



Building workforce resilience in disruptive times

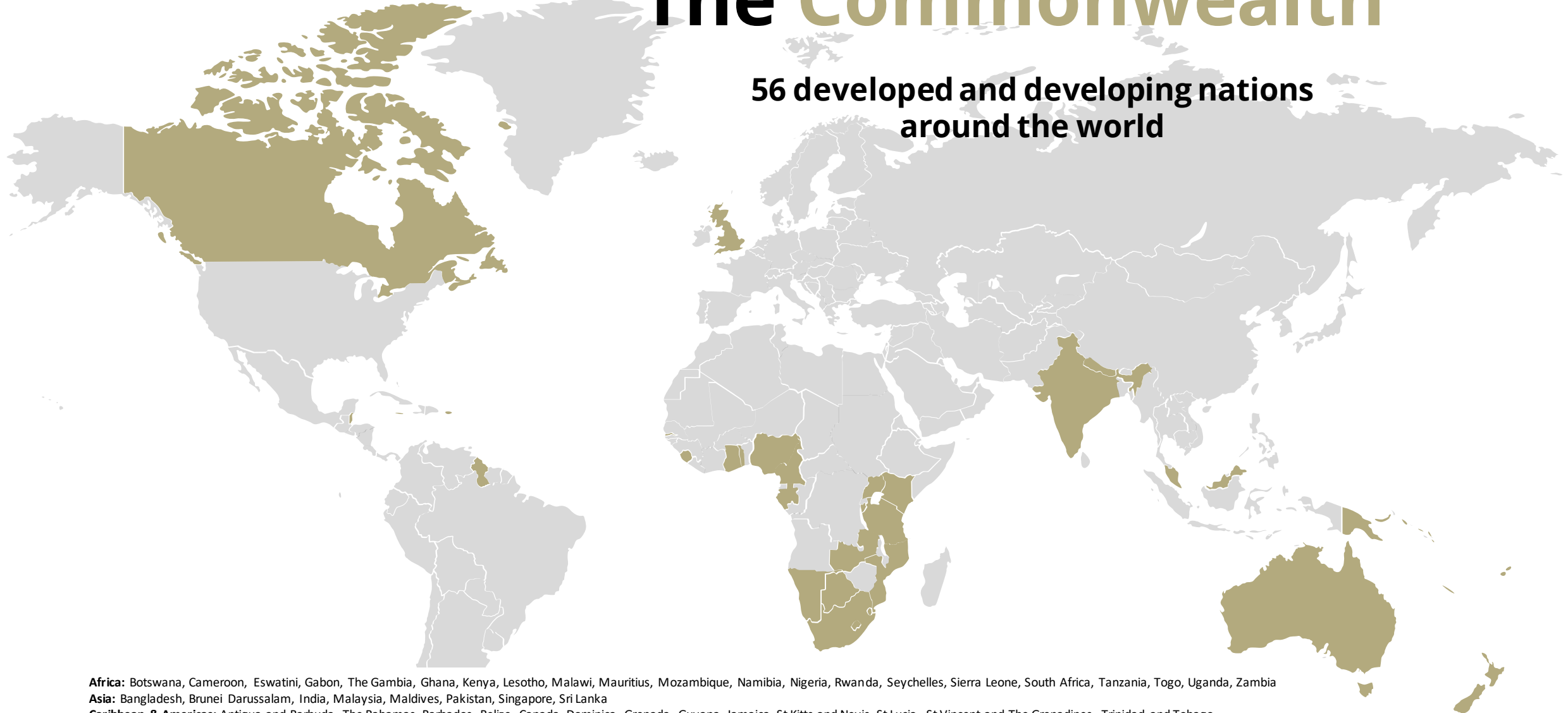


Professor Asha Kanwar
COL President & CEO
(co-written with Robert Okinda, Adviser: Skills)

**6th International Conference on TVET in the
Caribbean**
May 17, 2023

The Commonwealth

56 developed and developing nations
around the world



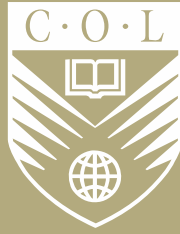
Africa: Botswana, Cameroon, Eswatini, Gabon, The Gambia, Ghana, Kenya, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Nigeria, Rwanda, Seychelles, Sierra Leone, South Africa, Tanzania, Togo, Uganda, Zambia

Asia: Bangladesh, Brunei Darussalam, India, Malaysia, Maldives, Pakistan, Singapore, Sri Lanka

Caribbean & Americas: Antigua and Barbuda, The Bahamas, Barbados, Belize, Canada, Dominica, Grenada, Guyana, Jamaica, St Kitts and Nevis, St Lucia, St Vincent and The Grenadines, Trinidad and Tobago

Europe: Cyprus, Malta, United Kingdom

Pacific: Australia, Fiji, Kiribati, Nauru, New Zealand, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu



COMMONWEALTH *of* LEARNING



To help Commonwealth governments and institutions
use technologies to improve and expand access to
education and training

Outline

Age of Disruption

**Skilling & Reskilling: the COL
Response**

Building Workforce Resilience



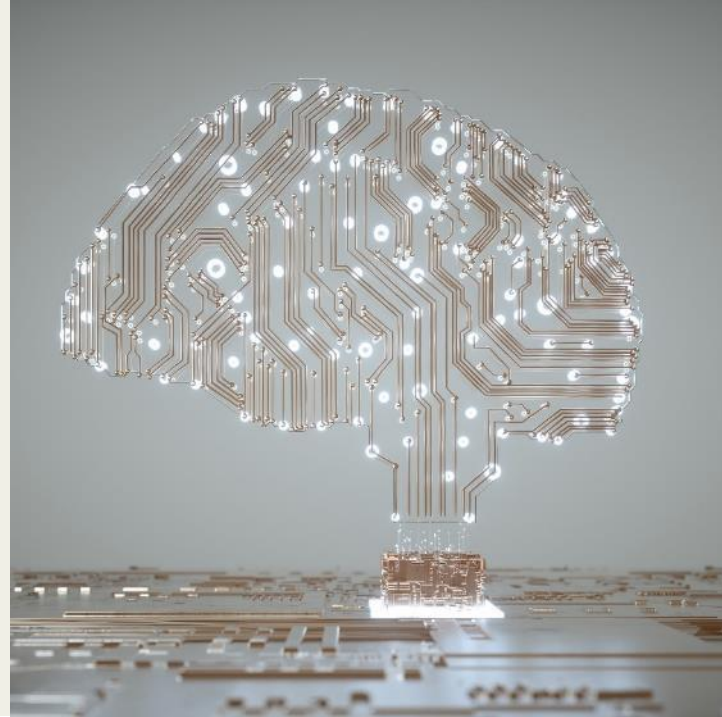


Age of disruption

COVID-19 PANDEMIC



TECHNOLOGY

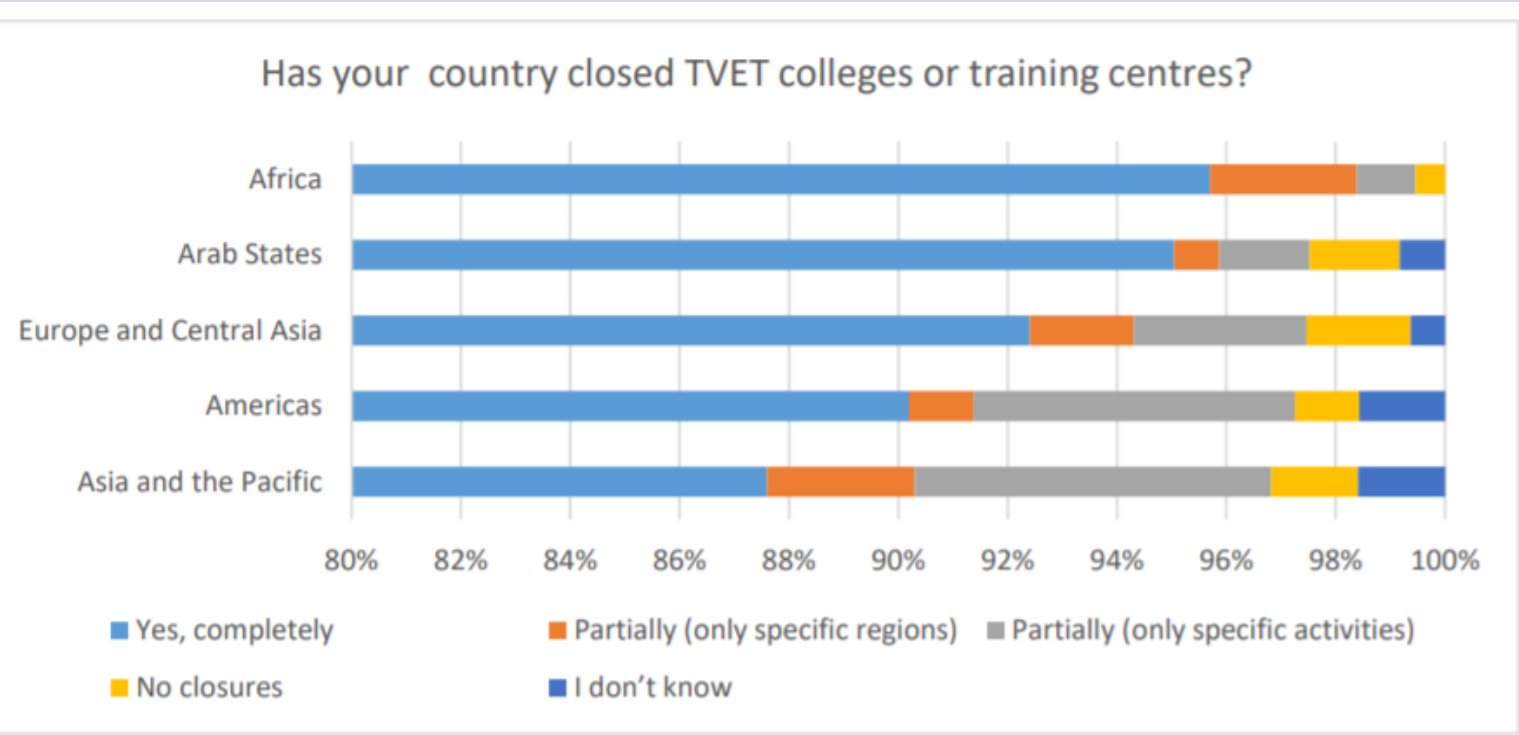


CLIMATE CHANGE



Age of Disruption

COVID-19: Closure of TVET institutions



- Over 90% institutions closed
- Students in TVET come from lower social –economic backgrounds (Kenya and Ghana)

Source: UNESCO-ILO (2020). https://www.oitcenterfor.org/sites/default/files/unesco_ILO_survey.pdf

Source: Hoftijzer, Margo; Levin, Victoria; Santos, Indhira; Weber, Michael. 2020. TVET Systems' Response to COVID-19 : Challenges and Opportunities. World Bank, Washington, DC. World Bank. <https://openknowledge.worldbank.org/handle/10986/33759>

Learning Inequality during Covid-19

Learning Inequality During the Covid-19 Pandemic

AUTHORS

Per Engzell, Arun Frey, Mark Verhagen

The screenshot shows a digital document viewer interface. At the top, it displays 'Page: 1 of 45' and 'Automatic Zoom'. The main content area contains the title 'Learning inequality during the COVID-19 pandemic' and the authors 'Per Engzell^{a,b,c}, Arun Frey^d, and Mark Verhagen^{a,b}'. Below the authors are their affiliations: ^aLeverhulme Centre for Demographic Science, 42 Park End St, Oxford OX1 1JD, UK; ^bNuffield College, University of Oxford, 1 New Rd, Oxford OX1 1NF, UK; ^cSwedish Institute for Social Research, Stockholm University, 106 91 Stockholm, Sweden; and ^dDepartment of Sociology, University of Oxford, 42 Park End St, Oxford OX1 1JD, UK. The date 'October 2020' is at the bottom. On the right side, there is a 'Download page' button and a 'plaud' logo. Below that, the word 'Abstract' is visible, followed by the beginning of the text: 'Suspension of fac... 19 pandemic has... learning. So far, d... we evaluate the e...'

- Learning loss of about three percentile points
- Learners from less educated home 55% more prone to learning loss

Key Technology Trends and Practices

Artificial
intelligence

Blended and
hybrid course
models

Learning
analytics

Micro-
credentialing

Open
educational
resources

Quality online
learning



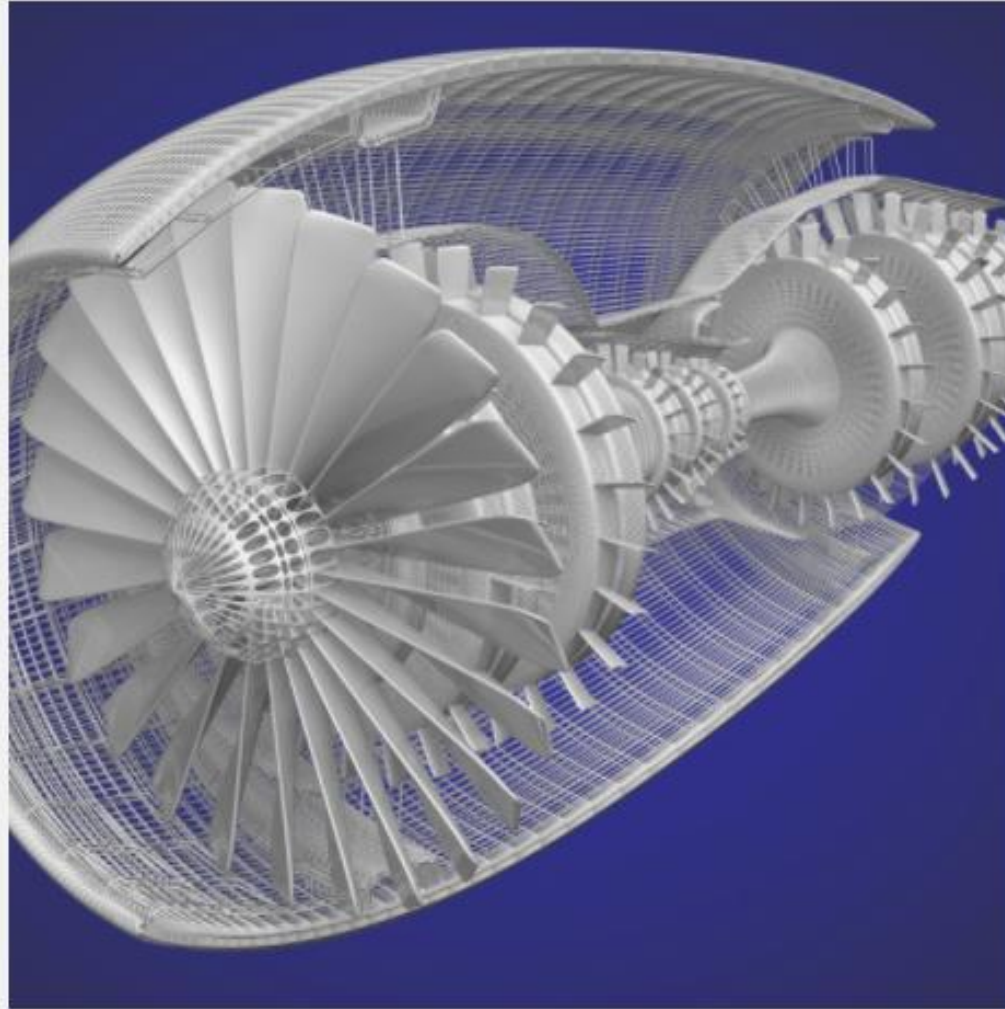
ChatGPT

Content generation

- New essays, short articles, Tweets etc
- Language translation
- Text summarisation
- Image generation from Text
- Videos from text
- Microlearning courses from text

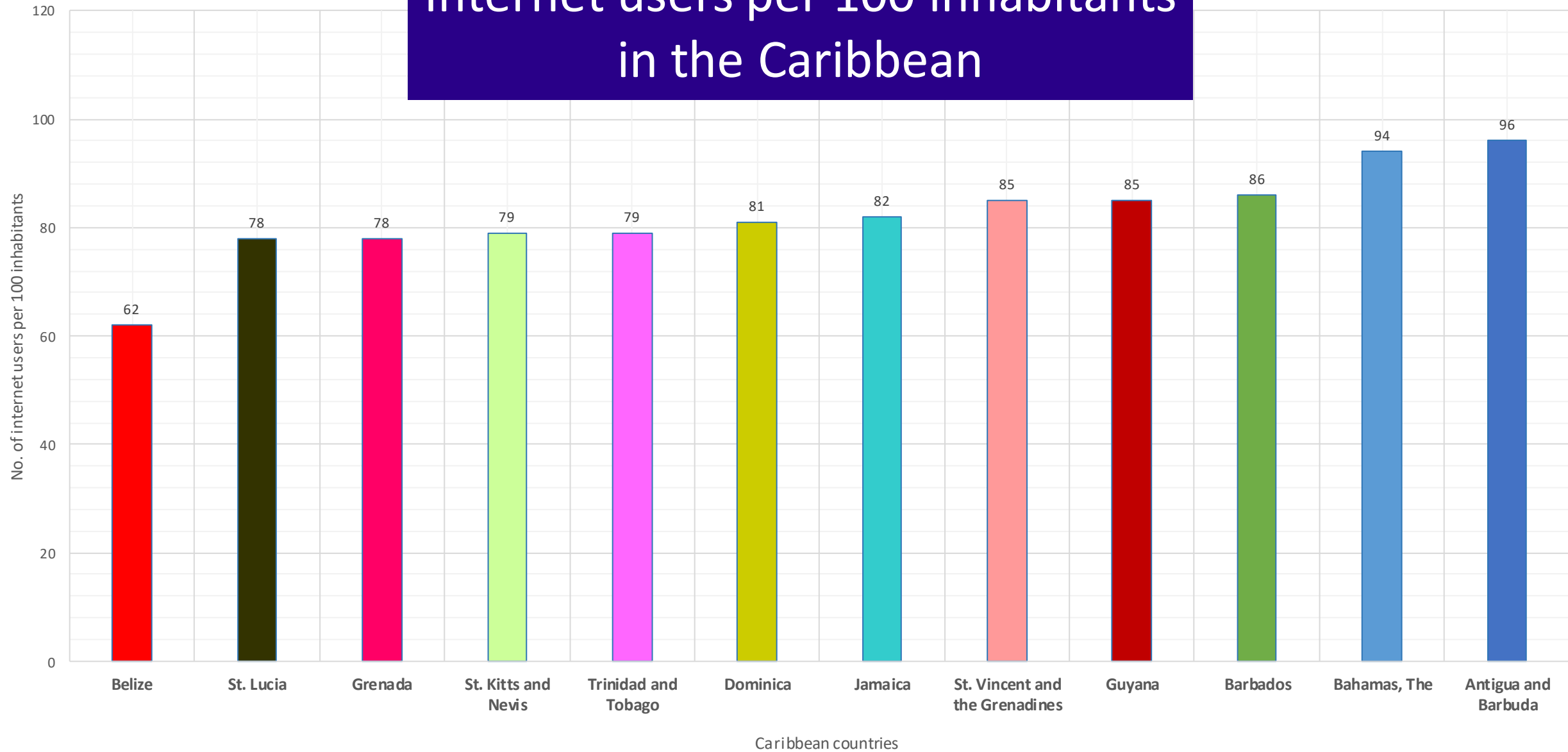


3D CROSS SECTION OF AN AIRCRAFT JET ENGINE

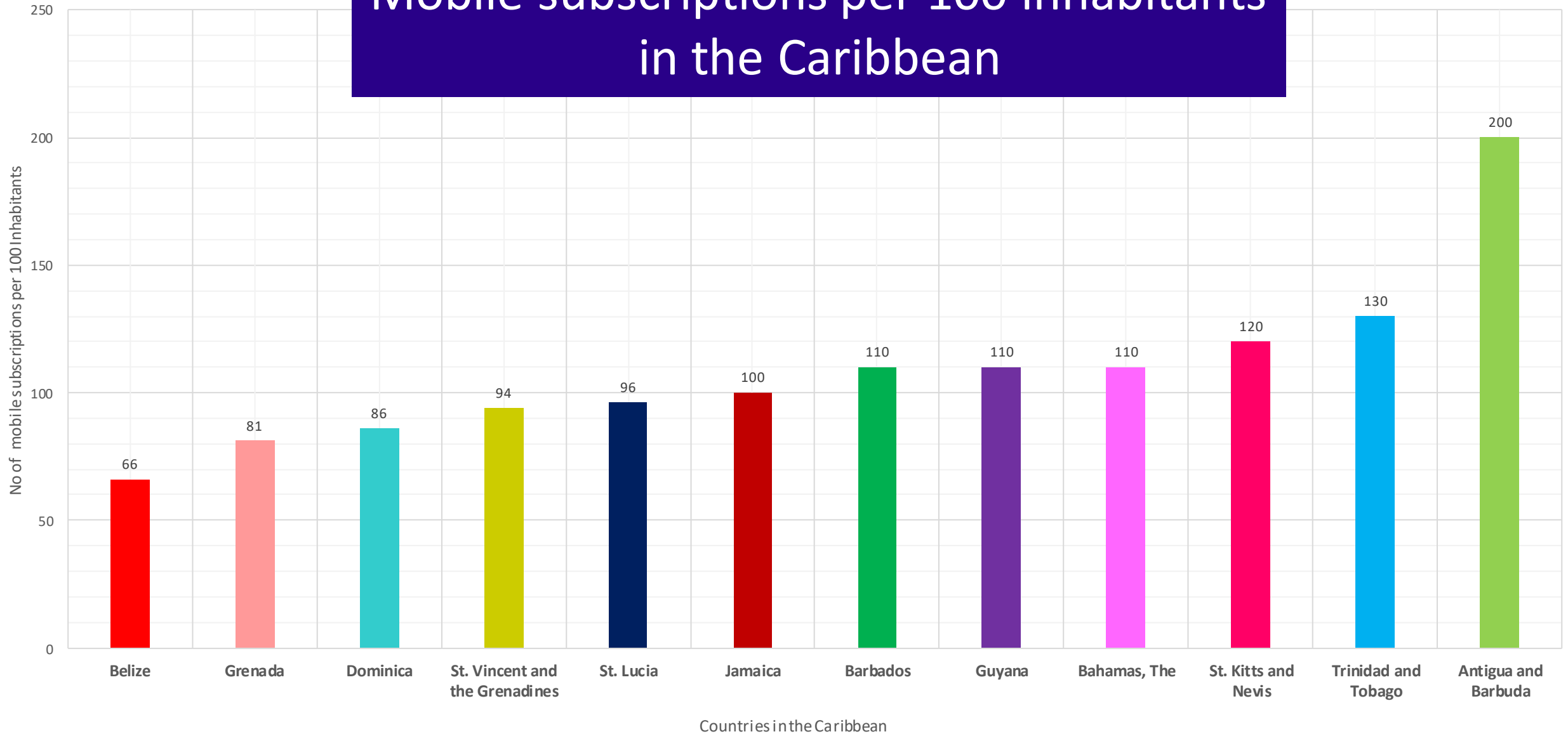


GENERATED USING
CHATGPT PLUGINS

Internet users per 100 inhabitants in the Caribbean



Mobile subscriptions per 100 inhabitants in the Caribbean





Hurricane Dorian, The Bahamas
Devastated schools on Grand Bahama and Abacos Islands



Hurricane Maria, Dominica
Widespread destruction resulting in loss of livelihoods

CREAD, <https://www.creadominica.org/understanding-resilience>



Volcanic eruption leaves 'entire population' of **Saint Vincent** without clean water

UN News, <https://news.un.org/en/story/2021/04/1089592>



Hurricane Irma, Antigua and Barbuda
Entire population of Barbuda evacuated

UNFPA, <https://www.unfpa.org/news/unfpa-responds-entire-population-barbuda-evacuated-following-hurricane-irma>

Impact of the climate crisis on skills training

Infrastructural damage

Damage to resource and materials

Loss of data and records

Collapse of systems =

Out of school youth

Sources:

1. <https://www.unicef.org/press-releases/impact-climate-crisis-worsens-caribbean-islands-see-six-fold-increase-number>
2. <https://www.iadb.org/en/ove/climate-change-caribbean-small-island-states>

Key Issues

- Phenomenal adoption of technology
- Skills for the green and blue economies
- Resilience for the uncertain future
- By 2025, 85 million jobs may be displaced but 97 million more jobs may emerge



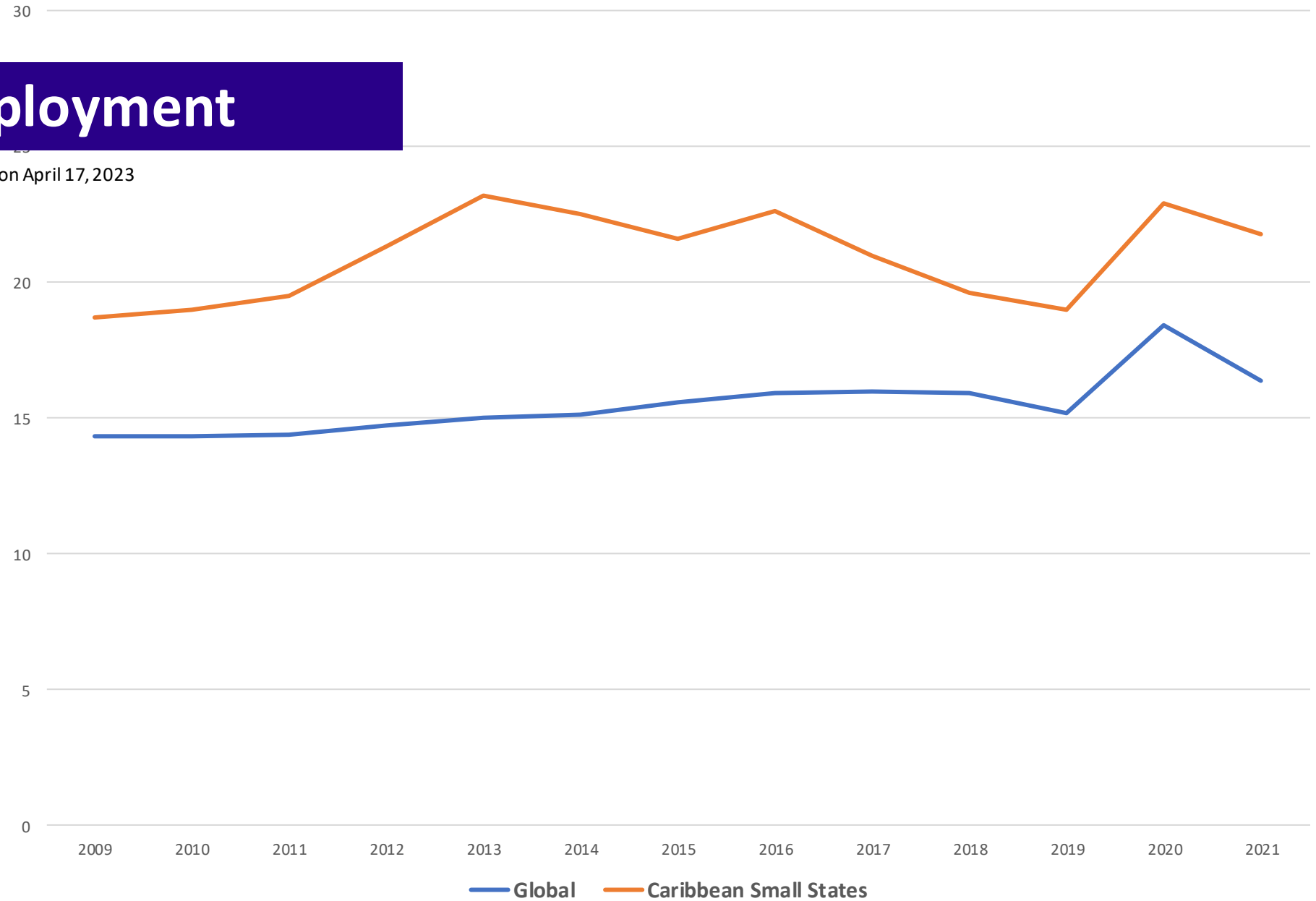


Skilling & Reskilling: COL Response

Unemployment, youth total (% of total labor force ages 15-24)

Youth unemployment

Source: data.worldbank.org, retrieved on April 17, 2023



Impact of Migration

9.08 million migrants from the Caribbean

ECONOMIC IMPACT

- social remittances
- financial remittances
- brain drain

SOCIAL IMPACT

- loss of cultural identity
- emotional distress
- strain on relationships

The COL Approach

1. PARTNERSHIPS

2. REACHING THE UNREACHED

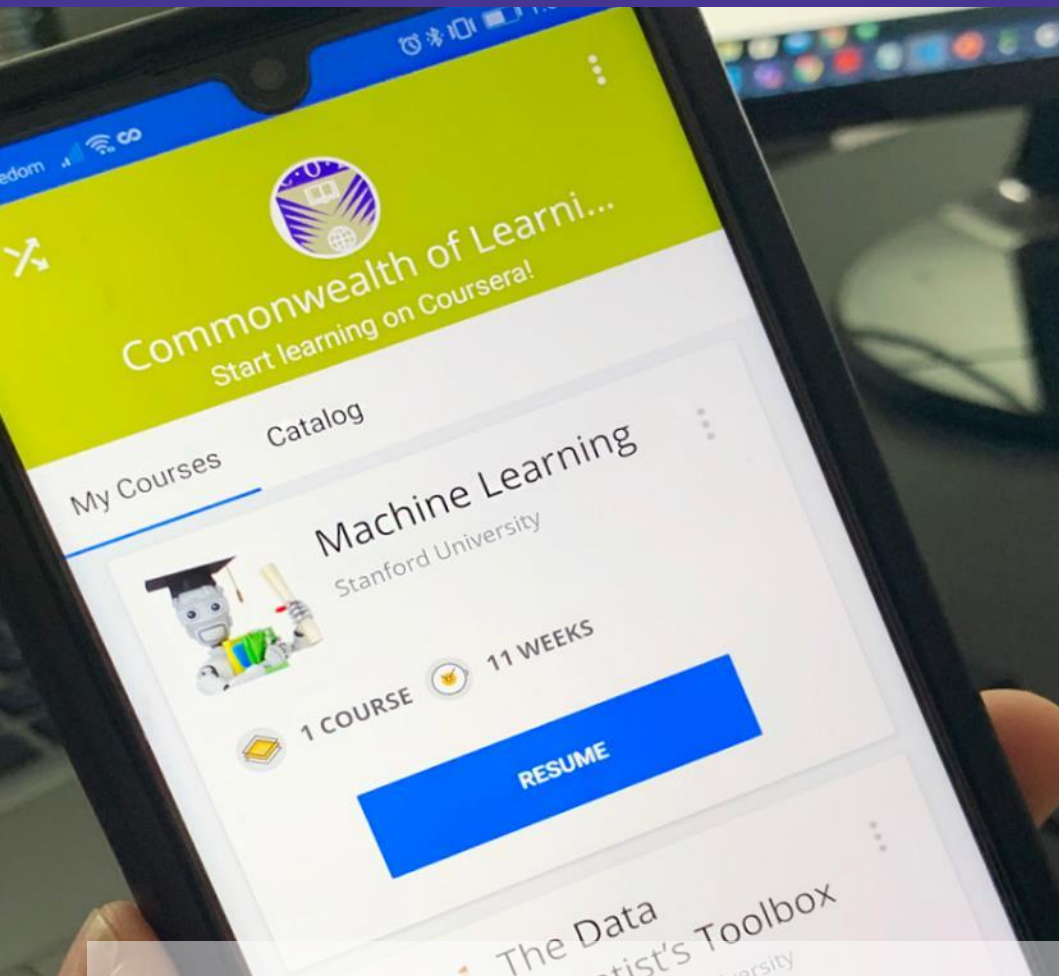
3. CURATED OER

4. TRAINING INSTRUCTORS/TRAINERS

5. MODELS



1. PARTNERSHIPS



Skilling and re-skilling

COL has admitted over

350,742 citizens

of the Commonwealth to gain skills for employability and entrepreneurship

coursera

Grow with **Google**

udemy





3 Courses on COL's Moodle instance

- Caribbean Vocational Qualifications Assessor Training (CVQAT)
- Caribbean Vocational Qualifications Instructor Training (CVQIT)
- Caribbean Vocational Qualification Verifier Training (CVQVT)

Capability-building

- Leadership for ODL in TVET
- Integration of assistive technologies in TVET

9 Institutional strategies and action plans

- Barbados (2)
- Dominica (1)
- Jamaica (3)
- Saint Lucia (1)
- St Kitts & Nevis (1)
- Suriname (1)

Review of the Guidelines & Criteria for the Caribbean Vocational Qualification (CVQ) (2023)



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VUSSC



THE BLUE ECONOMY: Sustainability, Innovation and our Ocean

FREE MOOC



SEYCHELLES



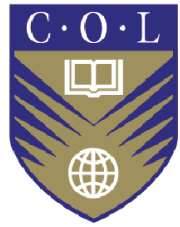
2. REACHING THE UNREACHED

Mobile MOOC technology -
connect farmers with basic (non-smart) phones to access online learning



<https://mobi.mookit.co/>





AptusPi

AN ENABLER OF MOBILE LEARNING

A **low-cost device** that allows educators and learners to **connect to digital learning** platforms and content **without the need for grid electricity or Internet access.**



3. CURATED OER



OAsis:

<https://oasis.col.org/>

300+



COLVEE:

<https://www.colvee.org/>

160+

Courses
for skills
development



COLCOMMONs:

<https://colcommons.org/>

10+



- **SkillsCommons:** A free and open online library containing learning materials and program support materials for job-driven workforce development.
- **Office of Educational Technology's Open Education:** Provides information on openly licensed educational resources, including complete online courses, modular digital textbooks, and granular resources.
- **SPARC Open Education:** Focuses on OERs that are free of cost and access barriers, carrying legal permission for open use.

These resources offer a variety of teaching materials, including full courses, modules, syllabi, lectures, assignments, quizzes, activities, games, simulations, and tools to create these components.



Fiji



Secondary Level Biology
Secondary Level Chemistry
Secondary Level Physics
Secondary Level Mathematics

Nauru



Kitchen gardening
Secondary Level English
Secondary Level Business
Secondary Level Mathematics
Secondary Level Accounting
Secondary Level Time & Space

Samoa



Tertiary Level Statistics
Tertiary Level Mathematics
Tertiary Level English

Pacific Regional Channel

Pacific Regional Video on Demand (VOD) Channel

Curated videos from world wide Open Educational Resources (OER) repositories and locally produced content by Pacific Island countries.



Pacific-wide



AI for Beginners



Tertiary Level Electrical

CONTENT ALIGNED TO CURRICULUM

There are 16 localized channels/playlists, 1,000+ OER videos from Fiji, Nauru and Samoa

4. TRAINING INSTRUCTORS/TRAINERS



- Ministry of Higher Education request in response to Covid-19
- Three TVTC mentors, 28 online facilitators, 840 TVET teachers
- On the job training
- COL online OER available



🏠 Home

Under continuous development.
More resources will be added
shortly.

To access resources,
select your role

📄 Teacher/Trainer

👤 TVET Leader

🏢 Employer

📁 All Resources

🕒 Recently Added
Resources

📌 Commonly Used Terms

Teacher/Trainer



I want to assess for competence



I want to be involved with a
community of practice



I want to develop relationships
with industry



I want to develop standards-
based programmes



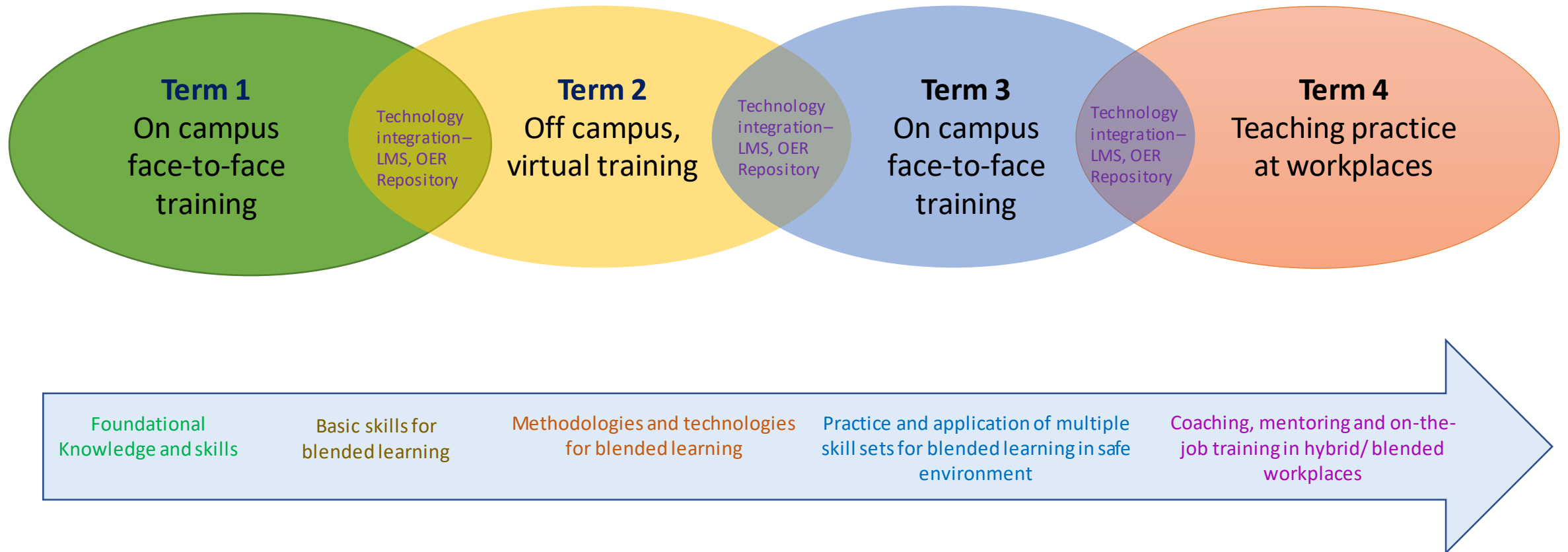
I want to know about
competency-based learning and



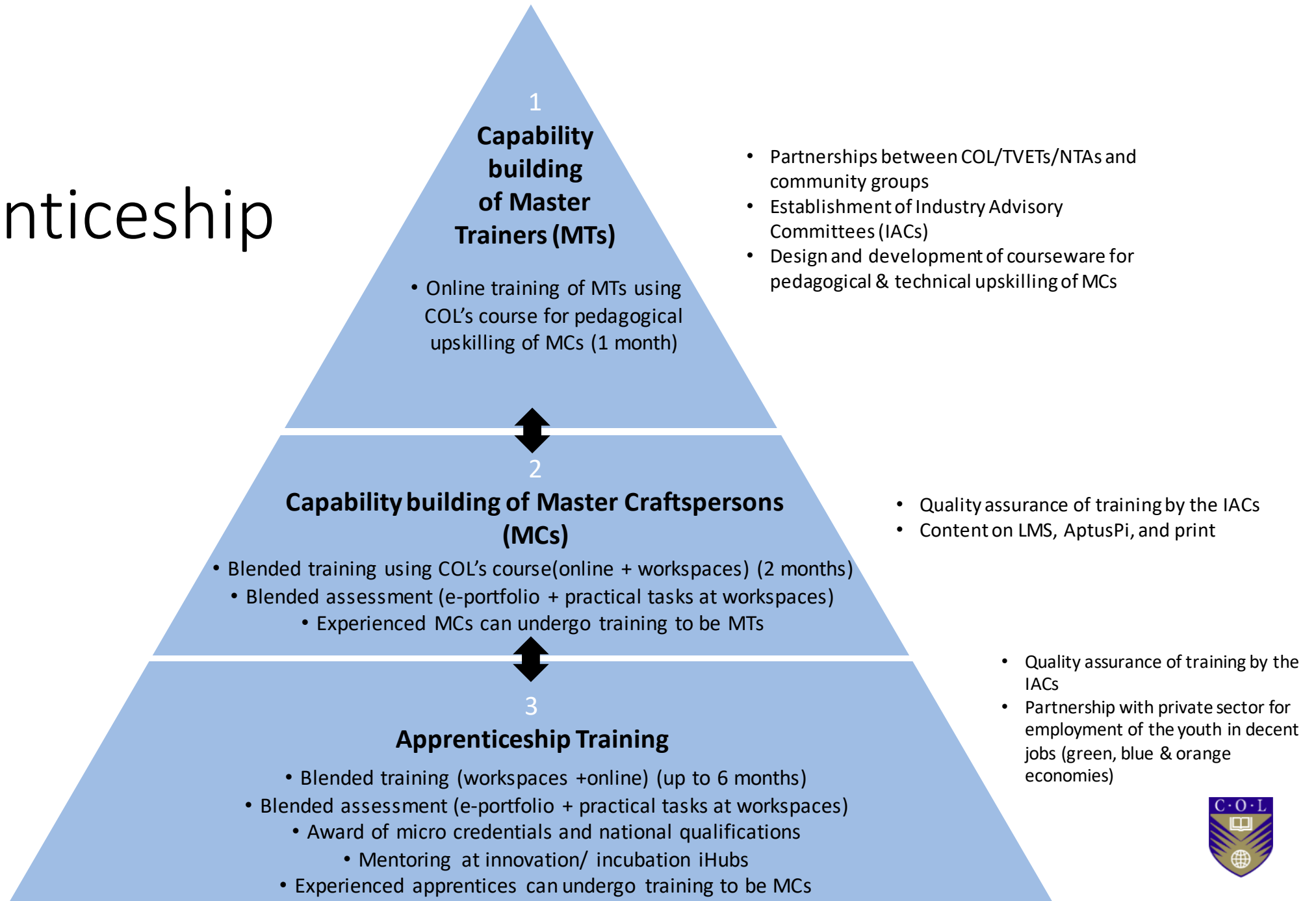
I want to make competency-
based learning resources

5. MODELS

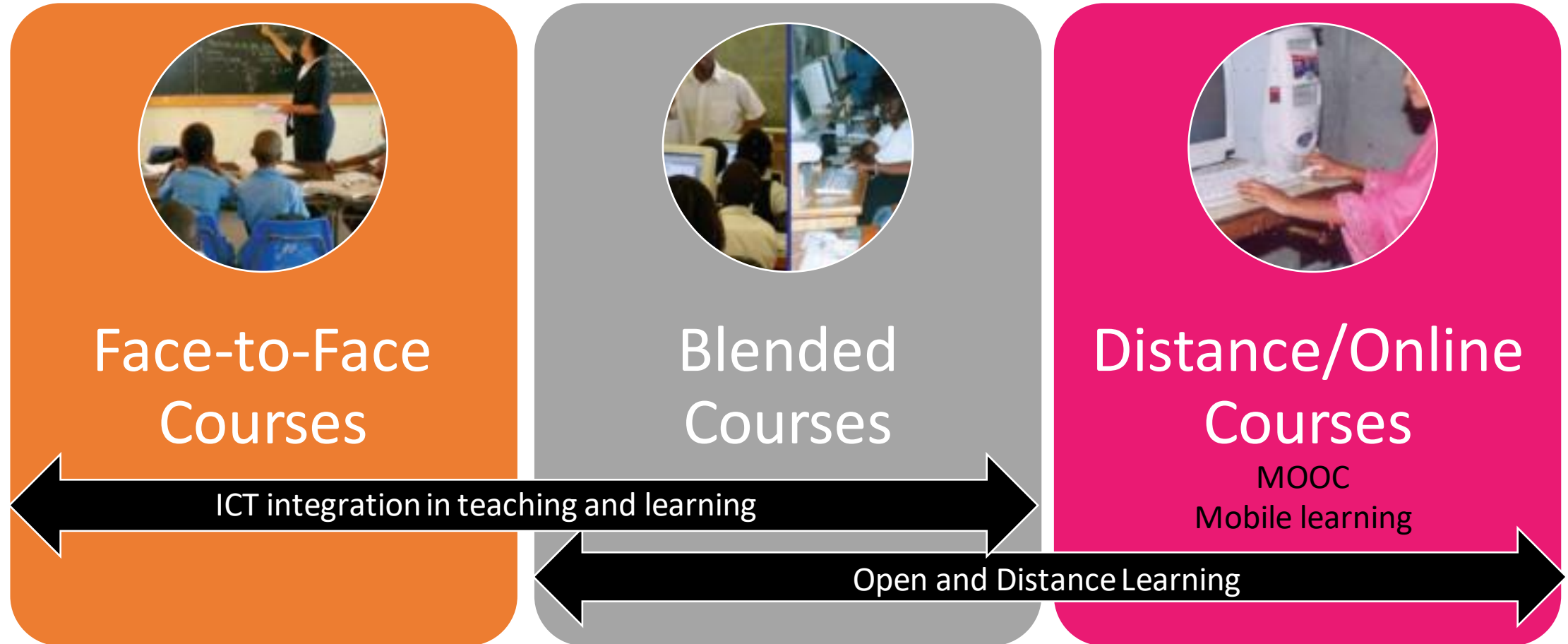
Blended Learning Model - KSTVET



e-Apprenticeship Model



Blended TVET





Building workforce resilience

Even with AI,
the world will still need...

Blue collar skills

Technical, physical,
spatial, time management,
teamwork and safety



Skills relating to empathy

Active listening, emotional
intelligence, communication,
cultural competence,
patience and tolerance, and
problem solving



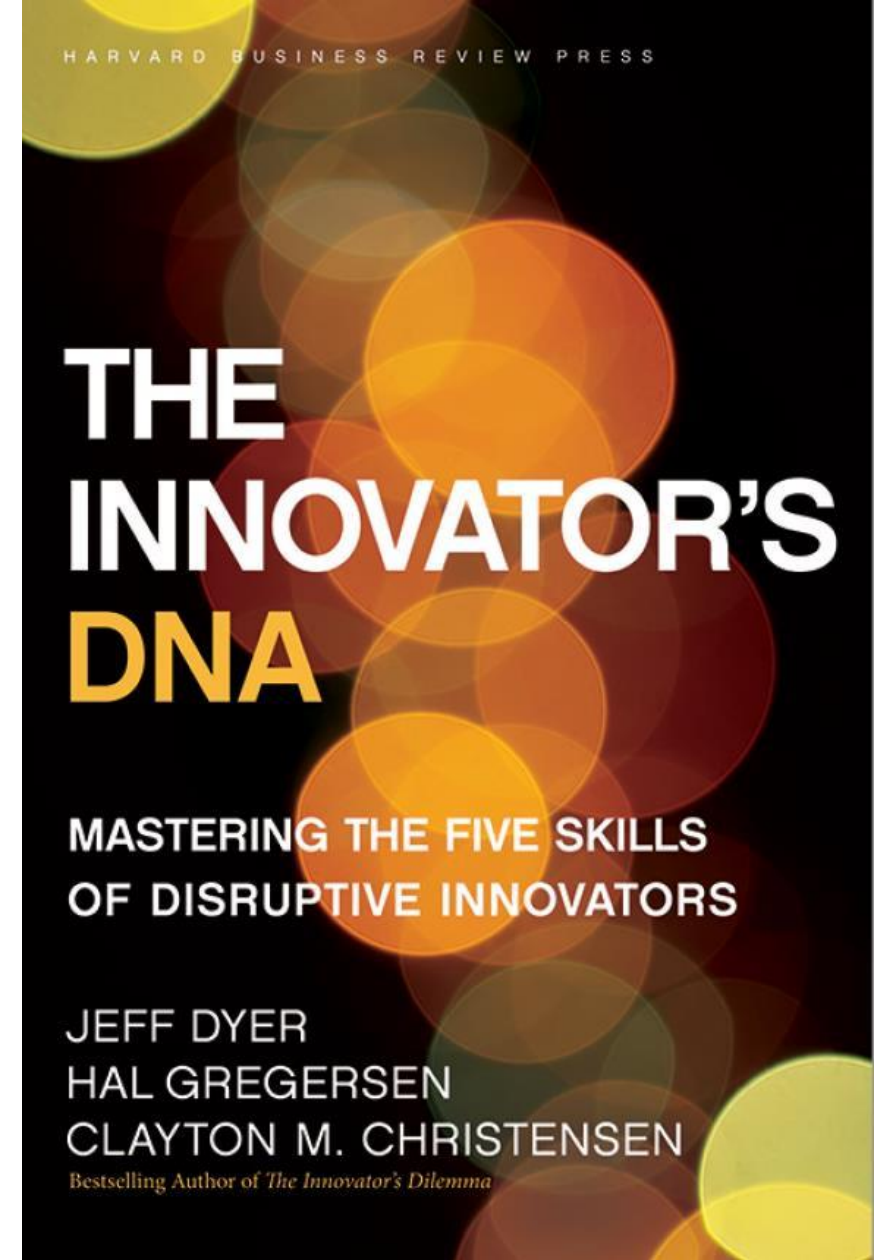
Skills with Creativity and Innovation

complex problem solving,
adaptability, curiosity, open
mindedness, collaboration
and entrepreneurship



Skills for Innovation

- Questioning
- Observing
- Networking
- Experimenting



The Innovator's DNA: Mastering the Five Skills of Disruptive Innovators
by Jeffrey H. Dyer, Hal B. Gregersen, Clayton M. Christensen, Harvard Business Press





**United
Nations**



Transforming Education Summit

United Nations, New York, 16, 17 & 19 September 2022

1

Address
'learning loss'

2

Promote
equity and
inclusion

3

Achieve digital
transformation

4

Review
curricula and
pedagogies

5

Support
psycho-social
well-being





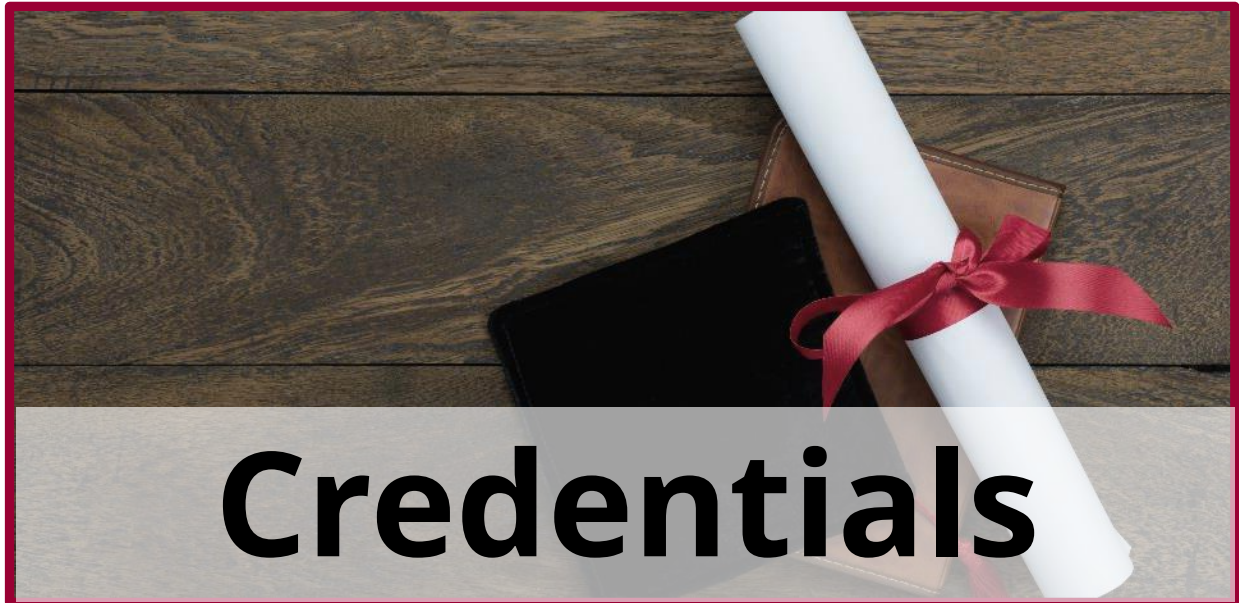
Connectivity



Content



Capacity



Credentials



Connectivity

- Increasing access to broadband
- Access to devices
- Zero rating of educational platforms

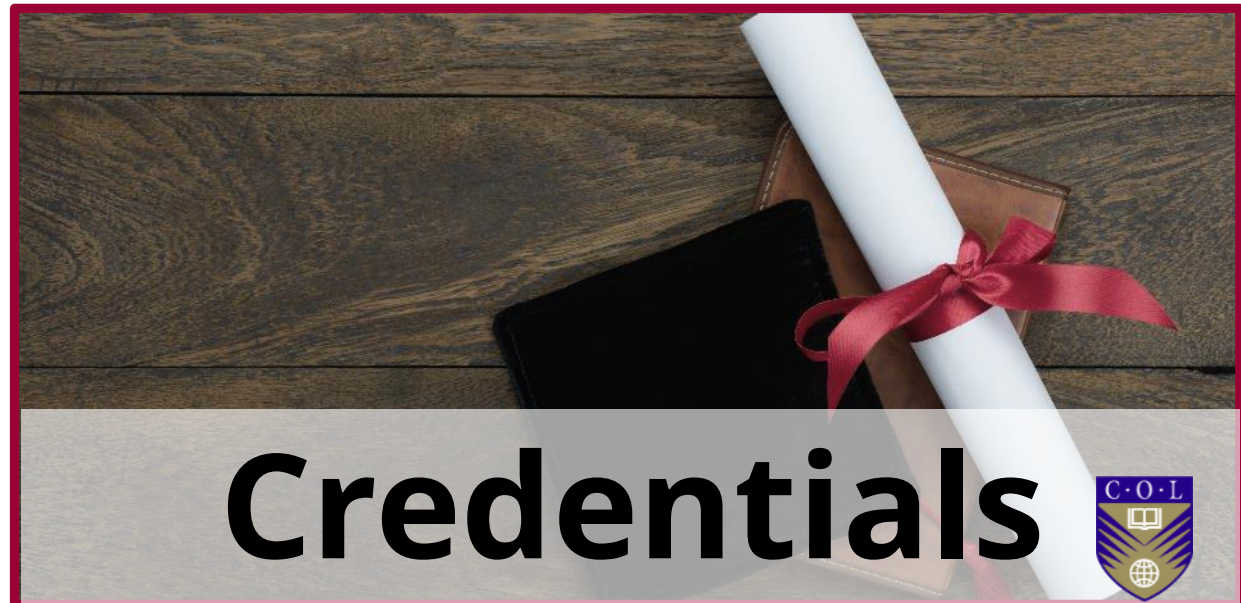
- Multiple media
- Simulations, Augmented and Virtual Reality
- Artificial Intelligence



- Building capacities of policy-makers
- Developing capacity of teachers for blended learning
- Preparing learners for self-directed lifelong learning



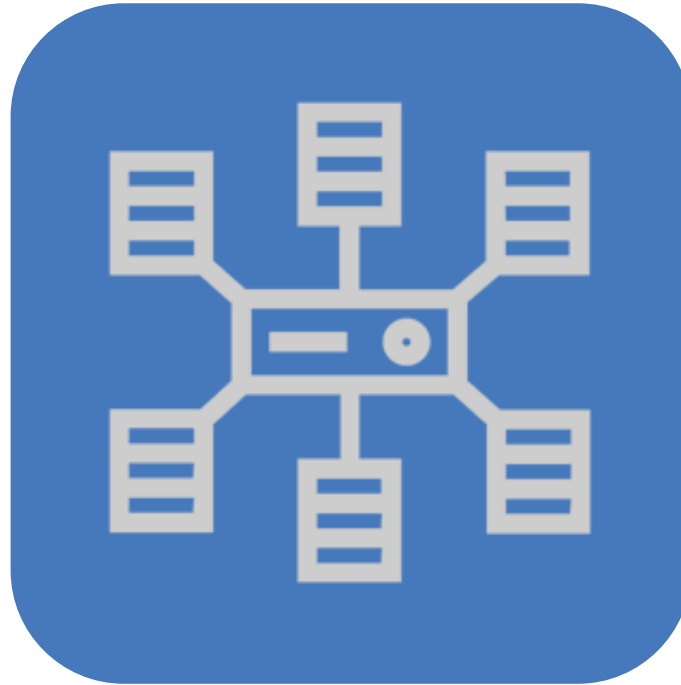
- Recognition of qualifications
- Accreditation of prior learning
- Flexible pathways for learning
- Mobility of people and learning across the planet



Three Key Literacies



Human

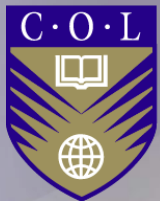


Data



Technological

Thank you



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www.col.org

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