

The logo for SAIL (Southern African Institute of Learning) features the letters 'SAIL' in a bold, sans-serif font. The 'S' is dark blue, 'A' is green, 'I' is yellow, and 'L' is red.

SOUTHERN AFRICAN  
INSTITUTE OF LEARNING



Your Pathway to Learning

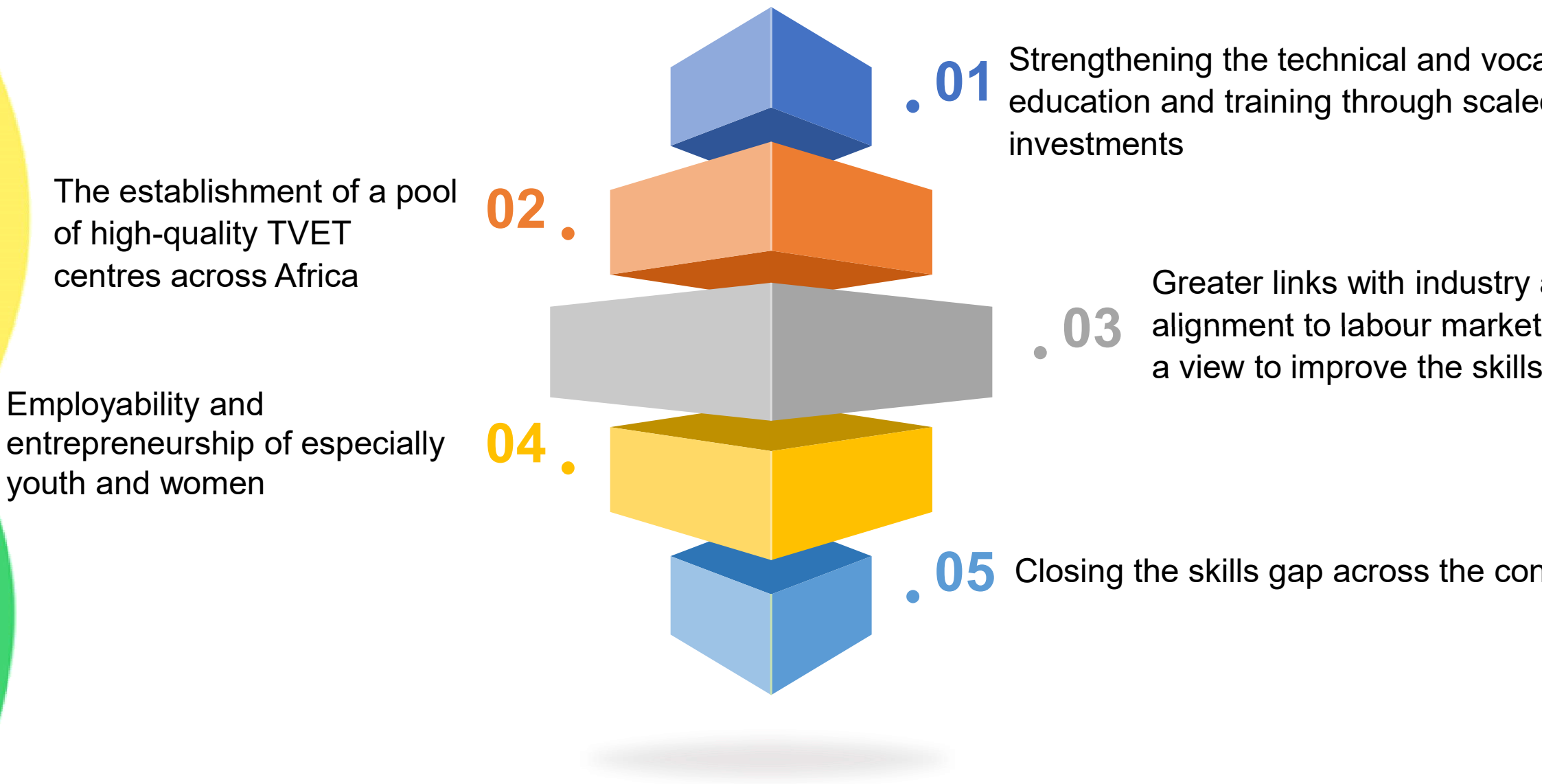
**Digital learning – a fundamentally different  
future!**

## Agenda 2063

“Agenda 2063 recognises that the future of the continent, in part, rests on the skills, knowledge, talents and commitment of its young people. Skills development in Africa is firmly rooted in Agenda 2063” which considers itself an instrument to eliminate youth unemployment.



# Agenda 2063



# Future of Work

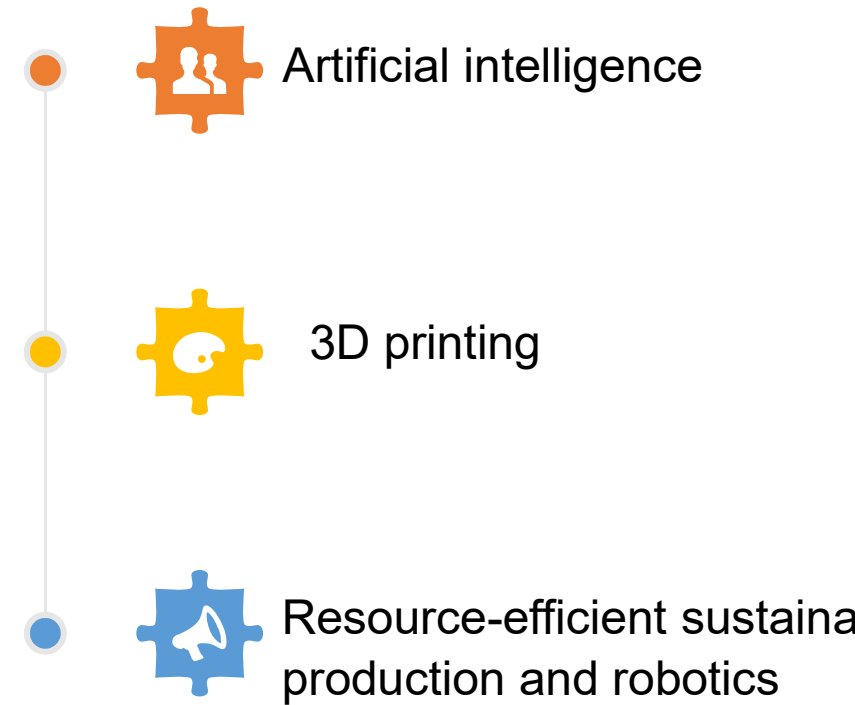
**2020** It is expected that the pace of **change** in the job market will accelerate by 2020.



- Our future place of work will be fundamentally different..
- Office and administrative functions, along with manufacturing and production roles, will see dramatic declines, accounting for the demise of certain jobs over the next four years.

# Technology

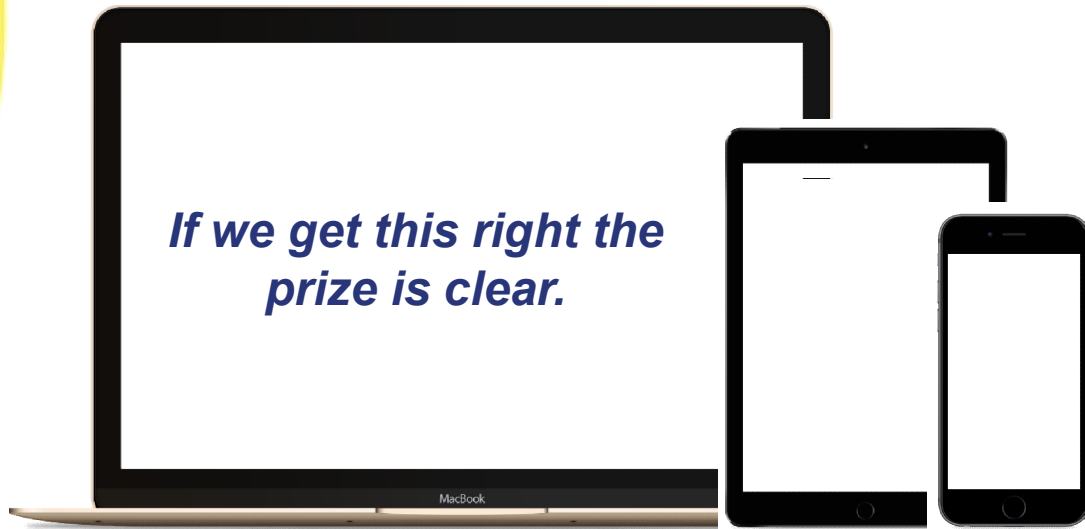
There is a central driver for many of these transformations, and it is technology.



The above will factor into the ways we currently make, manage and mend products and deliver service

# Workforce

What will be absolutely decisive is how we equip our workforce to harness the power of this technology to transform our world for the better.



That means ensuring the ICT skills of staff for the future.



It means providing incentives for lifelong learning as the pace of technological advancement quickens.



And it means reinventing the HR function, equipping it to continually assess and provide the training needs of employees.

# Workforce

We have the potential to revolutionise the way we live and work and do it in a way that avoids the vicissitudes of previous industrial revolutions, creating new economic opportunities that we would not have before imagined.



# Learning Experiences



Opportunities

As the digital revolution accelerates, technology gives us exciting opportunities to shape learning experiences and achieve learning goals.



Tools

▶ We must use every tool within our armoury to ensure the current and future generations are not left behind in the global digital skills race.



# The Human Teacher



1

At the same time, it is important to recognise the role that a human teacher will always play in the classroom.

2

They have a unique and personal insight into a learner's progress, serving as a role model and a local expert, and providing inspiration in a way that technology itself cannot.

3

Combining the learning sciences with digital innovation, we can leverage the best of what digitally enhanced and human-driven education have to offer, creating learning experiences that keep pace with the digital skills demanded by the market.

4

In turn, affecting individual lives, supporting business and transforming global communities.

# Technology and Jobs

- 1 It must be noted, while technology has always removed the need for some types of jobs, it also creates new ones.
- 2 Technology is a set of tools that we use in different ways to increase efficiency. The Industrial Revolution destroyed some jobs but created many more.
- 3 It also increased the aggregate wealth of society and began to create a middle class who could enjoy health, education and other benefits that previously had been available only to the wealthiest.
- 4 It can be challenging to predict the kinds of jobs that this new revolution will create and in what quantities because, it is possible, that nine of the top ten most in-demand jobs of 2012 did not exist in 2003, suggesting that this latest revolution is creating new employment opportunities.



# Technology and Jobs

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# Digital Revolution

1

The new jobs require a completely different skill set.

2

The Industrial Revolution played out over several decades and yet still caused massive social upheaval, unrest and widespread deprivation for many.

3

The digital revolution may happen much faster, across large areas of a complex, interconnected economy that has very tight in-built feedback loops.

4

In a world transforming at full-throttle pace, the fastest changes aren't driven by huge leaps in the capacity of new computer chips or the streaming speed of digital information.

5

They're driven by the workers who power the global economy.

*For many, this picture is overly optimistic.*



# Training



1

Back in the day, classroom training was the primary technique for educating employees on their job and their employers' policies and procedures.

2

Today, podcasts, online learning, screen capture and recording software have been extremely helpful in training employees on their responsibilities and how to accomplish them.

3

This is especially true for workplace and "on the job" training, which has progressed in leaps and bounds since the introduction of web-based learning.

# Workplace Learning

1

In the workplace of the future, employees will no longer be able to rely for their entire career on what they learned at school and university.

2

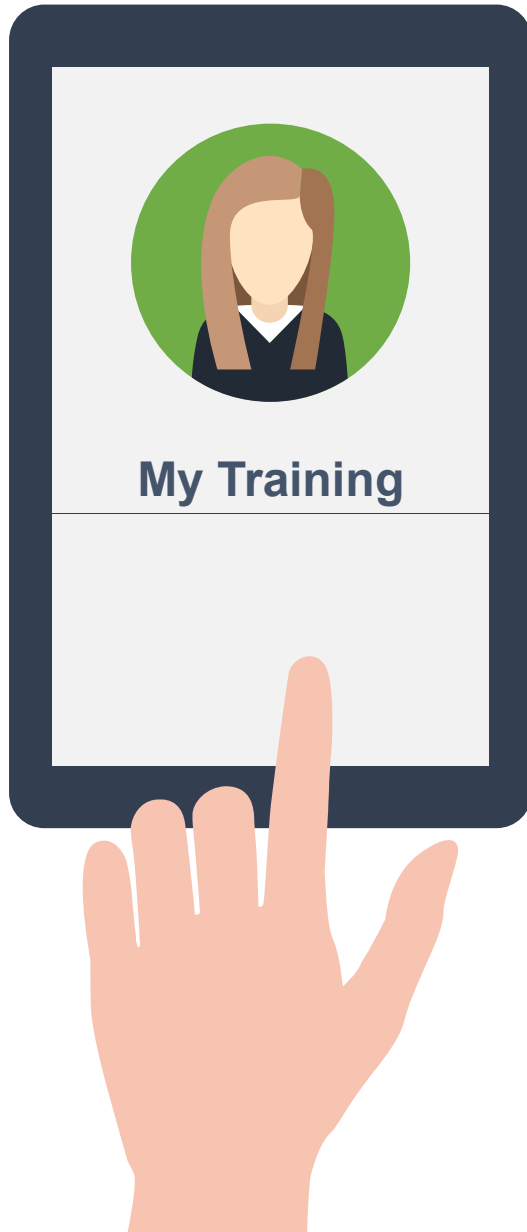
Learning and professional development will become an integral aspect of every job, at every level.

3

Workplace learning has already been transformed by technology and that transformation is set to continue well into the future.



# Industry Movement



1

Industry experts predict there will be several key areas in which technology-enabled learning will revolutionise the workplace of the future.

2

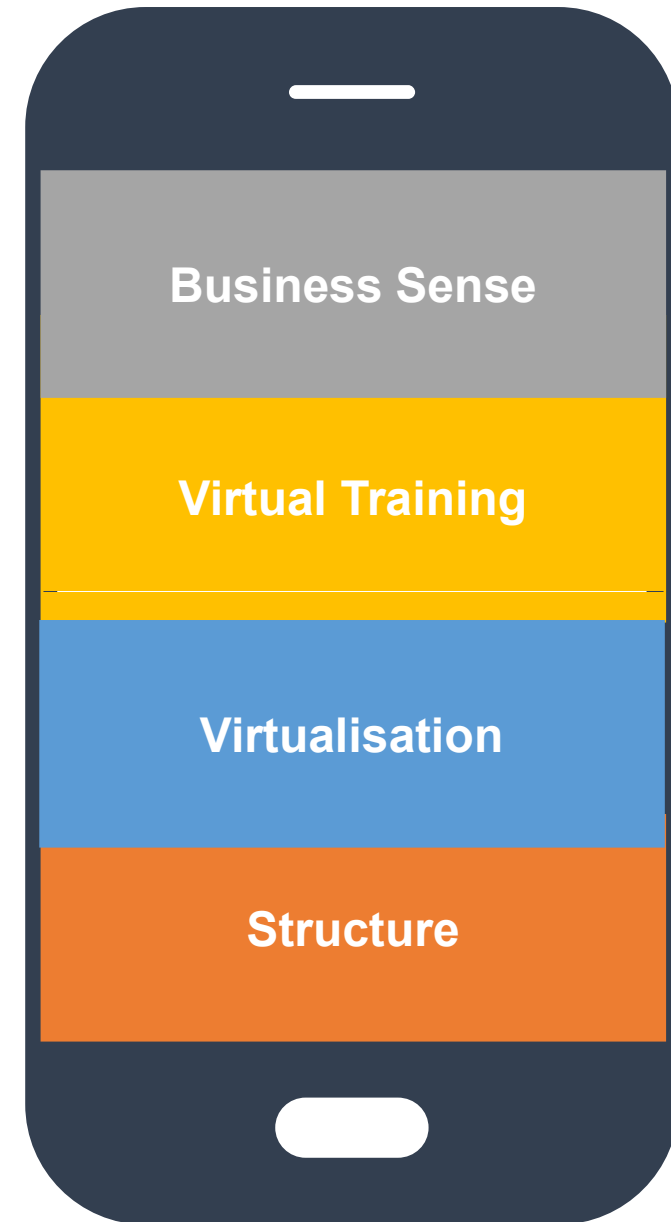
The first of these shifts rings the death knell for traditional classroom-based teaching.

3

A lot of people are perturbed by this notion, as they believe it goes hand in hand with a lack of personal contact. However, this could not be further from the truth.

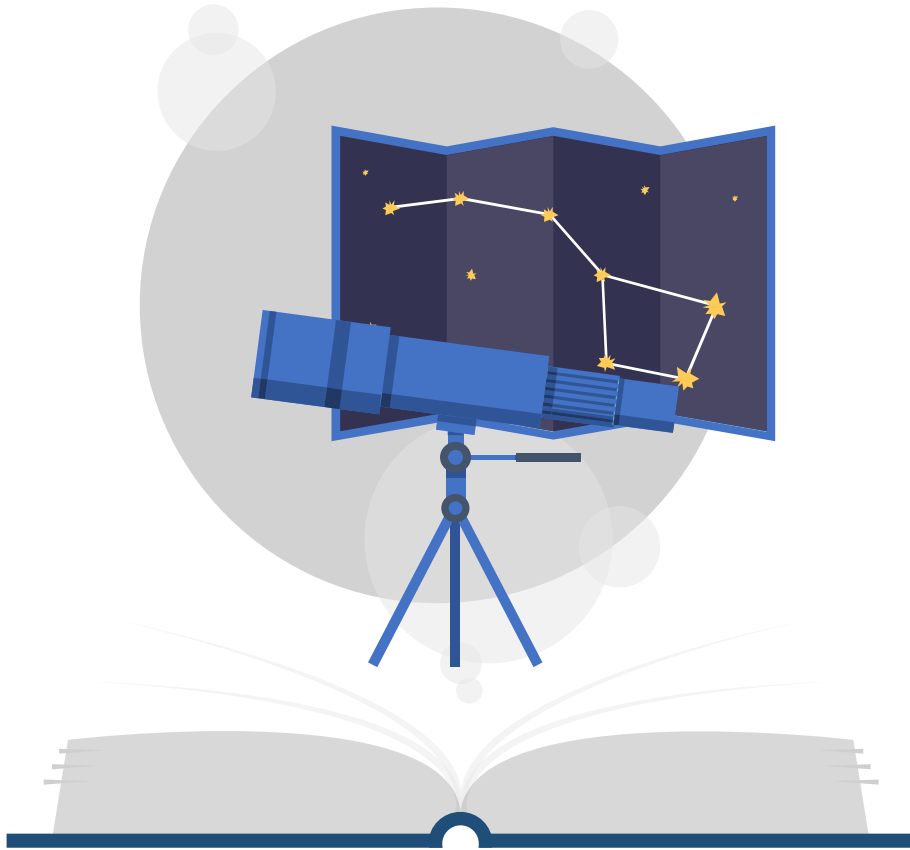
# Forward Thinking

- 1 To put it simply, sending half the workforce across the country to attend a training course just does not make business sense.
- 2 We instinctively think human-to-human contact is needed to teach – but because of technology we can now do much of this virtually, using video links, virtual role plays, augmented reality and simulations.
- 3 Forward-thinking businesses are already embracing these techniques and the expectation is that the use of virtualisation will become commonplace in the near- to mid-term.
- 4 Another big change will be the way in which learning is incorporated throughout the working day. For years, teaching has been formally structured – which clearly has the knock-on effect of taking people out of their normal work schedules.





# Systematic Process



1

In the future, learning will become more of a systemic process.

2

As life quickly becomes more fluid, adaptive and geographically mobile, the associated learning will mirror this trend, becoming more holistic and embedded in daily life.

3

The impact on the working day would be minimal but the long-lasting benefits would be huge.

4

The best e-learning will be a blended learning approach which is interactive, engaging and content-rich, using different parts of the brain to create and enhance an all-round learning experience.



- 5



# Digital Learning



1

Digital learning moves ahead of traditional learning habits and is more feasible, saves time and effort, increases visibility, accessibility, reach-ability, and creates a stronger sense of community.

2

Creating a digitally-enabled, learner-centric culture is in many ways central to delivering learning in a more efficient and effective manner.

3

Such a culture not only helps develop the skills needed for the workforce but will also provide the organisation with a competitive edge to engage, develop, and retain the workforce.

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**Thank You!**