

28 June 2019
Summer Institute



CHALLENGES TO EDUCATION

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My beliefs

Ultimate aim of Education:

To prepare the younger generation for the future!

but what is Future?



Society has changed!

but what have changed?

To start with

Learning is a Human Instinct,
but education is not.

Education is system of learning
designed for human beings.

Therefore,

Education always reflects the
economic, political, social, cultural, spiritual, ...
contexts *of the time*.

That is,

The design could be obsolete!

Schools

Pre-Industrial Era









They are concerned about
the Person!

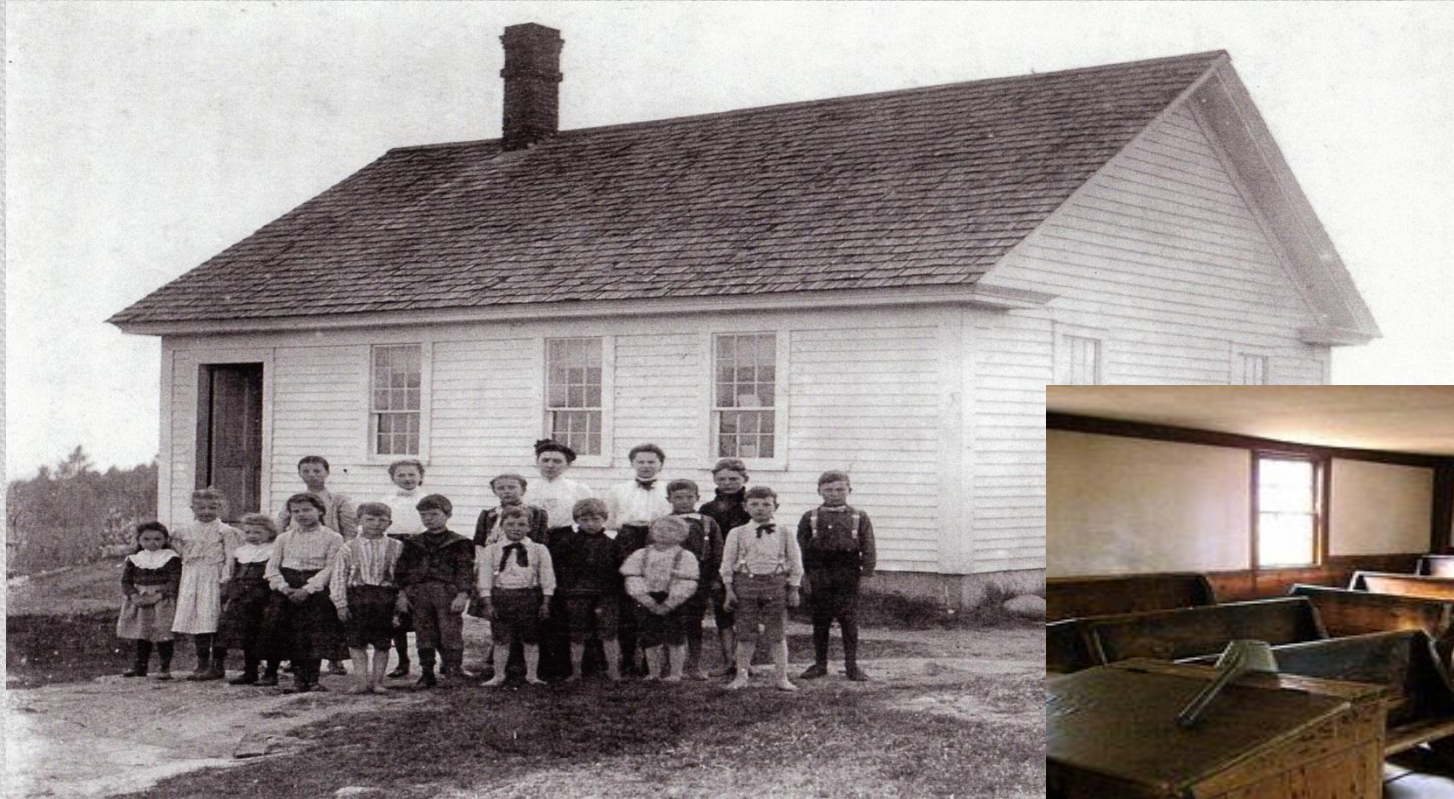


Schools Industrial Era

How it started ...



Sturbridge 1836





What for?

For working in a job!

Hence, reading, writing, arithmetic, ...



Contemporary School System (starting mid-19th Century)

Preparation of Industrial Manpower

- Spreading to the populace

- Screening and classification

- Providing Credentials as Proxies**

- (Human Capital, for usefulness)**

Turning human beings into human resources!

Torturing young people until they confess to the labour market!

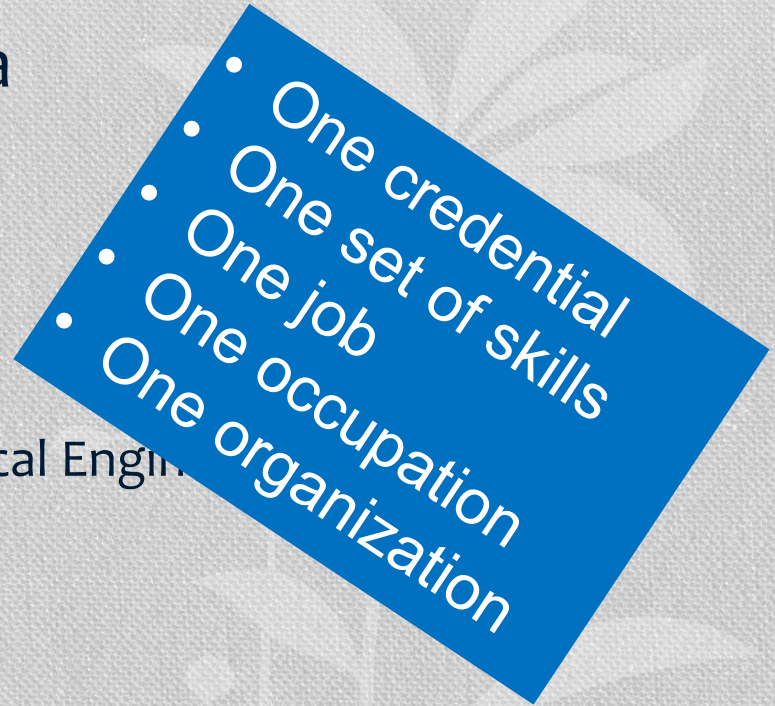
However,

Society has changed!



Typical career path, industrial era

- John
 - BScEng (1971)
 - Graduated in Electrical Engineering
 - Appointed to the Department of Electrical Engineering
 - Promoted to a very senior position
 - Stayed in the Department until 55
 - Enjoying early retirement

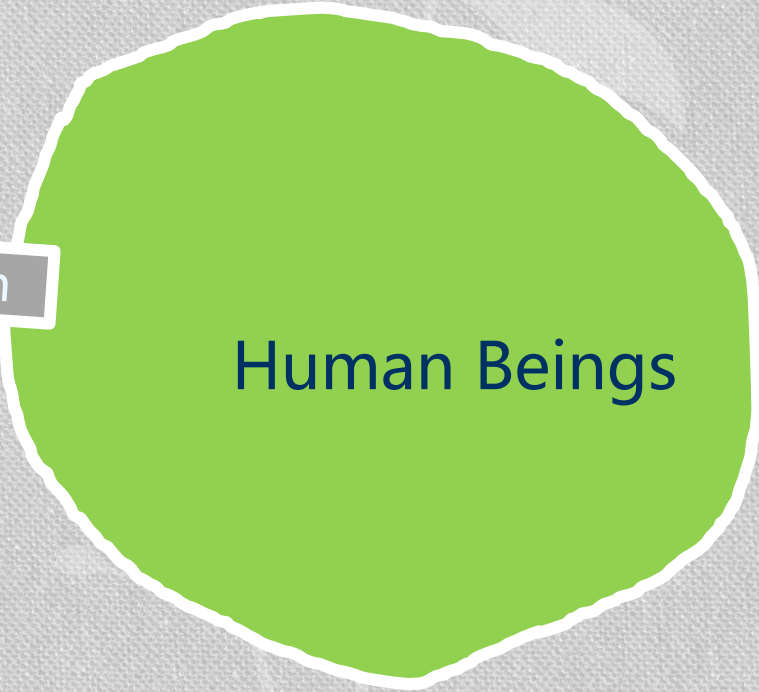


That belongs to the past!!!



Society
(Human Resources)

Education



Human Beings

A different society ...



Production for Needs >>
Creation of Desire

Mass Production >>
“Less of More”

Large Pyramidal Bureaucracy >>
Small, flat, loose, fragile One-stop units

Organizational Commitment >>
Individual Endeavors

Now, we are moving away from the typical industrial society ...

Volatile

Uncertain

Complex

Ambiguous

It's VUCA Society

Careers paths **now**:

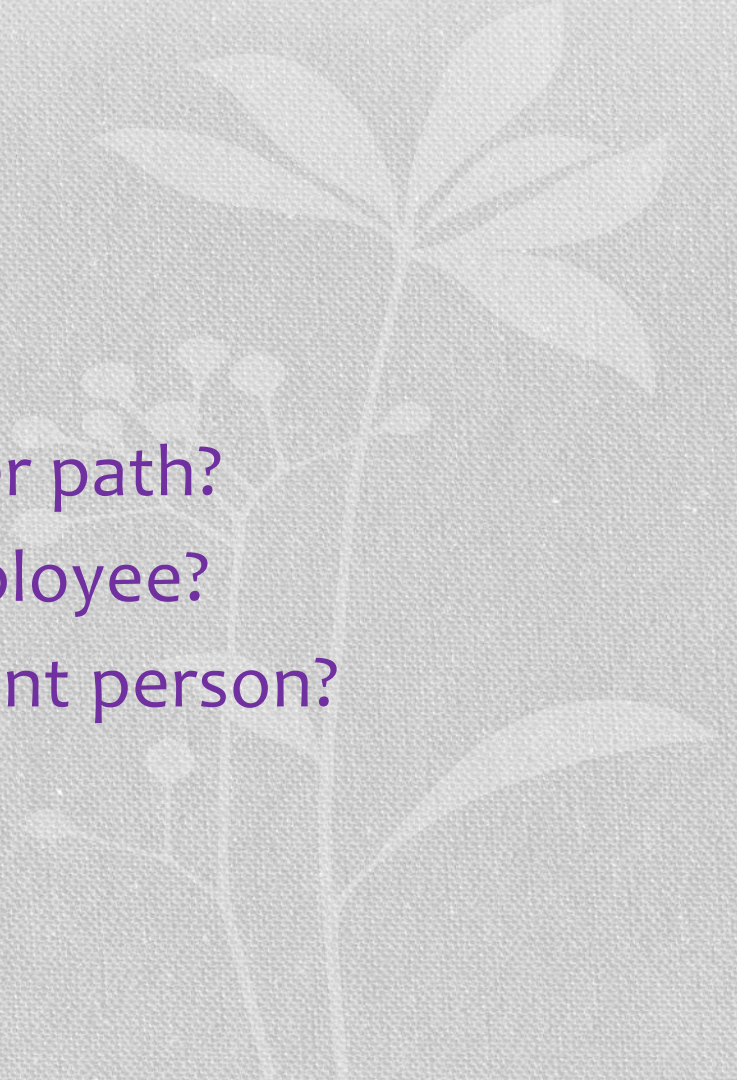
Study-work Mismatch
Frequent change of jobs
Frequent change of occupations
Non-employees
Intermittent Employments
Start-ups, Free-lancers
Multiple Portfolios (slash generation)
Unintended Unemployment
Voluntary Unemployment
Early Retirement

How to prepare for –

A precarious career path?

Life not as an employee?

Work as an independent person?



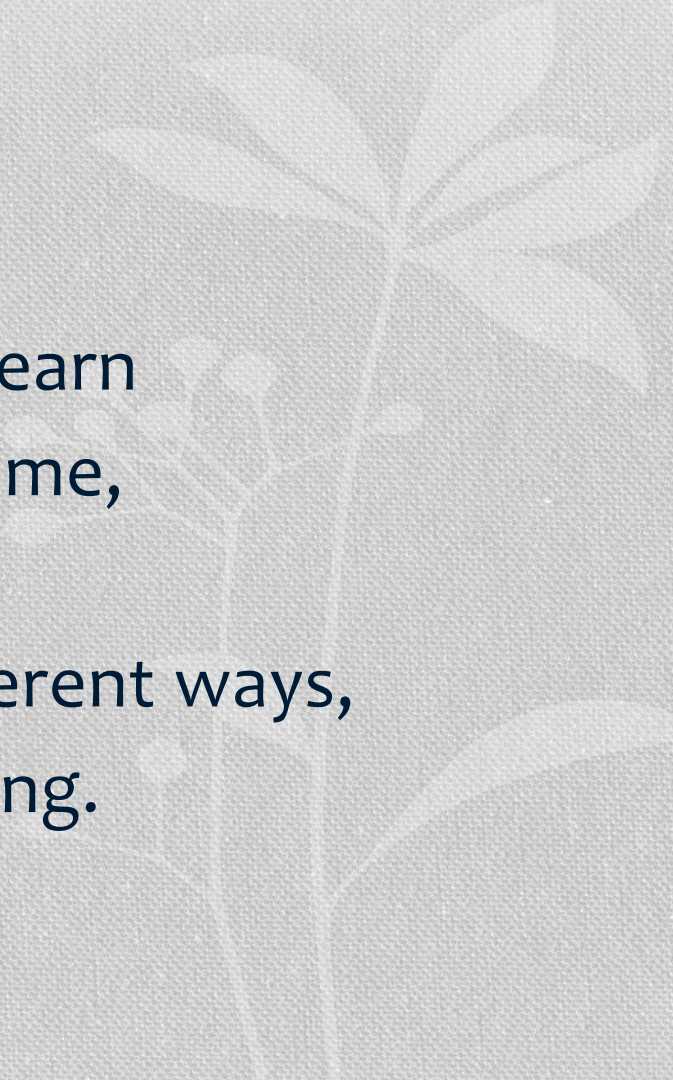
Workplace expectations, Then and Now

Industrial Society

- Division of labour
- Departments and layer
- Strict job descriptions
- Rules and regulations
- Protocol compilations
- Following instructions
- ...

Post-industrial Society


- One-stop deal teams
- Direct encounter with clients
- Team work
- Intensive human relations
- Design and decisions at the front
- Personal responsibilities
- Risk-taking
- Ethical dilemmas
- Moral challenges
- Continuous learning
-



People have to learn
anywhere, anytime,
just-in-time,
different things, in different ways,
non-stop, lifelong.

Moreover, life is not only about work (economic life):

family life, leisure life, cultural life,
political life, spiritual life,
retirement life, ...



Anew era,
a different society,

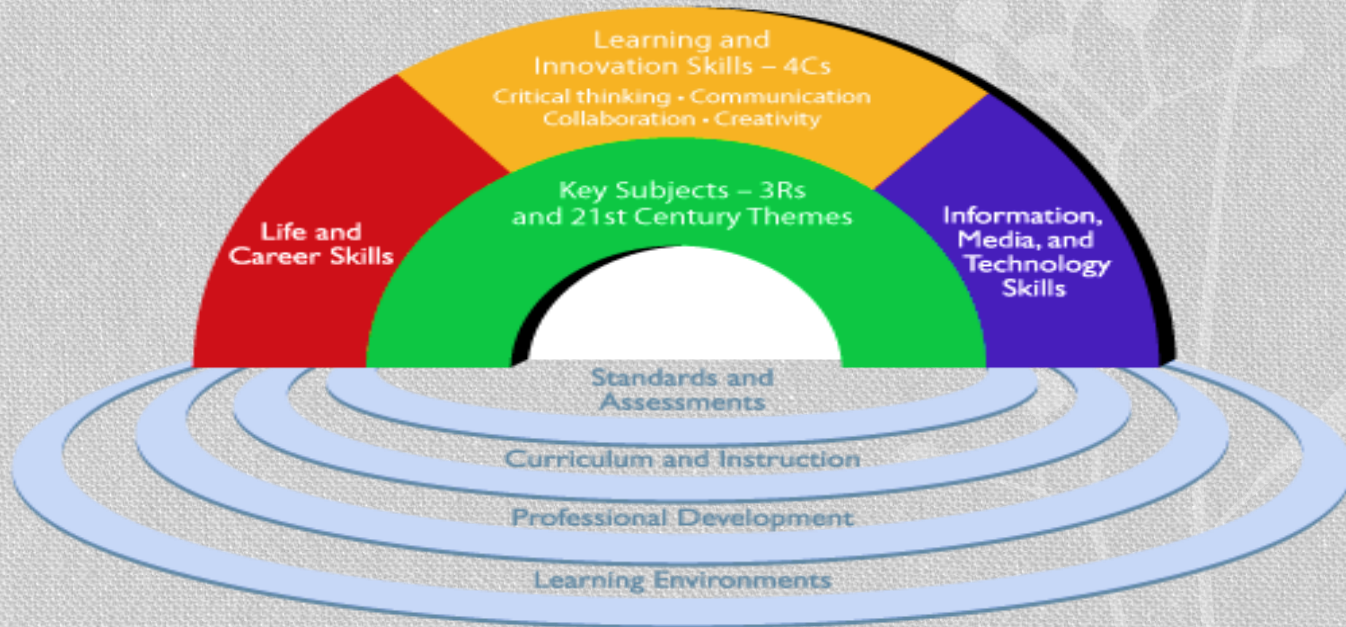
Education has to be Different!

Attempts to revisit Education ...

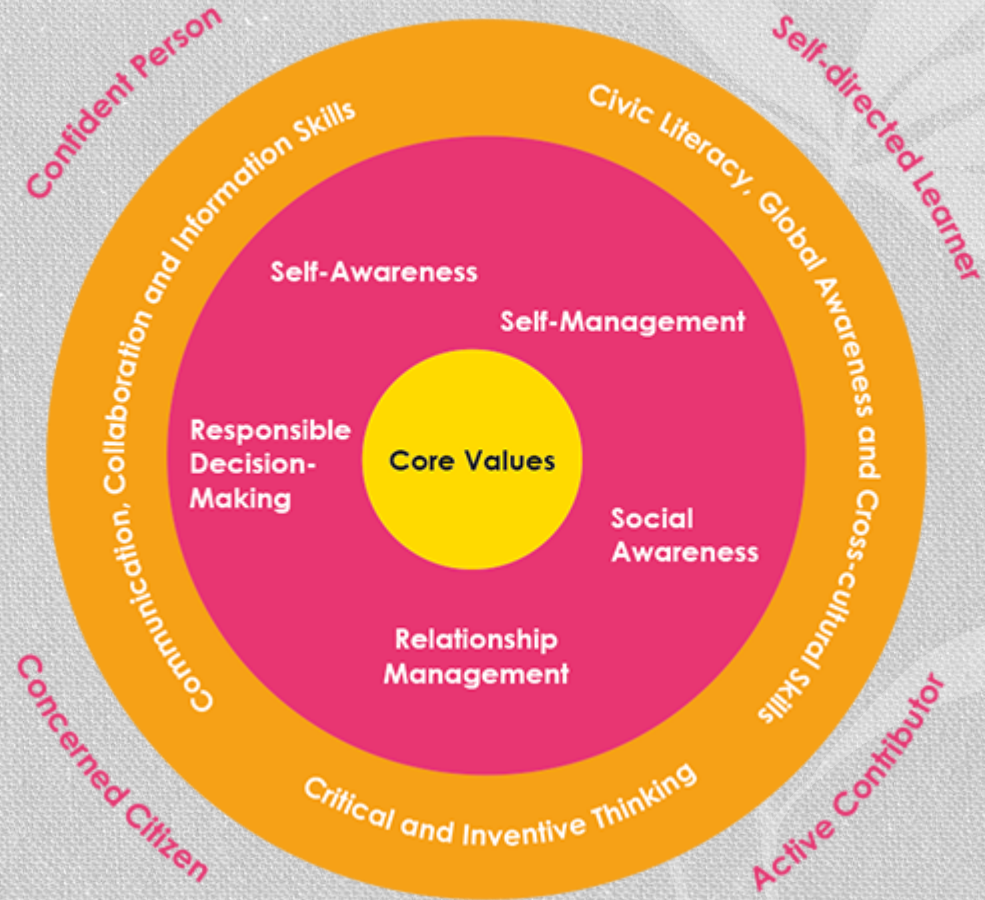


21 Century Skills (US)

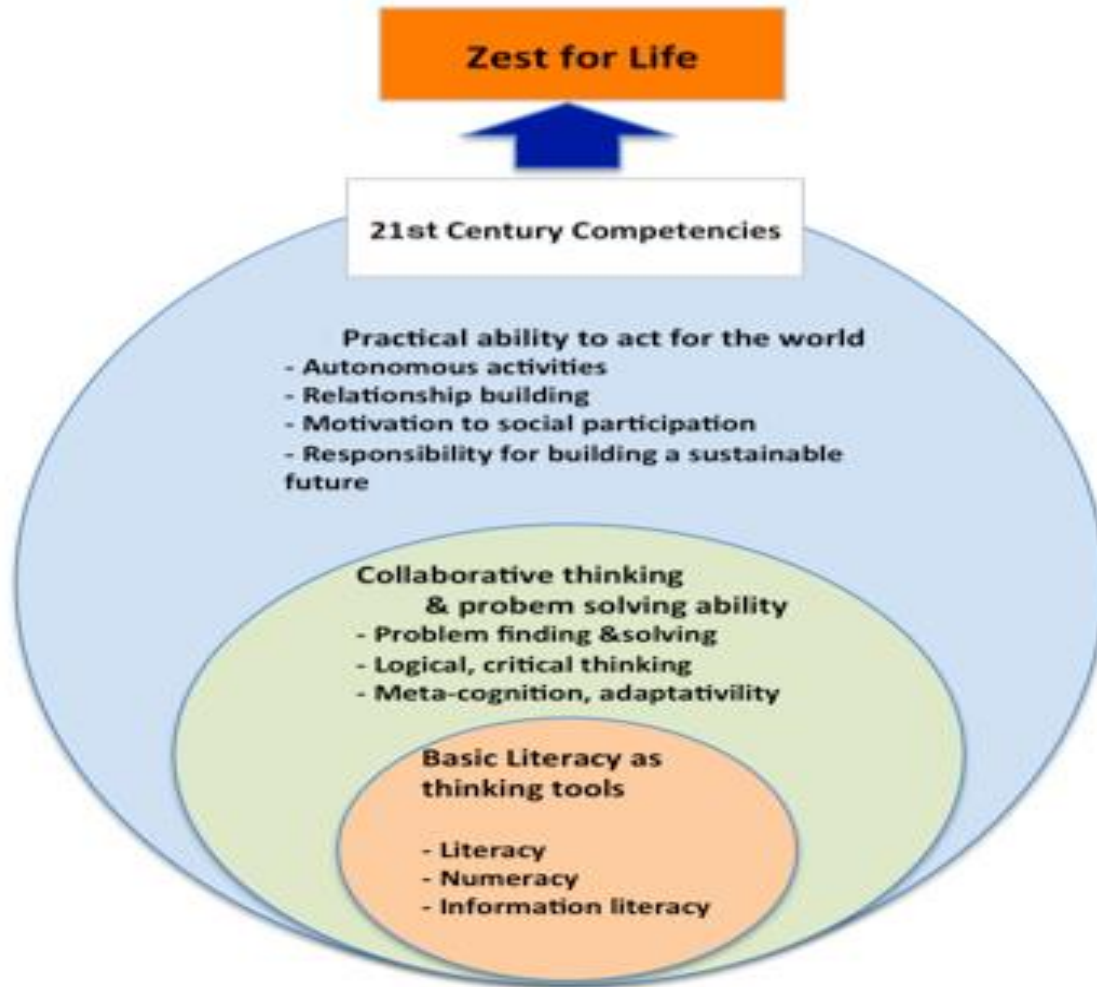
P21 Framework for 21st Century Learning 21st Century Student Outcomes and Support Systems



Singapore 21st Century Competency Framework

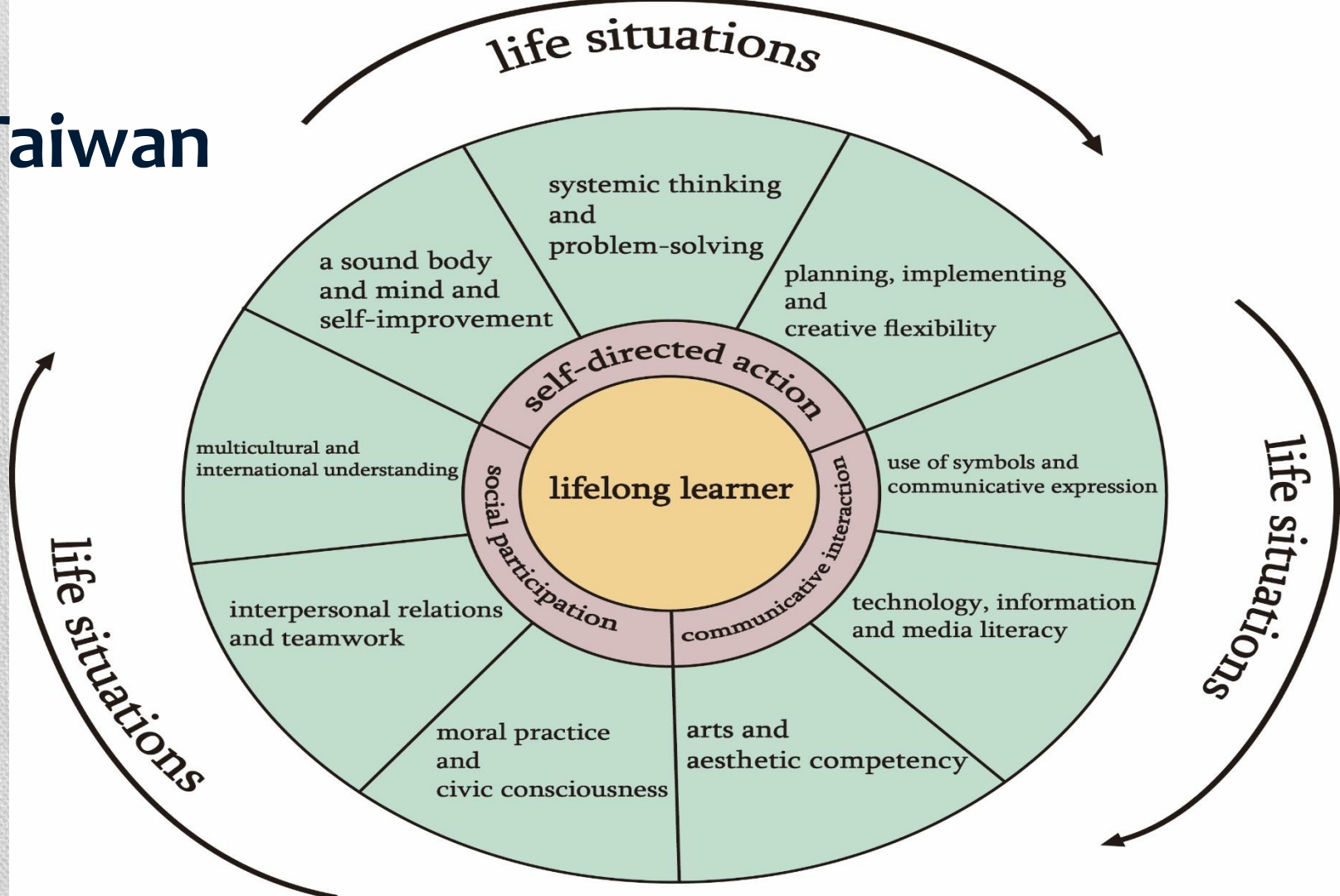


Japan



*Original in Japanese, translation by author

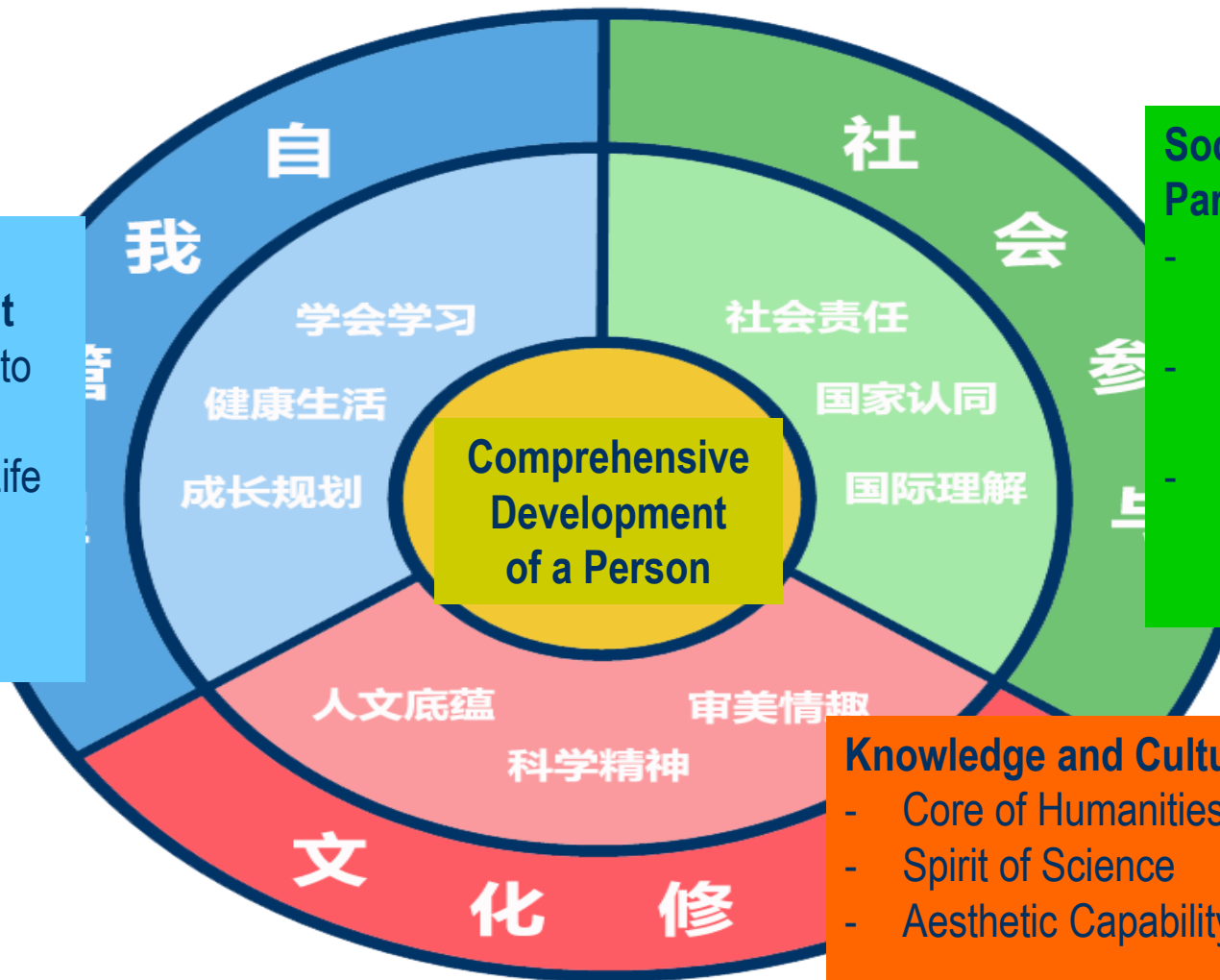
Taiwan



China

Self Management

- Learning to Learn
- Healthy Life
- Growth Planning



Social Participation:

- Social Responsibility
- National Identity
- International Awareness

Knowledge and Culture:

- Core of Humanities
- Spirit of Science
- Aesthetic Capability

Korea

An independent person

An ingenious person

A refined person

A democratic citizen



Skills
(Performance)



Competencies
(Capability)



Quality
(The Whole Person)

Aims of Education revisited (Education 2.1 Hong Kong)

People Quality

Capability

language, mathematics, computational thinking, science and technology literacies, global, national and civic literacies

Attributes

creativity, teamwork, leadership, resilience, self-discipline, aspiration and motivation, rights and responsibility, sensitivity to ethnicity, religions and cultures, inclusiveness, ...

Values

love and care, integrity, justice, peace, righteousness, charity, environmental stewardship, national and cultural identity, spirituality, ...

The story does not end here, ...







Taiwan

Taiwan

New York City





CHRISTIE'S

FINANCIAL CRISIS OF 2008

97.22
34.79
63.71
4.35
1.99







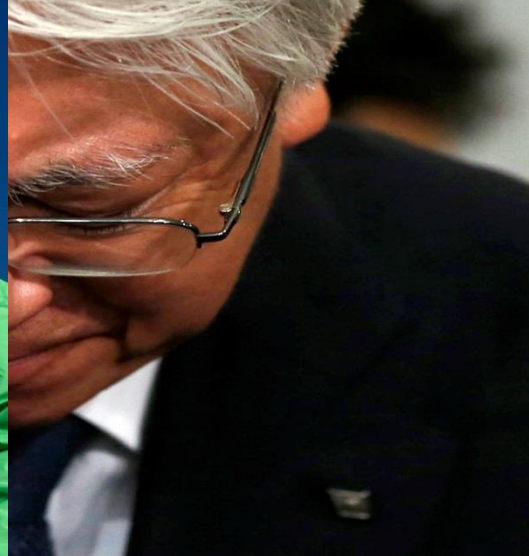


SECOND INTERNATIONAL SUMMIT ON
HUMAN GENOME EDITING

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It is a world of turbulence ...

Ever worsening climates and natural disasters

Frequent man-made accidents

Unpredictable economic crises

Spontaneous political unrest

Recurrence & emergence of epidemics

Irresponsible politicking

Increasing potentials of war

Organized and unorganized terrorist activities

Widespread serious corruption

Unstoppable waves of refugees

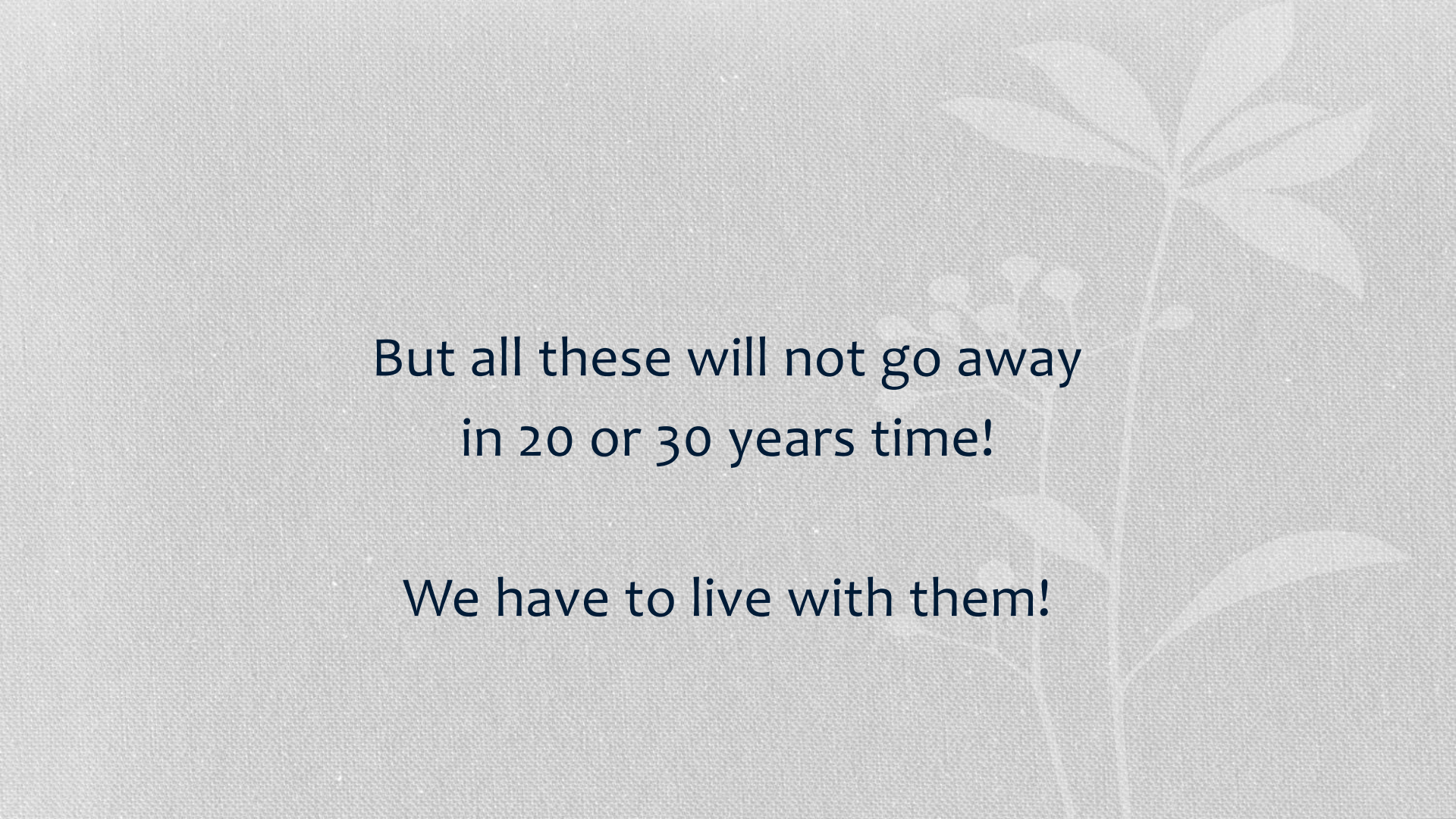
Shameless cheating and faking

Emotions of independence

Unwanted results of democratic processes

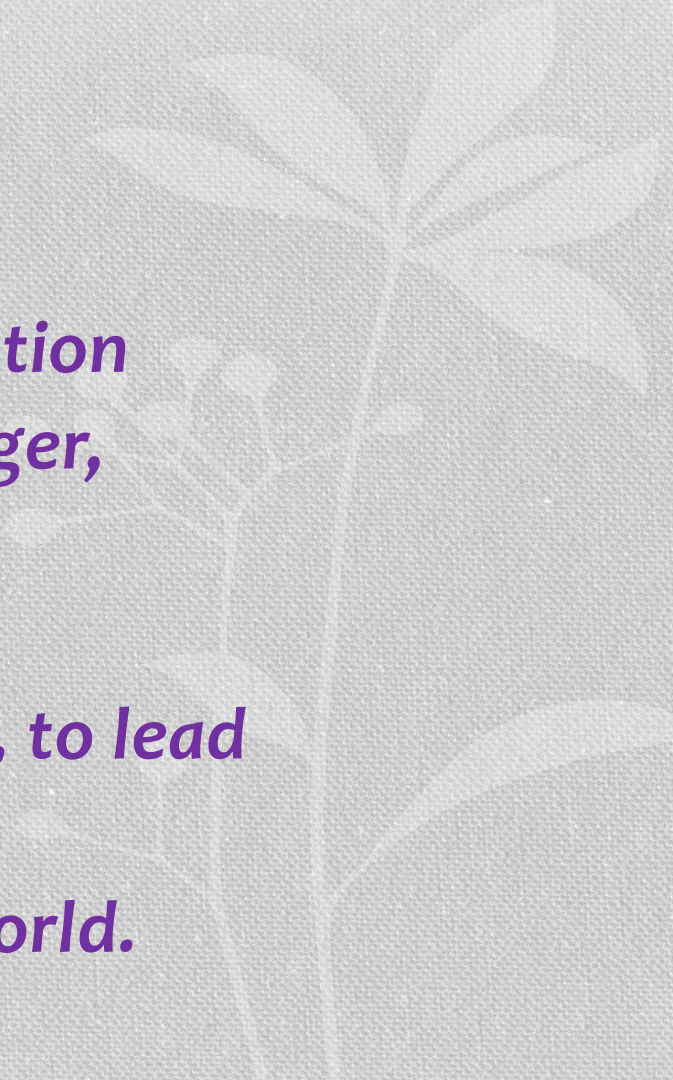
Comprehensive Trade War

.....



But all these will not go away
in 20 or 30 years time!

We have to live with them!



**Our next generation
has to be stronger,
in order**

**to survive, to thrive, to lead
&
to change the world.**

Nonetheless,
emerging on the horizon, ...



Emerging 1:

Social and Emotional Learning

(UNESCO 2013)



The Spectrum



- Spirituality
- Global citizenship
- Cultural identity
- National identity
- Citizenship
- Community harmony
- Human relations beyond job
- Human relations on job
- Work related attributes



Attempting a Framework

	Economic Discourse	Social Discourse	Humanity Discourse
Global Perspective	Competitiveness	Understanding/ Peace	Global Citizenship
National Perspective	GDP	HDI	Citizenship/ Patriotism
Individual Perspective	Employability	Community Harmony	Moral/ Character

Emerging 2:

Big Education

Broad participation of the community

(Hong Kong)

School partners: student learning projects
(sample: 228 schools):

Average of 9.8 projects/school

Involvement of 1003 organization (only in sample)

Large variety of activities, enormous resources,
beyond schools, beyond the formal curriculum.

After all ...

Industrial

- analytic, regulated, structured, clear-cut, uniform, convergent, normative, neat, analytic, assertive & reducible to parameters

Post-industrial

- holistic, flexible, loose, fuzzy, plural, divergent, liberal, complex, holistic, speculative & tolerant of multiplex concepts

Thank you!

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