

Do learners want what they need from the new breed of professionals?



**Designing organisational cultures in the 21st
Century learning Diaspora**

Elaine Fisher (Bath University)

Contextualisation



- Skills Agenda
- Impact of Leitch.....
- Impact of population trends
- Policy issues e.g.
 - Train to Gain
 - Higher Level Skills Pathways

Compass

Skills → direction of the
compass



Occupational skills turn my business over;

intellectual skills move my business on.

[David Johnson, CEO, Laser Rail]

Learners



- Personalisation, self sufficiency
- Desire to learn – lifelong learning
- Skills versus learning
-and do they know it all?

Practitioners



- Repository of knowledge or catalyst?
- Intellectual exercise versus employability
- Responsiveness and flexibility

Managers of practitioners



- Managing individuals remotely into a team?
- Balancing change without throwing out the baby..
- Ownership of the practitioner's CPD?



Balance or overload?

Does the profession need a major overhaul or simply a quick service?