



FUTUREINTERNETASSEMBLY
ATHENS 18-20/03/14

Future Internet and the future of workplace learning

ATOS vision for learning at work

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Atos
Worldwide IT Partner

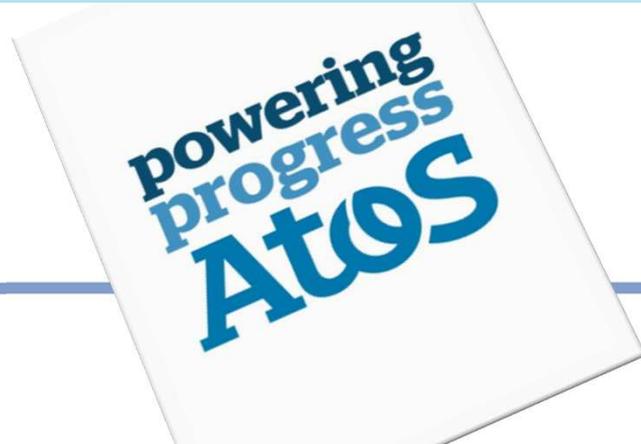


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- ▶ Annual 2013 pro forma revenue of EUR 8.8 billion
- ▶ 78.500 employees in 47 countries
- ▶ Serving a global client base, it delivers hi-tech transactional services
- ▶ Consulting and technology services
- ▶ Systems integration and managed services
- ▶ Headquarters in Bezons / Paris, France
- ▶ **Innovation (R+D+i)**

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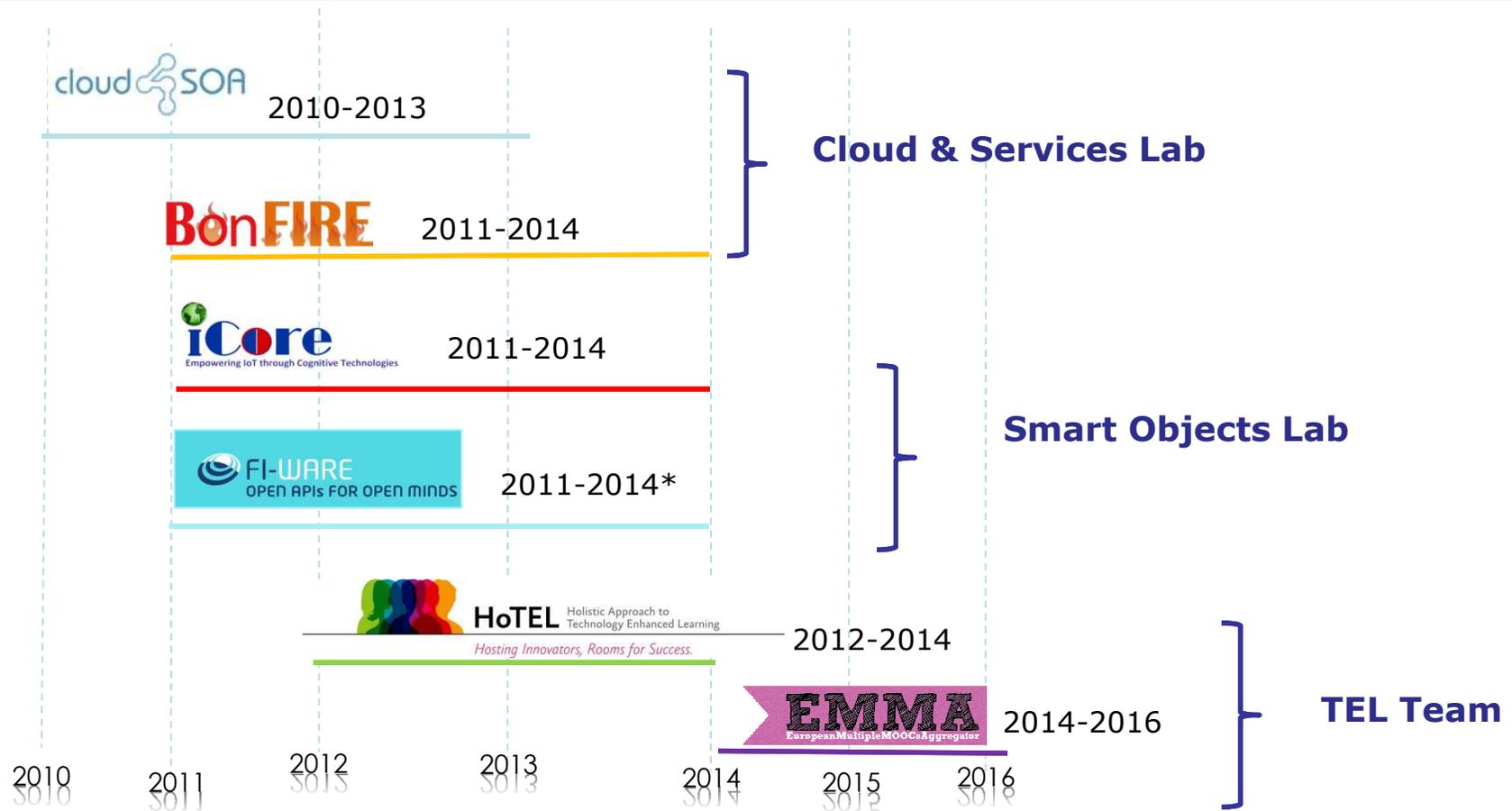
Research & Innovation



- ▶ Global research-development-innovation reference for ATOS
- ▶ **Manufacturing, Retail & Transports; Financial Services; Telecoms, Media & Technology; Energy & Utilities; Public Administrations(**Education**), Health**
- ▶ **Cloud and Services, Smart Objects Labs and TEL team**
- ▶ **157 active projects (101 European)**

Source of innovative technical and commercial references for the rest of AToS divisions and our clients

Future Learning & Future Internet Related projects



MOOCs

- ▶ **Education** is no longer an activity you do for a limited time in a specific place and setting: **it's about your entire life's journey.**
- ▶ It's the **key to our success as individuals** and to **future prosperity for our societies.**

- ▶ **MOOCs**: there are **c-MOOCs**, closely linked with connectivism (following George Siemens and Stephen Downes), and there are **x-MOOCs**, bringing existing courses to an extended audience. Whereas the former is aiming for innovative pedagogy, the latter is driving technological and economical innovation on the basis of more instructivist paradigms.

MOOCs in Corporate settings

▶ For Organizations:

Use of the MOOC concept for training, recruitment, promotion/marketing:

- OpenSap: Courses of HANA SAP
<https://open.sap.com/accounts/2/announcements>
- Instreamia: Use of MOOCs for language learning
<http://about.instreamia.com/>

▶ For Individuals:

MOOCs are a great source:

- free high quality information about a topic
- opportunities for career advancement or educational credentials

MOOCs in Corporate settings

► Challenges:

It's utopian to expect a "one size fits all" format for online education, especially when MOOCs are so massive. In addition, the use of many different media might cause information overload, especially for such a large and diverse audience.

► Personalization & Cultural differences:

- Some initial approach: EMMA's Translation and transcription services
Translecture transLectures-UPV toolkit (TLK)

<http://www.translectures.eu/tlk/features/>

- How can Future Internet help? Provision of infrastructures to improve processing power, resources reallocation

► Certification and progress monitoring; and results verification concerning learning goals

- Some initial approach: EMMA's tracking system based on Learning Analytics
- How can Future Internet help? Provision of infrastructures to improve Big data processing power, resources reallocation

MOOCs and what comes next?

- ▶ The 21st century workplace is marked by continuous social learning in knowledge networks
- ▶ Support to Learning experiences considers the orchestration of:
 - ubiquitous content delivery
 - internal and/or external MOOCs
 - performance support
 - social media embedded in training strategies, etc.
- ▶ **Challenges for organizations:** Ensure smooth and easy-to-use training environments.
- ▶ **Challenges for Individuals:** Avoid knowledge overload, improve their competences/skills, performance
- ▶ **Possible Solution:**
Development and deployment of **seamless learning environments**
Integration of personal learning spaces supporting **micro-learning** practices

Future learning approaches: Seamless learning



Common to most definitions is the aim to support continuous, fluid learning experiences – mainly driven by the learner’s desire to inquire or to investigate

- ▶ Main features according to Wong (2011):
 - Encompassing **formal** and **informal** learning
 - Encompassing **personalized** and **social** learning
 - **Across time**
 - **Across locations**
 - **Ubiquitous knowledge access**
 - Encompassing **physical** and **digital** worlds
 - Combined use of **multiple device types**
 - **Seamless switching** between multiple learning tasks
 - Knowledge **synthesis**
 - Encompassing multiple **pedagogical approaches**

Future learning approaches: Seamless learning



- ▶ **Benefits:**
 - ▶ Individuals: Development of 21st century skills
 - ▶ Organizations: Shift of skill development responsibility to individuals, better performance
- ▶ **Challenges:**
 - ▶ Smooth transitions between the different learning contexts and tasks
 - ▶ Technical level of semantic interoperability to allow exchanges amongst different applications, devices
 - ▶ Personal data exposure and Privacy issues
- ▶ **Possible Solutions:**
 - ▶ More research and practical applications considering IoT architecture
 - ▶ Research and pilot experiences using Public-Private cloud infrastructure and solutions

Future learning approaches: Microlearning



- ▶ Defined as “discrete chunks of information or skill-based knowledge that can be delivered in short bursts of time” (Hartley 2010)
- ▶ Process of subsequent, "short" learning activities, i.e. learning through interaction with micro-content objects in small timeframes
- ▶ Main features:
 - ▶ Seamless integration in everyday work and live practices
 - ▶ Peripheral consumption
 - ▶ Emerging motivation

Future learning approaches: Microlearning



- ▶ **Benefits**

- ▶ Individuals: Better performance, learn effectively, reinforce learning, convenient use of voluminous data, make better decisions
- ▶ Organizations: Effective communication, Improve collective intelligence within the organization, Maximize training; minimize time

- ▶ **Challenges:** Learning design will have to increasingly revolve around micro-learning concepts that are device, time and location agnostic.

- ▶ Integration of personal learning environments with Corporate learning settings.

- ▶ **Possible solutions:** More research and practical applications considering IoT interoperability

Thanks for your attention!!!

Research & Innovation
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