

New Work & Learning Vertical

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Tagline

Tackling the shifts that are influencing organizational work and the new cultures of learning by enabling innovative solutions and industry leaders for sustainable development.

Vertical Description

The impact of new technologies like AI and rapid changes to the labour market has shifted the way organizations need to manage their workforce and ways of working. By 2025, over 50% of tasks will be automated, and 133 million new roles will be created. It is estimated that 1 billion people will have to be reskilled by 2030. The New Work & Learning Vertical wants to shape the future of workplace engagement with its partners, to enable collaborative solutions for reskilling and upskilling organizations. Our mission is to work with startups and entrepreneurs who want to create opportunities for products and services to have a meaningful impact at scale. We want to empower organizations to become sustainable and future-proof for the continuous paradigm shifts in the way we work.

Partners

PostFinance (Global)
Swisscom (Global)
La Mobilière (Global)
Coop (Global)
ETH Zurich (Vertical)
Ringier (Fellow)

Technologies

AI / Machine Learning	Big Data & Data Analytics
Digital Learning Platforms	Automated Decision Making
Conversational Interfaces (Voice)	Internet of Things (IoT)
Virtual reality (VR) and Augmented Reality (AR)	Web3.0
Mobile adaptable	Metaverse
	GPT3

Areas

- A. New Ways of Working
- B. Human Resources
- C. Corporate & Lifelong Learning

Collaboration Opportunities

Potential Sustainability Collaboration Opportunities **in bold** (including Circular Economy)

A. New Ways of Working

- **Remote culture, community building and work facilitation/networking**
- **Strategic workforce planning and predictive analytics**
- Self-organization
- AI Chatbot advisors for employee enabling and development
- **Flexible, Innovative, Hybrid Work Environment**
- Work environment conducive of critical thinking, collaboration, innovative thinking, “failing forward” attitude and creative thinking
- **Identification and reporting of future skills**
- Knowledge management and analytics
- **Metaverse and the future of work – sustainability meaning within the metaverse world**
- Enabling network-based work systems and structures

B. Human Resources

- Automatic assessment of candidates and alternative recruiting tools
- **Transformational leadership development**
- Digital employer presence facilitation
- **People analytics: early warning systems, predictive data analysis**
- HR self-service solutions
- Automatization of HR processes
- **Digital employee journey**
- Intelligent staff/task scheduling in service centers
- Knowledge management and HR self-service solutions that can be integrated into CRM systems
- Leveraging big data to identify High-Value indicators

C. Corporate & Lifelong Learning

- Consumerization and gamification of Learning
 - o Also with easy access and simplified learning content for people with learning disabilities
- **Peer, collaborative, and social learning including shaping learning cultures**
- Development of meta-competencies, 21st century skills (such as reflection, creativity, interdisciplinary, critical thinking, and collaboration, failing forward), data literacy, and for the digital work environment
- Individual and self-directed learning through internal coaching and accompanied learning
- Learning analytics and feedback
- **Learning experience design especially in hybrid models and blended learning**
 - o Also with easy access and simplified learning content for people with learning disabilities
- Learning on the job
- Peer-to-peer continuous feedback loop culture
- Content curation and production automation in learning of lower order skills
- AI-powered learning opportunities for fast onboarding (in projects or companies)
- New Leadership Skillshift for self-managed teams or new forms of cooperation

Overview of Collaboration Opportunities 2023 - Vertical

A - New Ways of Working	B - Human Resources	C - Corporate & Lifelong Learning
<ul style="list-style-type: none"> – A4 Remote culture, community building and work facilitation/networking – A5 Strategic workforce planning and predictive analytics – A6 Self-organization – A7 AI Chatbot advisors for employee enabling and development – A8 Flexible, Innovative, Hybrid Work Environment – A9 Work environment conducive of critical thinking, collaboration, innovative thinking, “failing forward” attitude and creative thinking – A10 Identification and reporting of future skills – A11 Knowledge management and analytics – A14 Metaverse and the future of work – sustainability meaning within the metaverse world – A15 Enabling network-based work systems and structures 	<ul style="list-style-type: none"> – B1 Automatic assessment of candidates and alternative recruiting tools – B5 Transformational leadership development – B7 Digital employer presence facilitation – B8 People analytics: early warning systems, predictive data analysis – B9 HR self-service solutions – B10 Automatization of HR processes – B12 Digital employee journey – B13 Intelligent staff/task scheduling in service centers – B14 Knowledge management and HR self-service solutions that can be integrated into CRM systems – B15 Leveraging big data to identify High-Value indicators 	<ul style="list-style-type: none"> – C2 Consumerization and gamification of Learning – C3 Peer, collaborative, and social learning including shaping learning cultures – C4 Development of meta-competencies, 21st century skills (such as reflection, creativity, interdisciplinary, critical thinking, and collaboration, failing forward), data literacy, and for the digital work environment – C5 Individual and self-directed learning through internal coaching and accompanied learning – C6 Learning analytics and feedback – C7 Learning experience design especially in hybrid models and blended learning – C8 Learning on the job – C9 Peer-to-peer continuous feedback loop culture – C10 Content curation and production automation in learning of lower order skills – C11 AI-powered learning opportunities for fast onboarding (in projects or companies) – C12 New Leadership Skillshift for self-managed teams or new forms of cooperation