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TOPICS

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EXPERTS

Topics

4 Billion New Minds Online: The Coming Era of Connectivity

By Peter H. Diamandis, MD - Jul 27, 2018  11,079

- 2019
- 100x 4G hastighet
- Global utbredelse via Loon og OneNetworks
- Global dekning med 50 Gbit/s (tenk Lyse fiber) i 2025



Til refleksjon:

Hva betyr det for utdanningsinstitusjonene når kunnskapen blir globalt tilgjengelig? Visste du at Sør-Afrika har 133% mobilpenetrasjon og at 95% av befolkningen benytter mobilt internett daglig?

MEET THE MODERN LEARNER

As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their **own** development.

OVERWHELMED...

Number of times online every day
early days of the Internet: **5** | today: **27**
41% of time workers spend on things that offer little personal satisfaction and do not help them get work done.

DISTRACTED

Most learners won't watch videos longer than **4 minutes**
People unlock their smartphones up to **9 times** every hour
Knowledge workers are constantly distracted with millions of websites, apps, and video clips.

IMPATIENT...

Online, designers now have between **5 and 10 seconds** to grab someone's attention before they click away
5 Workers now get interrupted as frequently as every **5 minutes**—ironically, often by work applications and collaboration tools
2/3 of knowledge workers actually complain that they don't have time to do their jobs

1%
of a typical workweek
is all that employees
have to focus on
training and
development

Sources:
"The Overwhelmed Employee: Simplify the Work Environment" Deloitte University Press
"The Knowledge Worker's Day" Boston
"Make Time For the Work that Matters" Harvard Business Review
"Collaboration & Social Tools Drain Business Productivity, Costing Millions in Work Interruptions" harmon.ie
"We're Creating a Culture of Distraction" jeffknaus.com
"Study Says We Unlock Our Phones a LOT Each Day" TIME
"Infobesity Causes Distraction and Stress at Work" HR Magazine
"IT Training Gets an Extreme Makeover" Computerworld
"Network Performance: Does It Really Matter To Users And By How Much?" University of Massachusetts
"Worldwide Mobile Worker Population 2011 - 2015" IDC
"Ambivalence Is Not a Strategy" Flex+Strategy Group
"The Rise of the Extended Workforce" Accenture
"Engaging Disengaged Learners" Towards Maturity
"Just-in-time Information through Mobile Connections" Pew Research
"Here's a Google Perk Any Company Can Imitate: Encourage to Embrace Interruption" Fast Forward

Bersin
by Deloitte.

UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.



ON-DEMAND

Employees are accessing information—and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:

To learn what they need for their jobs, employees access:



People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems



COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.



Learners are:
asking other people
sharing what they know

at Google, 55% of training courses are delivered by an ecosystem of 2,000+ peer learners

EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.





[Home](#) > [News](#) > Do clinical placements have a virtual future?

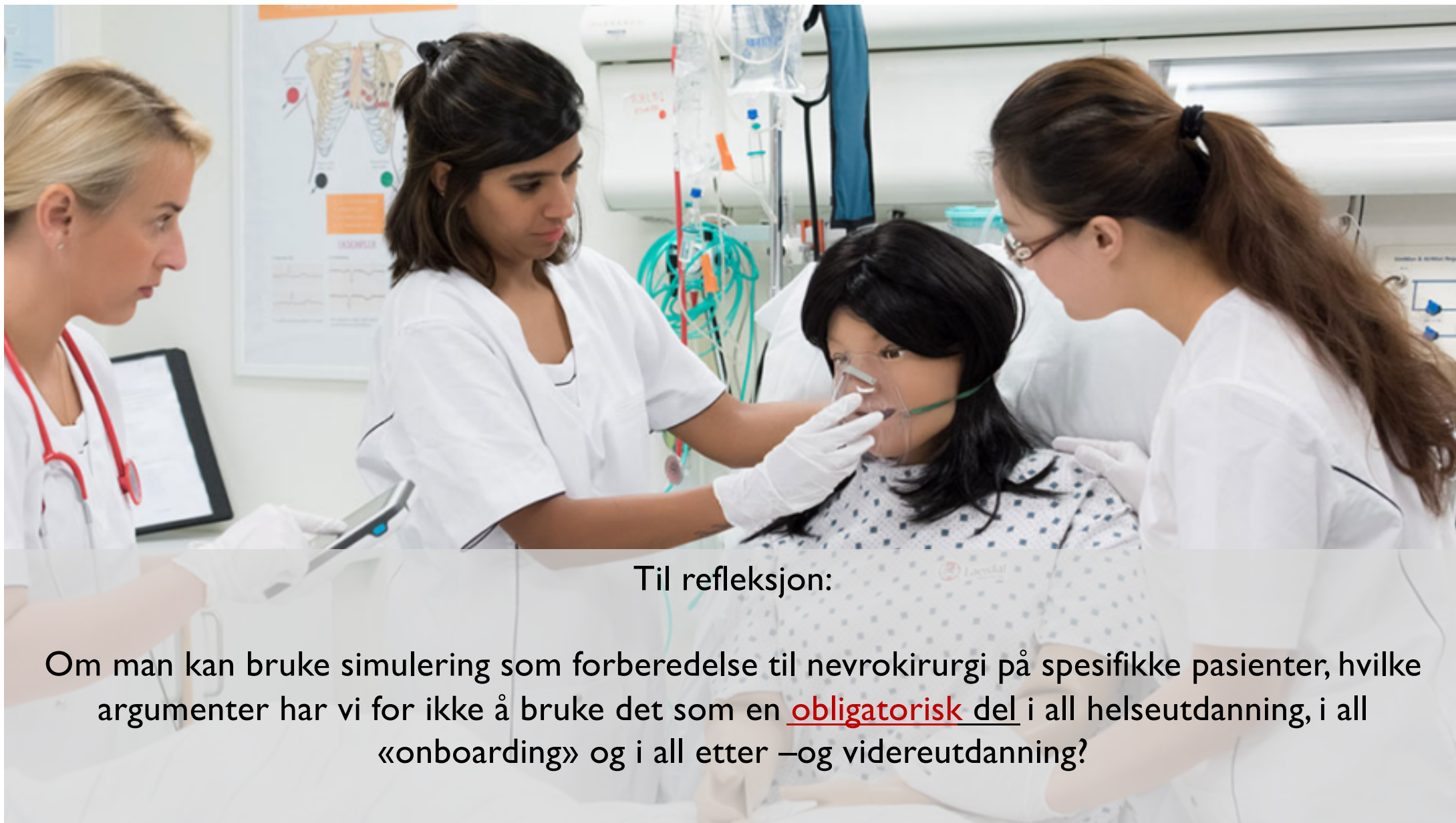
Do clinical placements have a virtual future?

14 August, 2018

An ambitious initiative which will see first year students substitute half their clinical placement time in a simulated environment will be undertaken by [Liverpool University](#) this autumn, in a bid to reduce the burden on radiotherapy departments in the future.

The initiative, 'Developing learning through simulation: Using virtual environments to reduce clinical placement pressures', will be supported with money from the [Challenge Fund](#), following a successful bid to support existing and new AHP students.





Til refleksjon:

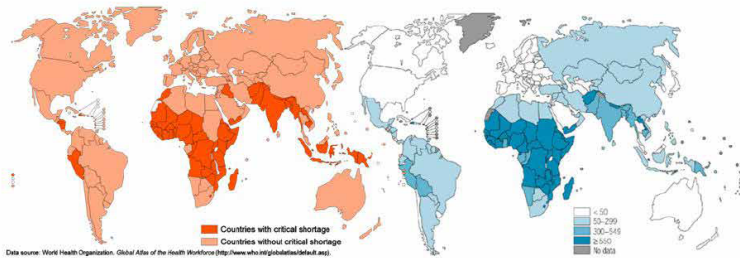
Om man kan bruke simulering som forberedelse til nevrokirurgi på spesifikke pasienter, hvilke argumenter har vi for ikke å bruke det som en obligatorisk del i all helseutdanning, i all «onboarding» og i all etter –og videreutdanning?

Health workers

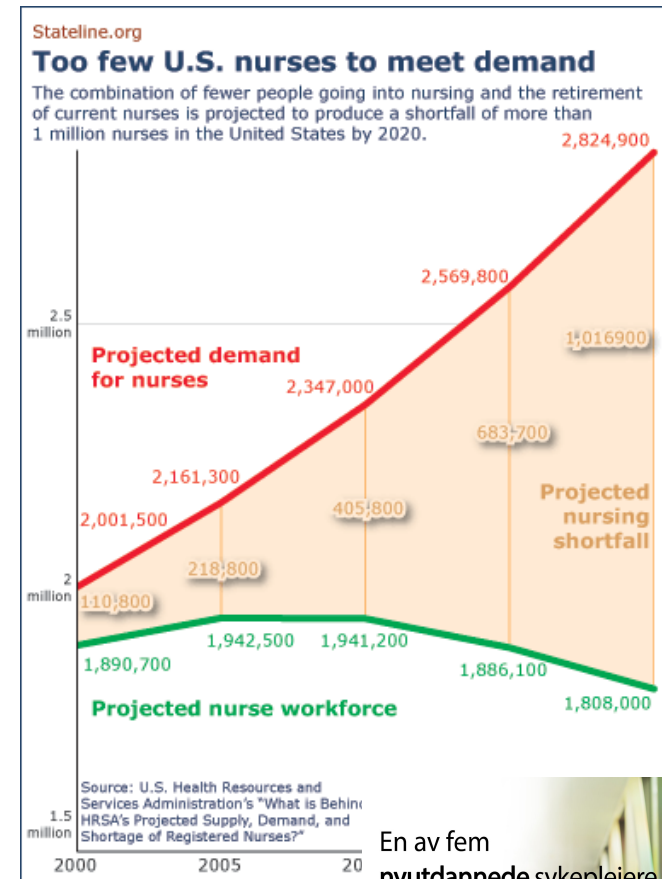
health outcomes

- Countries with a critical shortage of HRH (<2.28 physicians, nurses and midwives / 1000 population)

- The HRH crisis countries are making slow progress towards the health-related MDGs (e.g. maternal mortality ratio / 100,000 births)



41 Health Workforce Migration: A Roundtrip, June 2014, Madrid



En av fem
nyutdannede sykepleiere
slutter før det
har gått ti år



**BUSINESS**

Markets Tech Media Success Perspectives Video

There's an acute nursing shortage in the United States, but schools are turning away thousands of qualified applicants as they struggle to expand class size and hire more teachers for nursing programs.

In America, experienced nurses are retiring at a rapid clip, and there aren't enough new nursing graduates to replenish the workforce. At the same time, the nation's population is aging and requires more care.

«75 000 qualified nursing applicants are turned away every year»

"It's really a catch 22 situation," said Robert Rosseter, spokesman for the American Association of Colleges of Nursing.

"There's tremendous demand from hospitals and clinics to hire more nurses," he said. "There's tremendous demand from students who want to enter nursing programs, but schools are tapped out."

«There is tremendous demand from hospitals and clinics to hire more nurses. (...) There's tremendous demand from students who want to enter nursing programs, **BUT SCHOOLS ARE TAPPED OUT**.»

Demokratisering
av kunnskap og
heftige forsøk på
oppskalering

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TECH

Why 259,969 people taking the same class at the same time might just be the future of education

Jan 30, 2014 / Helen Walters

Psss! Think the global nursing shortage when you read this....



Til refleksjon:

Om kapasitet til å utdanne nok helsepersonell er en utfordring, hvorfor er vi så lite villige til å vurdere alternative pedagogiske og organisatoriske tilnærminger? Kan vi erstatte halvdelen av klinisk praksis med simulering? Kan vi se for oss å utdanne sykepleiere på halvparten av tiden?

Til refleksjon:

Hva stopper oss i å bruke slik teknologi til kvalitetsforbedring av langt flere av de basale ferdighetene helsepersonell må kunne? Spurt på en annen måte: Hvor viktig er det for oss at alt helsepersonell kan utføre gitte prosedyrer i henhold til en gitt standard?



Applying technology and the latest educational science to Help Save 50.000 Lives every year in US Hospitals

“RQI gave me the skills I needed when I least expected it. It’s priceless.”

Tamicka Jones, BSN, RN, TCRN, UAB Hospital

“RQI gave us the confidence and the skill level... to give compressions deep enough to get blood circulating and save our patient.”

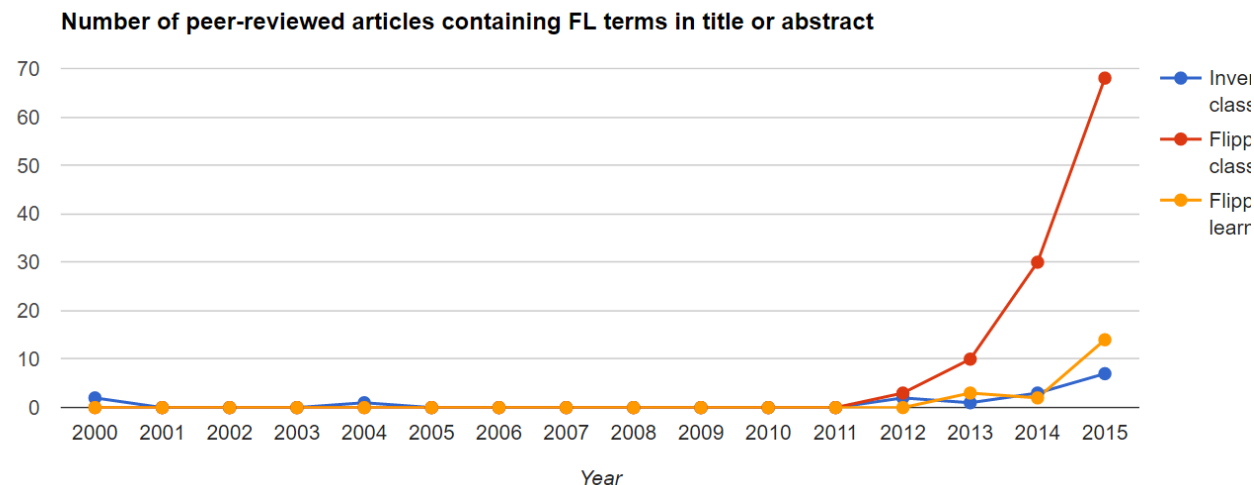
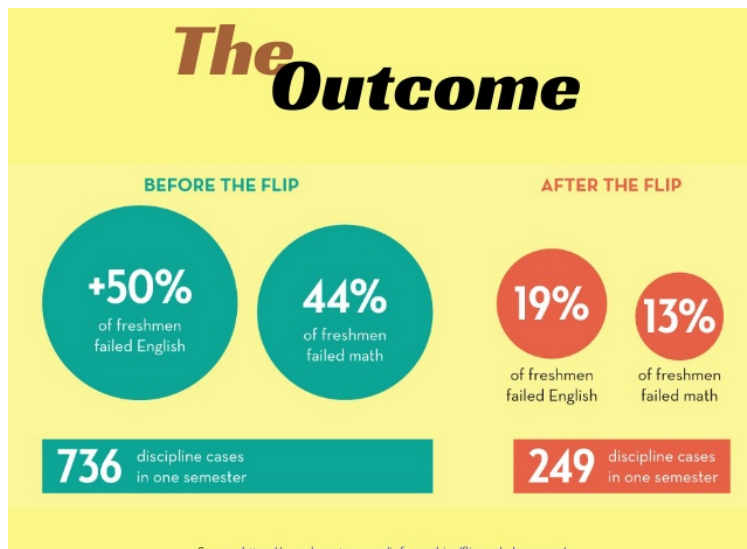
Paula Patterson, RN, Phoebe Putney Memorial Hospital

“I believe that RQI helped save my life.”

Michael Lovelace, RN, UAB Hospital

“RQI aligned with Salem Health’s values nicely. We are an innovative organization ... We pride ourselves on providing value for the patient.”

Sarah Horn, CNO, Salem Health



Til refleksjon:

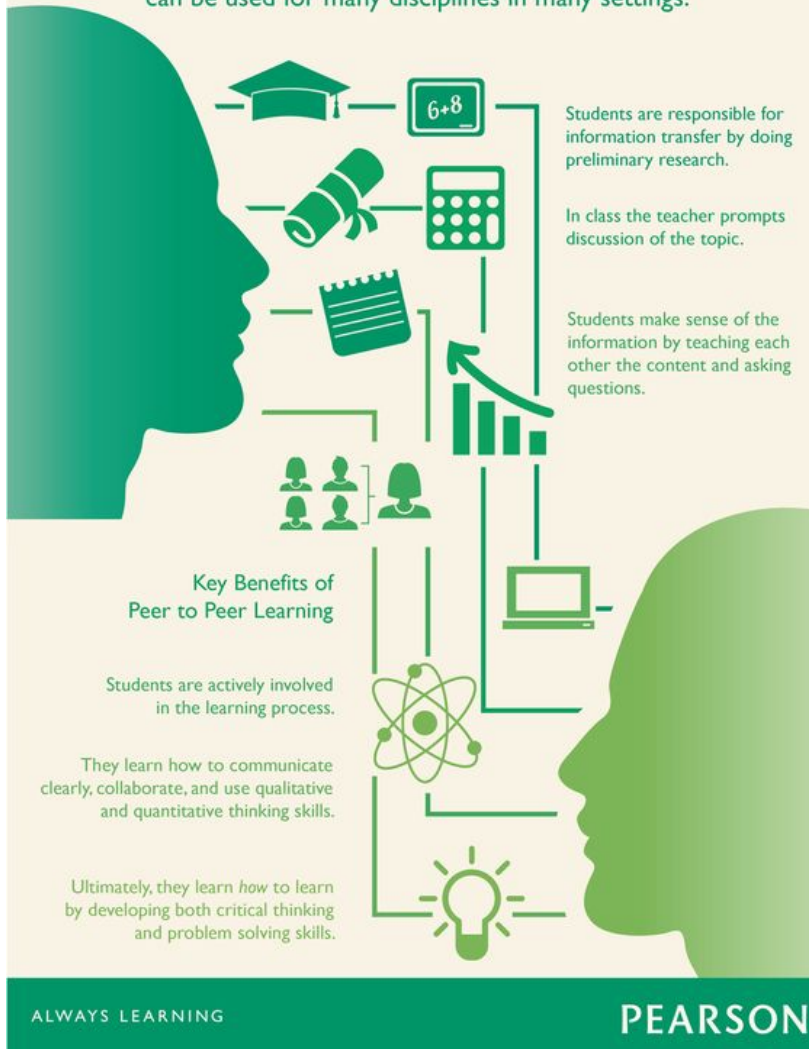
Flipped Classroom

Hvorfor holder vi på at alle ansatte på et universitet eller høgskole skal undervise studentene i et gitt fag? Hvorfor bruker vi ikke teknologien (video) til undervisning og redefinerer undervisningstiden til å jobbe SAMMEN MED studentene om faglige oppgaver og utfordringer?

Peer Learning and Assessment

What is Peer to Peer Learning?

Peer to Peer Learning is an extension of the traditional teaching method. Aiming to promote high level thinking, it can be used for many disciplines in many settings.



WHY PEER-TO-PEER RECOGNITION WORKS

Peer-to-peer recognition:
[rek-uh g-nish-uh n]
The genuine expression of appreciation between co-workers.²



60% of best-in-class organizations stated employee recognition is extremely valuable in **driving individual performance**.¹

When an employee is recognized by a peer, he or she is **likely to repeat** the behavior that earned the recognition.



WHY?
Because it produces a **double-dopamine rush**: Doing the behavior feels great — and being recognized for it does too.³

With peer-to-peer recognition everyone has a chance to offer feedback, which taps into the need for Gen X and Millennial employees to **have their voices heard**.⁴



Those who anticipate recognition for their future successes:¹



Feel a greater **obligation** to work hard



Deliver more of their **best ideas** to the company



Give a higher proportion of their full **effort**



Look for ways to **improve** the way they do their work

41% of companies that use peer-to-peer recognition have seen **positive increases** in customer satisfaction.⁵



Peer-to-peer is **35.7%** more likely to have a positive impact on **financial results** than manager-only recognition.⁶



Recognition from peers may come as a surprise, which can have a very **powerful** impact.⁴

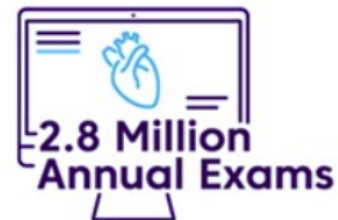


Peer recognition instills a sense of team spirit, **motivates** employees to do great work, and promotes openness and transparency.⁴

Peer learning
and review
in
Healthcare
QI

Alberta Health Deploys Peer Review Solution to Drive Quality and Improved Patient Outcomes

Sponsored by Change Healthcare



Enterprise-wide peer learning to improve quality.

Estimated 700 lives saved over 3 years by Peer Reviewing radiologists findings/diagnosis!

Elon Musk's Boring Company unveils first tunnel with Tesla vehicles on 'tracking wheels'

Fred Lambert - Dec. 18th 2018 11:00 pm ET [@FredericLambert](#)

If it has been done....

Proof-of-concept er kjempeviktig. Men like viktig er «fast following»!



Har sett verdsrekord i å avdekke hjerneslag

Stavanger universitetssjukehus er nå raskast i verda på å behandle hjerneslagpasientar med blodfortynnande medisin, slår ekspertar fast. Inspirasjonen hentar dei frå Formel 1.



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Mari Friestad
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Artikkelen er mer enn ett år gammel.

JOBBAR SAMSTUNDES: Kvar einaste veke terpar slagekspertane i Stavanger på å avdekke hjerneslag raskast mogleg. Nå er dei verdsleiande.
FOTO: EIRIK GJESDAL / NRK

Til refleksjon:

Hvordan kan vi bruke teknologi til raskt å skalere opp den unike kunnskapen som nå er utviklet av teamet ved SUS? Og hvordan kan SUS selv nå bruke samme metodologi på andre avdelinger og andre fagfelt?

Artificial Intelligence in Learning



Sana Labs wins all categories in Duolingo's global AI competition

The Duolingo SLAM competition was launched to improve the state-of-the-art of personalization in the education sector and benchmark current approaches. The task being to predict future mistakes that learners of English, Spanish, and French will make based on the mistakes they have made in the past. Using Sana Labs' machine learning platform, Sana Labs were able to transcend the limits of traditional approaches leading to the first place on both metrics on all three datasets.



duolingo

No two people learn in the same way. That's why our award winning personalization technology measures students' answers, response times and an array of contextual information to figure out precisely what they know, how they learn best and how they forget. Building on these insights, our technology helps every student learn faster, grasp ideas more easily and stay engaged.

A 21-year-old Swedish AI prodigy wants to revolutionize the \$6 trillion education industry – and Tim Cook is impressed

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Tom Turula | 23 Mar 2018 8:40 PM | 18398



Joel Hellermark, 21, wants to change education for good.

- FN's utviklingsmål mot 2030
- Infrastruktur (5G + mobil)
- Enormt behov for tilgang og kvalitet på helsetjenester
- Underskudd på helsearbeidere verden over utfordrer status quo på utdanning – også innen simulering!
- AI,VR og AR oppstår – og smelter sammen
- Lysende eksempler på hva som kan oppnås – «If it has been done somewhere.....»



God Jul!

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