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# Building a Learning Society

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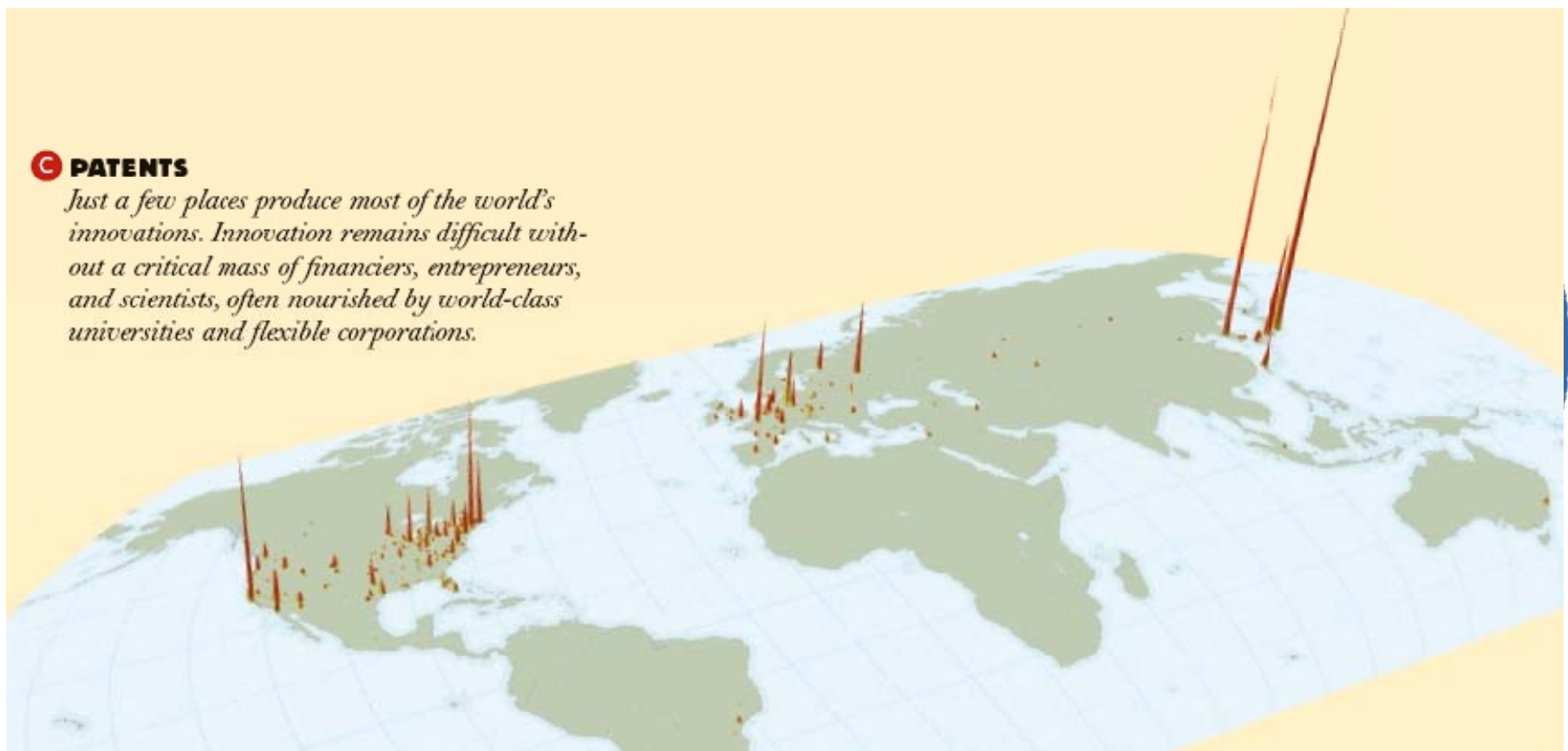
This is not a perfect storm

# CLIMATE CHANGE IS COMING TO EDUCATION



# Globalization is Transforming Learning

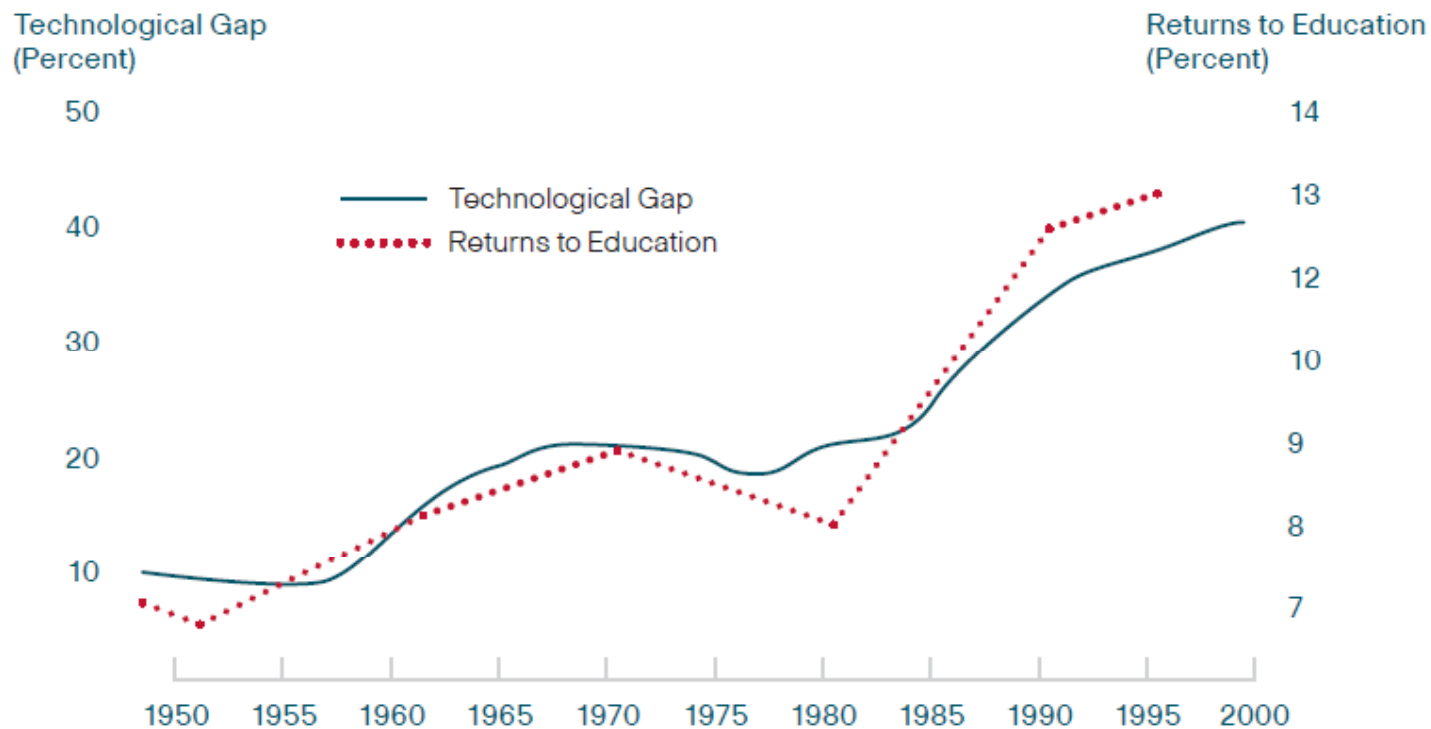
- The world isn't flat, it's **spiky**



# Learning to Learn is Critical to Lifelong Prosperity



Figure 2: The Widening Technological Gap and Increasing Returns to Education



From: Cummins, J. and Violante, G. (2002) Investment-Specific Technical Change in the United States (1947-2000): Measurement and Macroeconomic Consequences. "Review of Economic Dynamics." 5(2): pp.243-284.

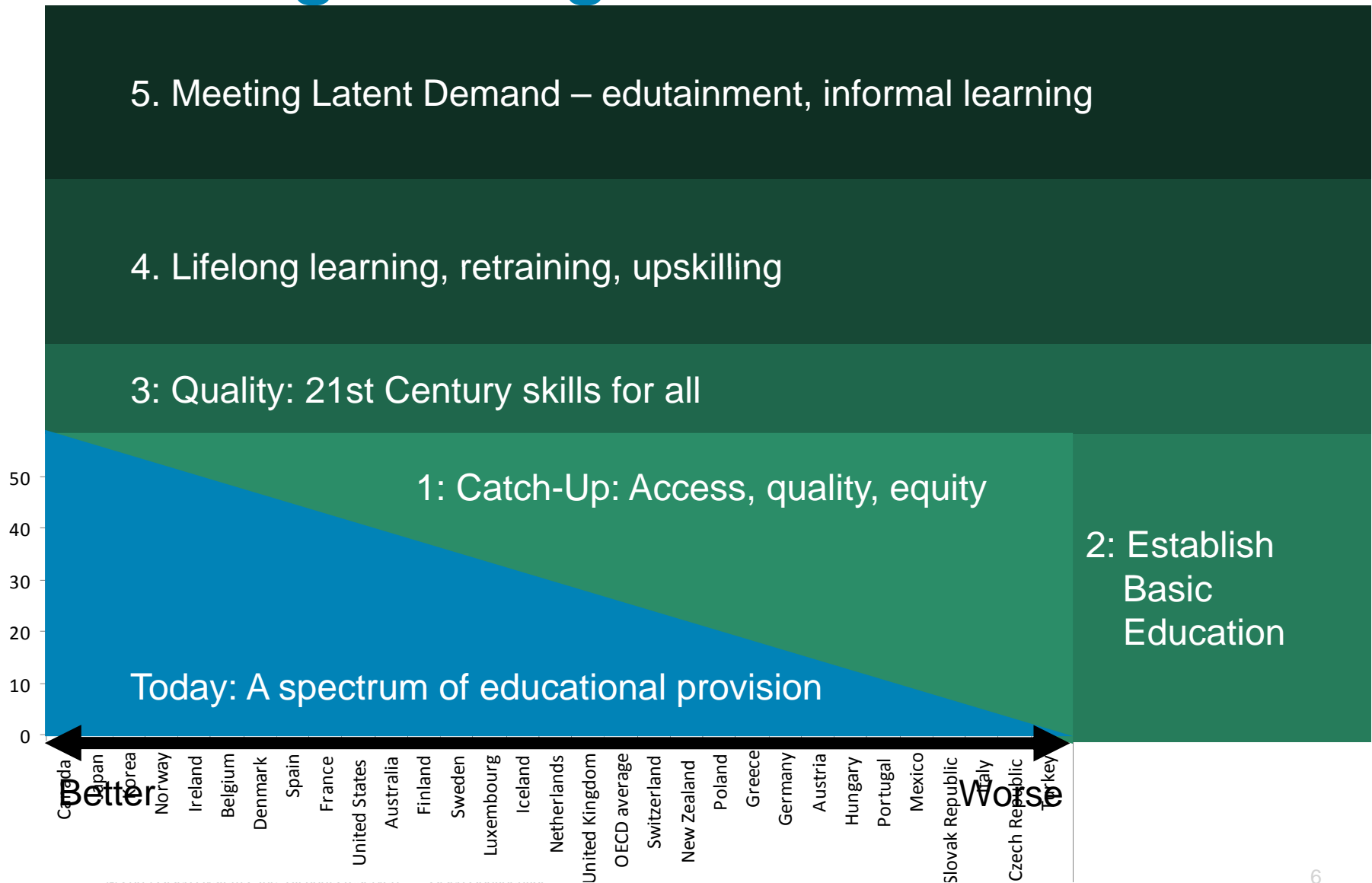
# Demographic Change Demands Lifelong Learning



- **Aging populations** increase dependency ratios
- **'Hourglass' populations** mean large numbers of students, and very few teachers
- Faster change and longer working lives mean that **multi-jobbing and reskilling** will become the norm
- A global need for **increased workforce participation** – a loss of \$45bn per year



# An Endless Demand For Learning Throughout Life



This much we know

# LEARNING IS CHANGING



# Meeting Learners' Changing Needs



- Learning is an **active, social process**
- **Motivation** is critical to effective learning
- Learners bring **different knowledge** to a new learning challenge and follow **different routes** to the same learning outcome
- To be effective, knowledge should be discovered as an **authentic, integrated whole**
- **What does a truly personalised learning environment look like?**
- **How do we harness data and technology to build it *at scale*?**

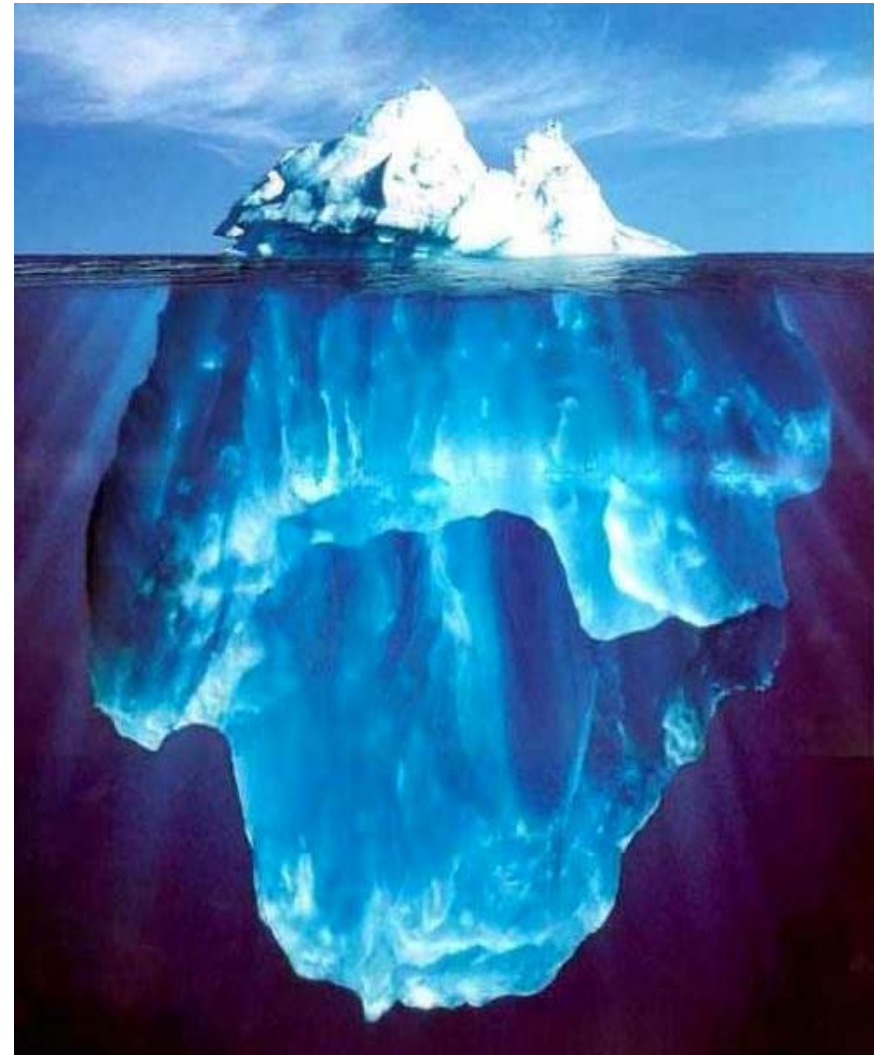


# The Power of Informal Learning: Looking Beyond the Classroom

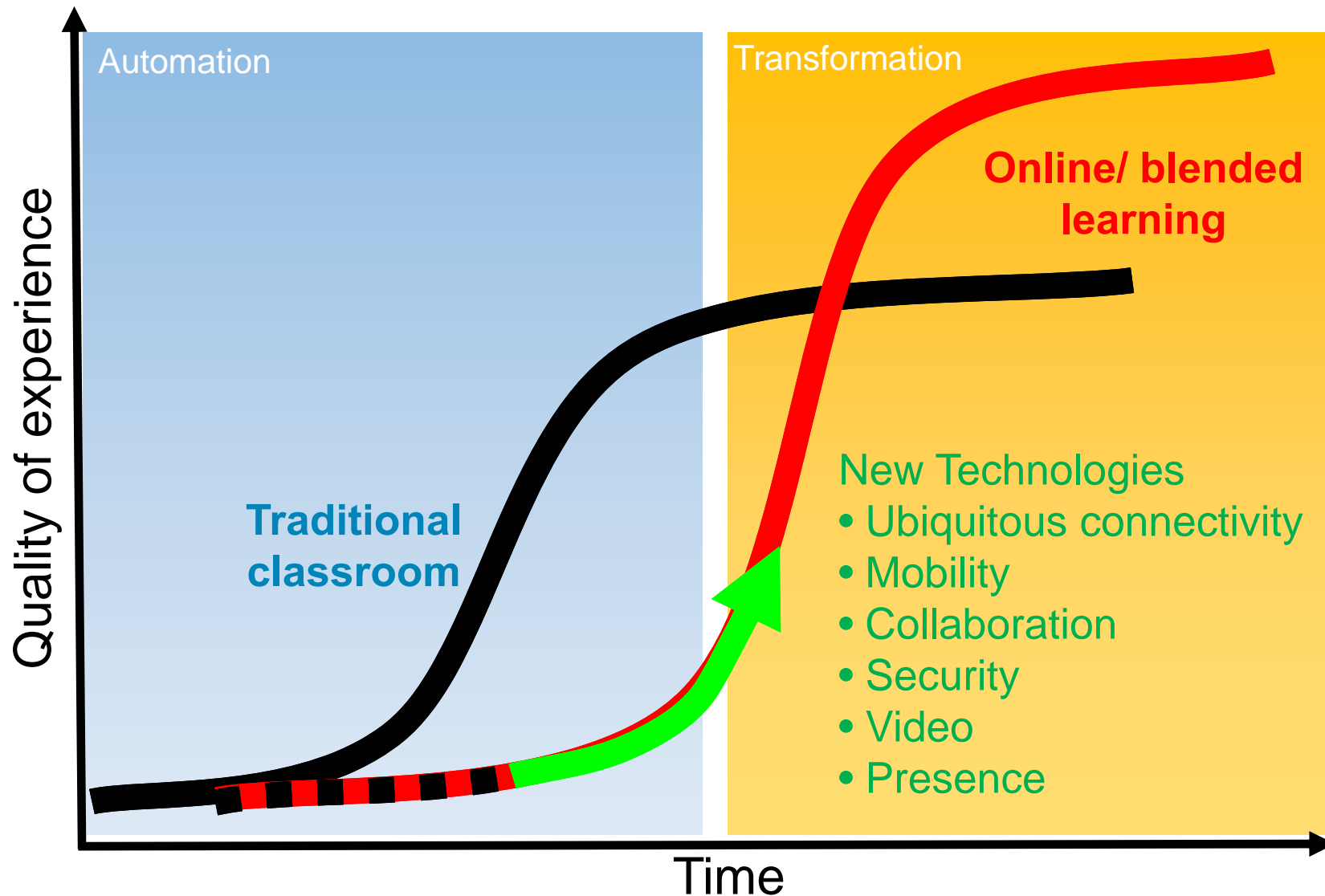


## Informal learning is *everywhere*

- Students only spend **14%** of their time in school
- **60%** is with parents, friends and in the community
- At work, employees learn **70%** of their job from colleagues
- Every hour of formal training is matched to **4 hours of informal learning**
- In school: Powerful **peer effects** for good and ill...
- **How do we harness this to personalise learning and reduce bottlenecks?**



# Technology is (Finally) Ripe for Education



You can't get there from here

# WHY INCREMENTAL REFORM WILL NOT WORK



# Reaching Our Limits

# Bigger ≠ Better

- **Increased ‘schoolification’ cannot succeed**  
Ten million new teachers will be needed to get an additional 260 million students into education systems in China, India, Indonesia, and Nigeria
- **We’re fighting the wrong battle**  
More years in school does not improve economic performance – improved *learning* does
- **Internal, incremental reform is challenged by education systems’ complexity and interdependence**

*“The future is here, it’s just not widely distributed” – William Gibson*

# EARLY SIGNALS OF THE LEARNING SOCIETY



# A Learners' World

- **A World of Free Content**  
Need to discern, not just know  
Alternatives to school & teacher
- **Living in a Social Network**  
Drawn by the presence of their friends and peers, and the freedom offered by unmoderated, adult-free public spaces
- **Technology is Pervasive**  
Own several devices (cell phones, music players, etc)  
One third do not use a landline



# Leading-Edge Learning Practice (1)

## ■ New partnerships delivering authentic learning

- In Indonesia, local companies and leading universities have partnered with Cisco Networking Academy to deliver the Industry Attachment Programme, providing strategic ICT advice to companies and providing authentic learning experiences to students

## ■ Engaging students using gaming technologies

- Risk-taking encourages motivation & learning

- Scotland has pioneered a games-based curriculum through its Consolarium initiative, with positive effects on student achievement, engagement, motivation and attendance.

## ■ Blending together a more sophisticated learning mix

- Integrate learning that takes place outside traditional classroom settings, whether at home, within local communities, or within the global community
- Learning can be formal or informal, reflecting either standard curricula or learning that is learner-initiated
- In the UK, NotSchool has used blended models of learning to re-engage excluded students, achieving a 98 percent success rate



## Leading-Edge Learning Practice (2)

### ■ Richer assessments and evaluations

- New forms of assessment, including development of e-portfolios, simulations, and formative assessment with immediate feedback
- Cisco, Intel and Microsoft have partnered with the University of Melbourne and the OECD to launch ATC21S, a global effort to develop new tests and standards for 21st century skills
- Denmark is piloting the use of computers in examinations, measuring the use of knowledge rather than simply the ability to recall

### ■ Data at all levels to deliver informed decisions and personalised learning

- In New York City, the Achievement Reporting and Innovation System (ARIS) tracks detailed student progress
- Internationally, the OECD PISA tests and their output have started driving more informed education decision making at all levels of government



Building a Learning Society

# AN ACTION PLAN FOR ALL



# New Roles for Existing Players



**Government:**  
Become the  
regulator of  
The Learning Society

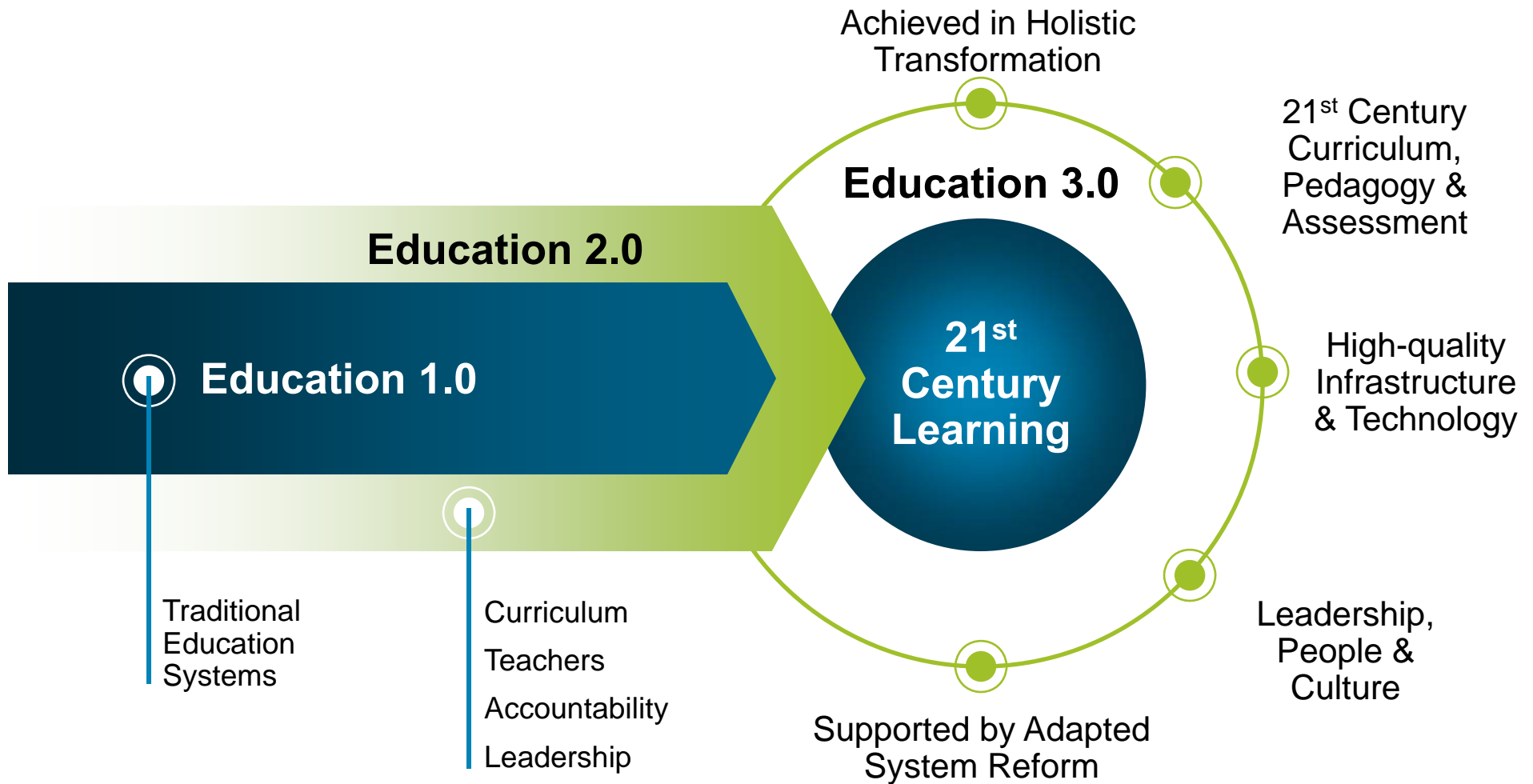


**School Systems:**  
Move to Education  
3.0 and effectively  
manage innovation



**Higher Education:**  
Play a full role –  
Extend reach and  
preserve quality

# Putting Schools at the Heart of the *Learning Society*



# New Roles for New Players



**Social innovators:**  
RSA Academy,  
YF Studio Schools,  
Pratham,  
Hole-in-the-Wall



**Businesses**  
of all sizes



**Social investors:**  
Major global  
foundations &  
philanthropists



**Informal learning  
providers**  
and cultural  
institutions:  
NMOLP,  
Smithsonian,  
British Library

# Opportunity & Challenge

- Considerable promise and opportunity

**Improved** results for **more** people with **fewer** resources.

**Re-professionalize** teaching

Possibility of effective, **data-driven** decisions

- Transforming systems to meet need

How does school learning have to change to become a **foundation**, not an end?

**Where else** do students learn? How do we embrace those modes?

How do we **safely share** physical and virtual spaces?

How do we **innovate**?

How do we do this **all at once**...?



# What Does it Really Take...?

- 1 Build a **new coalition**
- 2 Embrace a mixture of **learning providers**
- 3 Provide access to a shared learning **infrastructure**
- 4 **Invest** more time and money in learning
- 5 Develop **new funding models**

## What Does it Really Take...?

- 6 Adopt legitimate, **standard credentialing** systems
- 7 Agree a standard framework for assessing the impact of **innovations** in learning supported by substantial funding
- 8 Reform global **assessment** regimes
- 9 Develop new ways of managing **lifelong support** relationships with the learner
- 10 Fund a **diversity of innovators**

# Join the Dialogue on Transformation

The screenshot shows the GETideas.org website. At the top, there is a navigation bar with links for Home, Education 3.0, Connect with Peers, Thought Leaders, Library & Research, and News & Events. Below this is a search bar and a main content area. The main content area features a large article titled "Next-practice pedagogy— How can systems move forward?" with a "Read More" button. To the right of the article is a sidebar with a "Register" button. Below the main content area, there are several smaller sections: "Join the Dialog" with links for Discuss, Project-based learning, Chat, and Partnerships for school transformation; "Featured Thought Leader" featuring Jim Lengel; "Conversations on Global Education" with a video player; "Equipping Every Learner for the 21st Century White Paper"; "What's New" with sections for Case Study, Video, Document, and White Paper. The footer of the website includes the text "© 2009 Cisco Systems, Inc. All rights reserved." and "Cisco Confidential".

**GET** Informed

**GET** Inspired

**GET** Involved

Share ideas, stay informed, challenge old methodologies, and become a catalyst for education transformation.

## Resources

- Library and Research
- Conversations on Global Education
- Education 3.0
- Case Studies-Best Practices

## Connection and Collaboration

- Blogs
- Wikis
- Discussion Forums
- Live chat connections
- Find and connect with peers

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