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“Nurturing a Society of Productive, Caring, and Patriotic Citizens”

PROGRAMME AND ABSTRACTS

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SIMPLE EQUATION /MODEL TO EXPLAIN 21st Century HUMAN CAPITAL

$$**21stCHC =**
3R + 3L + 2C + S D L$$



INTRODUCED BY
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The Current Director General of the National Institute of Education, Dr Sunil Jayantha Nawaratne, is an expert in Human Capital Development, Higher Education, Poverty Alleviation and Youth Empowerment, and the developer of the K-SAM Human Capital Model. He also functions as a Management Consultant and Coach in Strategic Management, an Academic Lecturer in MBA study programmes, and a Leader in both public and private sectors. He is well known Public Speaker and Presenter.

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21st Century Education Reforms for Sustainable National Development and Peace

Dr. Sunil Jayantha Navaratne, Director General, National Institute of Education

The 5th UNESCO **Forum on Transformative Education for Sustainable Development, Global Citizenship, Health and Well-being**, which was held in 2021 emphasised the need of focusing on “**Transforming Education**” instead of reforming education. Hon. Minister of Education, Dr. Premajyantha too has highlighted this sentiment and stated “it is time to “**Transform Education**” instead of reforming”. The **National Education Policy Framework (2020-2030)** which was published by National Education Commission (NEC), has clearly highlighted the importance of education reforms with special attention to curriculum reforms. The new education policy framework has clearly identified the importance of producing **K-SAM graduates** from general education as well as from higher education. The new education policy has clearly recognized the four components of education as K-SAM, by adding the **Mindset and Paradigm** component to the traditional **KSA taxonomy**.

Knowledge – what do they know, both theoretical knowledge & practical knowledge;
Skills – what can they do or Learning, Literacy and Life skills or 21st Century Skills;
Affective – how do they think and behave or attitudes and values and citizenship education.

Finally, they have recognized the most important but unidentified component of education: that is **Mindset and Paradigm (M&P)** - or how do they perceive the world or lens through which they view the world.

To explain the 21st Century and 4th Industrial Revolution-ready human capital, the NIE has developed a new equation as given below:

$$21^{\text{st}} \text{ CHC} = 3\text{R}+3\text{L}+2\text{C}+\text{SDL}$$

21st CHC – 21st Century Human Capital

3R – Reading, (w)Ritting, (a)Rithmetic and subject knowledge

3L – Learning skills, Literacy skills, and Life-skills

2C – Character & Citizenship Education (CCE) or Value Education

SDL – Self-Directed Learning or Life-Long-Learning

Our present education system has been designed to produce “**3R plus Subject Knowledge**” graduates from general education mainly with theoretical knowledge, except few areas like aesthetics, technology, agriculture, etc. But reading, writing, arithmetic and theoretical knowledge alone are not enough to face the challenges of the modern dynamic and technology-savy world. Those three R’s are essential but not sufficient to be successful as human capital in today’s complex world.

On top of the 3R, the 3Ls or **Learning, Literacy and Life Skills (3L)** are essential to be a successful person in today's world of work. As of Wikipedia, learning is defined as “**an increase, through experience of problem-solving ability**”; i.e., an increase, through experience, of the ability to gain goals in spite of obstacles.

Learning Skills

In our life, we have two “P” s and those are “**Problems and People**”.

To deal with the first P-Problems, every person should have, critical thinking and problem-solving skills as well as creativity, innovativeness and entrepreneurship skills. To deal with the second P-People, every person should have the capabilities of collaboration and teamwork skills as well as communication skills.

With the present, teacher-centred, textbook-based and exam-based education system, we are unable to develop these learning skills since most of the time students are listening to the teacher and getting notes and finally, they face a written examination during one to two hour exam. In this context, students are passive learners and the teacher is dominating the classroom and instruction process. This teacher-centred system is outdated, and under the new reforms, we shift it to the “**Learner & Learning-Centered**” approach. In other words, what is important is “**not what we have been taught but what we have learnt**”. In this context, the teaching-learning method is shifting from teaching to learning and the learner is empowered. These methods include **Active Learning**, in which students solve problems, answer questions, formulate questions of their own, discuss, explain, debate, or brainstorm during the class. In this context, students are using collaborative learning techniques rather than learning alone, which promotes teamwork and working with others' skills. Blended learning is promoted, paving the way to use more updated and current online material and digital tools.

Literacy Skills

Under the heading of Literacy Skills, today every student should be armed with Information, Media, Technological, Digital and Financial literacies. These literacy skills are considered essential to be a successful person to face the 21st Century as well as the 4th IR challenges.

Life Skills

Life Skills are more important to be a modern human capital in today's society and under this, **Flexibility, Leadership, Initiative, Productivity and Social Skills** have been identified under the P21 Framework or Partnership for 21st Century Learning. In the proposed new reforms, we have changed the curriculum, pedagogy or teaching and learning process as well as evaluation and assessments to develop these 21st Century Skills systematically among all students.

Character & Citizenship (2C) or Value-Driven Education

Not only 21st Century Skills but also **Character & Citizenship Education (CCE) or Value-Driven Education**, also plays a vital role in human capital to suit with the new challenges. Character and Citizenship Education is defined as “*a deliberated effort to cultivate civility, ethical behaviours, self-management skills and personal attributes that our society values in its schools' graduates, community members and employees*”.

Character and Citizenship Education (CCE) aims to inculcate values and build social and emotional competencies in students. This in turn is to develop them into good individuals and useful citizens in a fast-changing and globalized world. It develops students through an understanding of the values that define the Sri Lankan society, inspiring them to show concern about the world they live in, and demonstrate empathy in their relationships with others.

Self-Directed Learning (SDL)

SDL is a learning strategy which allows learners to take charge of their own learning process (diagnose learning needs, identify learning goals, select learning strategies, and evaluate learning performances and outcomes) to up-date self in this rapidly changing environment to keep them self-updated or shifting the **Mindset & Paradigms of Self**.

The concept of growth and fixed mindsets was coined by psychologist Carol Dweck in her 2006 book, “**Mindset: The New Psychology of Success**”.

Someone with a growth mindset views intelligence, abilities, and talents as learnable and capable improvements through effort. On the other hand, someone with a fixed mindset views those same traits as inherently stable and unchangeable over time.

A mindset may also arise from a person’s worldview or philosophy of life. On the other hand, the paradigm has been defined by Thomas Kuhn in his influential work, “**The Structure of Scientific Revolutions(1962)**”. According to Kuhn, different stages in the history of scientific thought are characterized by different scientific paradigms, or worldviews, each consisting of a body of formal theories, classic experiments, and trusted methodologies.

These **Mindset and Paradigm** concepts are directly linked with the effectiveness of doing the right thing and if our mindset and paradigms are outdated, “**believing it is correct we do the wrong thing**”. Therefore, continuously updating self is very essential and for that “**Self-directed-learning**” is a must.

In nutshell, the proposed education reforms or transformation of education is demanding a drastic change in the present education system and let’s get together and make it a success in order to make Sri Lanka a developed nation with US\$ 12,000 per capita income at least by 2040.

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