

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**

24 – 26 June 2017, The University of the South Pacific, Laucala Campus, Fiji

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

How does basic education address talents and skills development?

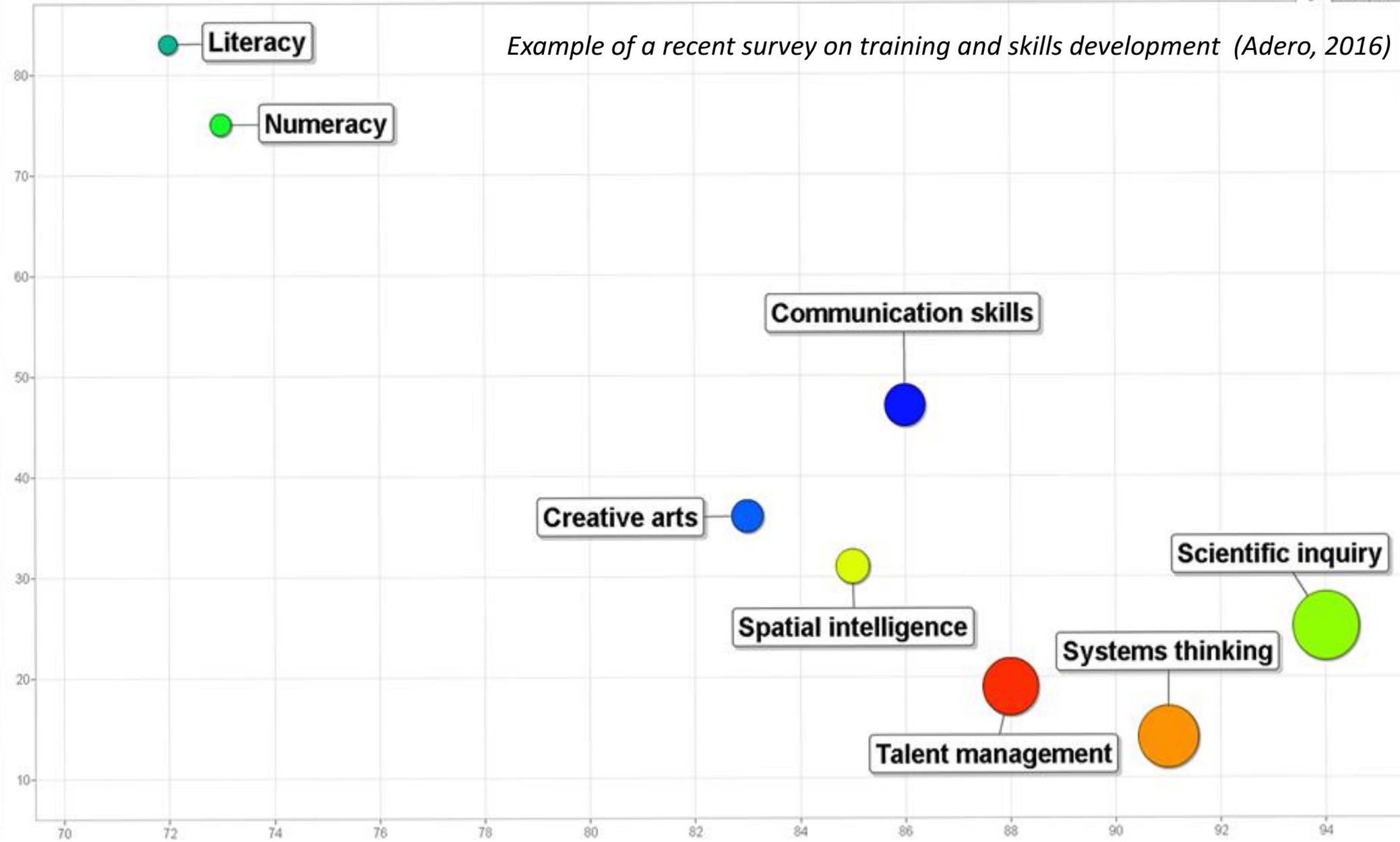
Technological innovation does not run into diminishing returns and remains the primary engine for wealth creation

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 on a dark background. The top tweet is by Nashon J. Adero (@hopadero), posted 7 hours ago. It includes mentions of @HamadIddiBoga, @AgriBusAfrica, and @ImeldaNasubo. The tweet text discusses the challenge of making agriculture a popular career choice for youth, mentioning the #PacificSkills2019 summit and the use of technology like GIS and drones to attract more people to agriculture. Below the tweet are icons for replies, retweets, and likes (1 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 is a quote from 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.