

A Systems Approach to Nurturing Skills for the Digital Future

Presented at the Pacific Skills Summit

“Innovation and Sustainable Skills for the Blue Pacific”

by

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Session: **Going Digital: Pacific Skills and Literacy for Thriving in a Digital World**

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Changing the Culture: *Talents, Training, Nurturing Innovation*

How does basic education address talents and skills development?

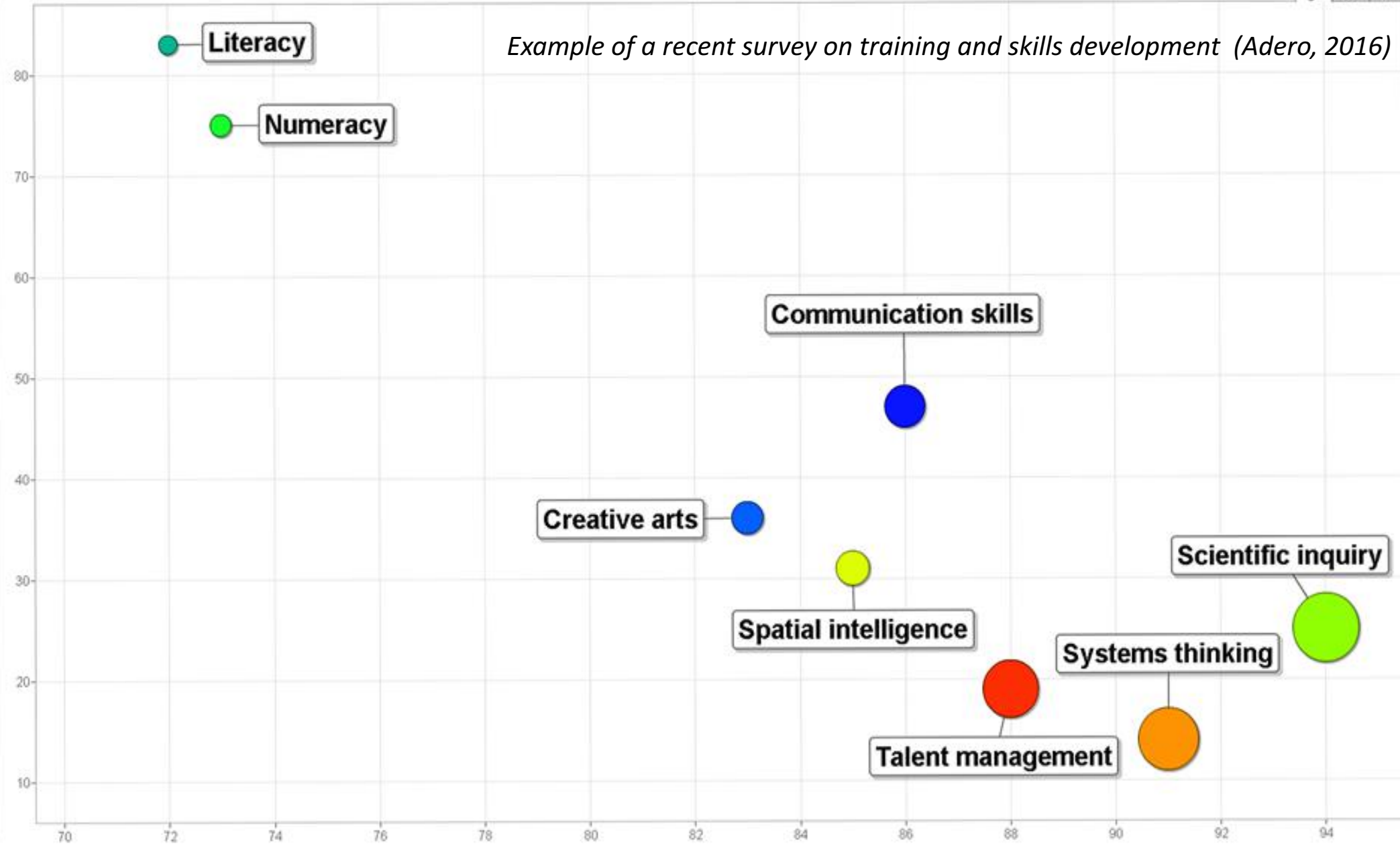
Technological innovation does not run into diminishing returns and remains the primary engine for wealth creation

Socialisation & management of pedagogy:

Nurturing innovation and leadership talents, attitudes
Transferable skills and labour market demographics
Legacy thinking vs. legacy systems and colonial relics
Digital revolution: the Future of Work, borderless impact, Industry 4.0, **Convergence 2.0**

Example of a recent survey on training and skills development (Adero, 2016)

DIRECTION OF INCREASING TRAINING EMPHASIS



TRAJECTORY OF IMPACT ON INNOVATION. Source: Cross-country survey by Nashon Adero (2014 - 2016)

The Challenge for the Pacific Island States - 1

Harnessing Synergies: Beware! “Islandization of the Pacific economy” – inward-looking and isolated governance models work against comparative advantages for the common good and shared prosperity.

“We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”

Dr. Martin Luther King Jr., Letter from a Birmingham Jail, 16 April 1963

The Challenge for the Pacific Island States - 2

Embrace a systems approach: Systems Thinking laws – “dividing an elephant into two does not produce two small elephants.”

- ✓ The Pacific region to embrace **dialogue** within a **participatory systems** approach towards effectively addressing, to reasonable **scales**, emergent local and global challenges of the future of work and **workers** in the digital economy.

The Challenge for the Pacific Island States - 3

Beyond digital literacy to digital fluency: Reach beyond the threshold level (digital literacy) and move onto the arena of consummate digital experience, from *limited territorial citizens* to “*borderless global netizens*”.

“*Influence in the new era will draw much energy from a democratised online environment as technology converges otherwise distant physical horizons,*” goes one of my tweets.

The Challenge for the Pacific Island States - 4

New perspectives on brain drain: The diaspora are a legitimate component of any robust homeland development equation, their influence amplified by innovative engagement models.

- ✓ Establish institutions and policies which promote borderless collaboration and create viable incentives for tapping into the skills of the diaspora – e.g. virtual collaboration platforms

Reflections on the Way Forward - 1

- ✓ The **Digital Transformation** is lowering the barriers to entry into the global arena of knowledge-led influence.
- ✓ Technology is a **frenemy** to the future of workers - ADAPTABILITY!
- ✓ **Lifelong learning** is the liberating elixir, a must-have daily dosage for remaining resourceful, relevant, adaptive, and resilient in this fast-evolving era.

Reflections on the Way Forward - 2

- ✓ Proposed skills development models must effectively assure youth of 3Ps: active **participation** in decision-making, long-term **partnerships**, and the **power** of self-determination.
- ✓ This will encourage **generative social dialogue** and **anticipatory skills development**.

PRIORITIES FOR THE PACIFIC

The Blue Economy – Geomatics and engineering for deep-sea exploration, mining and resource management

Disaster Preparedness – early warning systems integrated into GIS

Digitalising cultural identity for globalised revenue generation

Summary statement on going digital

Going digital for the Pacific island states also implies going **borderless**, but key public policy questions on ensuring a **just, inclusive, and sustainable transition** in the fast-evolving labour market of the 21st century must be addressed by the governments.



The image shows a screenshot of a Twitter thread. The top tweet is from Nashon J. Adero (@hopadero), posted 7 hours ago. It mentions @HamadIddiBoga, @AgriBusAfrica, and @ImeldaNasubo. The tweet text discusses the challenge of making agriculture a popular career choice for youth, referencing the #PacificSkills2019 summit. It suggests that disruptive technology like GIS and drones can help attract more people to agriculture. Below the tweet are icons for replies, retweets, and a single heart (like). The bottom tweet is a retweet by Nashon J. Adero, posted 23 hours ago. It features a profile picture of a man and text that quotes a keynote by Baron Divavesi Waqa, President of Nauru, at the #PacificSkills2019 Summit, emphasizing the importance of skills development for young people.

Nashon J. Adero @hopadero 7h
@HamadIddiBoga @AgriBusAfrica @ImeldaNasubo

Nashon J. Adero @hopadero
The lingering question on making [#agriculture](#) a popular career choice for [#youth](#) made it to the [#PacificSkills2019](#). Tired of the hard talk to convince? Take the disruptive route of technology, [#GIS](#), drones, etc will beautify agriculture to attract more than the usual competitors

🗨️ ↻️ ❤️ 1 ⋮

↻️ Nashon J. Adero Retweeted

Nashon J. Adero @hopadero 23h
The keynote by His Excellency Baron Divavesi Waqa, President of the Republic of Nauru, at the [#PacificSkills2019](#) Summit, reaffirms that adequate and relevant skills development for our young people is part of the enduring legacy and intergenerational responsibility of leaders.