

Lifelong Learning as a Tool to Cope with Labor Market Changes

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layout

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Introduction

- ▶ The traditional notion of education as a one-time process.
- ▶ Artificial intelligence (AI), automation, biotechnology, and digital transformation have reshaped how societies function (Jeyakumar et al, 2024).
- ▶ Bridging the gap between formal education and workplace (Merry et al., 2023).

The Need for CPD in the Technological Era

▶ **Rapid Technological Obsolescence**

- ▶ Knowledge and technical competencies acquired during initial education become outdated at an accelerated pace.
- ▶ **Example: Health care and Educators.** (Ngenzi et al., 2021).

▶ **The Future of Work and the Changing Skill Landscape**

- ▶ **44% of workers' skills will be disrupted within the next five years** (World Economic Forum, 2023).

▶ **Professional Accountability and Quality Assurance**

- ▶ Regulatory bodies and professional councils now require CPD for license renewal (Sklar et al., 2021)

The Need for CPD in the Technological Era

- ▶ **Organizational Competitiveness and Innovation:**
 - ▶ Organizations benefit immensely from embedding CPD within their culture.
 - ▶ Companies that invest in employee learning demonstrate higher productivity and resilience in volatile markets (BMJ Best Practice, 2021).

Conceptual Foundations and Models of CPD

- ▶ **Reflective Model:** Encourages self-assessment and reflective practice to identify learning needs and evaluate growth.
- ▶ **Competency-Based Model:** Aligns CPD with clearly defined professional standards and core competencies.
- ▶ **Experiential Learning Model:** Emphasizes learning through practice, feedback, and reflective analysis (May & Kinnison, 2015).
- ▶ **Collaborative Learning Model:** Promotes team learning and knowledge sharing within professional communities .

Embedding LLL attributes in Educational Institutions

- ▶ **Curriculum Integration:** Embedding lifelong learning, self-assessment, and reflective practice.
 - ▶ Student-centered learning strategies.
 - ▶ Structured reflective logs (Portfolios)
 - ▶ LLL attributes embedded in OSCE stations
- ▶ **Industry Partnerships:** Collaboration with employers and professional bodies ensures alignment with market needs.
 - ▶ Co-designed CPD modules, Joint research, advisory boards etc.
- ▶ **Professional Learning Hubs:** Lifelong learning centers, offering flexible modular stackable courses (Merry et al., 2023). (**Micro-credentials**)

Implementing CPD in Educational Institutions

- ▶ **Technology-Enhanced Learning (TEL):** VR,AR, simulations, and AI analytics to **personalize** CPD pathways (Sklar et al., 2021).
 - ▶ AI-powered learning dashboards
- ▶ **Recognition of Prior Learning (RPL):** Validating informal and experiential learning (Jeyakumar, 2024).
- ▶ **Faculty Development:** Mastering digital tools and pedagogical innovations (Suliman et al., 2020).

Implementing CPD in The Workplace

- ▶ **CPD in the Workplace:**
 - ▶ Ideal environment for experiential learning.
 - ▶ **Workplace Learning Plans:** Incorporating CPD goals into employee performance reviews.
 - ▶ **Mentorship and Coaching:** Structured mentoring supports knowledge transfer (Suliman et al., 2020).

Implementing CPD in the Workplace

- ▶ **E-Learning and Micro-Credentialing:**
 - ▶ Platforms provide flexible access to modular learning.
 - ▶ Micro-credentials verify short, focused achievements (BMJ Best Practice, 2021).
- ▶ **Communities of Practice (CoP):** Foster peer exchange, collaborative problem-solving, and innovation.
- ▶ **Job Rotation:** Exposure to different roles and departments .

Enablers of Effective LLL

- ▶ **Leadership commitment and clear CPD policies.**
- ▶ **Integration of CPD into career progression systems.**
- ▶ **Financial incentives or learning credits.**
- ▶ **Supportive workplace cultures that encourage experimentation and reflection** (Natalia & Novita, 2024).

Challenges of Effective LLL

► Common challenges:

- Limited time,
- Funding,
- Institutional support,
- Difficulty in measuring CPD's impact on performance outcomes (Schipper & Pieterse, 2014).

► **Digital divide:** Creates disparities in participation (Merry et al., 2023).

► **Current regulations & legislations.**

Global and Sectoral Examples

- ▶ **Healthcare:** WHO and national medical councils emphasize CPD as essential to maintaining clinical competence (Merry et al., 2023).
 - ▶ Simulation training, telemedicine modules, and e-learning are now integral to CME.
- ▶ **Education:** UNESCO encourages teacher CPD using open educational resources OERs (Ngenzi et al., 2021).
- ▶ **Engineering and IT:**
 - ▶ IEEE , PMI mandate CPD for certification renewal.
 - ▶ IBM and Google integrate microlearning, analytics in staff development
<https://skillsbuild.org/>

National Examples

- ▶ **Singapore - SkillsFuture Initiative.**
 - ▶ Launched in 2015, continuously updated to 2024.
 - ▶ <https://www.skillsfuture.gov.sg/>
- ▶ **Finland - Lifelong Learning Reform.**
 - ▶ <https://okm.fi/en/lifelong-learning>
- ▶ **United Arab Emirates - National Strategy for Future Skills (2021-2024).** <https://ai.gov.ae/>
- ▶ **National Health Services (UK)**
 - ▶ <https://www.hee.nhs.uk/our-work/digital-transformation>

Recommendations for the lifelong learner

- ▶ **Develop good learning strategies and styles.**
- ▶ **Cultivate digital literacy and information-management skills.**
- ▶ **Build metacognitive awareness and self-regulate.**
- ▶ **Maintain motivation and persistence because learning seldom ends.**
- ▶ **Remember, the control is yours.**

Recommendations for Institutions, Colleges, and Employers

- ▶ Integrate micro-credentials and short courses.
- ▶ Align curricula with labor-market forecasting tools.
- ▶ Develop AI- and VR-supported training.
- ▶ Partner with industries for workforce training.
- ▶ Use learning analytics to personalize development.
- ▶ Promote a culture of lifelong learning among staff.

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