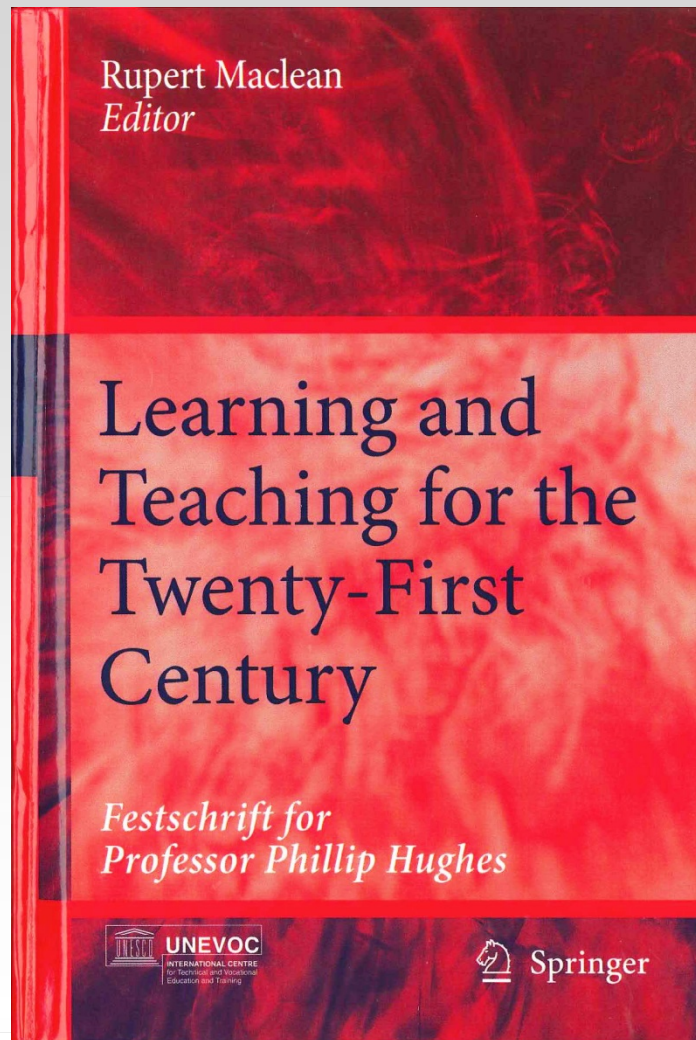


Phillip Hughes Oration 2009

Education for the Changing World of Work: Bridging Academic and Vocational Learning

Rupert Maclean, The Hong Kong Institute of Education





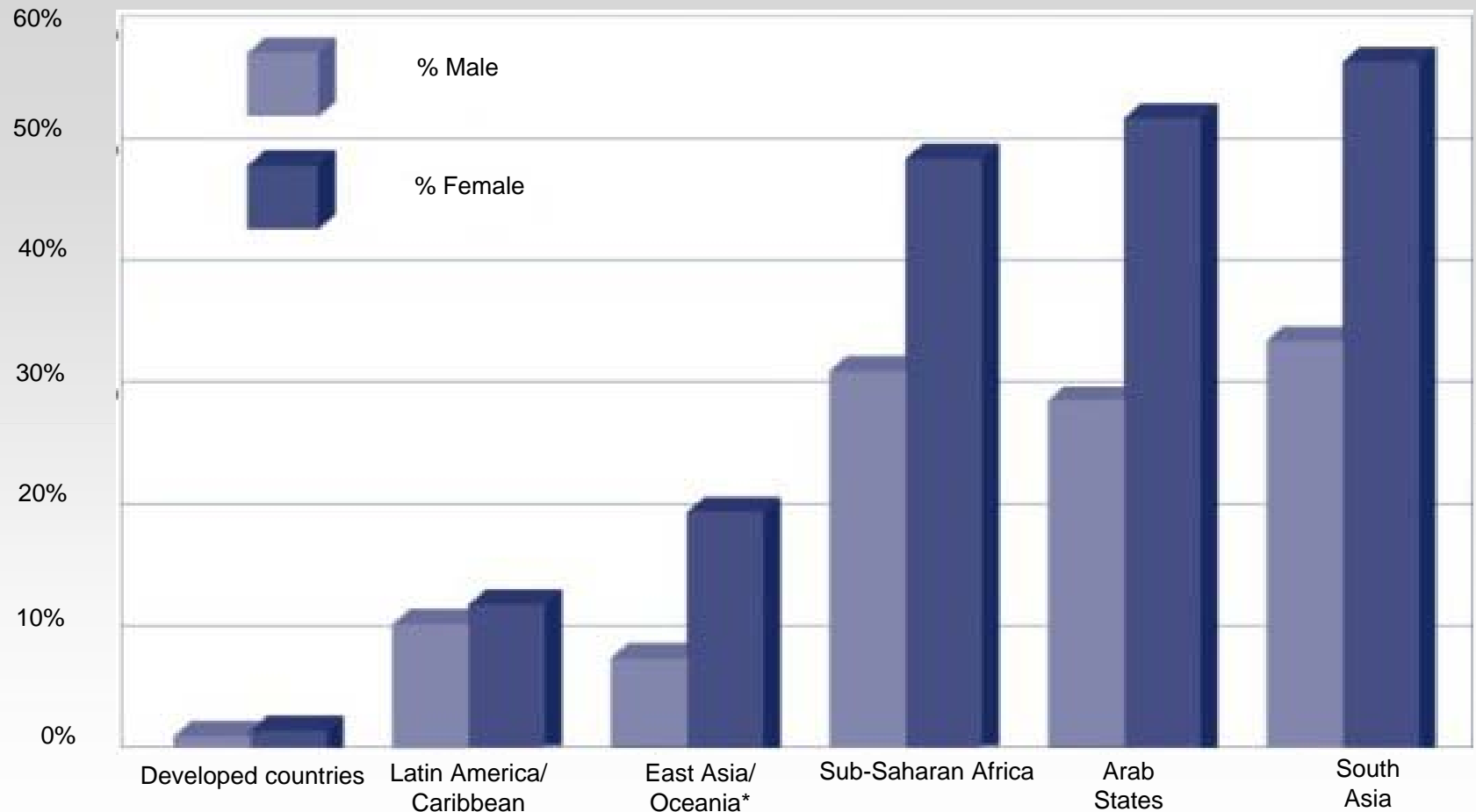
Overview

- Vast and diverse Asia-Pacific Region
- Importance of Vocational Education and Training
- Current issues regarding the changing world of work
- Implications for education and schooling
- Main issues to be addressed



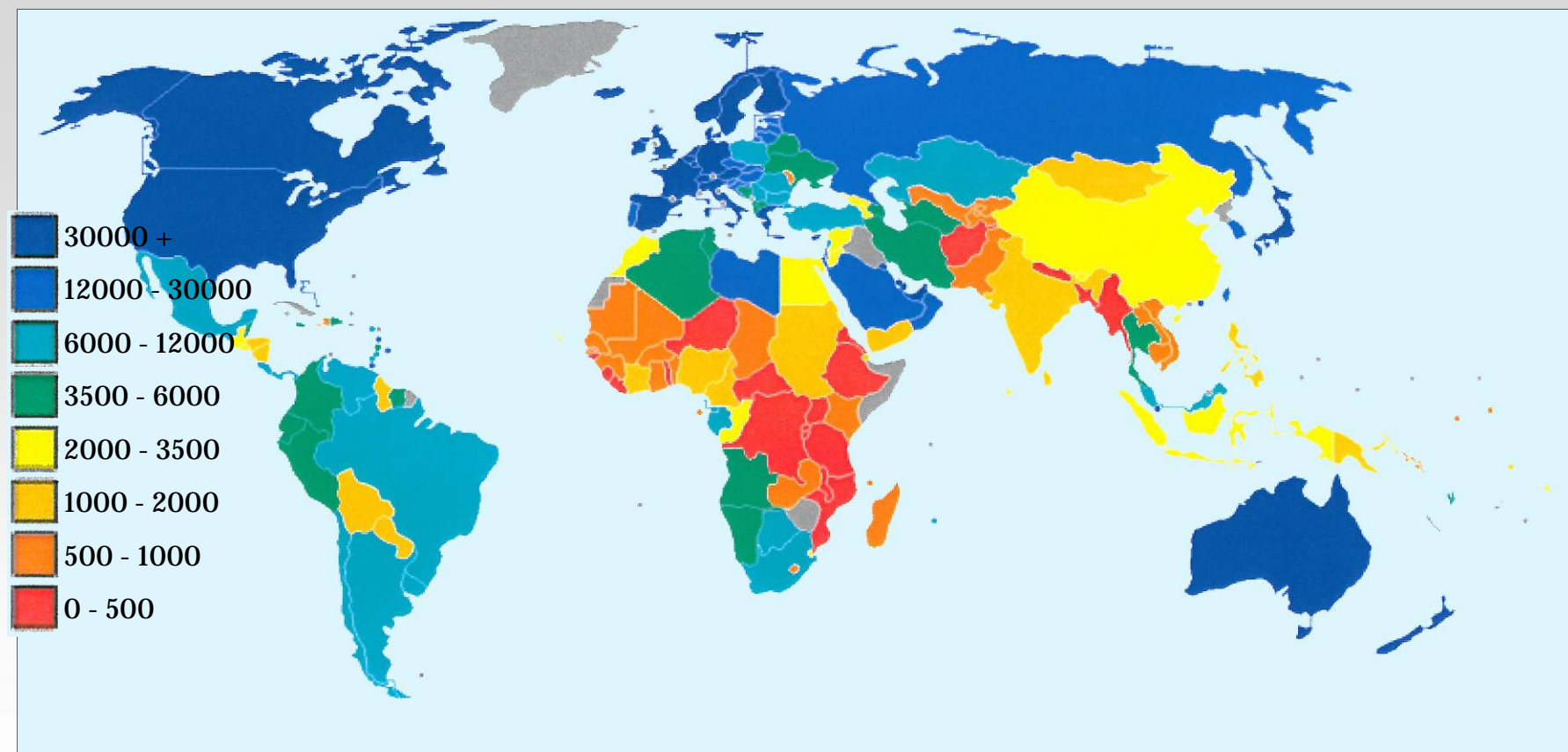
- Asia-Pacific: vast and diverse
- Major problems facing humankind: illiteracy; poverty

Estimated World Illiteracy Rates, by Region and by Gender, 2006



UNESCO Institute of Statistics, 2008

GDP (nominal) Per capita U.S. Dollar (2007)



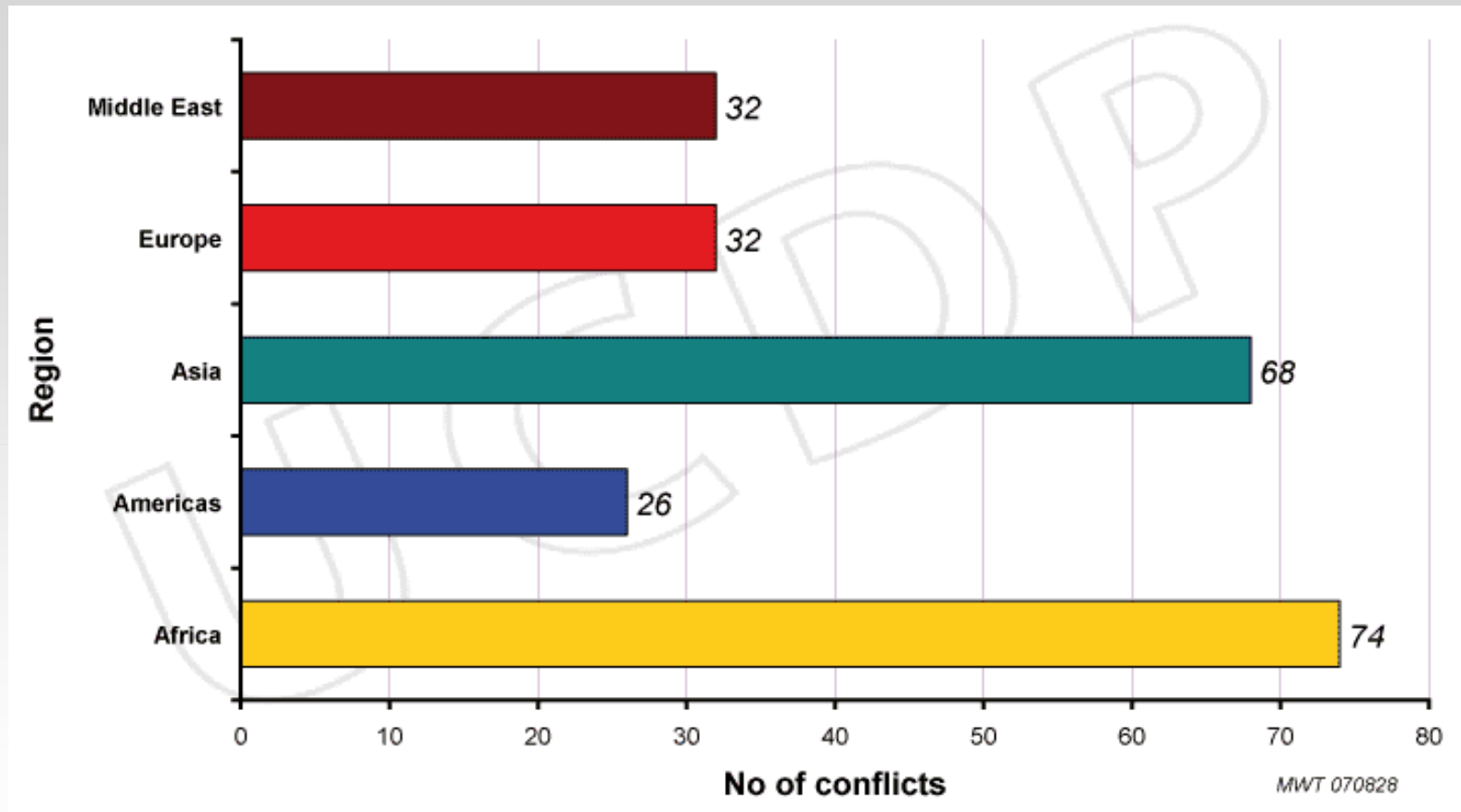
International Monetary Fund 2008

Poverty, Inequality and Human Development – South Asia: 2006

	Population in Poverty (%) (National Poverty Line)		
	Total	Urban	Rural
Bangladesh	49.8	36.6	53.1
India	26.1	23.6	27.1
Maldives	43.0	20.0	50.0
Nepal	42.0	23.0	44.0
Pakistan	32.2	22.4	36.3
Sri Lanka	25.2	14.7	27.0

Source: Asian Development Bank, 2007

Major Conflicts by Regions 1946 - 2006



Source: UN Conflict Data Programme 2008



Millennium Development Goals

- **Goal 1:** Eradicate extreme poverty and hunger
- **Goal 2:** Achieve universal primary education
- **Goal 3:** Promote gender equality and empower women
- **Goal 4:** Reduce child mortality
- **Goal 5:** Improve maternal health
- **Goal 6:** Combat HIV/AIDS, malaria and other diseases
- **Goal 7:** Ensure environmental sustainability
- **Goal 8:** Develop a Global Partnership for Development

(Source: United Nations, 2000)



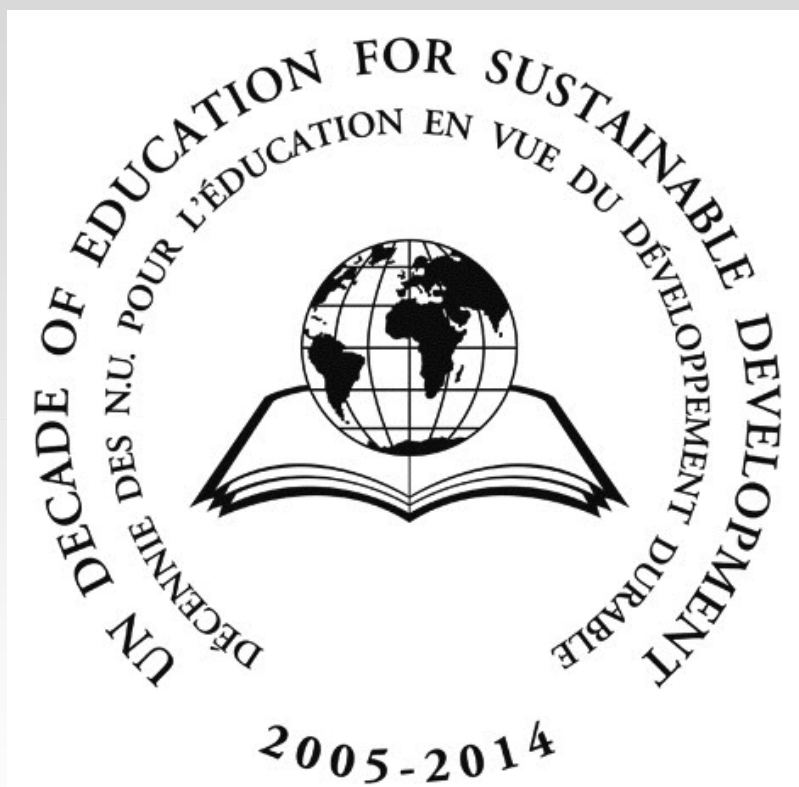
Education for All by 2015

(Dakar Framework for Action)

Education for Sustainable Development

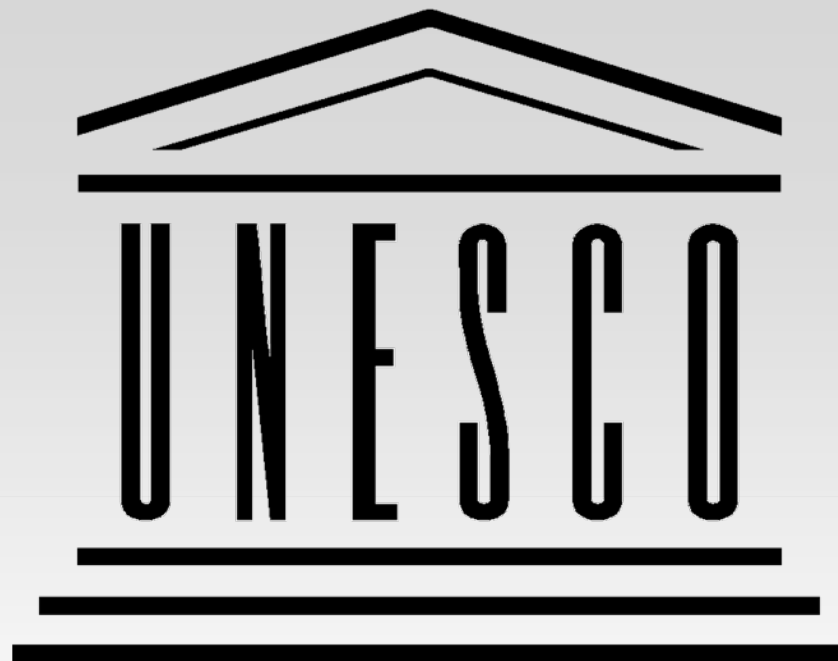
Not living beyond our collective ecological means and not mortgaging the future for present benefit







Education as a **Key** to Poverty Reduction, Sustainable Development and Peace Building



United Nations Educational, Scientific and Cultural
Organization
(Founded in 1946)

Developing skills for the new economy

- ‘New economies’ due to impact of
 - Globalisation
 - Move from the Industrial Age to the Information Age
 - New ICT’s

Move from the Industrial Age to the Information Age

- Alvin Toffler (*The Third Wave*, 1980):
 - Agricultural Age: 8,000 BC to 1700 AD
 - Industrial Age: 1700 to 1960's AD
 - Information Age: 1960's onwards

Move from the Industrial Age to the Information Age

Information – or knowledge - has become the newest capital input, displacing physical capital: that is land, labour and materials



Common workplace activities

Industrial Age Organisations	Information Age Organisations
<ul style="list-style-type: none">• Mass production• Labour serves machines or tools• Labour performs repetitive tasks• Command and control management structure• Capital-intensive• Capitalists own means of production• Capital is the primary driver	<ul style="list-style-type: none">• Mass customisation• Tools and machines serve labour• Labour applies knowledge• Common control management structure• Knowledge-intensive• Labour owns means of production• Knowledge is the primary driver

(Maclean and Wilson, 2009, *International Handbook of Education for the Changing World of Work*)



Why is Vocational Education and Training (‘VET for all’) so important?

- Work is a central feature of most people’s lives
- About 80% of jobs world-wide require vocational skills

(UNEVOC/UIS, *Statistical Profile of TVET Worldwide*, 2007, UNEVOC: Bonn)



Importance of VET in Addressing Problems of Illiteracy and Poverty

“For developing countries, if education is the **key** to achieving economic and social development, then VET is the **master key** to such development.”

(Lauglo and Maclean, 2005, *Vocationalisation of Secondary Education Revisited*, Springer International and the World Bank .)



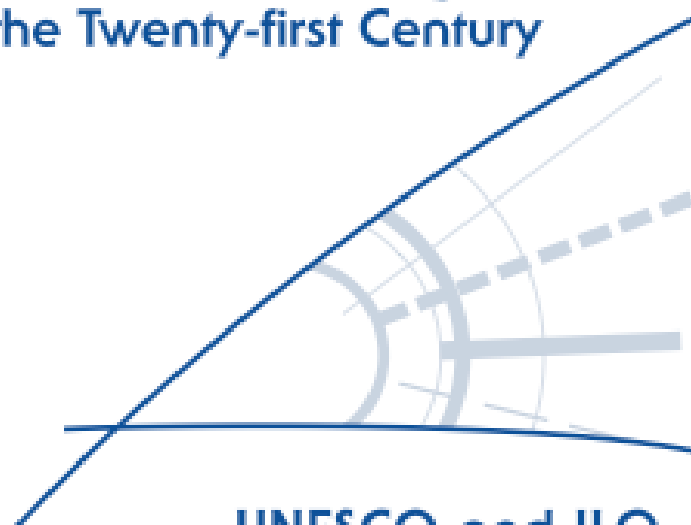
Great concern about:

- Major skills gaps
- High youth unemployment

(44% of world's unemployed are youth)

(ILO, 2006)

Technical and Vocational Education and Training for the Twenty-first Century



UNESCO and ILO Recommendations



Key Elements in the Changing World of Work

- Distinction between *academic* and *practical/vocational* work becoming blurred
- *VET* increasingly intellectual in approach

Skills Development for Employability: Greater Flexibility Necessary

- Education/training for ***employability***, rather than ***employment***
- Employers want ***trainable*** recruits, rather than ***trained*** recruits
- Greater emphasis on ***learning***, rather than on ***teaching***
- Greater emphasis on ***education*** rather than ***training***
- Skills development for ***citizenship***, as well as ***employability***

The Changing World of Work:

We are not living in an *era of change*,
but in a *change of eras*



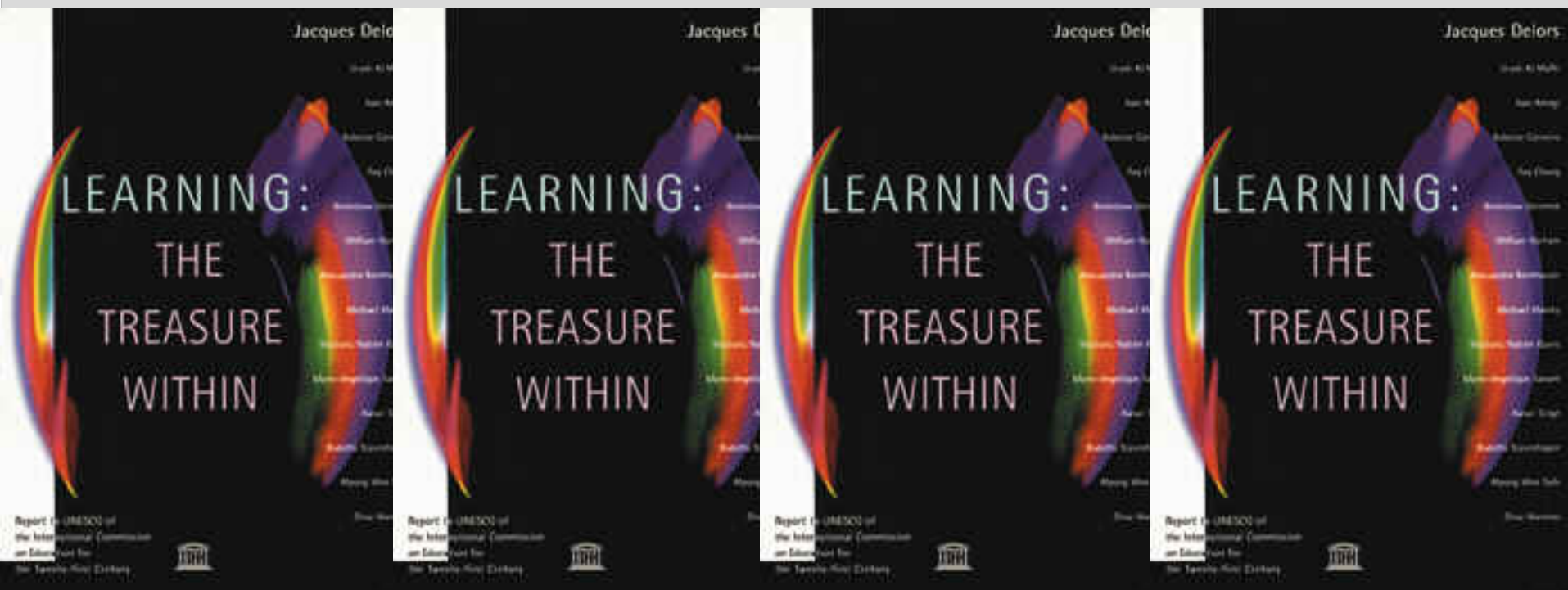
- How should governments respond to such changes ?
- How can and should industry respond to these changes?

- Key issues that impact on VET providers



- Global Financial Crisis:

Demonstrates the importance of values and ethics





A need to resolve emerging tensions concerning

- ***Localisation*** and ***globalisation***
- ***Competition*** and ***cooperation***
- ***Individual needs*** compared to ***group/societal needs***
- Needs of the ***majority*** and those of ***minorities***
- Meeting the expectations of ***different stakeholders***

Source: Delors Report (1996)



- Need for a holistic approach to education, including VET.
- Education of the Head, Hand and Heart



- Addressing International Trends in VET.
Importance of:
 - Quality and relevance
 - Values as part of the curriculum
 - Private-public partnerships



- Important issues with regard to:
 - Vocationalisation of secondary education
 - Vocational content in higher education
 - Professional development of VET trainers



- Example of China: enormous demand for labour with VET skills
- Vast movement of population from rural areas to the cities
- ‘Vocationalisation of their education system’: JIP on TVET; higher education etc.



“The future is not something that happens but something which is constructed – constructed on our choices, or our failure to choose

They are not technical but moral choices. They are a statement of what we believe a good society should be.”

(Phillip Hughes, Australia 2000: A Shared Challenge, a Shared Response.)



Summary and Conclusions

- Asia-Pacific region: vast and challenging
- VET increasingly important
- Views regarding skills development for the new economy
- Current issues and emerging challenges regarding the changing world of work
- Issues that need to be addressed to achieve VET excellence