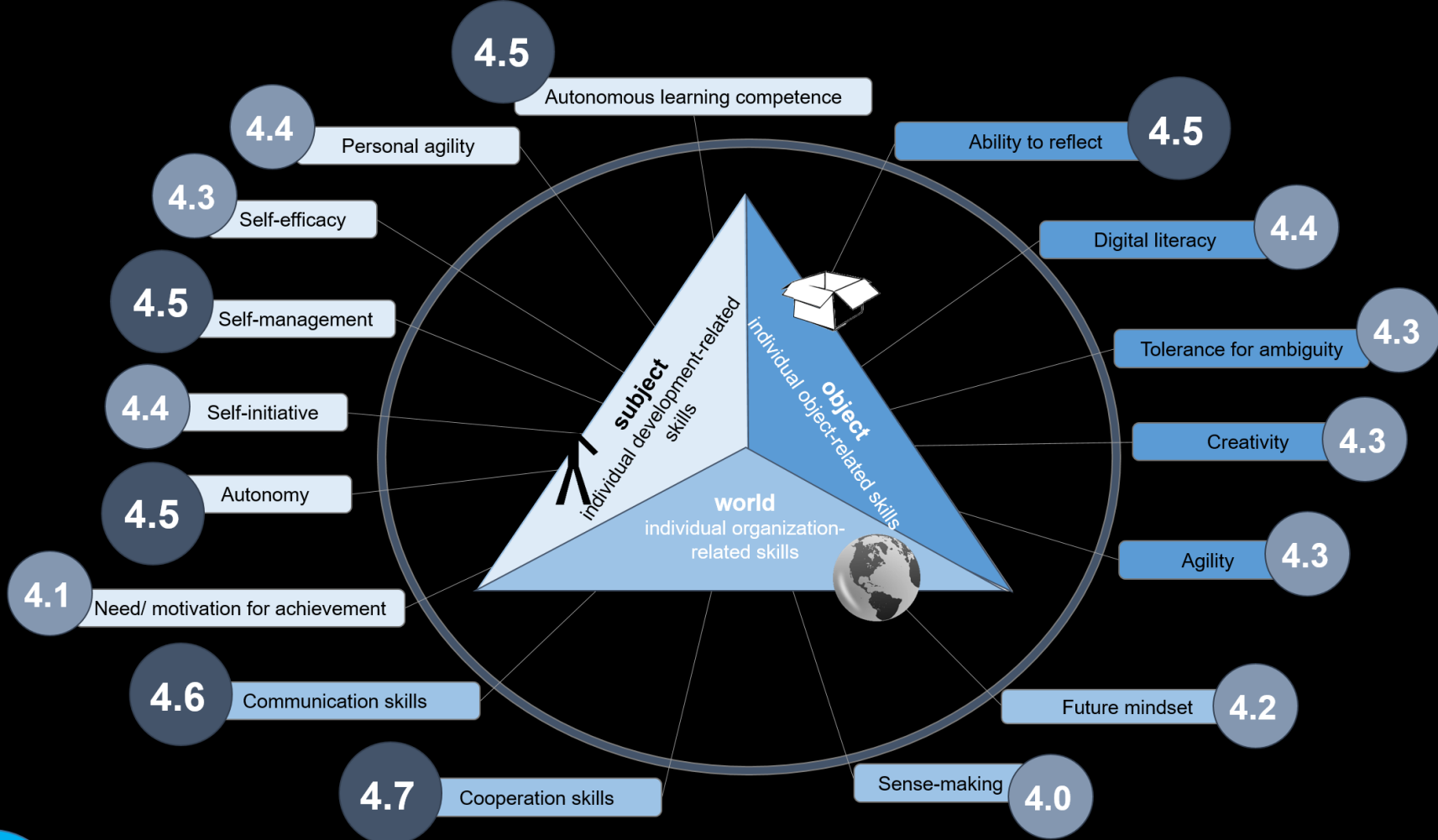
Reflective competence



Ethical competence



# Future Skills



35.0%

27.5%

27.5%

10.0%

**Future Skills Focus**

today

5 years

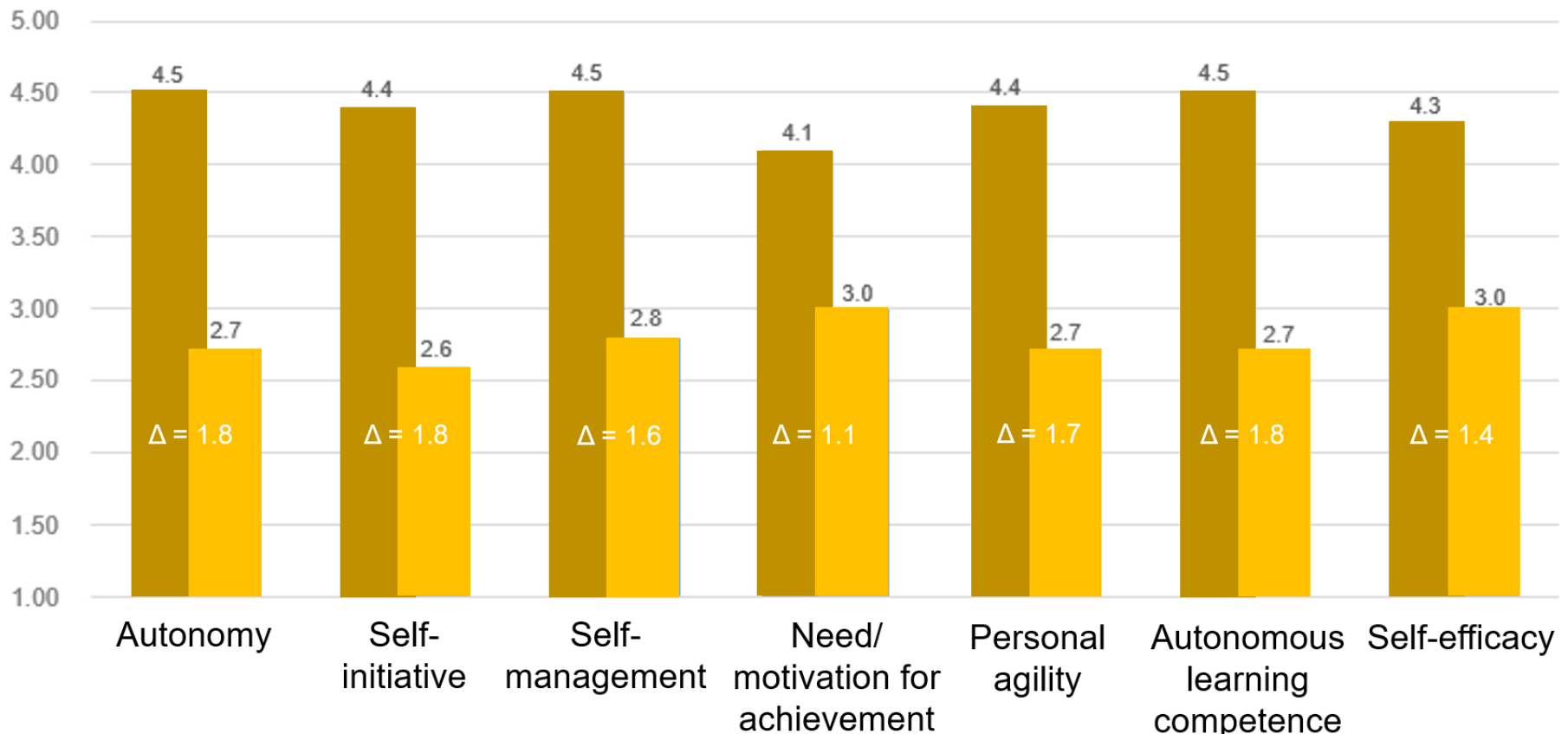
10 years

15 years

Nextskills.org  
Ehlers 2019

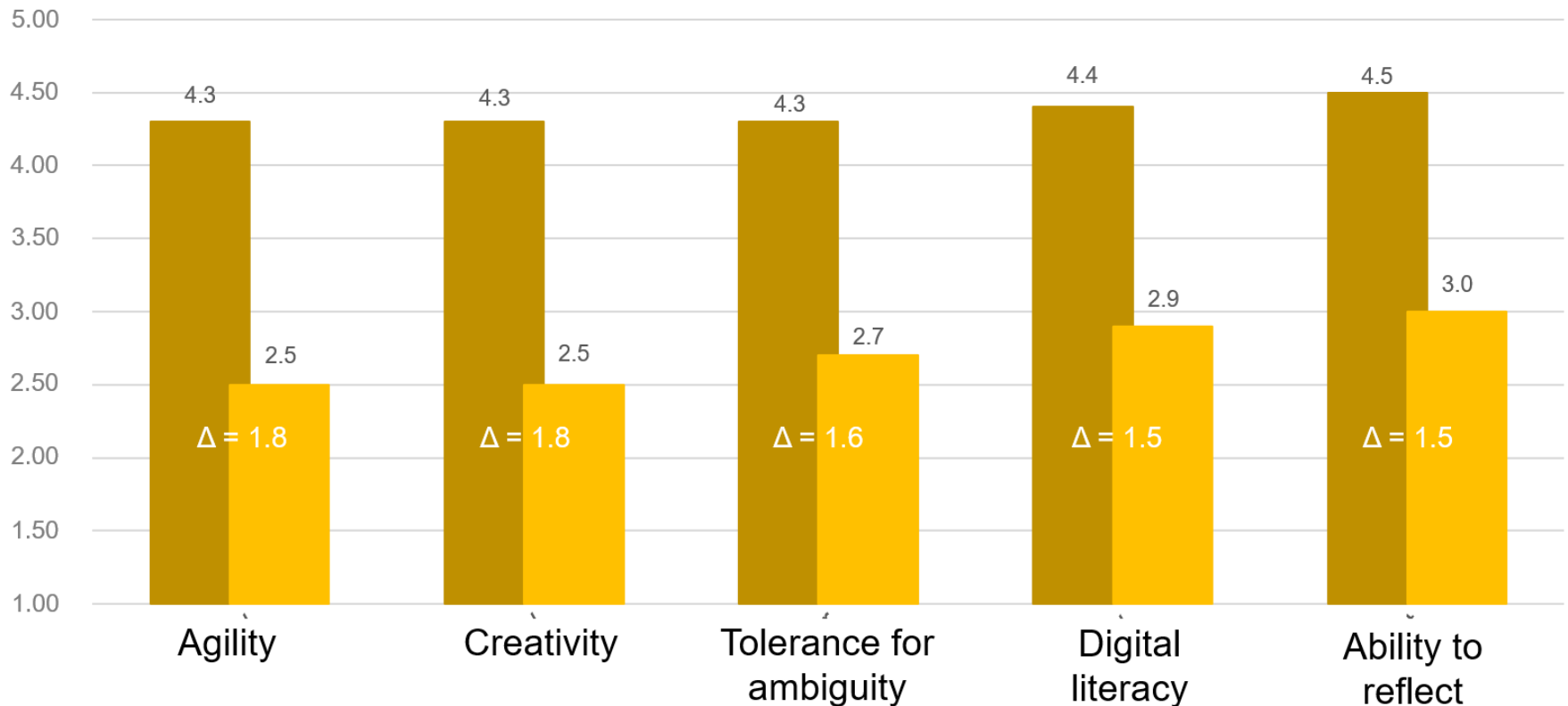
# Is Higher Education Ready?

*Importance and current higher education support of ind. development related **Future Skills***



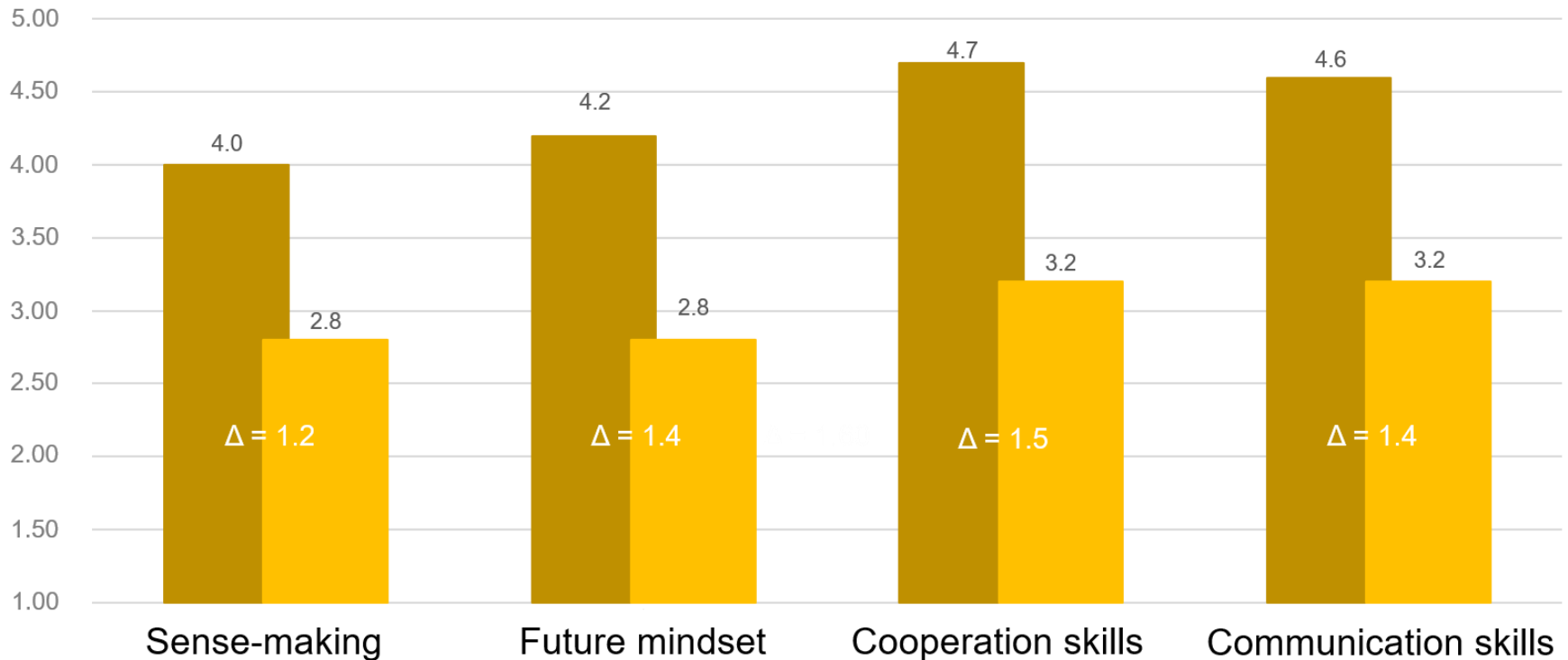
# Is Higher Education Ready?

*Importance and current higher education support of object related **Future Skills***



# Is Higher Education Ready?

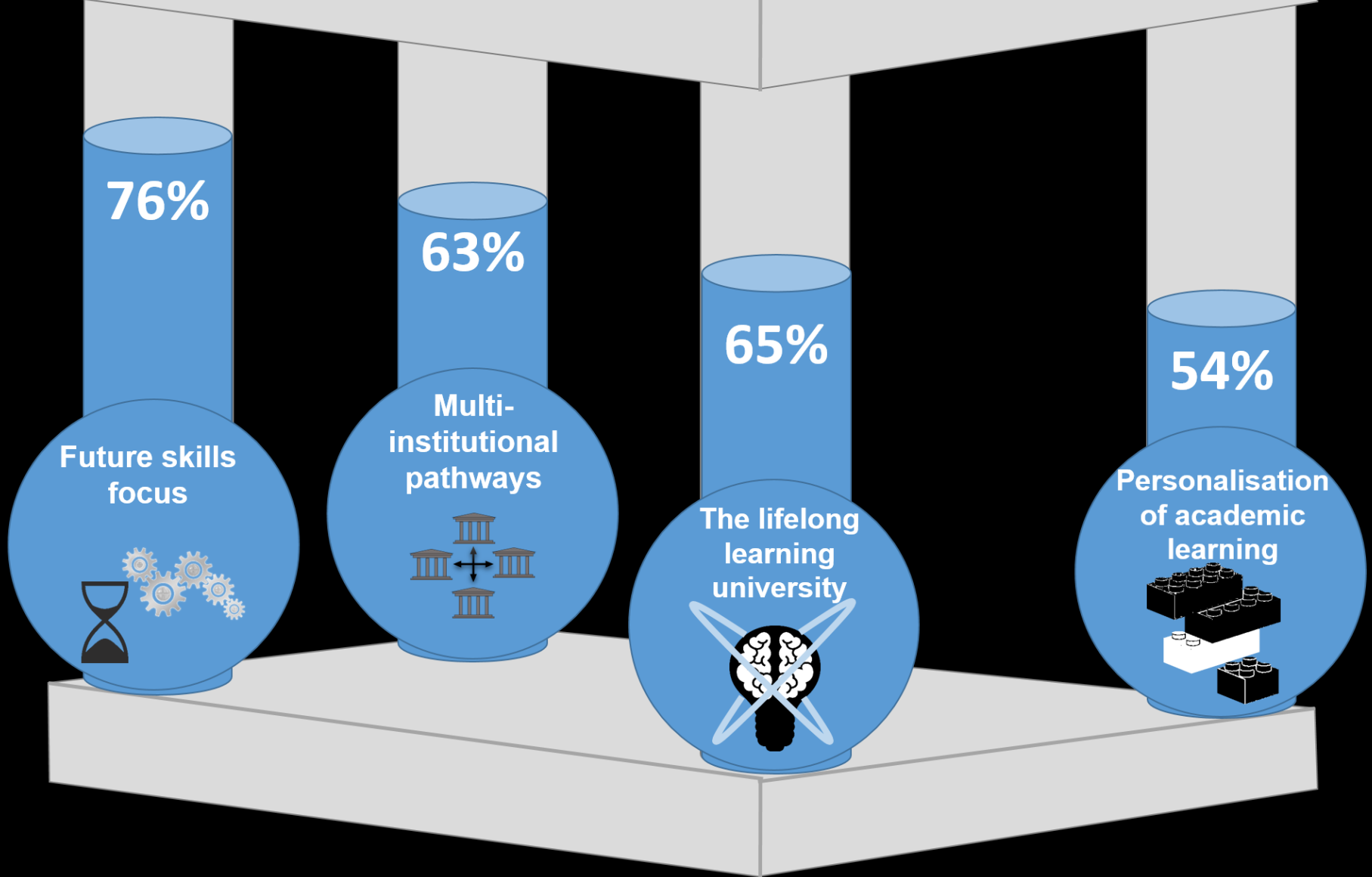
*Importance and current higher education support of organization related **Future Skills***

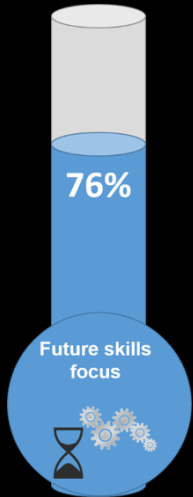




# Part II: Future Higher Ed

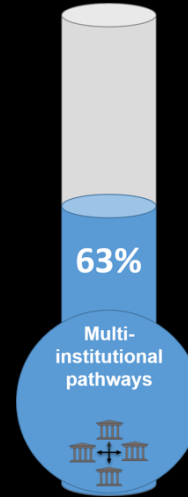
# Drivers of future higher education





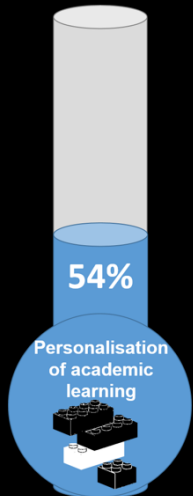
An emerging focus on future skills radically changes the current definition of graduate attributes in higher education.

$M = 3.81, SD = 1.22$



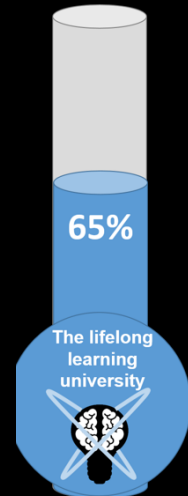
Higher education increasingly becomes a multi-institutional study experience.

$M = 3.72, SD = 1.12$



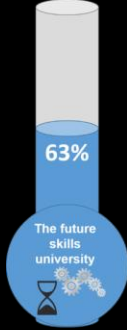
Students build their own personalized curriculum.

$M = 3.68, SD = 0.98$

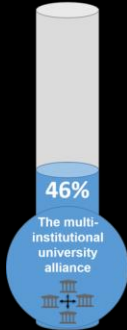


Higher education institutions turn towards providing offerings for lifelong higher learning services.

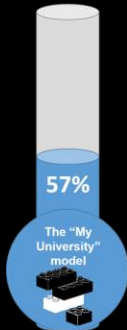
$M = 3.72, SD = 1.33$



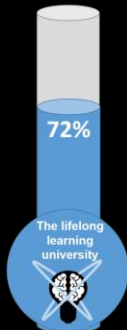
The future skill university  
 $M = 3.72, SD = 1.07$



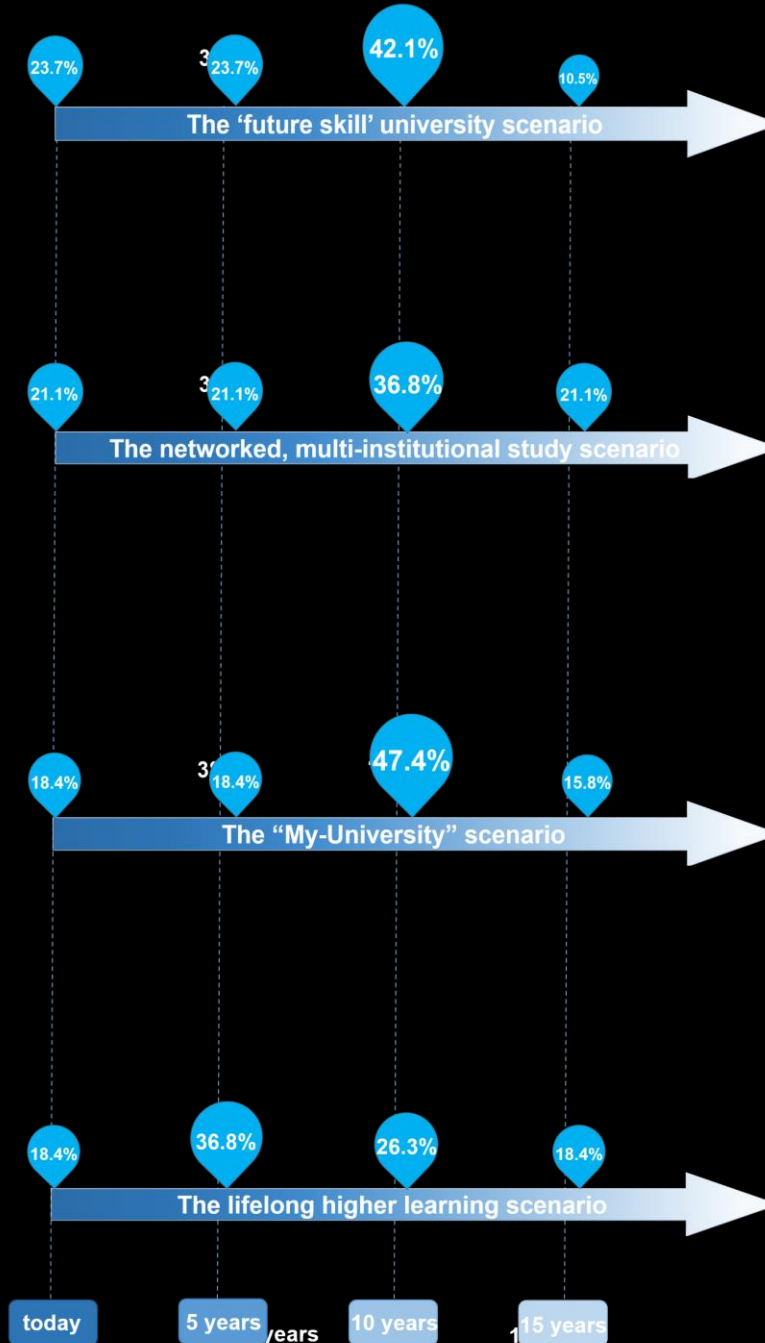
The multi-institutional university alliance  
 $M = 3.39, SD = 1.06$



The "My University" model  
 $M = 3.57, SD = 0.99$



The lifelong learning university  
 $M = 3.89, SD = 1.07$



# 4 Scenarios

Level of Agreement  
 Time of Adoption

# Part III: Future of Learning

# Future of Learning

Level of Agreement  
Time of Adoption

ability to act in unknown and complex future contexts

44.7%

23.7%

31.6%

today

5 years

10 years

15 years

47.4%

34.2%

18.4%

18.4%

assessment for learning

today

5 years

10 years

15 years

32.4%

24.3%

24.3%

18.9%

learning through peer-validation

today

5 years

10 years

15 years

23.7%

52.6%

21.1%

2.6%

micro-credentialing equally important

today

5 years


10 years

15 years

Ulf-Daniel Ehlers

# Open Learning Cultures

A Guide to Quality, Evaluation, and Assessment for Future Learning

 Springer

Ulf-Daniel Ehlers  
Dirk Schöckerberg (Ed.)

# Changing Cultures in Higher Education

Making Ahead  
to Future Learning

 Springer

A 3D maze with a small figure at the entrance. The maze is composed of grey walls and blue pillars. The figure is a small, grey, humanoid shape standing at the entrance of the maze. The background is dark, and the lighting is soft, highlighting the maze's structure.

# Thank you for your attention!

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European Association for Institutes of Higher Education

[www.dhbw-karlsruhe.de](http://www.dhbw-karlsruhe.de)

[www.ulf-ehlers.net](http://www.ulf-ehlers.net)

[www.mindful-leaders.net](http://www.mindful-leaders.net)