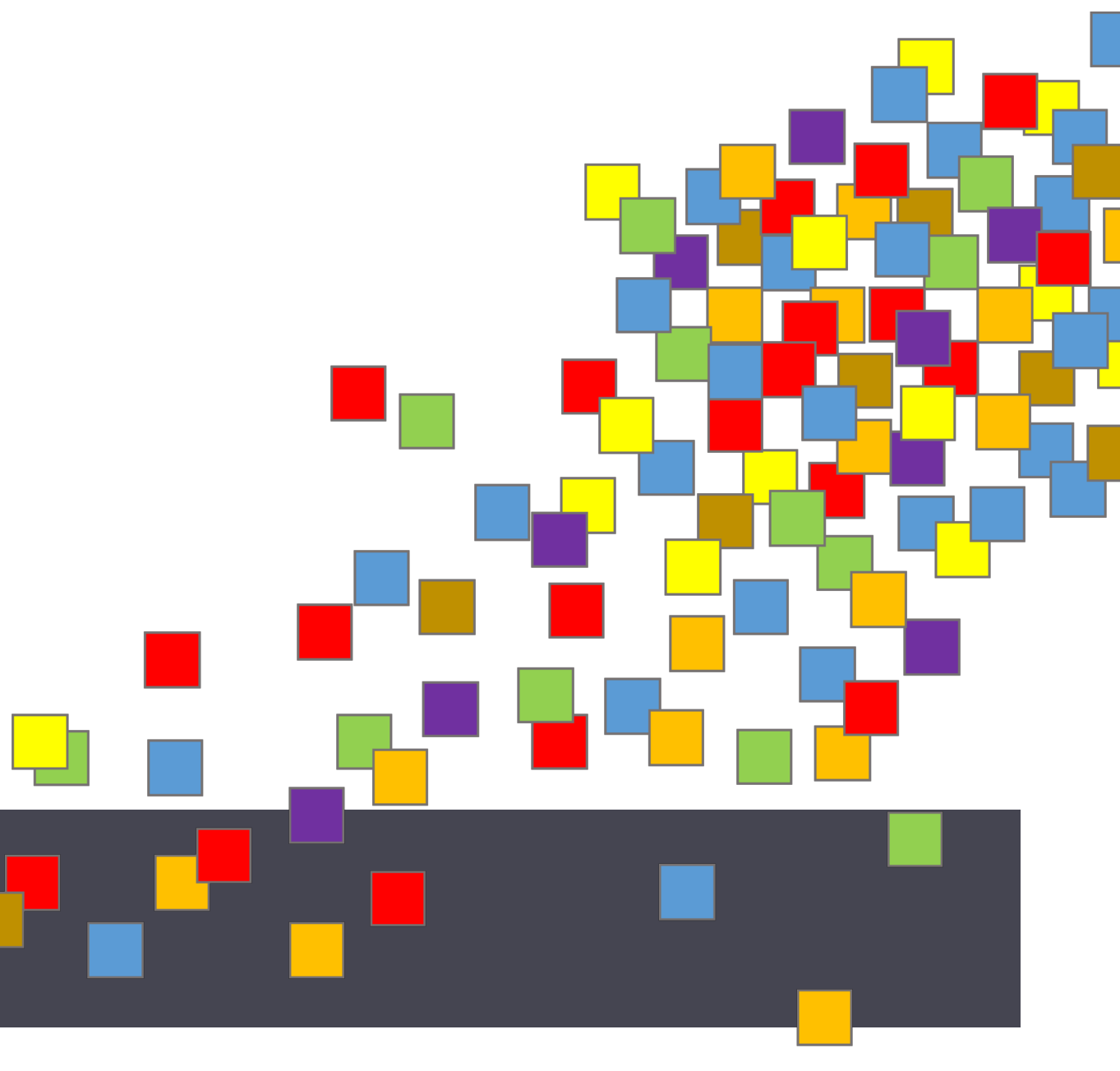




AGILE LEARNING

POLYTECHNICS IN AN ERA OF ACCELERATED CHANGE





Part 1: Generations
Part 2: Digital Transformation
Part 3: Agile Learning

Dr. Tom Roemer
Vice President, Academic

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Associate Dean,
Agile and Work Integrated Learning



BCIT

2 KEY LESSONS

The Global Pandemic has not brought forward radically new behaviours and values;

Instead, it has dramatically accelerated and aggravated previously existing trends;

Societal and technological shifts occur now at a hitherto unknown pace – driven by Millennials and Gen-Z.

We have to abandon the perception that digital transformation puts labour out of business;

Automation means that we move people into higher level jobs – without backfilling through immigration and marginalized groups.

Useful Paradigms



“All models are wrong,
but some are useful.”

(George Box)



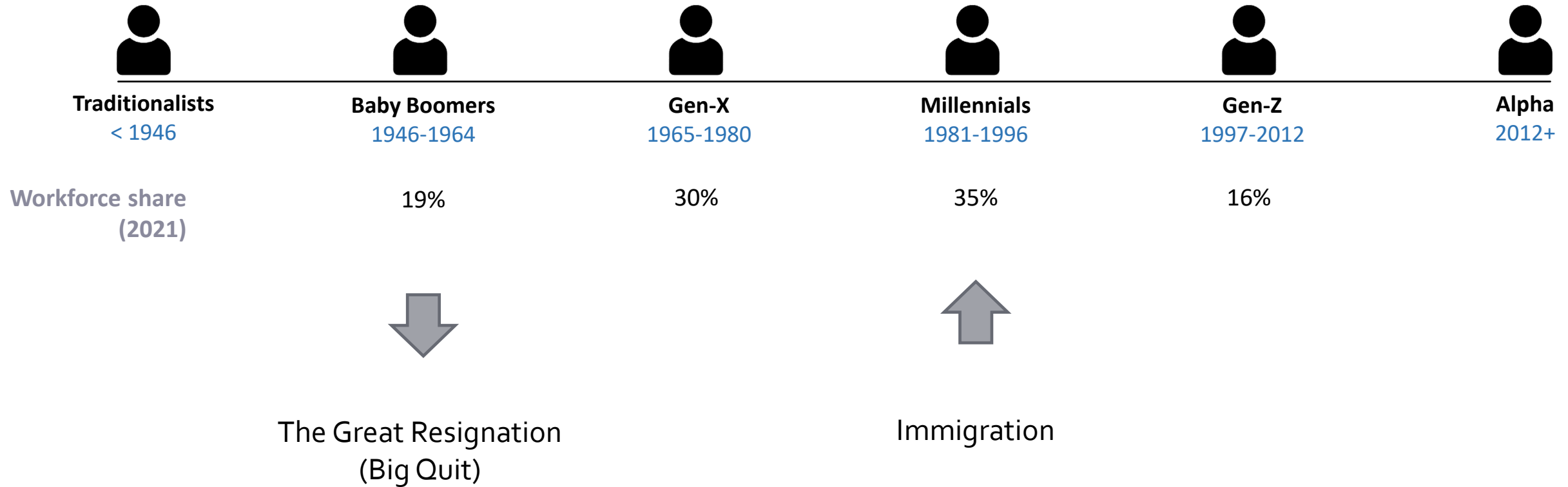
“My day is not complete if
I haven’t offended at least
one person.”

(Alex Usher)



PART 1: GENERATIONS

GENERATIONS



GENERATIONS IN HIGHER EDUCATION



Baby Boomers
1946-1964

Gen-X
1965-1980

Millennials
1981-1996

Gen-Z
1997-2012

**Workforce share
(2021)**

19%

30%

35%

16%

**Demographic
&
Education Focus**

Prospects
High-school Grads
Upgraders
Career Changers
Retirees

Prospects
High-school Grads
Upgraders
Career Changers
Retirees

Prospects
High-school Grads
Upgraders
Career Changers
Retirees

Prospects
High-school Grads
Upgraders
Career Changers
Retirees

Co-skilling

Re-skilling

Up-skilling

Mid-skilling

Career through...

Time & credential

Versatility

Risk-taking

TBD

View of Education

A birthright

A way to get there





A massive expense

Anytime, anywhere

Sources:
Statista

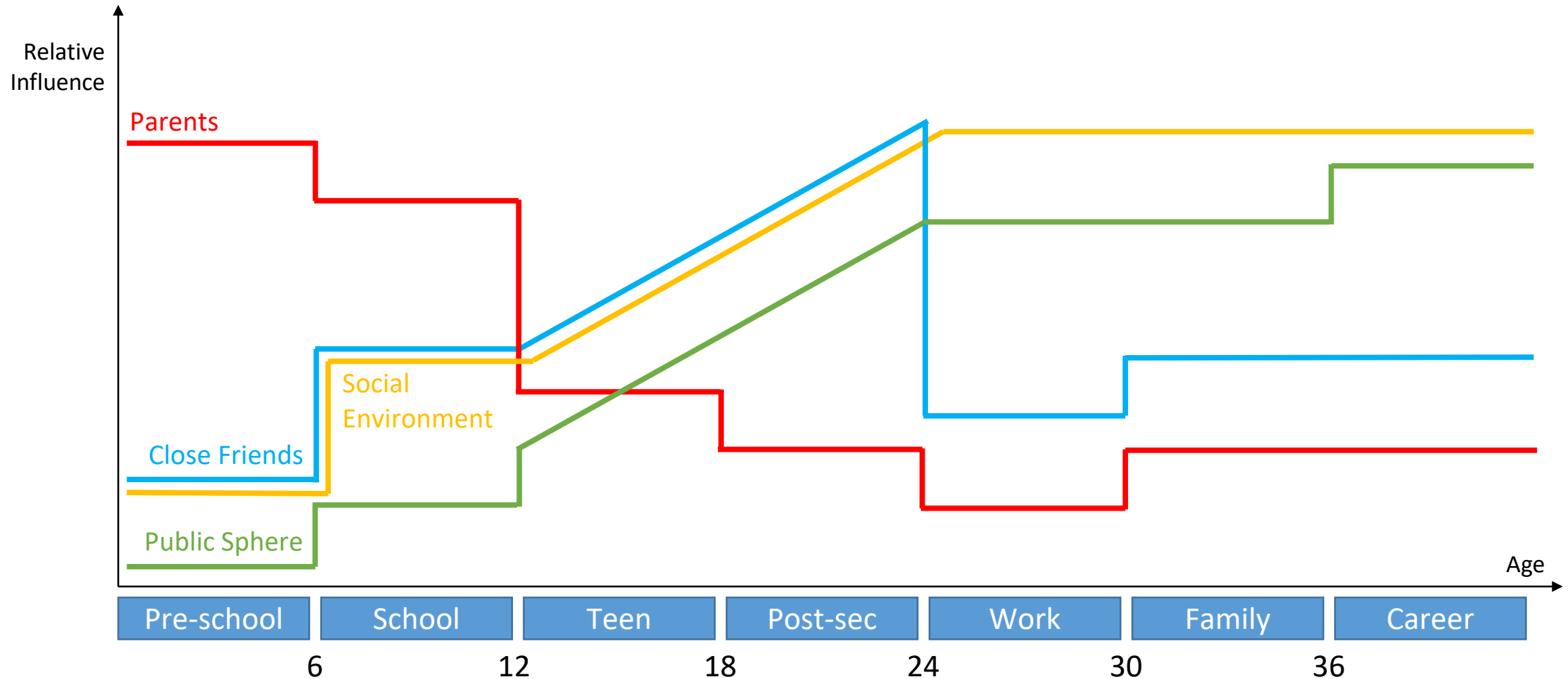


GENERATIONS IN SOCIETY

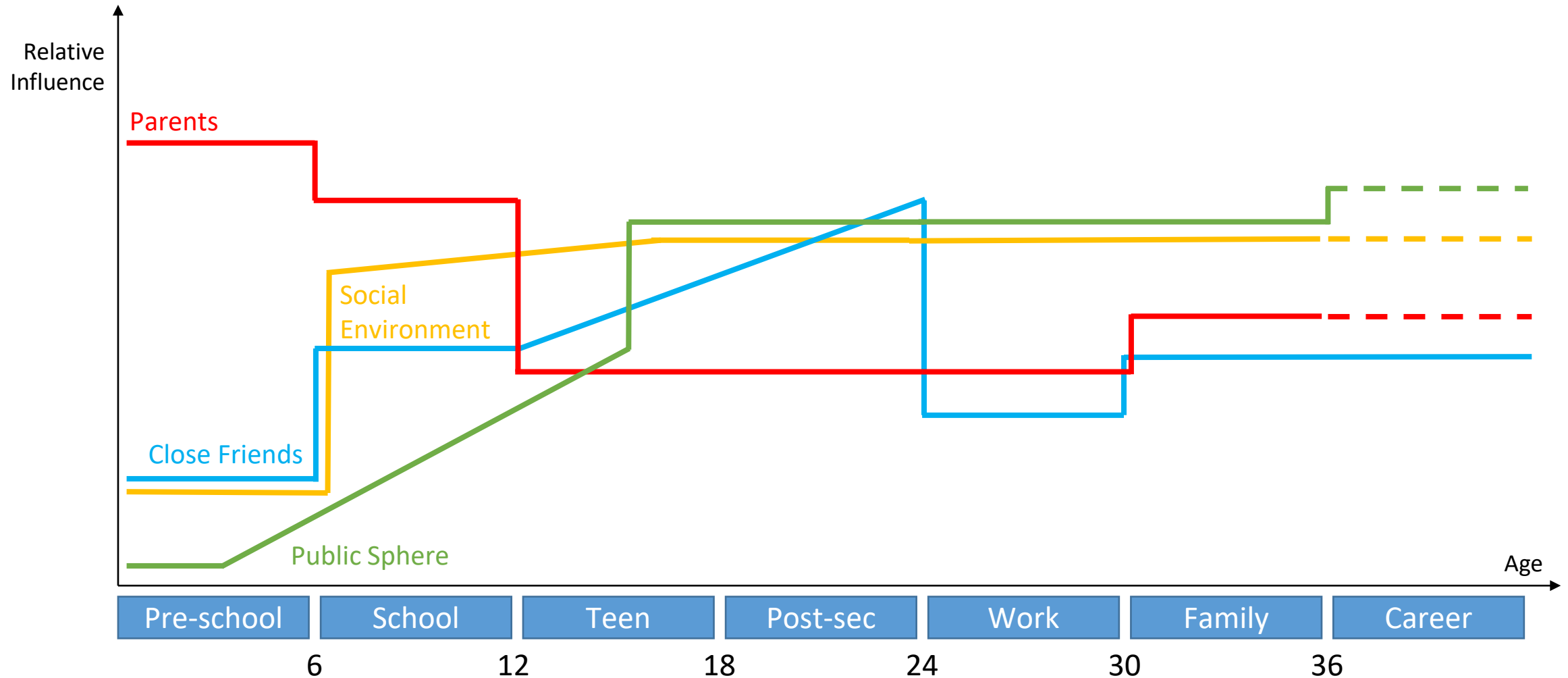
	 Baby Boomers 1946-1964	 Gen-X 1965-1980	 Millennials 1981-1996	 Gen-Z 1997-2012
Social Environment	Radicals of the 70s and Yuppies of the 80s who were promised the North American Dream	Taking care of themselves, they watched politicians lie and parents get laid off	Hoping to turn the world around, they grew up more sheltered but often with working moms or divorce	Pragmatic attitude towards money and society amidst a polluted planet and social emancipation
Raised by	Traditionalists	Trad's, Boomers	Boomers, Gen-X	Gen-X, Millennials
Relationship to Work	Workaholic for security	Work smarter for results	Work-life balance	Work-life blend
Core Value	Success	Time	Individuality	Sustainability
Motivation	Money & fame	Tasks & results	Teams & networks	Global issues
Focus	Relationships	Freedom & time off	Bright teams	Woke teams

Sources:
Google; Google Scholar

GENERATIONS: INFLUENCERS (BOOMERS & GEN-X)



GENERATIONS: INFLUENCERS (MILLENNIAL AND GEN-Z)



GENERATIONS IN THE WORKFORCE



Baby Boomers
1946-1964



Gen-X
1965-1980



Millennials
1981-1996



Gen-Z
1997-2012

Preferred Work Environment

Flat hierarchy
Democratic
Equality

Functional & flexible
Access to information
Access to leadership

Positive & collaborative
Creative & diverse
Constant feedback

Fast & convenient
Socially engaged
Connected

Motivation

Valued & needed
Money
“You are an asset!”

Removal of rules
Freedom
“Do it your way!”

Bright teams
Time off
“Try it and have fun!”

Woke teams
Tangible change
“Making a difference”

Work Liabilities

Expect workaholics
Dislike conflict
Process-oriented

Cynical / skeptical
Dislike rigid rules
Mistrust institutions

High expectations
Dislike authority
Impatient

Expectations of impact
Social media
8 seconds to assess

Relationship with Technology

Acquired

Assimilated

Integral

Innate

Communication

Diplomatic
In-person / phone
Present options

Blunt & direct
By e-mail
Don't micro-manage

Frequent
Internet
Provide feedback

Constant
Social media
Provide feedback

Michael Collins is the only human,
living or dead, not contained in
the frame of this picture.




PART 2: DIGITAL TRANSFORMATION



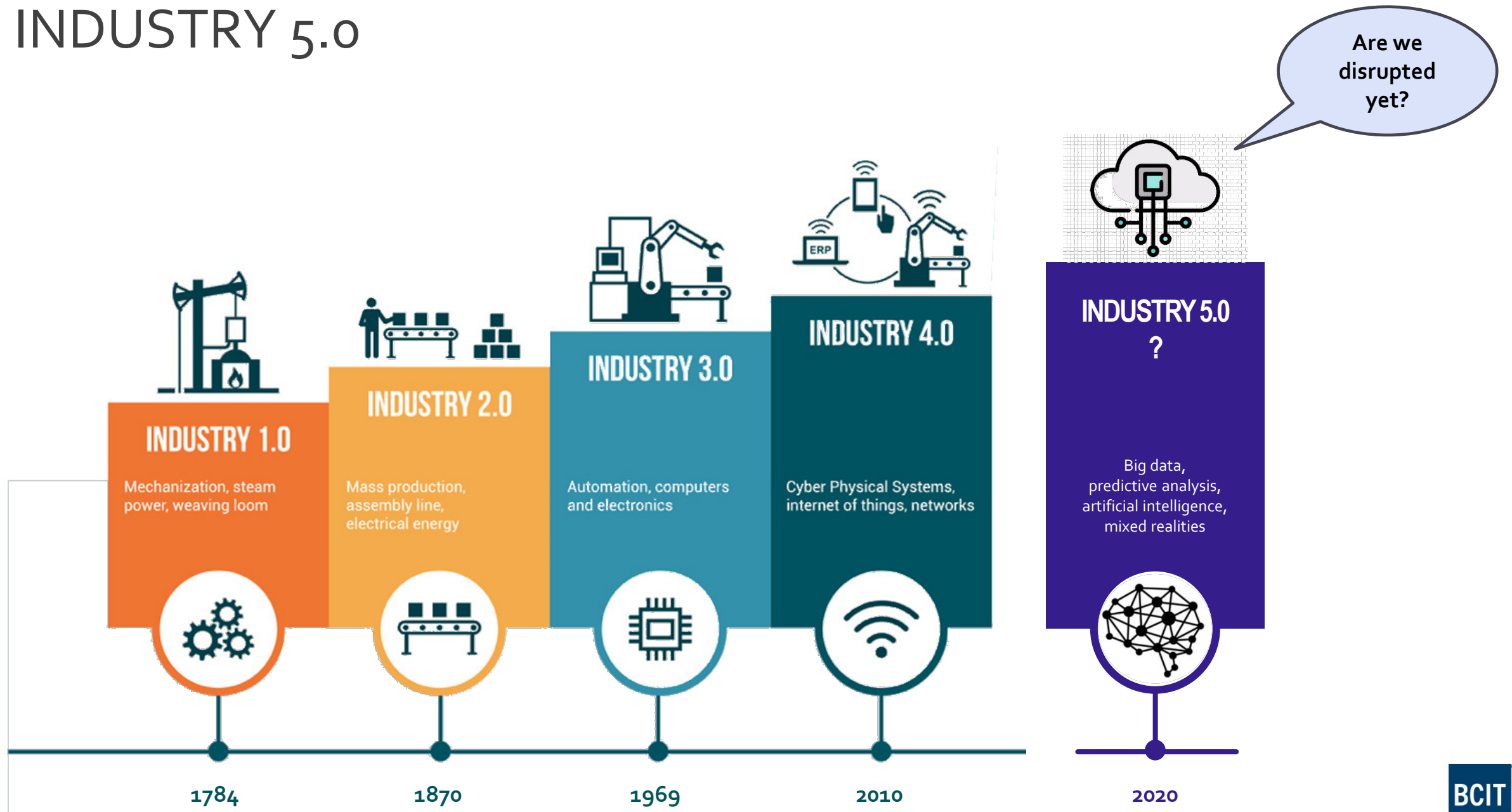
DIGITAL TRANSFORMATION

Digital Transformation is the adoption of digital technology to transform businesses, services and life in general.

Digital solutions may enable (in addition to efficiency via automation) **new types** of innovation and creativity, rather than simply enhancing and supporting traditional methods.



INDUSTRY 5.0



5G

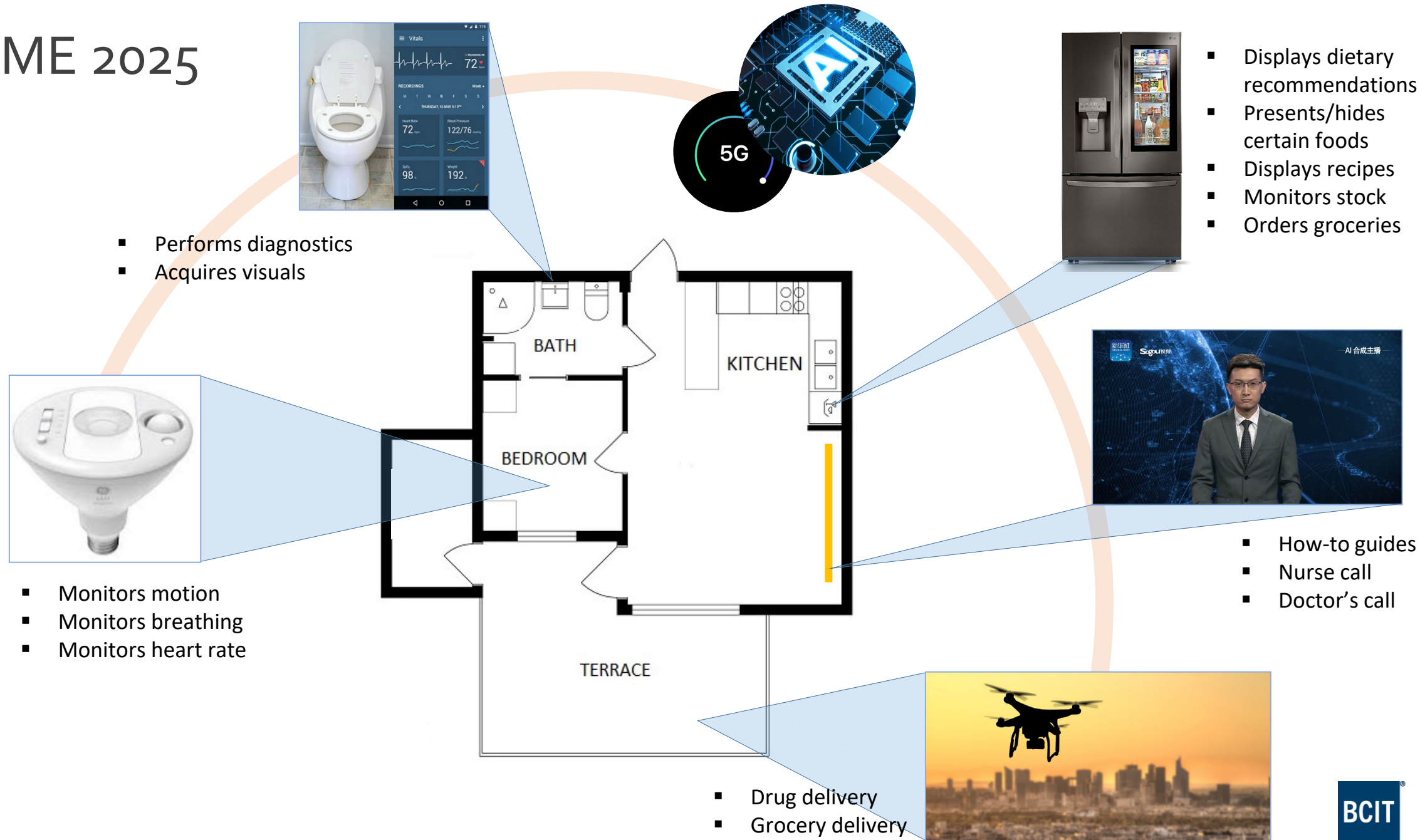
RONNA (10^{27})

QUECCA (10^{30})

Generation	2G	3G	4G	5G
Year launched	1991 (Finland)	1998 (Japan)	2009 (Sweden)	2019 (China)
Core standards	GSM	EDGE	LTE	NR
Max. transfer	40 kbit/s*	20 Mbit/s*	1 Gbit/s*	100 Gbit/s*
Top Features	<ul style="list-style-type: none">• Digital encryption• SMS messaging	<ul style="list-style-type: none">• Voice telephony• Mobile internet access• Video calls	<ul style="list-style-type: none">• Mobile web• IP telephony• Video conferencing• Density (users): 100,000 / km²	<ul style="list-style-type: none">• Instant downloads• No latency• IoT support• Density (users): 1,000,000 / km²

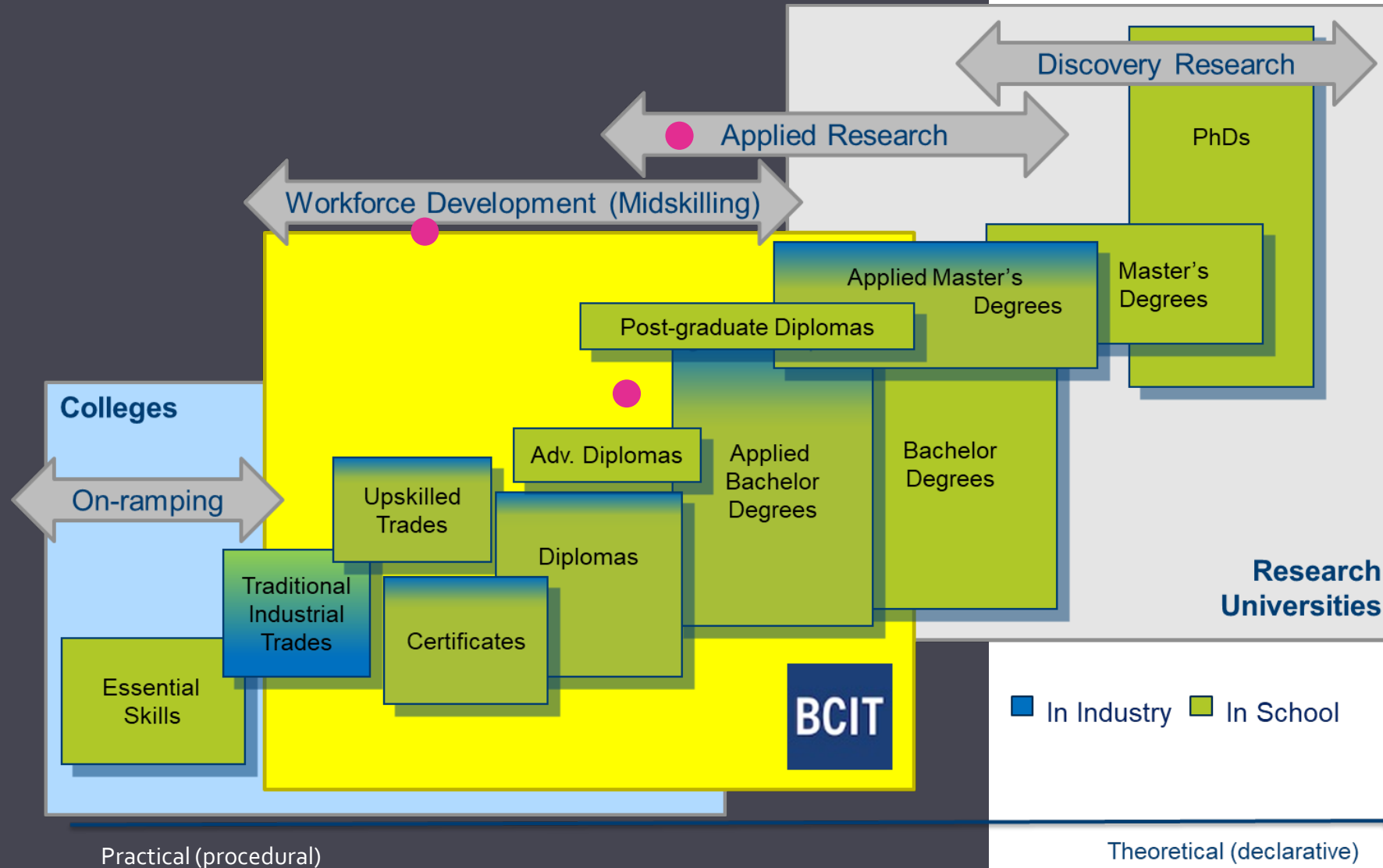
1. 5G (“Fifth Generation”) is a mobile phone transmission standard.
2. Each “Generation” has changed our social life as we know (knew) it.

HOME 2025



THE POLYTECHNIC MANDATE

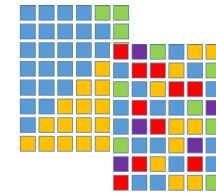
SECTORAL STRATEGIC WORKFORCE DEVELOPMENT



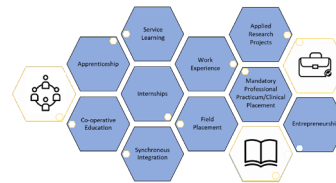
COMMUNICATIONS



**INTERDISCIPLINARY
CENTRES OF
COMPETENCE**



**OPEN
MULTI-DISCIPLINARY
EDUCATION**

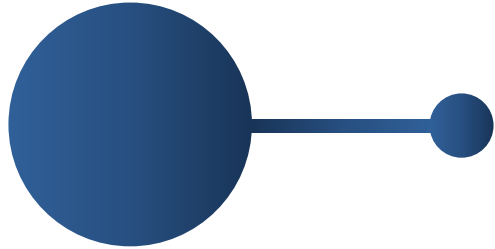


**EXPANDED
EXPERIENTIAL
LEARNING**

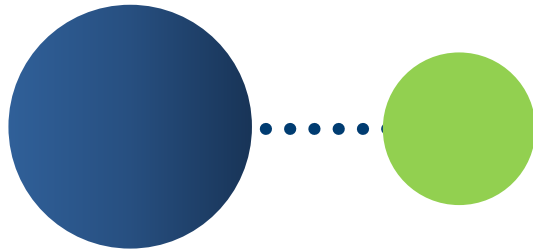


**INTEGRATED
INDUSTRY CHAIRS**

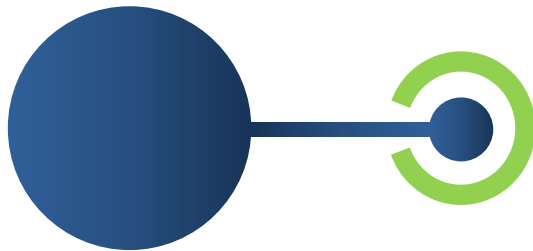
INTERNATIONAL COLLABORATION MODELS



Physical **Presence** / Learning Commons



Strategic & Operational **Assistance**



Local **Portal**

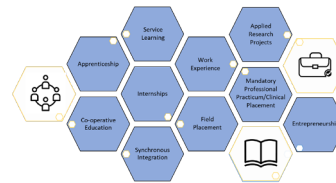


PART 3: AGILE LEARNING

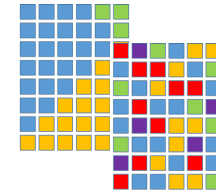
AGILE LEARNING



**MODULAR
COMPETENCY-BASED
TRAINING**



**EXPANDED
EXPERIENTIAL
LEARNING**

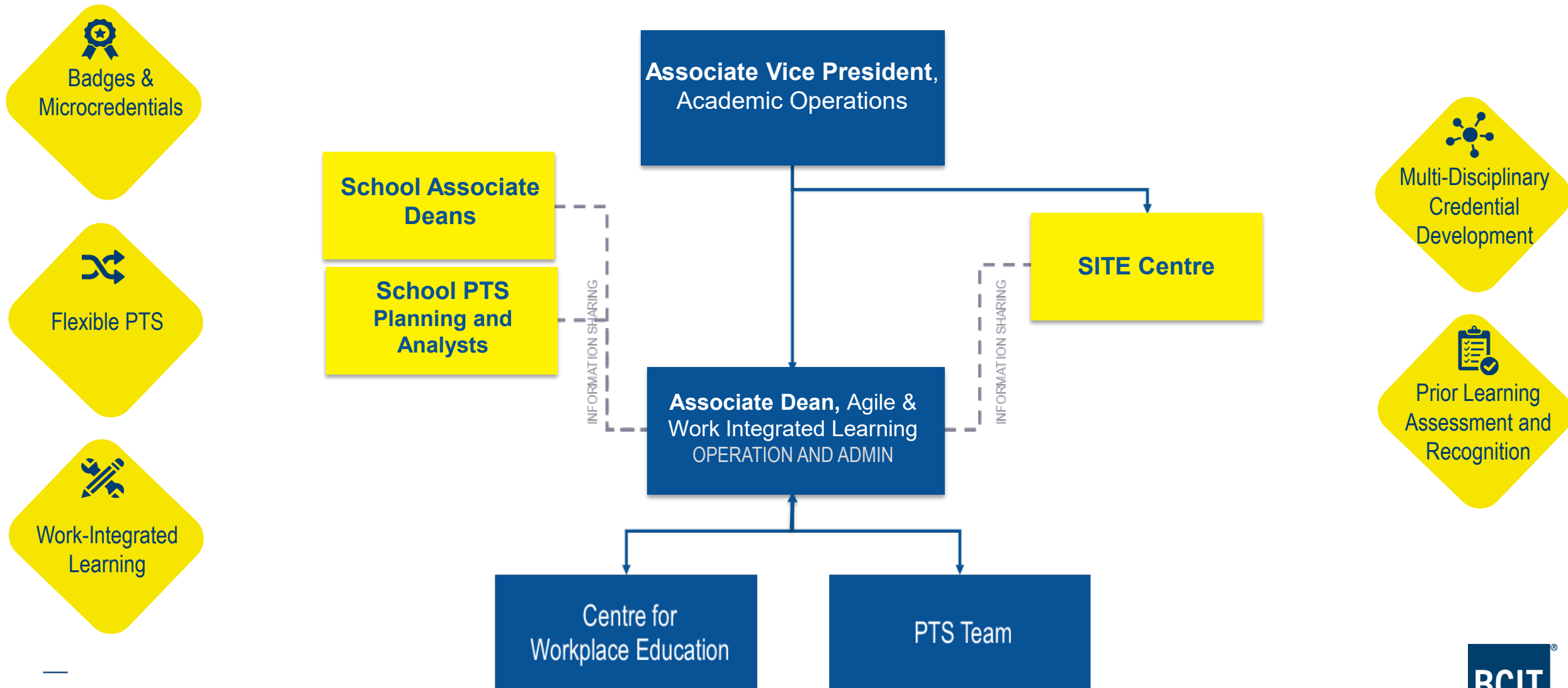


**OPEN
MULTI-DISCIPLINARY
EDUCATION**

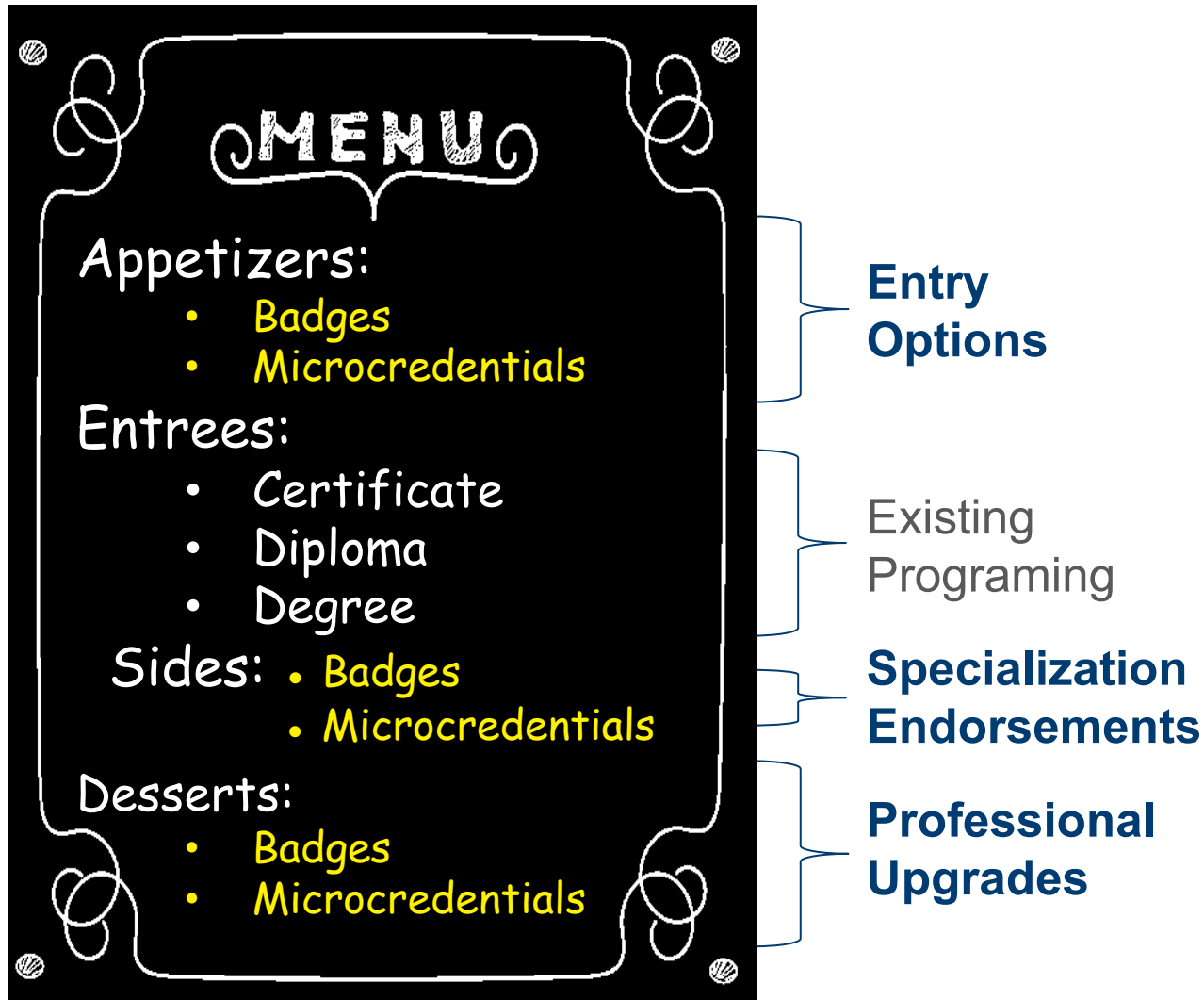


**PRIOR LEARNING
ASSESSMENT &
RECOGNITION (PLAR)**

AGILE & WORK INTEGRATED LEARNING STRUCTURE:



Modular Competency Based Training: Badges & Microcredentials



Short, Stackable, Transferable and Agile training opportunities, complementing existing programing, achieving an industry reskilling/upskilling need.

Current
Microcredential
Program
Offerings:



bcit.ca/explore/microcredentials

BCIT

Modular Competency Based Training: Badges & Microcredentials

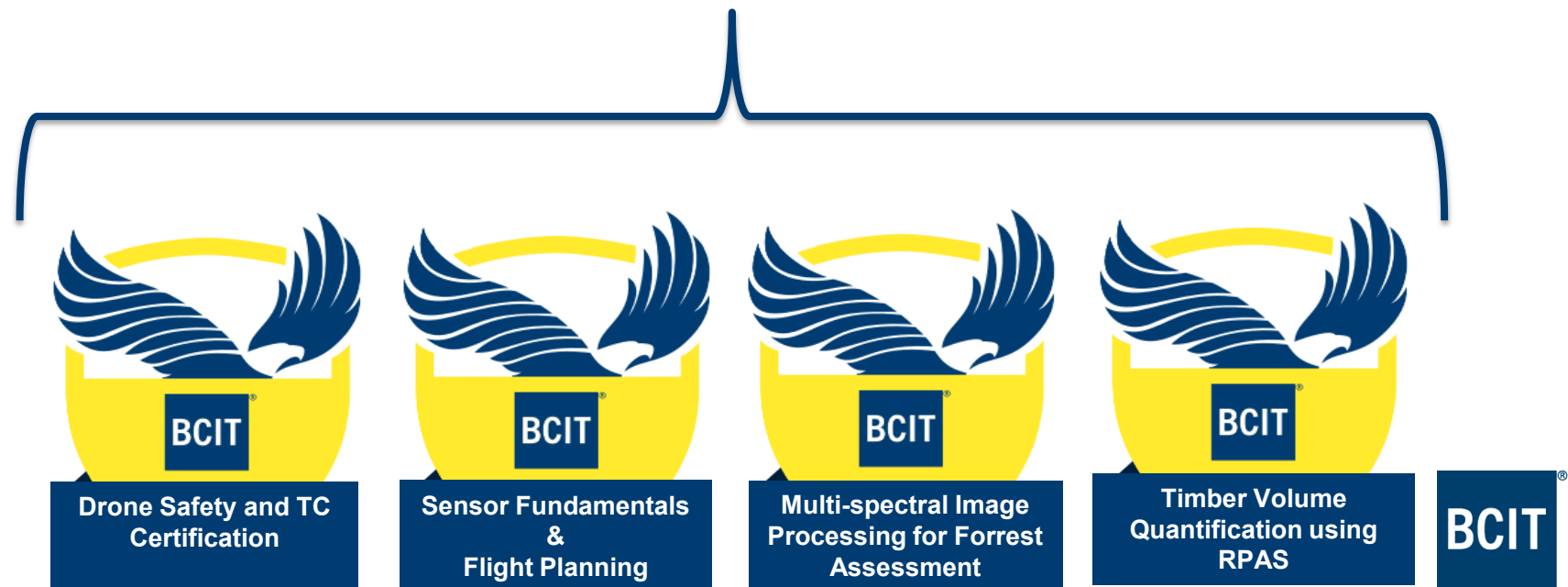
Program Microcredential:

- ✓ Collection of 2+ courses
- ✓ Totaling 3-9 Credits



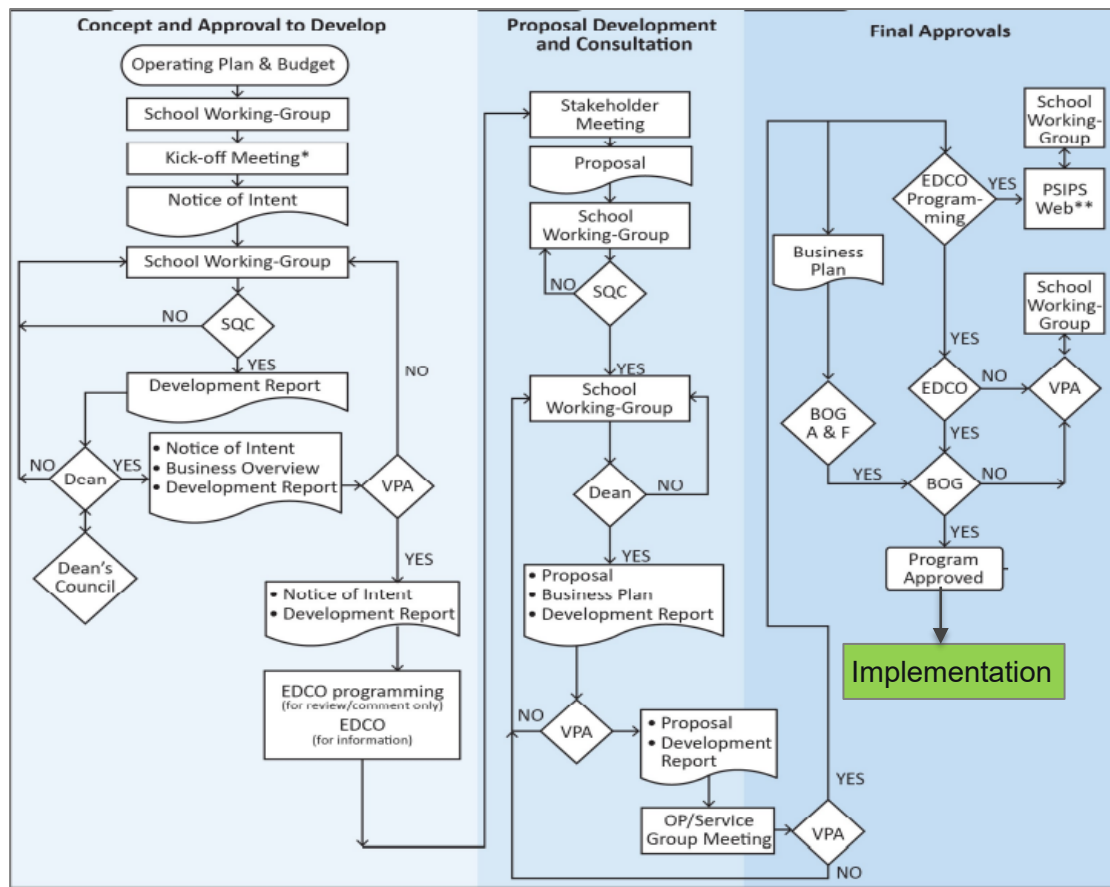
Course Badge:

- ✓ Individual Course
- ✓ Competence Based
- ✓ 0.5-3 Credit Course



Modular Competency Based Training: Agile Quality Assurance

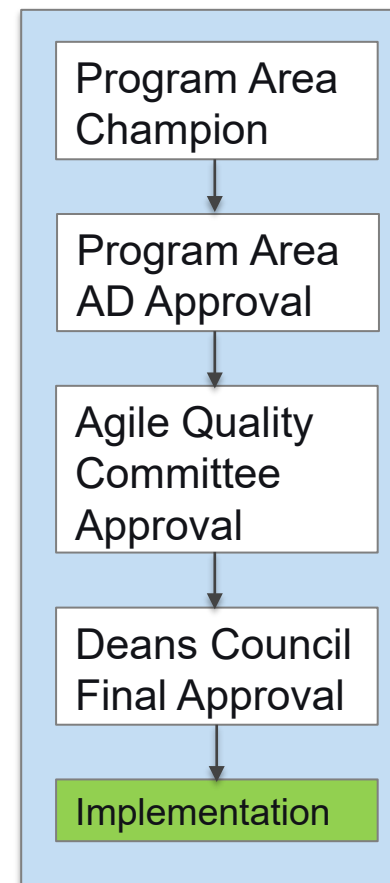
A-Cert., Cert., Diploma, Degree Approval Process:



BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY

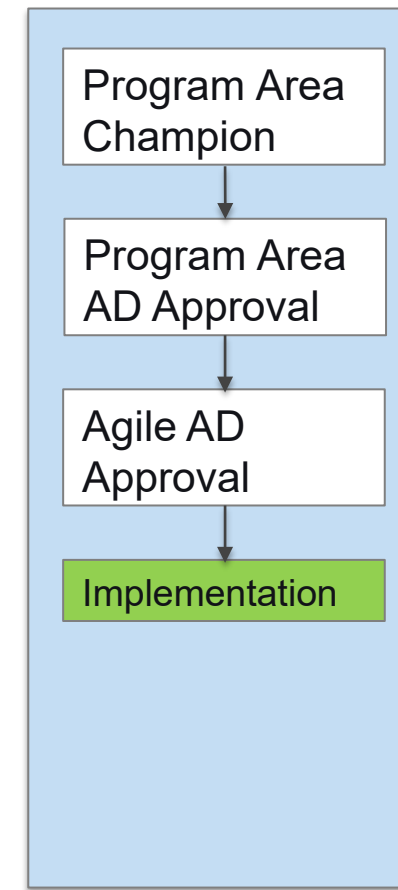
8-12 Months + DQRB

Microcredential
Program Approval
Process:



4-6 Weeks

Badge Course
Approval
Process:



1 Week

Modular Competency Based Training: GO-BCIT

International Access Portal

BCIT:

- Programs
- Instruction
- Credential



Cybersecurity Essentials

Go-BCIT
Portal

Southern Labs:

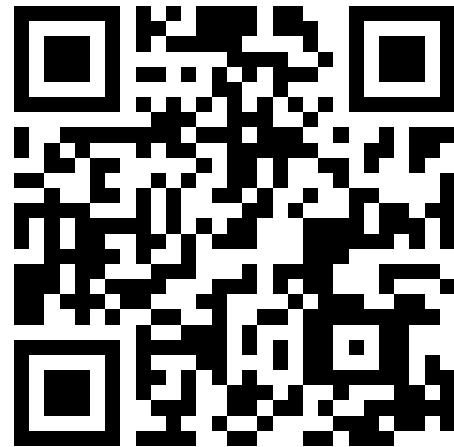
- Marketing
- Registration
- Student Services



Expanded Experiential Learning: Centre for Workplace Education

Linking knowledge and skills gained from the classroom with applications in business and industry through:

- Apprenticeships
- Co-ops
- Clinical Placements
- Consulting Projects
- Internships
- Practicums
- Service Learning
- Work Terms
- Work Experience



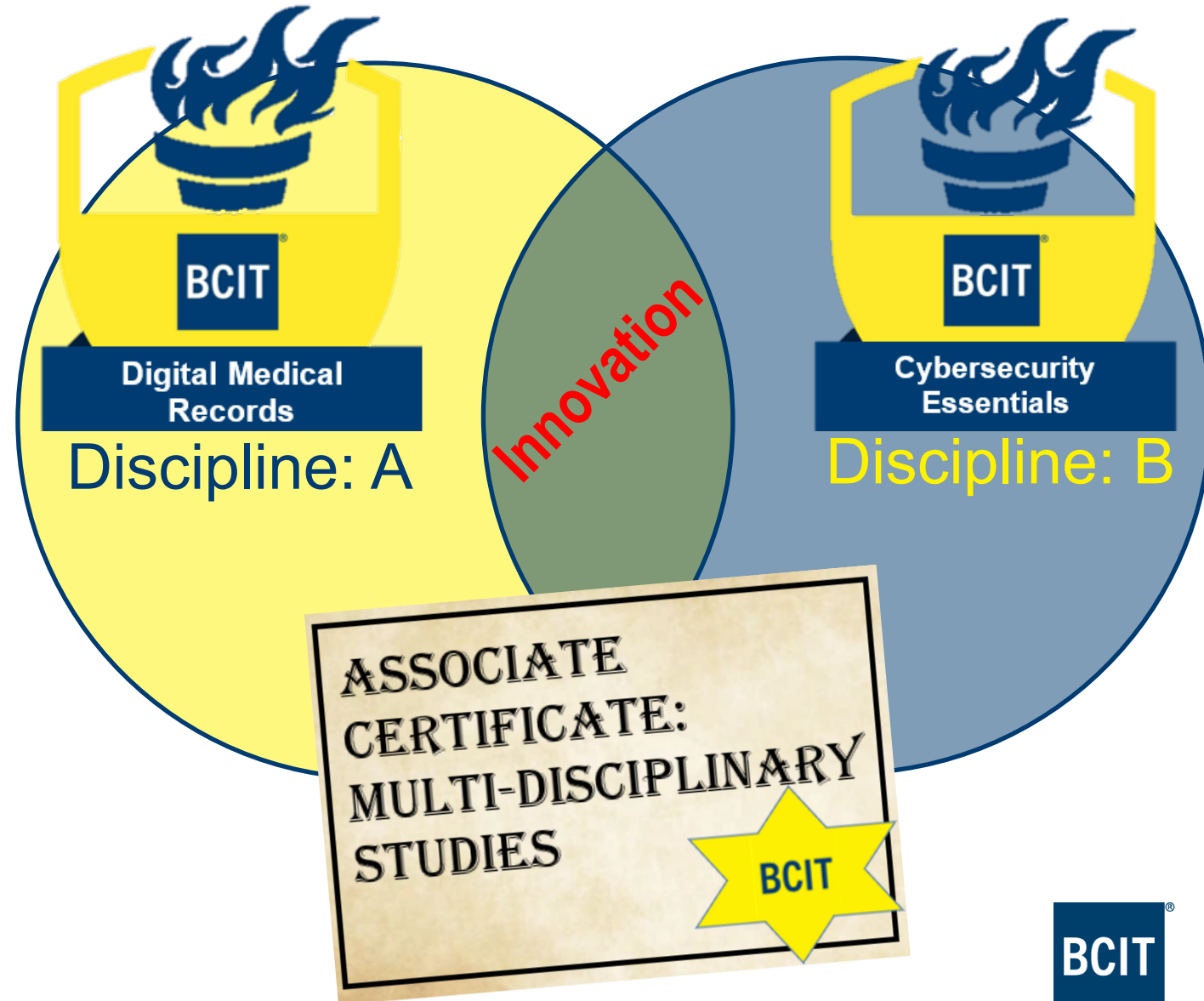
**BCIT Centre for
Workplace Education**



Open Multi-Disciplinary Education:

Merging of Disciplines:

- Combining credits from more than one discipline
- Creates interface competencies
- Focusses on entrepreneurs, career changers and generalists
- Supports the notion of career exploration while achieving academic standing



Prior Learning Assessment & Recognition

Recognizing:

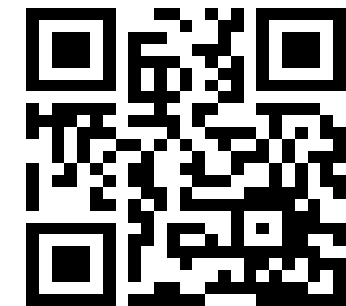
- Credits from other institutions (transfer credits)
- Non-transferrable achievements
- Military & first responder service learning
 - National Advanced Placement & Prior Learning
- Indigenous knowledge
- Corporate learning & workplace experience



bcit.ca/business-media/site-centre-of-excellence/



military-appl.ca/



AGILE & WORK INTEGRATED LEARNING



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Vice President, Academic
Email: Tom_Roemer@bcit.ca

Lessons Learned & QUESTIONS

Eric Fry,
Associate Dean: Agile and
Work Integrated Learning
Email: eric_fry@bcit.ca



Thank you!



AGILE LEARNING

POLYTECHNICS IN AN ERA OF ACCELERATED CHANGE

