

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 and changes to the labor market have shifted the way organizations manage the workforce and respond to employee needs in terms of re- and upskilling, wellbeing and growth opportunities.

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 retrained by 2030.

New Work & Learning Vertical contributes to shaping the future of workplace engagement together with its partners, to formulate bolder and multidisciplinary solutions to dismantle silos in the organizations and retool the workforce in ways that point to a sustainable future.

Partners

- Coop
- La Mobilière
- PostFinance
- Swisscom
- Stadt Zurich
- ETH Zurich
- Ringier
- Sanitas
- Galenica
- Credit Suisse

Technologies

- AI / Machine Learning (analytics, prediction)/ openAI model
- Voice Interfaces
- Chatbots
- E-learning Technologies
- AR/VR
- Mobile adaptable
- Blockchain
- Big Data & Data Analytics
- GPT3

Areas

- New Ways of Working
- Human Resources
- Corporate & Lifelong Learning
- Other

Collaboration Opportunities

Potential Sustainability Collaboration Opportunities (including CE)

New Ways of Working

- Dual/Plural organizational work systems - business line to network organization
- 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 and “failing forward” attitude**
- Identification and reporting of future skills
- Knowledge management and analytics
- Decentralized Autonomous Organizations (DAO)
- Video conferencing solutions for the hybrid workplace
- **Metaverse and the future of work – sustainability meaning within the metaverse world**

Human Resources

- Automatic assessment of candidates and alternative recruiting tools
- **Employee wellbeing and wellness (motivation, stress management, work-life balance)**
- Skill Assessment, tracking and management
- Transformational leadership development
- Active sourcing (topics specific to partner)
- Digital employer presence facilitation

- People analytics
- HR self-service solutions
- Automatization of HR processes
- Performance and experience management for remote workers
- Digital employee journey
- Intelligent staff/task scheduling in service centers

Corporate & Lifelong Learning

- Consumerization and gamification of Learning
 - **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
- Learning analytics and feedback
- Learning experience design especially in hybrid models and blended learning
 - **Also with easy access and simplified learning content for people with learning disabilities**
- Learning on the job
- Peer-to-peer continuous feedback loop culture
- Individual and self-directed learning through internal coaching and accompanied learning
- Content curation and production automation in learning of lower order skills

Overview of Collaboration Opportunities 2022 - Vertical

A - New Ways of Working	B - Human Resources	C - Corporate & Lifelong Learning
<ul style="list-style-type: none"> • Dual/Plural organizational work systems - business line to network organization • 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 and “failing forward” attitude • Identification and reporting of future skills • Knowledge management and analytics • Decentralized Autonomous Organizations (DAO) • Video conferencing solutions for the hybrid workplace • Metaverse and the future of work – sustainability meaning within the metaverse world 	<ul style="list-style-type: none"> • Assessment of candidates and alternative recruiting tools • Employee wellbeing and wellness (motivation, stress management, work-life balance) • Skill Assessment, tracking and management • Transformational leadership development • Active sourcing (topics specific to partner) • Digital employer presence facilitation • People analytics • HR self-service solutions • Automatization of HR processes • Performance and experience management for remote workers • Digital employee journey 	<ul style="list-style-type: none"> • Consumerization and gamification of Learning <ul style="list-style-type: none"> ◦ 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 • Learning analytics and feedback • Learning experience design especially in hybrid models and blended learning <ul style="list-style-type: none"> ◦ also with easy access and simplified learning content for people with learning disabilities • Learning on the job • Peer-to-peer continuous feedback loop culture • Individual and self-directed learning through internal coaching and accompanied learning • Content curation and production automation in learning of lower order skills • Gamification for client/employee engagement
<p>Potential Sustainability Collaboration Opportunities in Bold (including CE)</p>		