

Briefing Points: Education, Training, and Workforce Development For the Post-Recession Economy



How to lift out of the recession and prepare for competitive advantage in the post-recession economy?
Replace current approaches to competence with Web-based tools and practices that enable:

- Increasingly powerful ways to create careers with a future, starting by looking further ahead to achieve earlier views of emerging job opportunities and related competence trends and needs;
- Integrating these look-ahead tools with rapidly-updated insights from job-focused communities of practice, to give the workforce fast-track access to highly useable advances in skills;
- Deploying Web 2.0 tools for collaboration and knowledge sharing, plus open educational resources and practices, to create increasingly-smart communities of practice that share the news of improved practices with all groups involved in workforce solutions, including networks for recruitment, career management, learning, leadership development, and performance management;
- Embedding these enhanced capabilities in organizational structures, trade unions, professional societies, and regional competence networks, serving individuals who can take responsibility for and ownership of their own competences; and
- Providing feedback mechanisms, data mining and advanced analytics, and forecasting processes that can model successful career paths, detect competence gaps, speed up competence development even for low-skilled workers and their employers, raise the alert to new challenges, and project developmental needs.

We call these new perspectives and approaches **Competence 2.0**, which will be essential to achieving and maintaining competitive advantage in the post-recession economy.

Current Practices + Web 2.0 Collaboration/Knowledge Sharing = Competence 2.0

Competence 2.0 offers the prospect of fast, fluid, flexible, and affordable ways for individuals, teams, organizations, and nations to acquire, refresh, enhance, and transform competences.

To lift out of the current recession, the American and global economies will need to re-imagine their perspectives, practices, and competences in major industries such as financial services, real estate, energy, transportation, healthcare, agriculture, hospitality and tourism, and manufacturing. Once their competences are reinvented, individuals will need to continuously refresh perspectives, competences and practices. This will require communities of practice in individual business enterprises, trades, crafts, professions, regions and nations.

Major savings of time, effort, and money can be realized if the experiences and other benefits gained in each of these communities can be rapidly mined and analyzed at various levels and then turned into knowledge that is useful to communities of practice in all practice areas.

Competence 2.0 practices can be used to:

- Create dynamic, perpetually-improving communities of practice to reinvent and refresh competences and practices in all trades, crafts, professions, and industries;
- Dramatically improve the management of learning and workforce development projects and initiatives and enable evidence-based adjustments of project direction;
- Enable highly sophisticated data mining, advanced analytics, and predictive modeling practices that span K-12, postsecondary education, employer, and workforce sectors;
- Create career-with-a-future networks and pathways, (e.g. in green careers);
- Sustain employment-focused social networks to support the transition of critical populations, including members of the Armed Forces, prison populations, new teachers, and apprentices in critical fields;
- Leverage and accelerate the development of existing state and regional workforce collaboratives;
- Improve the performance of at-risk students in traditional K-20 learning; and
- Improve the financial affordability and sustainability of US public higher education and dramatically reduce the cost of perpetual competence refreshment.

The beauty of Competence 2.0 is that it can be used to transform any learning or workforce project into a higher performing, more transparent initiative that is faster, smarter, cheaper, deeper, and greener.

Examples of Emerging Competence 2.0 Networks

The following networks are being transformed by the application of C2.0 perspectives and practices or have the clear potential to do so.

Food Safety Knowledge Network. Michigan State University and CIES (The Food Business Forum) are partners in a global network to identify and address emerging food industry benchmarks and competencies for quality assurance practitioners. The network uses communities of practice, open learning resources, and innovative approaches to assessment. Its components include:

- A global governing body (“Community of Practice”) owned by all stakeholders;
- Professional qualification program, examination, and training (CPA for Food);
- Transparent, industry-defined, competency frameworks;
- An open marketplace of accredited education and training providers; and
- A community of practice that is technology enabled using social network-based Open Educational Resources for best practices, education and training materials, and the latest research.

The FSKN reaches practitioners in all settings across the world ranging from high-tech competence building to face-to-face training of food inspectors in under-developed settings.

Oregon Open Campus is an innovative partnership between Oregon State University, the Association of Oregon Counties, participating community colleges, K-12 school systems, and local communities. The Open Campus deals with the full range of learning challenges: problem solving, applied research, certification, degree-credit learning, and personal development. The Open Campus will combine face-to-face and online learning and collaboration and is poised to deploy C2.0 practices.

Hematology Competence Network. Nineteen European nations have combined to create a continuous competence refreshment and assessment network for practicing medical professionals requiring a range of skills in hematology. This network combines sophisticated collaboration, communication, and assessment tools and practices.

State-wide Work and Learning Networks. Across the USA, networks are forming to ease transitions between K-12, postsecondary education, and employment. These work and learning networks can be made smarter, faster, and more effective by adding Competence 2.0 knowledge sharing environments that can: 1) enable collaboration on competence needs and solutions at all levels, 2) provide libraries of shared content containing standards, templates/rubrics, and best practices; 3) portfolios and/or other transportable demonstrations of competence, push/pull communications structures, and 5) analytics and metrics. A variety of regional competence networks and state networks are deploying these approaches.

Backpacks to Briefcases, Minnesota. The Minnesota State Colleges and Universities (MnSCU) serves 300,000 students on 32 campuses and is pursuing a “Backpacks to Briefcases”® program to improve the performance of underserved students. This program aims to create repositories of “what works” in different contexts, advanced analytics to measure progress and intervene with students in jeopardy, and a community of practice network to improve learner access, affordability and success.

Energy and Green Networks. Across the USA, energy management programs and green skills networks are emerging to realign energy consumption practices and develop green skills. These networks will achieve far greater success and reach if they deploy Competence 2.0 techniques and practices and many are in the process of evaluating and deploying Competence 2.0 approaches.

These briefing points have been developed by the **Competence 2.0 Community of Practice**, which is a collaborative effort of thought leaders and practitioners of Competence 2.0® from all over the globe. These include practitioners from the emerging C2.0 networks cited on the previous page. This effort is being managed by Strategic Initiatives, Inc. and its resources can be accessed using the contacts cited below.



Contacts

Donald M. Norris, Ph.D.
President
Strategic Initiatives, Inc., USA
dmn@strategicinitiatives.com
www.strategicinitiatives.com
703.450.5255 (office)
703.447.7563 (cell)