



PACT 2019 Spring Meeting Transformation

April 11-12

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Pennsylvania's
STATE SYSTEM
of Higher Education

Agenda



Innovation

01



Exercise:

- Gaps and Opportunities

02



National Landscape
And Video

03

GROUND RULES

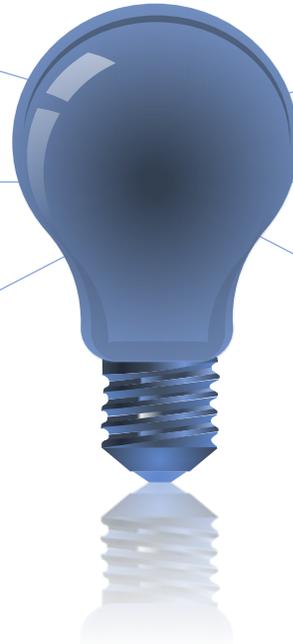
Suspend Disbelief...

There are No Rules

Imagine the Future.....

INNOVATION

- Identify the Problem
- Saturate Your Brain with Information – Read, Read, Read
- Rest



- Think about the Problem
- Ask What If Questions
- Imagine the Future
- Make Connections
- Dumb Ideas Often Result in Great Innovations

HEADLINES to FOSTER IDEAS

8 Important Reasons Why YouTube Should Be Part Of Your eLearning Course

STUDENT SUCCESS

Collaborative Higher Ed Partnerships Are the Key to Student Success

By Diak Mitchell | May 20, 2019

Colleges Use Technology to Help Students Manage Mental Health

5 Ways Blockchain Is Revolutionizing Higher Education

Virtual Japanese pop star sells out concerts, makes more money than real performers

By 2020, 50% of the U.S. workforce will be freelancers

Bringing Soft Skills to the Forefront: How Higher Ed (and Continuing Ed) Must Adapt

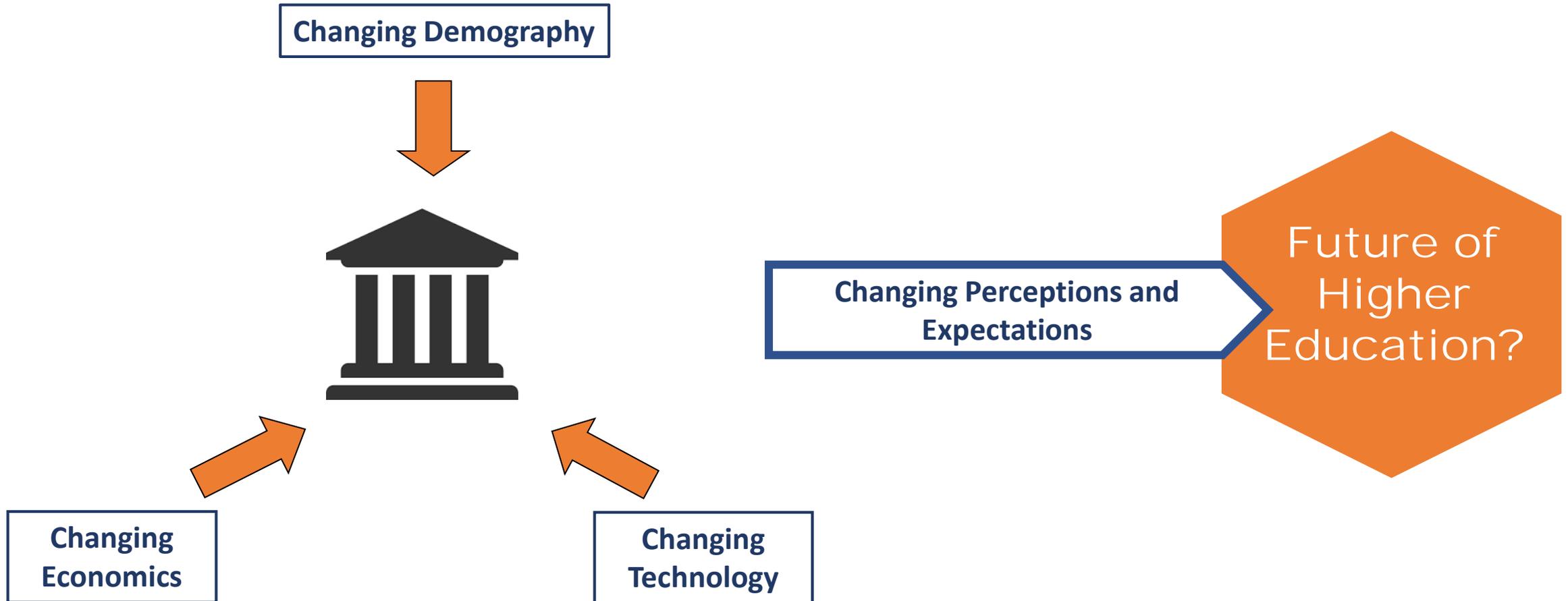
IBM now looks at candidates who have hands-on experience via a coding boot camp or an industry-related vocational class.

Innovating Together: Collaboration As A Driving Force To Improve Student Success

Exercise: What Impedes Progress?



NATIONAL LANDSCAPE

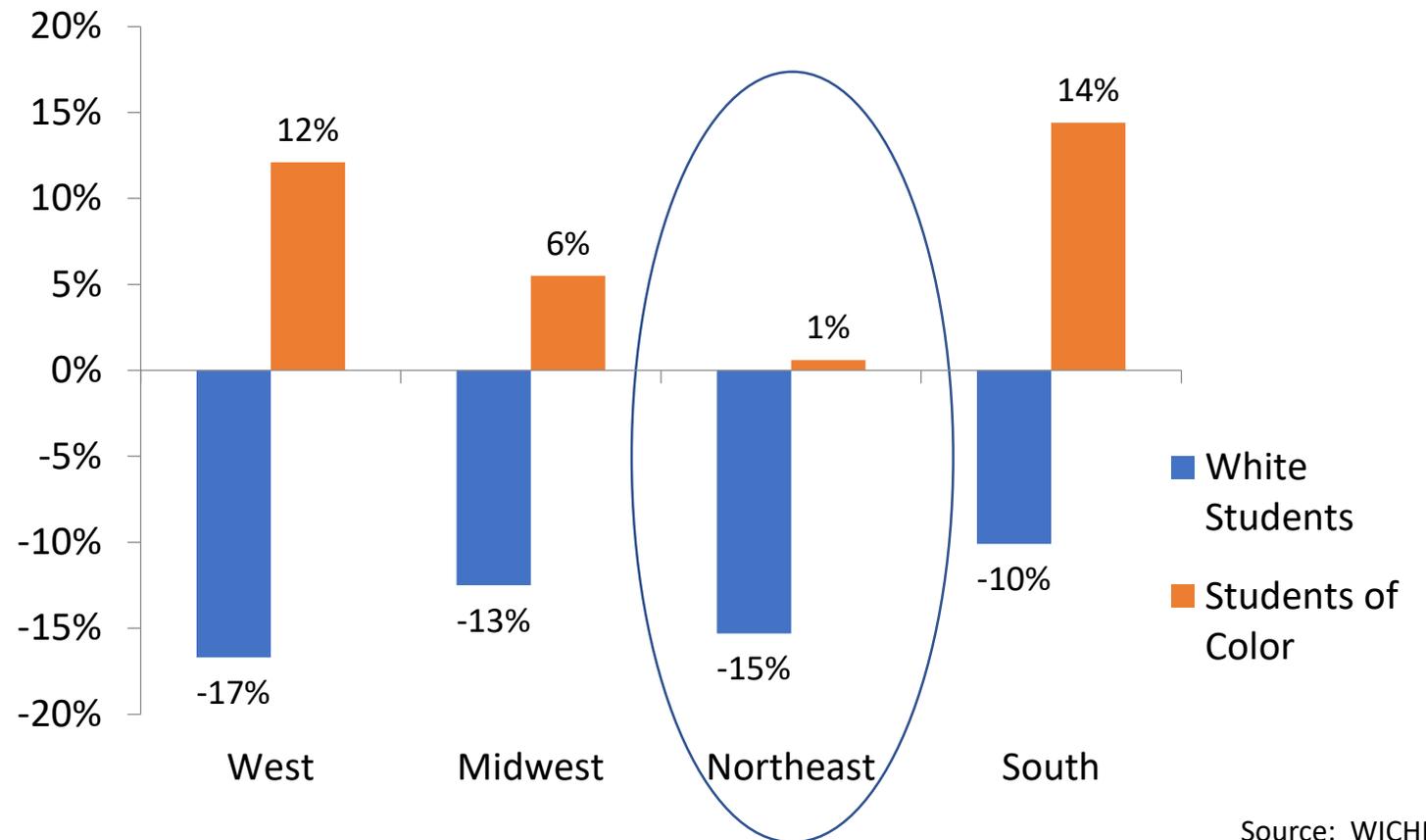


CHANGING DEMOGRAPHICS: DIVERSE PLACES

Key Points

- The number of White HS graduates will fall by double digits
- The West and the South will experience sharp rises in students of color
- Most enrollment is local – most students surveyed don't want to be more than a day away from home
- Demographic patterns will impact most institutions
- **For the majority of institutions, only 20% of students travel more than 500 miles away from home to go to college.**

Projected change in high school graduates: 2010 to 2020

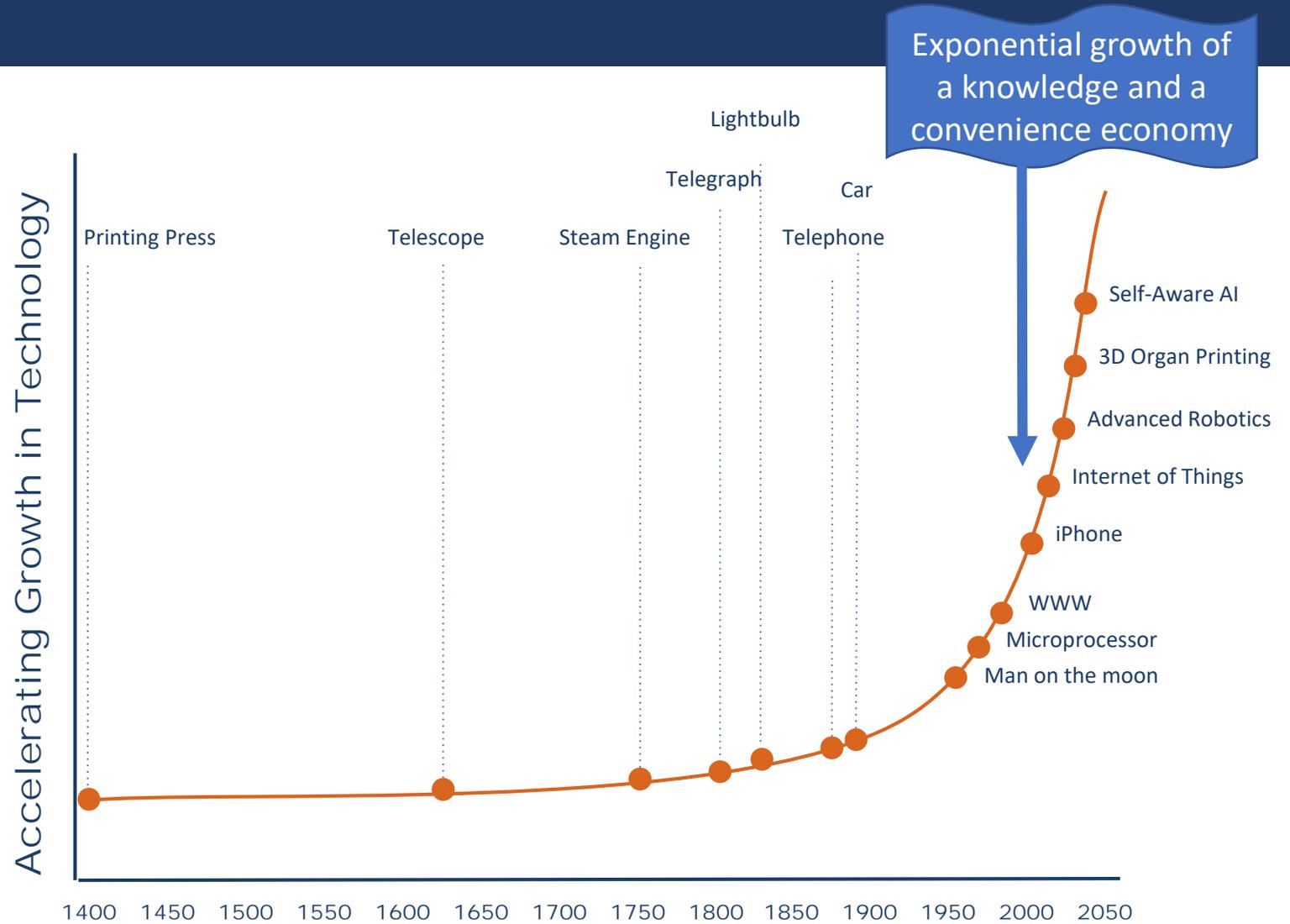


Source: WICHE

CHANGING TECHNOLOGY

Key Points

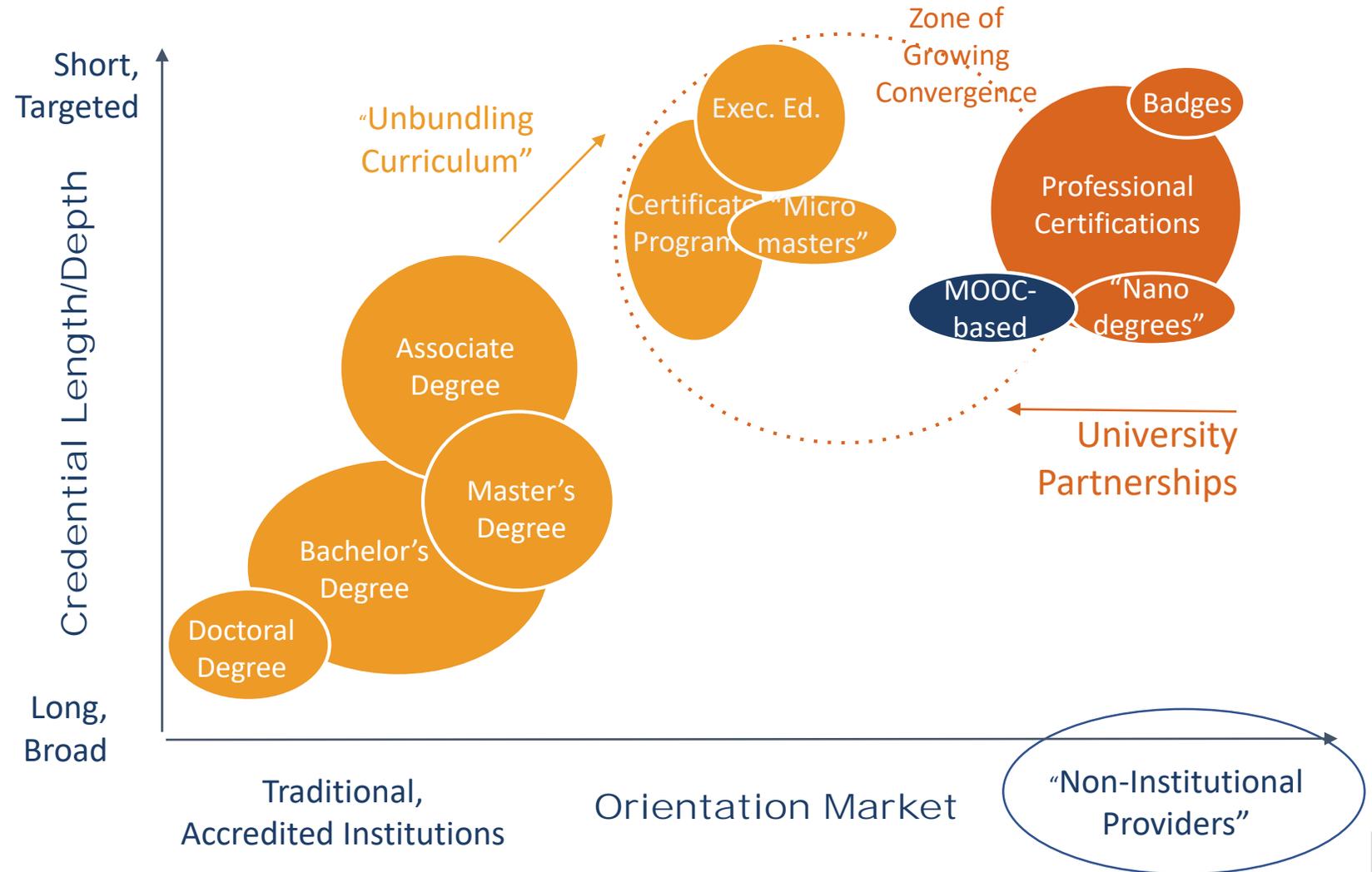
- The rapid advancement of technology is linked to and mirrors human knowledge growth, creating a society in which transformational new technology is introduced frequently- expect change
- Ubiquitous hardware, artificial intelligence, digitization of data, advanced robotics, deep learning, and the internet of things are fundamentally transforming how Americans live, learn, and work and majors on campuses
- In previous eras, moderate to highly skilled workers would have to learn new technology two or three times over the course of their lifetime. Today, transformational new technologies are appearing at an increasing pace, outdated former technology as quickly as three to five years.



CHANGING EXPECTATIONS OF HIGHER EDUCATION

Key Points

- Traditional degrees and nontraditional programs will offer “badges” designed to help employers evaluate “what one knows” vs. “what one knows how to do.” These credentials augment traditional degrees as minimum job requirements, particularly for highly technical skills.
- Competency-based education and non-credit education models that emphasize mastery will become more common as employers seek to interpret the value of re-skilled and retained applicants.
- Localized alternative credentialing will allow for hyper personalization of curricula that will be aligned with local employer needs and enable direct matching of individuals with employment opportunities.



CHANGING PARTNERSHIPS AND COLLABORATION

By 2024, 25 percent of the workforce is projected to be age 55 or older. Older workers are expected to be disproportionately affected by the effects of automation, needing more training.

Source: Entangled Solutions

Skills most needed for the future:

- Critical Thinking
- Complex Problem Solving
- Leadership
- Emotional Intelligence
- Teamwork/Collaboration

Source: World Economic Forum



52% of companies are willing to pay for certificates for their employees; up from 47% last year (2017) and 34% (2016)

Source: Forbes

U.S. Companies Spent **\$9.7 Billion** in 2017 for Training or Upskilling Employees!

Source: Training Magazine

Millennials will soon represent more than half the workforce, drastically shifting workplace culture and expectations.

Source: Gallup

Globalization has increased workforce diversity. Economic pressures have resulted in workers remaining in the labor force longer than previous generations.

Source: World Economic Forum

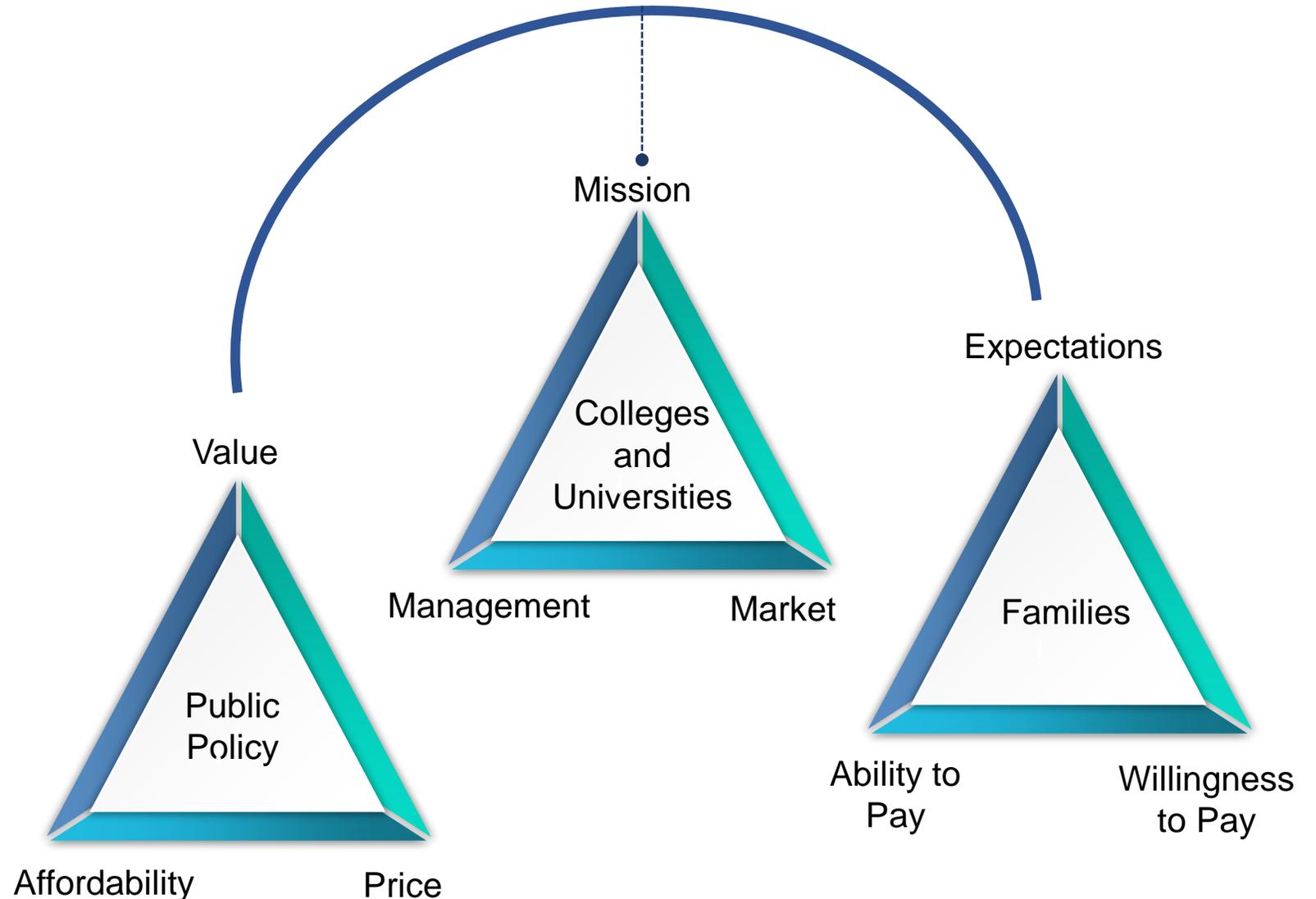
CHANGING ECONOMICS

Key Points

Public Policy: From the vantage point of the broad market, three issues dominate the public policy discussion: how much does college cost? How will people pay for it? Does it have the intended outcomes – job attainment or progression? Value?

Individual Institutions: three similar issues drive decision making: market, mission, and management. What are we trying to achieve educationally? Who does and should attend my institution? How will we deliver our programs, and experiences to our students?

Students and Families: three issues drive the way they prepare for and think about their college decisions: Ability to pay, willingness to pay, and expectations of the college experience. What resources do I have to pay for college? How willing am I to part with those resources? What do I expect from the college experience?



THE FUTURE OF HIGHER EDUCATION

Watch video: <https://youtu.be/TwtS6Jy3ll8>



WHAT IS IMPEDING PROGRESS and HOW DO WE OVER COME IT?

