

The Future of Adult Learning in an Anxious Age

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EC-OECD Forum November 2018

@byron_auguste

@OpptyatWork

Agenda



**MEGA
TRENDS**



**ADULT
LEARNING**

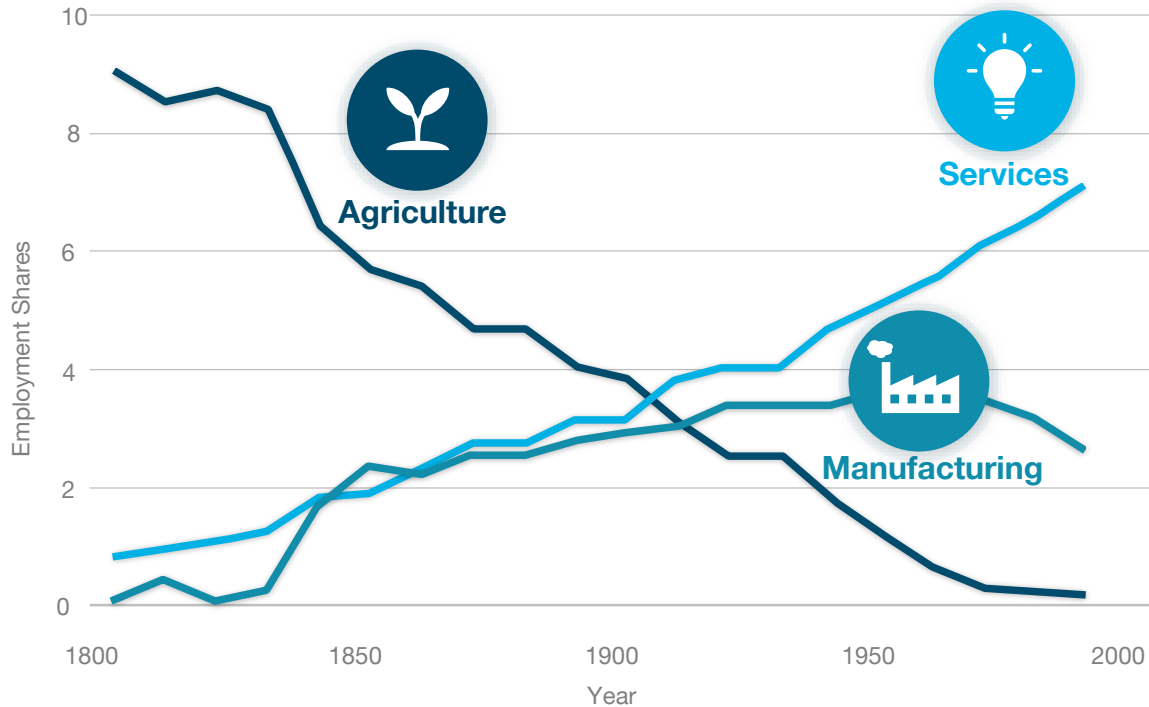


**NEW TOOLS
AND NEW RULES**

MEGA-TRENDS

Mega-shifts in economies create new dominant asset classes

In our new economy, what assets will be optimized?



Growth engine
of our modern
economy in a
single word...

...LEARNING

What did Paul Romer,
2018 Nobel Laureate
demonstrate about
learning and growth?

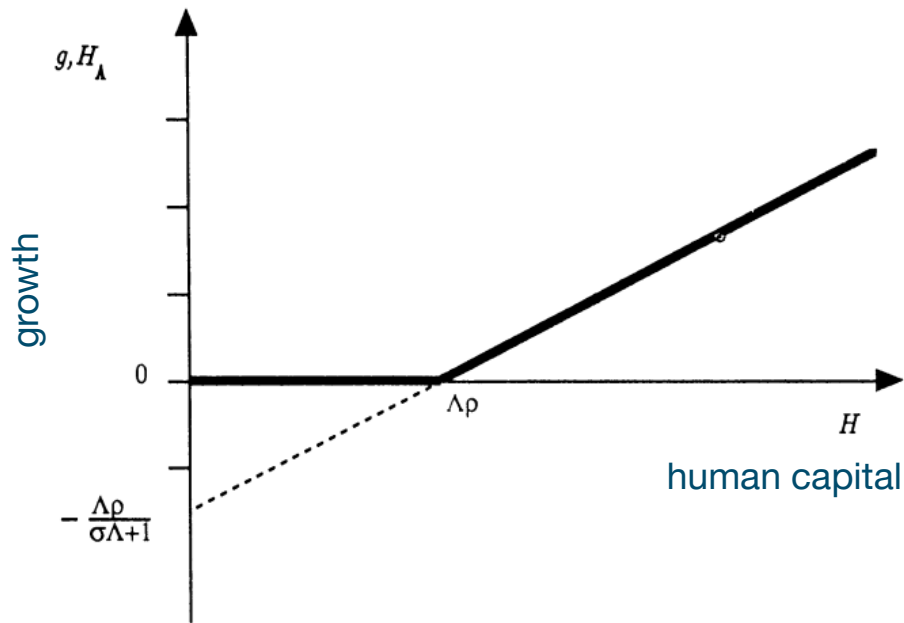


FIG. 2.—Growth rate and amount of human capital in research as a function of total human capital (for $\delta = 1$).

Human Capital is underutilized: is it a basis for new growth model?

Example

Human capital = 3-4x corporate (invested) capital in the U.S.

\$150T-\$200T



~\$50T



MEGA-TRENDS

The future
of work and
machinery:
do we fear
the wrong
dystopia?

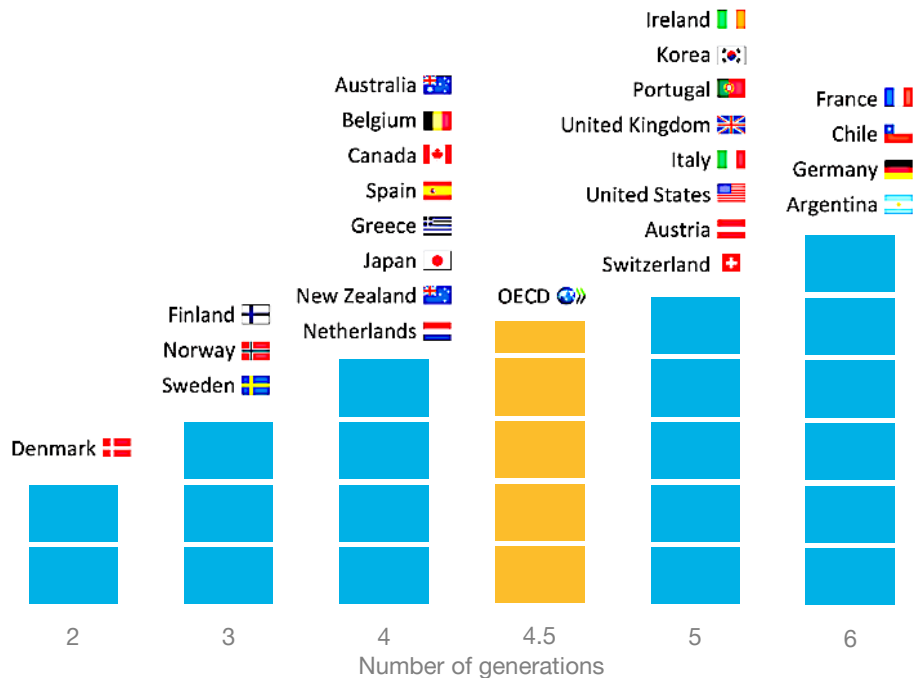


ROBOT



OVERLORDS

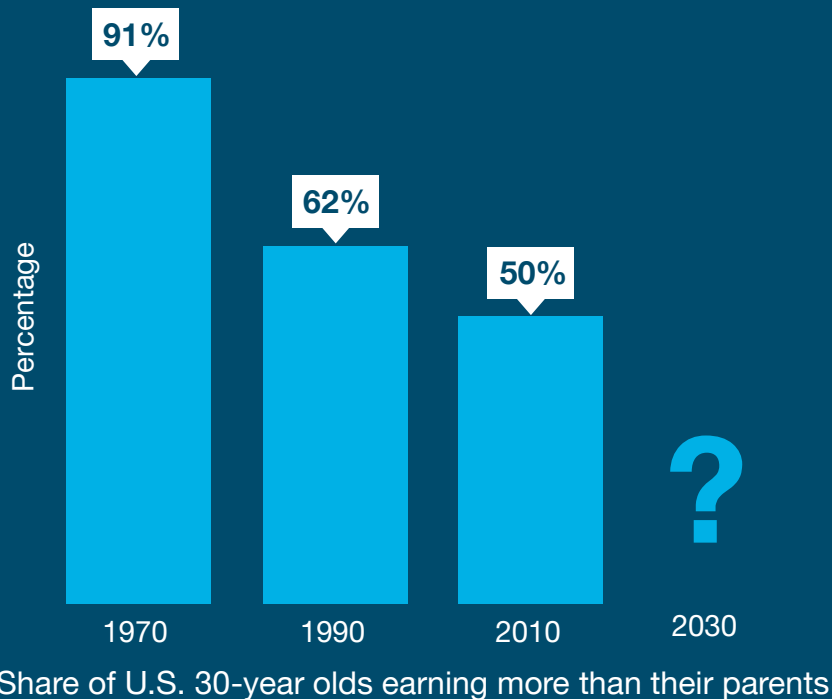
Intergenerational income mobility varies greatly...



Non-OECD examples:

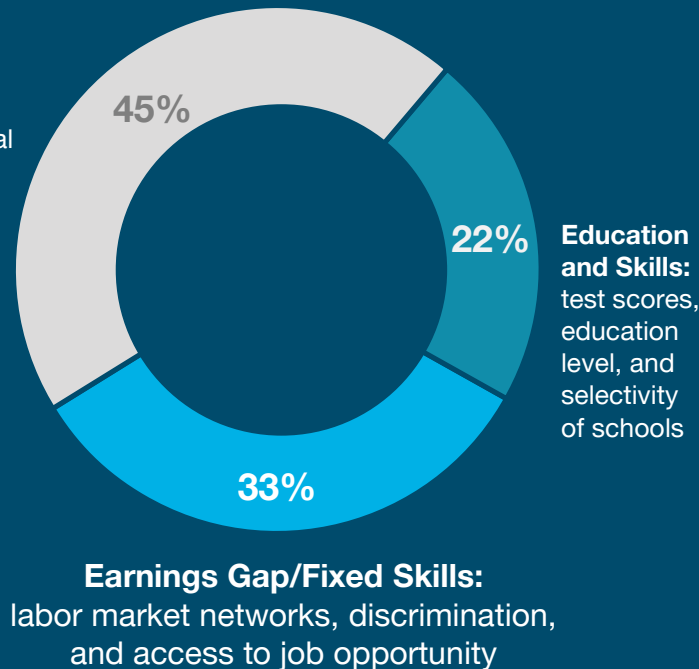
China 7
 India 7
 South Africa 9
 Brazil 9

What is learning's role in economic mobility?



Source: Raj Chetty and others, "The Fading American Dream: Trends in Absolute Income Mobility Since 1940," Online Data Table 1 – Opportunity@Work Analysis.

Other Assets:
income from
wealth, spousal
earnings, and
social/public
benefits



Source: Jesse Rothstein, "Inequality of Educational Opportunity? Schools as Mediators of the Intergenerational Transmission of Income" (2018), Table 9.; Opportunity@Work analysis.

ADULT LEARNING

Re-skilling is not a new phenomenon

Adult learning sparked my own family's upward mobility in the 1970s



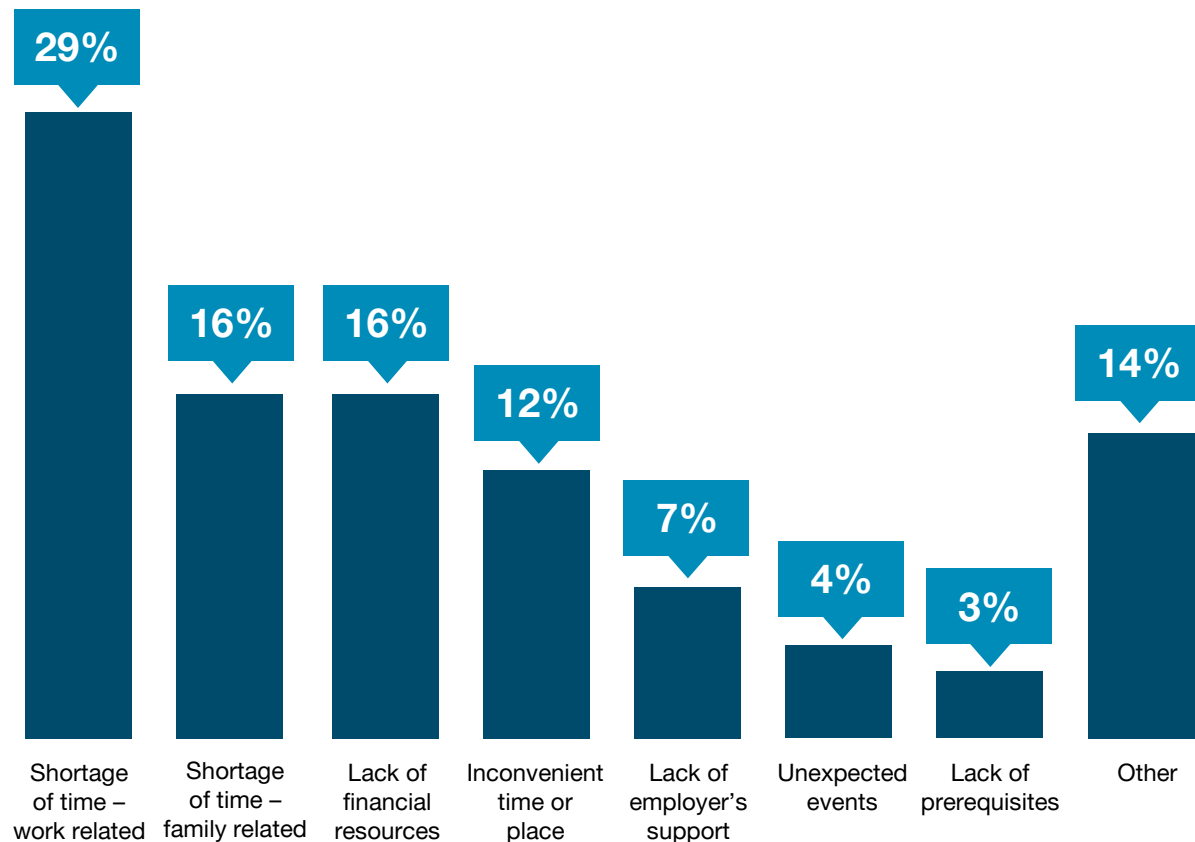
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* Compiled: 13.42.52 hrs. on 07/20/69.. Link-Edited on: 20JUL 69 (00002X )
000132 001110 PERFORM CLEAR-RECORD-ITEMS.
000133 001120 PERFORM GET-NEXT-SCREEN-DATA.
000134 001130
=PNUS= 001200 MAIN-PROC SECTION.
000136 001210 TOTAL-PAY-CALC.
000137 001220 MULTIPLY TS-BASICRATE BY TS-TOTALHOURS GIVING INT-BASICPAY
000138 001230                                     ROUNDED.
000139 001240 MULTIPLY TS-BONUSRATE BY TS-TOTALHOURS GIVING INT-BONUSPAY
-- ASSOC.DATA
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000033 000680 02 TS-TOTALHOURS PIC 9(2)U9(2). ==) 3550+
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000142 001270 IF TS-TOTALPAY > TOTALPAY-LIMIT
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Me and My Dad.
Detroit, USA: circa 1970

Time and saving barriers to adult learning

Reasons for non-participation (% of adults who wanted to participate but did not)



ADULT LEARNING

**When learning
≠ earning:
'skills gaps' vs.
'pedigree traps'**

Example:
Nearly half of U.S.
workforce is
“overlooked” - with
barriers to convert
their adult learning to
higher earnings path

30-40M

**College goers
who did not
graduate**

10-15M

**Experienced,
skilled workers
need
“to re-tool”**

15-20M

**Family
caregivers
returning to the
workforce**

6M

**Youth not in
school nor
working**

2M

**Long-term
unemployed
workers**

1.5M

**Veterans in job
transition**

ADULT LEARNING

People are **NOT**
problems.

People **SOLVE**
problems.



ADULT LEARNING

Overlooking LaShana Lewis (East St. Louis, USA)

- Born and raised in lowest income U.S. municipality
- Dropped out of university computer science program after 1 year, with no degree
- Shut out of technology job opportunities for 10 years
- When scouted for skills (vs. degree), hired as software engineer; now start-up CTO



Could innovation inclusion boost adult learning?



**Skills
Identification**



**Learning
Models**



**Financing
Learning**



**Learning-to-
Earning**



NEW TOOLS & RULES

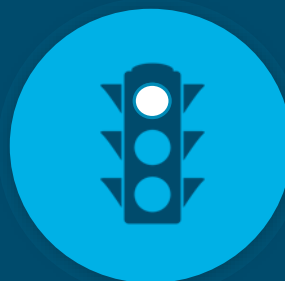
**‘New Rules’
for an era of
lifelong adult
learning ... and
earning**

**Investment
over
Selection**



STRATEGY

**Performance
over
Pedigree**



SCREENING

**Human Capital
over
Corporate Capital**



SPENDING

NEW TOOLS & RULES

Don't Blame the Tools, Fix the Rules.

Standard information,
choices, and guidance



When will tools to invest in
human capital (e.g., one's
own) be equally powerful?

Accounting standards
and tax treatment



When will investments in
training be treated even more
favorably, like R&D?

Benefits to
shareholders



When will robust markets
emerge for technology
for inclusion (e.g., 'AI patch')?



Thank you!

Questions?

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