



*Classroom Without Walls*

# **Bridging The Gap Between Education & Employment**

*Dr. Ai Addyson-Zhang  
CEO & Founder, Classroom Without Walls*





# OVERVIEW OF MY TALK

1. WHERE WE ARE NOW  
IN EDUCATION



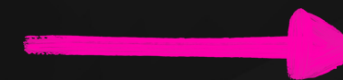
CHALLENGES, GAPS,  
MISSING LINKS

2. WHAT'S HAPPENING  
IN EMPLOYMENT



TRENDS, DISRUPTIONS,  
EXPECTATIONS

3. WHAT'S NEXT



CLOSING THE GAPS  
FUTURE PROOF



# Dr. Ai Addyson-Zhang

- College professor turned entrepreneur
- CEO and Founder, Classroom Without Walls
- Education Consultant
- Career and Life Coach
- Global keynote speaker
- Adobe Education Leader
- Adobe Insider
- TEDx Speaker
- Author
- HubSpot Academy Instructor
- LinkedIn Creator Accelerator recipient







STOCKTON UNIVERSITY





Speaking on stage





**Adobe Education Leader**





**Adobe For Education Summit**  
July 28 & 29, 2021

Keynote Speaker

**Dr. Ai Addyson-Zhang**

 @aiaddysonzhang

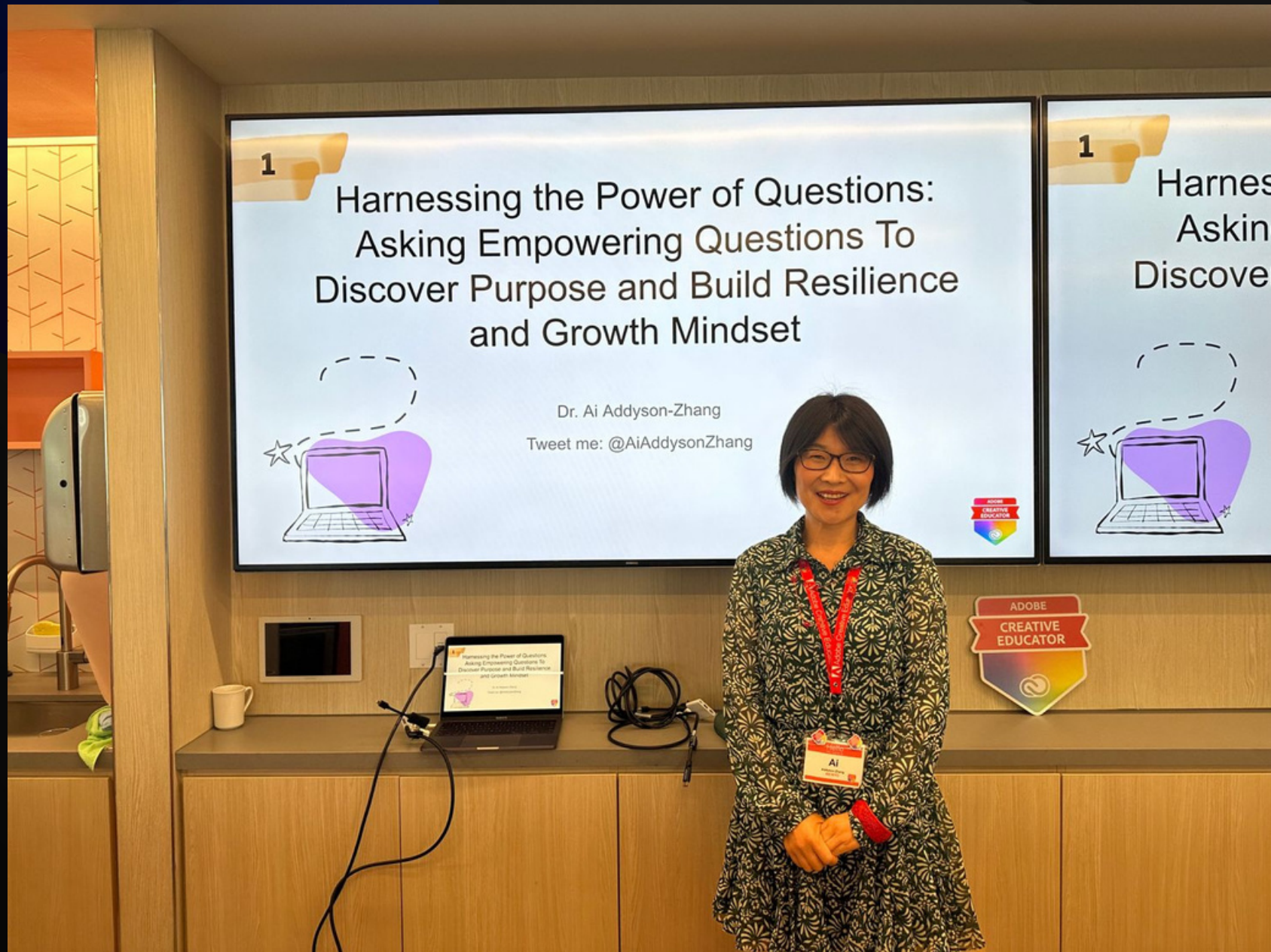


**Opening keynote for  
Adobe Education Summit**

**Adobe Education Summit  
Keynote Speaker  
(8,000+ people registered)**







**Adobe Office @ NYC  
Summer, 2023**





## Adobe Office @ Utah Summer, 2023





LinkedIn  
for creators

# Creator Accelerator Program

Your Name



So excited for the next six weeks  
with LinkedIn!!

**\$15,000 cash award + numerous  
opportunities to work with  
LinkedIn**



LinkedIn

## Creator Accelerator Program

Building on the tools and resources we have available to creators, **today we're rolling out the LinkedIn Creator Accelerator Program and investing \$25 million to help creators build their audience and amplify their voice.** This 10-week, incubator-style program for up to 100 U.S.-based creators will give accepted participants coaching, a built-in creator network, opportunities to be featured on LinkedIn channels, and a \$15,000 grant to help them share content, spark conversations, and build communities.



**Summer, 2023: In-person training at LinkedIn NYC office inside the Empire State Building**





**Spoke at SEMrush Global Marketing Day (90,000 people registered for the event)**





Ai Addyson-Zhang • TEDxRutgersCamden

Like (53)

Share

Add

## School is Obsolete. What's Next?

Education expert Dr. Ai Addyson-Zhang challenges the conventional wisdom that grades are what matter the most to teens' and young adults' career readiness and life success. Supported by research and actual case studies, Dr. Ai presents an alternative model to help teenagers and young adults become career- and life-ready.



ally

PRESENTS

# DARING TO DISRUPT

WITH  
KATIE COURIC

to be perceived as a failure.

Interviewed by  
Glamour Magazine  
and Katie Couric for  
their "*Daring to  
Disrupt*" Series as a  
disruptor in the  
Education Category

**This Former College Professor Wants To Shake  
Up Education in a Major Way**

About





# FEATURED IN



GLAMOUR

Entrepreneur



# 1. WHERE ARE WE NOW IN EDUCATION

CHALLENGES, GAPS, & MISSING LINKS





# Challenges Faced By Graduates

**Students feel negative about school**

Unemployment: Difficulties in finding jobs

# Google

🔍 school makes me



🔍 school makes me - Google Search

🔍 school makes me **depressed**

🔍 school makes me **feel**

🔍 school makes me **feel stupid**



**School Makes Me Happy**

Book by Jonny Zucker

🔍 school makes me **meme**

🔍 school makes me **feel like a failure**

🔍 school makes me **want to cry**

🔍 school makes me **feel sick**

🔍 school makes me **tired**



# National survey: Students' feelings about high school are mostly negative

In a nationwide survey of 21,678 U.S. high school students, Yale researchers found that most of their days are spent “tired,” “stressed,” and “bored.”

By Brita Belli | JANUARY 30, 2020



A Yale study suggested that almost 75% of students felt **NEGATIVE** about school





I SUED THE SCHOOL SYSTEM (2023) - YouTube

<https://www.youtube.com › watch>

26 MILLION VIEWS



@creepermite2642 5 months ago 49 subscribers

Even as a straight A student, I 100% agree with how outdated the current education system is. "School is killing creativity". I felt that. This may sound outlandish but I very much felt a big drop of my creativity, when I compare the free draws (times where I would randomly draw things out of boredom) that I made when I was 6 (when school wasn't that harsh) and now when I'm 13. I can't come up with more innovative things, instead my brain always revolve around concepts stuck in my head. And I generally see this in my friends who get bad grades because they don't focus on school, but have real talents. They are much more creative minded than most of the top students. Not to say that I am an NPC by any means, but my creativity just isn't at their level. Sometimes I would have bursts of brilliant ideas, but after doing school tasks (especially ones that are very repetitive) I lost those ideas, and became very empty brained.

Show less

1.8K Reply

52 replies



@shaleah3056 4 months ago 7 subscribers

I am a student and completely agree. This made me so emotional because I've been losing hope that anybody would listen and change how the school system is. I love your videos they are so heartwarming and passionate ❤️

113 Reply



@stefymaryjohn4098 3 years ago (edited)

I wish schools and parents appreciate the children's talent rather than their memory power. He is right about the education system

50K Reply

MINKE



@minke1088 5 months ago 46 subscribers

this is 100% true, every time i step foot into school i feel useless, and that's because every time i get something wrong i feel like a failure, which to anyone that has the same problem as me just think: people have different strengths and weaknesses for example someone might be able to jump over a tree log but someone else can use a jungle vine to swing over it, so when people that are not very good at school and that are good at something else feel useless when they get something wrong in school.

22 Reply

'I can recite the quadratic formula'



Students' honest feelings about school & their future

@classroomwithoutwalls



Dr. Ai Addyson-Zhang 🎓 Education ... (She/Her) • You

I help teens & young adults struggling to discover their care...

10mo • Edited • 🌐

- 👉 "Memorizing has become a synonym for learning"
- 👉 There are a whole host of things that I have never been taught, things that will never be on an exam
- 👉 Please listen, the education system is failing us ...
- 👉 A never-ending conveyor belt of academic testing
- 👉 We are pleading for great emphasis on **#employability**, communication skills, and emotional well-being
- 👉 Why do I, after spending 14 years in the classroom, feel so unsure about what to come
- 👉 ... I have no idea what I want to do when I grow up...
- 👉 But I can recite the quadratic formula"
- 👉 Powerful words from this young lady! And I can't agree more with her
- ? What do you think about her observation regarding **#education**?
- 👉 Let me know below





# Challenges Faced By Graduates

Students feel negative about school

**Unemployment: Difficulties in finding jobs**

THE WALL STREET JOURNAL.

MANAGEMENT & CAREERS

# The Class of 2023 Faces a Jittery Job Market: ‘The World Seems to Have Flipped on Its Head.’

Companies from Amazon to Wayfair are tapping the brakes on their hiring of college grads this year, forcing seniors to cast a wider net as they search for that crucial first job

College graduates cannot find jobs ...



Jim Fish, chief executive of [Waste Management](#) Inc., described the situation this way: “We can’t hire a truck driver to drive a trash truck for \$90,000 in Houston, Texas, but I can hire an M.B.A. from a small school for \$60,000, and I can get them all day long.”

**I bet driving trash trucks is not what these MBA students had hoped for when they decided to choose this path ...**



Alexsandra Teran, 22, who is set to graduate with a degree in psychology from Texas A&M University, says she applied to between 50 and 100 positions in human resources, sales and administrative work last semester. Many didn't respond; others sent rejections months later.



# Texas A&M University

#47 in [National Universities](#) (tie)

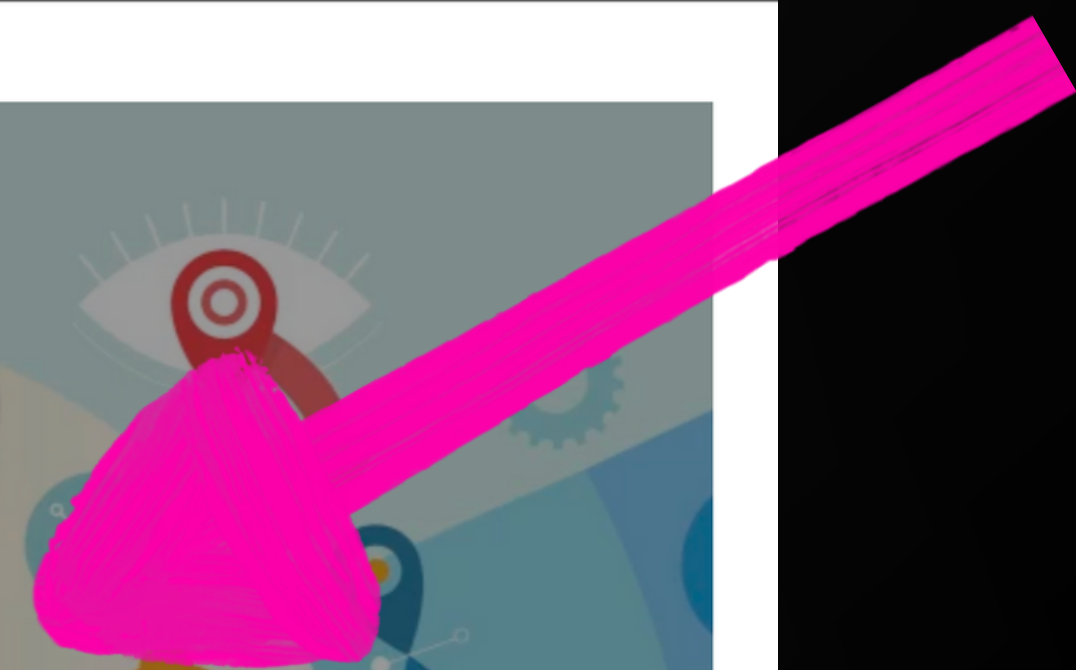
4 year • College Station, TX • ★★★★★ ☆ 23 reviews

EMPLOYEE RELATIONS

# Employers Say Students Aren't Learning Soft Skills in College

Part 2: College grads are deficient in critical thinking, teamwork, speaking and writing, executives say

By [Dana Wilkie](#) | October 21, 2019



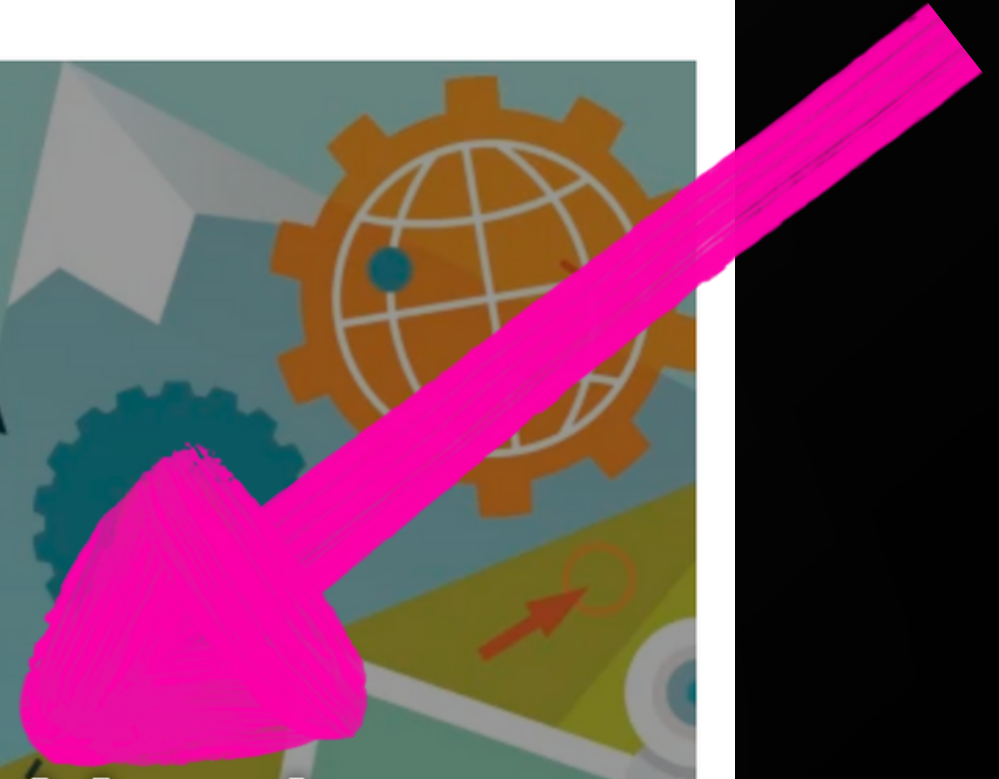


EMPLOYEE RELATIONS

# Employers Say College Grads Lack Hard Skills, Too

Part 3: Managers want their newest workers to get up-to-speed more quickly, but is that expectation realistic?

By [Dana Wilkie](#) | October 21, 2019



## #2: Doubts About The Work Readiness of Graduates

Hardly anyone believes college graduates are well prepared for success in the workplace. With 13% of U.S. adults, 11% of C-level executives and 6% of college trustees giving strong approvals to the work readiness of college grads, there's clearly a lot of room for improvement. This is important because the #1 reason Americans value higher education is to get a good job.

Unfortunately, **U.S. colleges score poorly** on the percentage of graduates who leave with applied work experiences and long-term projects—and today's current students aren't helping as they are **the least working generation in U.S. history.** For all these reasons, it's critical that U.S. colleges and universities scale work-integrated learning opportunities in any and all forms—from **co-ops and internships to long-term projects and credegrees.**

**Forbes**

**Extensive  
research has  
shown that  
College  
graduates are  
NOT work ready**





# Challenges Faced By Schools

**Consistent student enrollment decline**

Rigid structure + evaluation → kill creativity

Outdated curriculum that prioritizes and rewards memorization and obedience



# Harvard Business School professor: Half of American colleges will be bankrupt in 10 to 15 years

Published Thu, Aug 30 2018 • 11:22 AM EDT



Abigail Johnson Hess  
[@ABIGAILJHESS](#)

SHARE    



**Clayton Christensen**

**Harvard Business  
Professor |  
Education Futurist**

Forbes

# Importance Of College Drops Nearly 50% Among Young Adults In Just Six Years



**Brandon Busteded** Contributor ⓘ ⊕

Education





National Center for Education Statistics (.gov)

<https://nces.ed.gov> › [fastfacts](#) › [display](#)



## Fast Facts: Closed schools (619)

In 2019–20, there were 1,130 school closures, including 827 regular schools, 129 special education schools, 22 vocational schools, and 152 alternative schools.

I read news about school closures all the time



CNBC NEWS AND PROGRAMMING

# Why more and more colleges are closing down across the U.S.

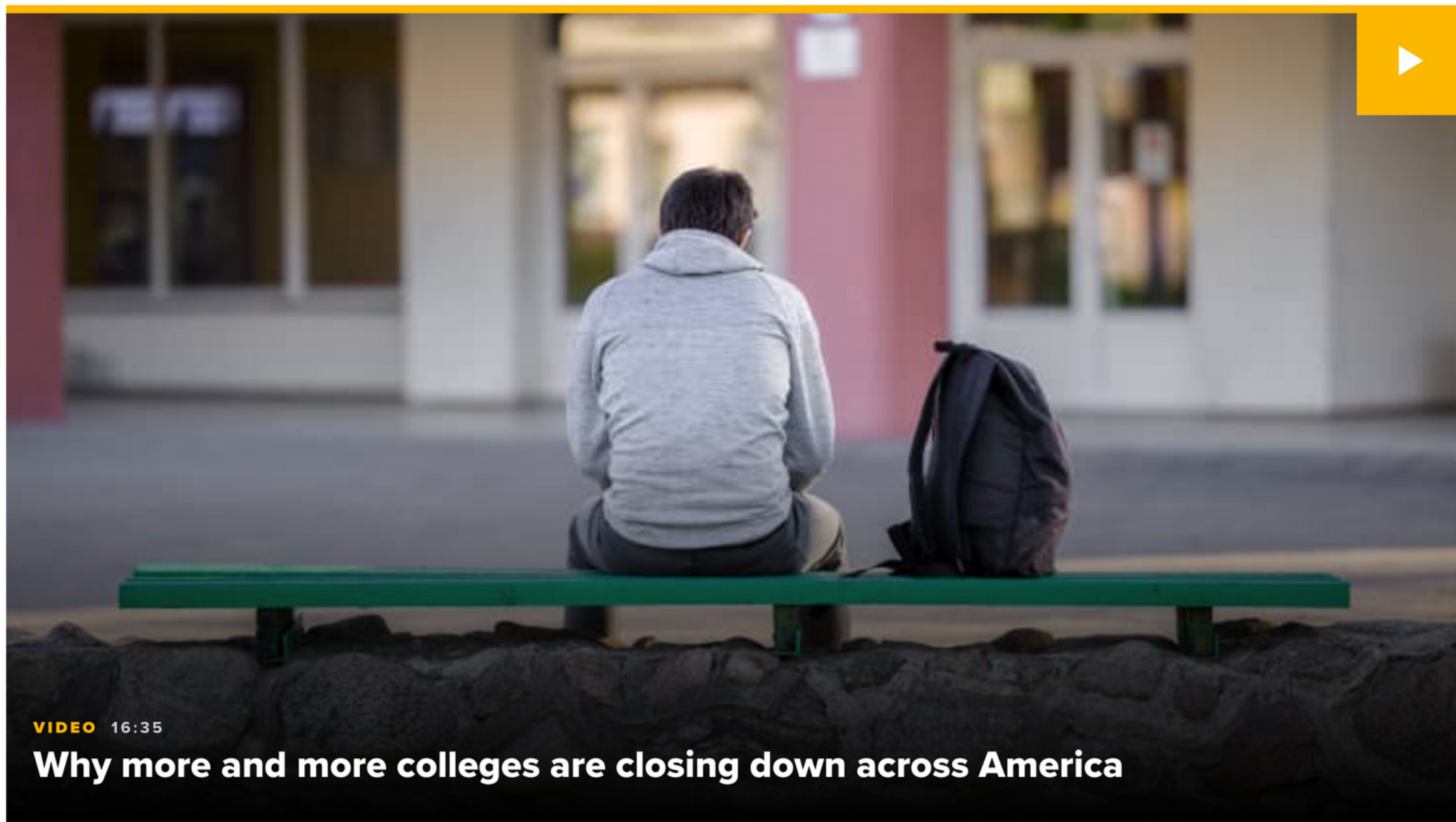


PUBLISHED SAT, JUN 17 2023 8:00 AM EDT



Devan Burris  
@DEVAN\_BURRIS

SHARE



VIDEO 16:35

Why more and more colleges are closing down across America

News like  
this



SUCCESS · EDUCATION

# West Virginia University wants to cut 32 majors because enrollment is down 10% and it's got a \$45 million hole in its budget

BY LEAH WILLINGHAM, JOHN RABY AND THE ASSOCIATED PRESS

August 21, 2023 at 7:45 PM EDT



## West Virginia University

#116 in Top Public Schools (tie)

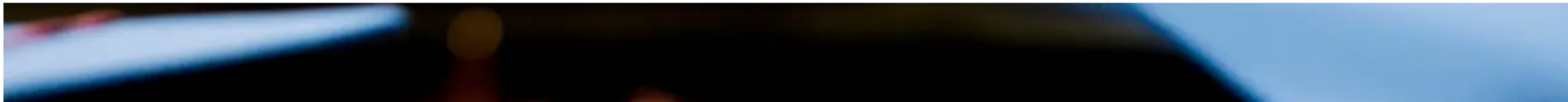
4 year • Morgantown, WV •  17 reviews





# **Some colleges are so desperate for new students that they're offering slots to high schoolers who may not have even considered applying**

Jacob Zinkula Nov 12, 2022, 7:45 AM EST



Imagine the value of these degrees?





# Challenges Faced By Schools

Consistent student enrollment decline

**Rigid structure + evaluation → kill creativity**

Outdated curriculum that prioritizes and rewards  
memorization and obedience



74,708,206 views | Sir Ken Robinson • TED2006

[Like \(2.2M\)](#) [Share](#) [Add](#)

## Do schools kill creativity?

Sir Ken Robinson makes an entertaining and profoundly moving case for creating an education system that nurtures (rather than undermines) creativity.

[Read transcript](#)

The #1  
watched TED  
talk with  
almost 75  
million views





# Support the Guardian

Fearless, independent, reader-funded

Support us →

# The Guardian

News

Opinion

Sport

Culture

Lifestyle

More ▾

Education ▶ Schools Teachers Universities Students

## Teaching

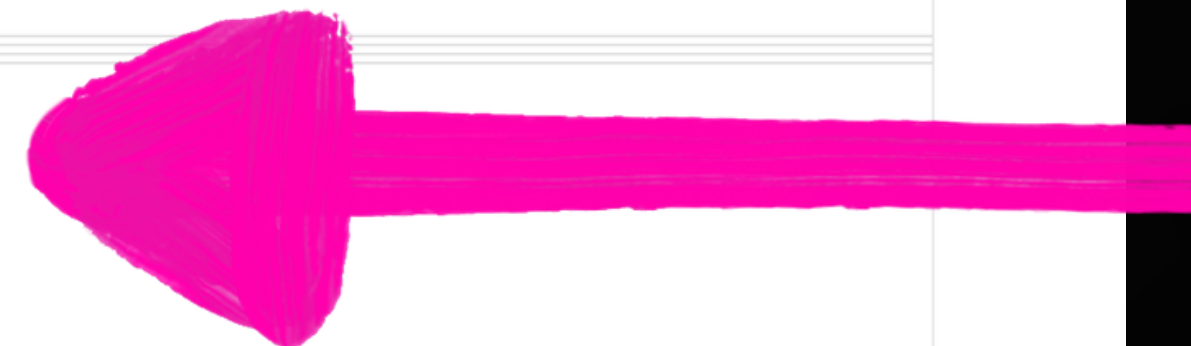
# 'Schools are killing curiosity': why we need to stop telling children to shut up and learn

Wendy Berliner

Tue 28 Jan 2020 02.15 EST



504



Children are born curious. The number of questions a toddler can ask can seem infinite - it is one of the critical methods humans adopt to learn. In 2007, researchers logging questions asked by children aged 14 months to five years found they asked an average of 107 questions an hour. One child was asking three questions a minute at his peak.

But research from Susan Engel, author of *The Hungry Mind* and a leading international authority on curiosity in children, finds questioning drops like a stone once children start school. When her team logged classroom questions, she found the youngest children in an American suburban elementary school asked between two and five questions in a two-hour period. Even worse, as they got older the children gave up asking altogether. There were two-hour stretches in fifth grade (year 6) where 10 and 11-year-olds failed to ask their teacher a single question.

In one lesson she observed, a ninth grader raised her hand to ask if there were any places in the world where no one made art. The teacher stopped her mid-sentence with, “Zoe, no questions now, please; it’s time for learning.”

From asking  
107 questions  
per hour → to  
asking 0  
questions per  
hour





# Challenges Faced By Schools

Consistent student enrollment decline

Rigid structure + evaluation → kill creativity

**Outdated curriculum that prioritizes and rewards memorization and obedience**



Saw this in a  
classroom in  
2023



Dr. Ai Addyson-Zhang 🎓 Education ... (She/Her) • You

▶ I help teens & young adults struggling to discover their care...

1w • 🌐

🤔 Is this REALLY the best condition for LEARNING ...



I saw this flyer in a classroom ...

According to this flyer, here are the conditions for optimal learning 📄

- 👉 Eyes watching
- 👉 Ears listening
- 👉 Mouth quiet
- 👉 Hands still
- 👉 Feet still

Do you learn like this?

❌ I certainly do NOT ...

I can understand the first and second one ...

But the last three ....

What do you think?



HELP

# Challenges, Gaps, Missing Links

## Faced By Students

- Students feel negatively about school
- Unemployment: Studies facing difficulties in finding jobs

## Faced By Schools

- Consistent student enrollment decline
- Rigid structure and evaluation that kill creativity
- Outdated curriculum that prioritizes and rewards memorization and obedience

## **2. WHAT IS HAPPENING IN EMPLOYMENT**

**TRENDS, DISRUPTIONS, &  
EXPECTATIONS**



# EMPLOYMENT

## Industry Trends, Disruptions, & Expectations

The rise of skills-based hiring versus degrees-based hiring (Trend)

The popularity of Industry Certificates (Disruption)

The rise of Generative AI tools like ChatGPT (Disruption)

What are the essential skills that companies are looking for (Expectations)

Human Resource Management

# Skills-Based Hiring Is on the Rise

by Joseph Fuller, Christina Langer, and Matt Sigelman

February 11, 2022



Burazin/Getty Images







# Taking a skills-based approach to building the future workforce

November 15, 2022 | Article

OLD SKIDS

FUTURE OF WORK

# Here's why the world of work urgently needs to put skills first

Mar 29, 2022



Responding to *the rise of skills-based hiring* is the *decreasing importance of degrees in hiring*



SUCCESS • FUTURE OF WORK

## LinkedIn's CEO says skills are replacing a college degree in this job market

Ryan Roslansky joins the CEOs of General Motors, IBM, and Accenture in putting the emphasis on skills, not pedigree, when hiring.

BY JANE THIER

November 23, 2022 12:18 PM EST



Many leading and innovative companies are responding to the rise of the skills-based hiring



While a college degree has long been the first rung on the corporate ladder, skills-over-degree hiring has swept some of America's largest companies in recent years, including Google, EY, Microsoft, and Apple. Remote work has made hiring for skills-based jobs an even easier feat. When workers can log on from any country and no longer need to be in the office—nor wearing a suit and tie—the entire process is democratized.

Proponents say the shift helps remove needless barriers to workplace diversity.

General Motors, for one, has removed degree requirements from job listings where they're not fully necessary, Telva McGruder, its chief diversity, equity, and inclusion officer, told Fortune's Phil Wahba. "It's not necessarily the be-all, end-all indicator of someone's potential."

In the job market, skills are the new degrees.

Just ask the expert on how to get hired:

LinkedIn CEO Ryan Roslansky. Employers should focus on skills when making hiring decisions and deemphasize degrees and connections, he told the Harvard Business Review in a recent interview. He deems it a "skills-first mentality," and it's the adaptive leadership he believes bosses need right now.

In such a shaky economy and a time of growing mistrust between employees and bosses, the best, adaptive leaders constantly pivot, Roslansky explained. In the past, hiring managers didn't have a better way of assessing talent than by where someone worked or who they knew, he continued. "But when the labor market is moving much quicker, we really need to figure out something to focus on [and] that alternative, flexible, accessible path is

She's not alone. Under former [IBM](#) CEO Ginni Rometty's leadership, IBM coined the term "new collar jobs" for roles that require specific skills rather than specific education. The

percentage of job openings at IBM requiring a four-year degree dropped from 95% in 2011 to less than half in January 2021. Rometty [told Fortune](#) CEO Alan Murray [that hires without college degrees performed just as well as Ph.D. holders from top universities.](#)

And [Accenture](#) launched an apprenticeship program aimed at funneling non-degree-holding workers into its talent pipeline in

2016. CEO Jimmy Etheredge [told CNBC](#) that the company ["advanced" its focus on skills](#) because a degree isn't the only measure of success.

**A focus on skills could be a solution to the labor**

**IBM: A significant drop (from 95% to less than 50%) in terms of requiring a traditional four-year degrees**



SUCCESS • SKILLS

# Condoleezza Rice, who holds 3 degrees, says America needs to ‘make a lot more use’ of skills-based hiring

The former secretary of state is famously multitalented, from her virtuosic piano playing to deep knowledge of NFL football

BY JANE THIER

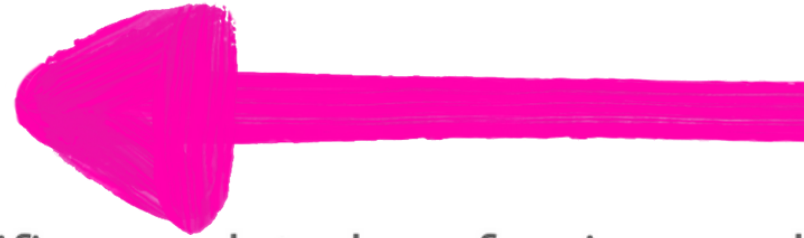
June 23, 2023 3:03 PM EDT



Condoleezza Rice knows there's more than one route to success. Tracy Wilcox - Getty Images



# Kellogg's to no longer require prospective employees to have a degree



However, a degree tied to a specific, regulated profession, such as legal counsel or engineers, is still required

MANUFACTURING

By [Jon Robinson](#) North

00:01, 8 JUN 2023

## Top Companies Hiring Without Degree:

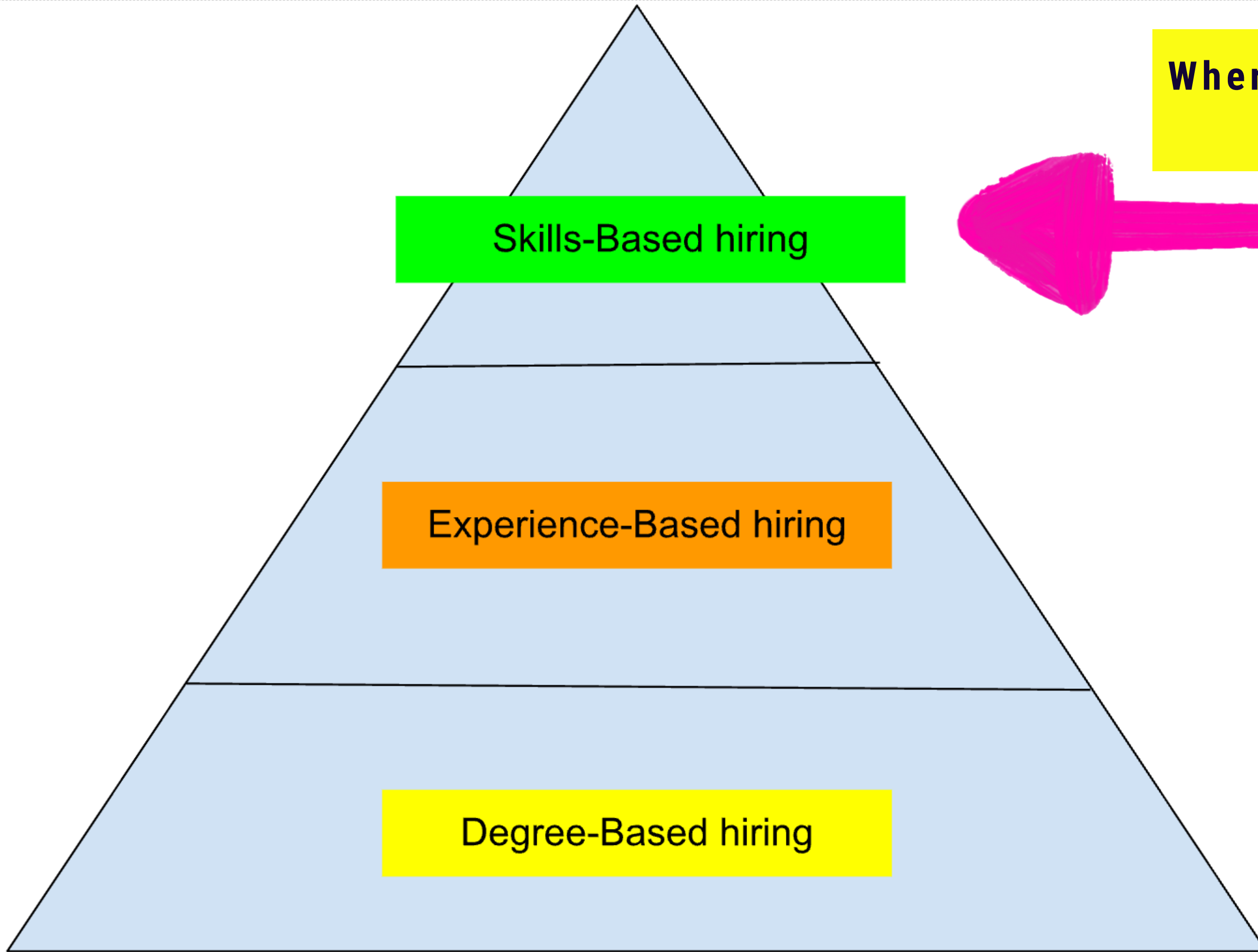
- [1. Google](#)
- [2. Apple](#)
- [3. Netflix](#)
- [4. Starbucks](#)
- [5. Zoho](#)
- [6. Qburst](#)
- [7. IBM](#)
- [8. Whole Foods Market](#)
- [9. Hilton](#)
- [10. Bank of America](#)
- [11. Chipotle](#)
- [12. Home Depot](#)
- [13. Publix](#)
- [14. Costco Wholesale](#)
- [15. Nordstrom](#)
- [16. Lowe's](#)
- [17. Penguin Random House](#)



Comments







**Where we are moving toward**



# EMPLOYMENT

## Industry Trends, Disruptions, & Expectations

The rise of skills-based hiring versus degrees-based hiring (Trend)

**The popularity of Industry Certificates (Disruption)**

The rise of Generative AI tools like ChatGPT (Disruption)

What are the essential skills that companies are looking for (Expectations)

# Inc.

NEWSLETTERS

SUBSCRIBE

TECHNOLOGY

## Google Has a Plan to Disrupt the College Degree

Google's new certificate program  
takes only six months to complete, and will be a fraction of  
the cost of college. [🔗](#)

BY JUSTIN BARISO, AUTHOR, EQ APPLIED @JUSTINJBARISO



**Kent Walker**  @Kent\_Walker · Jul 13, 2020



Replying to @Kent\_Walker

A new suite of Google Career Certificates will help Americans get qualifications in high-paying, high-growth job fields--no college degree required.



**Kent Walker**  @Kent\_Walker

**Kent is the senior VP of Global Affairs at Google**

In our own hiring, we will now treat these new career certificates as the equivalent of a four-year degree for related roles.

10:05 AM · Jul 13, 2020



 420

 Reply

 Share this Tweet



The three new programs Google is offering, together with the median annual wage for each position (as quoted by Google), are:

- Project manager (\$93,000)
- Data analyst (\$66,000)
- UX designer (\$75,000)





Let's Create

Products & Solutions ▾

Consulting & Services ▾

Learn & Support ▾

Explore more ▾

**IBM Training and Skills Blog**

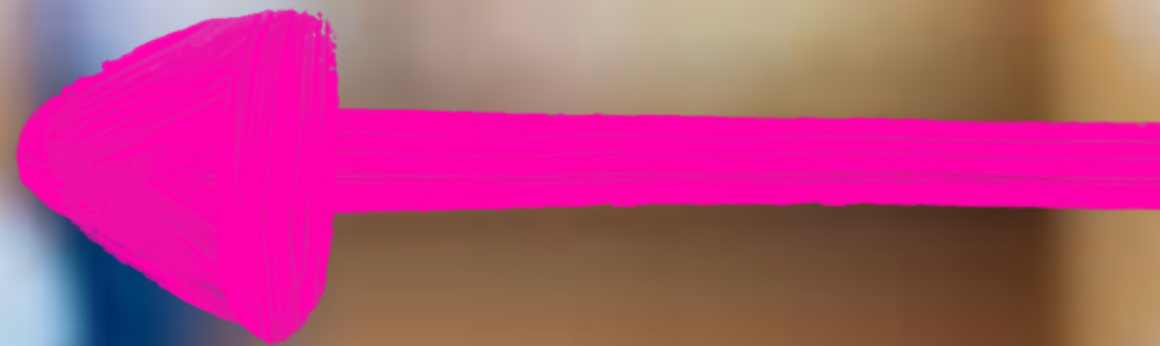
Contributors

Archive

Categories

Future of Work

# IBM Launches New Collar Professional Certificates on Coursera



5 October 2020 | Written by: [sonia.malik](#)

## IBM's Response to Skills Gap

IBM believes that companies bringing advanced technologies to market have a responsibility to 1) Prepare people for the way those technologies will reshape jobs, and 2) Ensure that economic opportunity created by those innovations is inclusive. Innovation should make our workforce more inclusive, not less.

**New collar jobs and training initiatives** address the tech industry's skills gap and create multiple pathways for people to land these jobs.

- These aren't "blue collar" or "white collar" jobs, they're what IBM Executive Chair Ginni Rometty has coined "new collar" roles in technology that prioritize skills and capabilities over degrees or having a traditional career path. What matters most in these roles is having the right mix of skills and a commitment to lifelong learning.
- New collar roles are in some of technology's fastest growing fields, including data science, cloud computing, cybersecurity and digital design, to name just a few.

**IBM's "new collar" roles prioritize skills  
and capabilities OVER degrees**

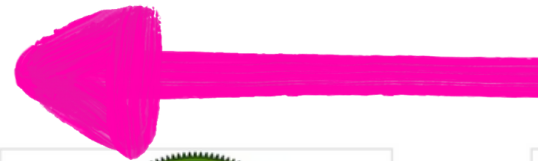




## IBM

IBM is the global leader in business transformation through an open hybrid cloud platform and AI, serving clients in more than 170 countries around the world. Today 47 of the Fortune 50 Companies rely on the IBM Cloud to run their business, and IBM Watson enterprise AI is hard at work in more than 30,000 engagements. IBM is also one of the world's most vital corporate research organizations, with 28 consecutive years of patent leadership. Above all, guided by principles for trust and transparency and support for a more inclusive society, IBM is committed to being a responsible technology innovator and a force for good in the world. For more information about IBM visit: [www.ibm.com](http://www.ibm.com)

### Courses and Specializations



[IBM AI Enterprise Workflow Specialization](#)

Available now



[IBM AI Foundations for Business Specialization](#)

Available now



[IT Fundamentals for Cybersecurity Specialization](#)

Available now



[Linux and Private Cloud Administration on IBM Power Systems Specialization](#)

Available now



[Security Analyst Fundamentals](#)

Powered By **coursera**





## IBM Data Science Professional Certificate

Kickstart your career in data science & ML. Build data science skills, learn Python & SQL, analyze & visualize data, build machine learning models. No degree or prior experience required.

Instructor: [Rav Ahuja, +11 more](#)

**Enroll for Free**  
Starts Mar 10



<p>★ <b>4.6/5</b></p> <p>61,538 ratings 167,907 already enrolled</p>	<p><b>5 Months</b></p> <p>Under 3 hours of study a week</p>	<p><b>English</b></p> <p>Subtitles: English, Arabic, French, <a href="#">+ more</a></p>	<p><b>Beginner Level</b></p> <p>No prior experience required.</p>	<p><b>Earn credits</b></p> <p>Credit eligible at 2 universities that offer degrees on Coursera <a href="#">Learn More</a></p>
--	---	---	---	---

### Build job-ready skills by learning from the best

Get started in the in-demand field of data science with a Professional Certificate from IBM. Learn the foundations of data science and develop hands-on skills using the tools, languages, and libraries used by professional data scientists.

**Common job titles:** Data Scientist, Business Intelligence Analyst, Data Analyst, Data Architect, Data Engineer, Marketing Analyst, Operations Analyst, Quantitative Analyst

<sup>1</sup>Lightcast™ Job Postings Report (median with 0-2 years experience), United States, 9/1/21-9/1/22.

<sup>2</sup>Based on Coursera learner outcome survey responses, United States, 2021.

**\$112,400**  
median entry-level salary<sup>1</sup>

**68,883**  
in-demand job openings in data science<sup>1</sup>

**IBM**  
Get special access to IBM's Talent Network

### Skills you will gain

- Data Science
- Deep Learning
- Machine Learning
- Big Data
- Data Mining
- Github
- Python Programming
- Jupyter notebooks
- Rstudio
- Methodology
- CRISP-DM
- Data Analysis

Browse > Information Technology > Security



## IBM Cybersecurity Analyst Professional Certificate

Get ready to launch your career in cybersecurity. Build job-ready skills for an in-demand role in the field, no degree or prior experience required.

Instructor: [IBM Security Learning Services](#)

**Enroll for Free**  
Starts Mar 10



★ 4.6/5

9,095 ratings  
120,796 already enrolled

**3 Months**

Under 10 hours of study a week

**English**

Subtitles: English, Arabic, French,  
[+ more](#)

**Beginner Level**

No prior experience required.

**Earn credits**

Part of Bachelor of Applied Arts and Sciences [Learn More](#)

### Build job-ready skills by learning from the best

Get started in the in-demand field of cybersecurity with a Professional Certificate from IBM. Learn the core principles of compliance and threat intelligence, including network security, incident response, and forensics, and gain experience with key cybersecurity tools.

**Common job titles:** Junior Cybersecurity Analyst, Cybersecurity Analyst

<sup>1</sup>Lightcast™ Job Postings Report (median with 0-2 years experience), United States, 9/1/21-9/1/22.

<sup>2</sup>Based on Coursera learner outcome survey responses, United States, 2021.

**\$84,400**  
median entry-level salary<sup>1</sup>

**205,056**  
in-demand job openings in  
cybersecurity<sup>1</sup>



### Skills you will gain

- information security analyst
- IT security analyst
- security analyst
- Junior cybersecurity analyst
- Information Security (INFOSEC)
- IBM New Collar
- Malware
- Cybersecurity
- Cyber Attacks
- database vulnerabilities
- Network Security
- Sql Injection

Filter by

Credit Eligible

Subject

Business

Computer Science

Data Science

Health

[Show more](#)

Skills

Accounting

Adaptability

Advertising

Agile Software Development

[Show more](#)

Level

Beginner

Intermediate

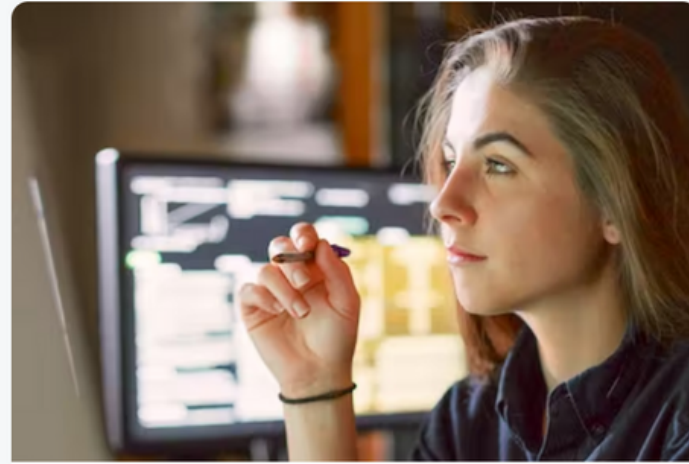
Advanced

Mixed

Duration

Less Than 2 Hours

282 results for "IBM"



IBM IBM Skills Network

IBM Data Science

**Skills you'll gain:** Python Programming, Data Science, Data Analysis, Data Structures, Statisti...

★ 4.6 (107.6k reviews)

Credit Eligible

Beginner · Professional Certificate · 3-6 Months



IBM IBM Skills Network

IBM Data Analyst

**Skills you'll gain:** Data Analysis, Python Programming, Data Visualization, Exploratory...

★ 4.6 (61.9k reviews)

Credit Eligible

Beginner · Professional Certificate · 3-6 Months



IBM IBM Skills Network

IBM Full Stack Software Developer

**Skills you'll gain:** Web Development, Cloud Computing, IBM Cloud, Software Engineering,...

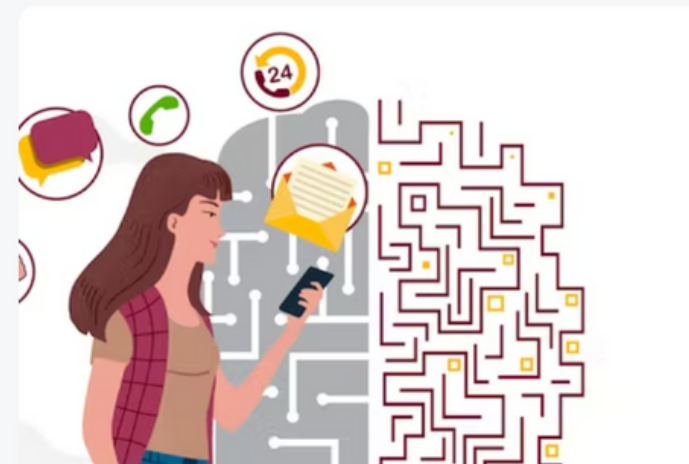
★ 4.6 (35.5k reviews)

Credit Eligible

Beginner · Professional Certificate · 3-6 Months



IBM IBM Skills Network



ASU Arizona State University



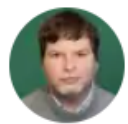
IBM IBM Skills Network



EARN

# The best- and worst-paying college majors, five years after graduation

Published Sat, Feb 12 2022 • 9:30 AM EST



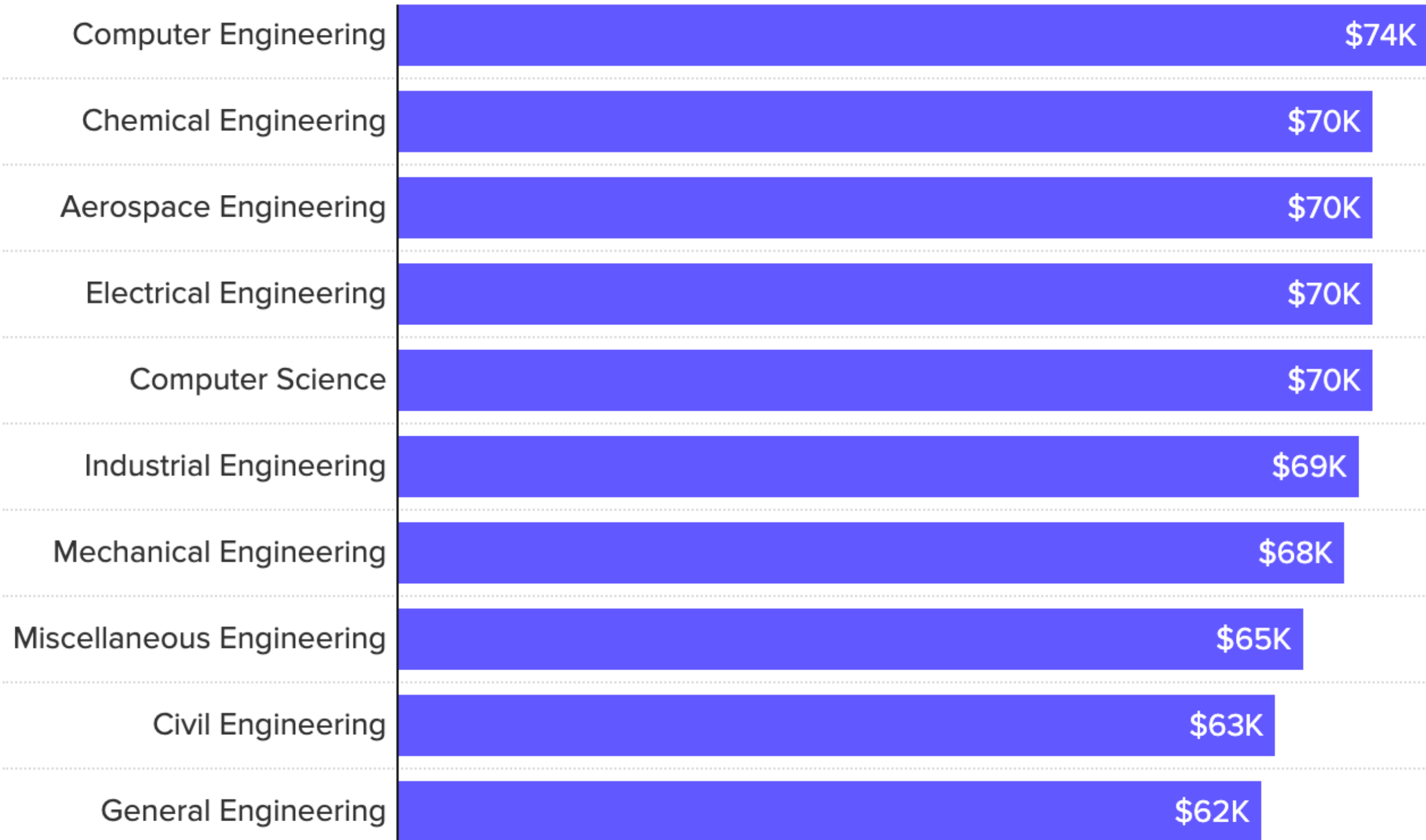
Mike Winters  
[@MIKEWINTRS](#)

SHARE



## Best-paying college majors

Top ten by median salary within five years of graduation



Note: Includes full-time U.S. workers with a bachelor's degree.

Source: Federal Reserve Bank of New York. As of Feb. 9, 2022.

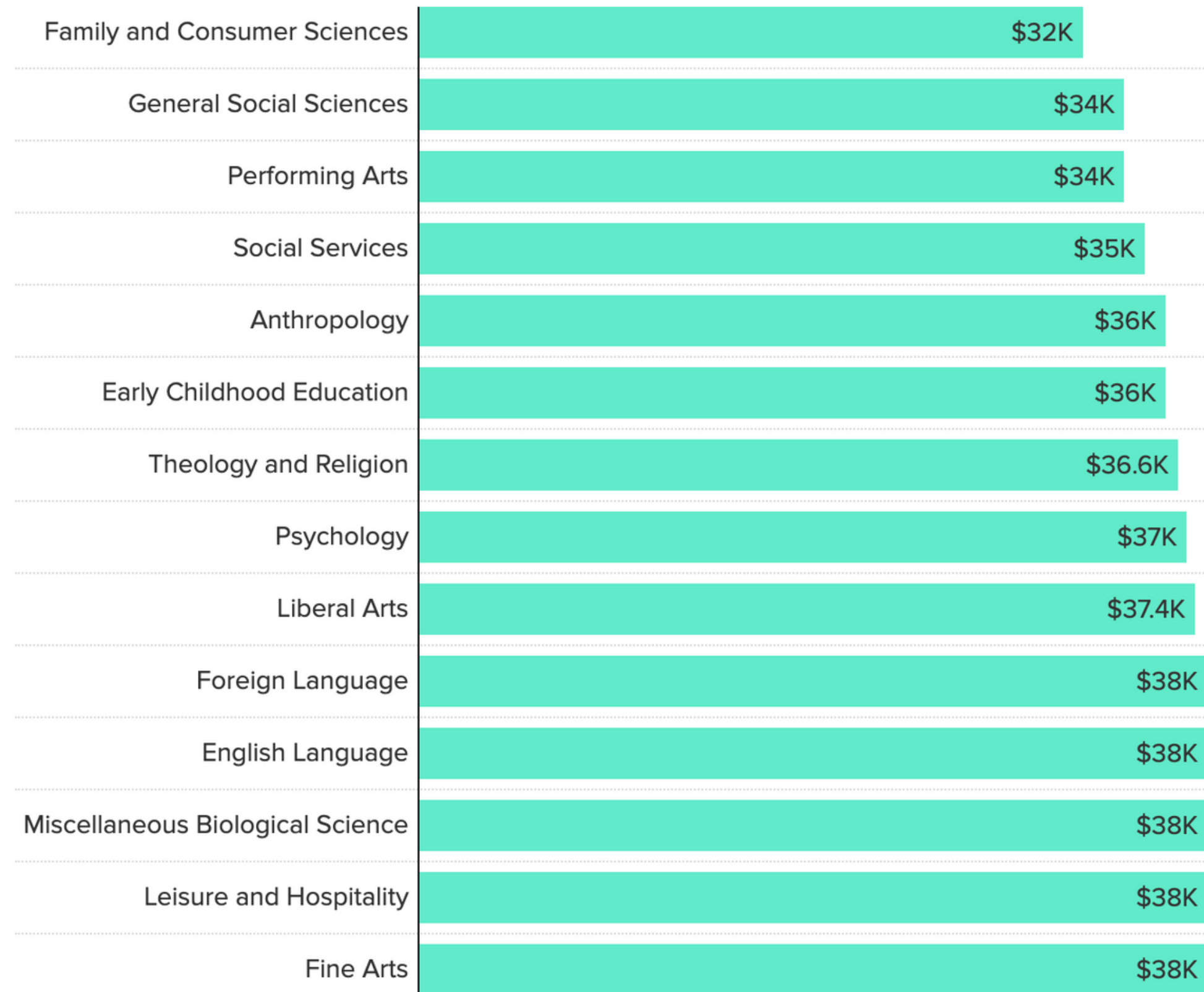


The salaries from the professional certifications are comparable to these best-paying majors



## Worst-paying college majors

Top ten by median salary within five years of graduation



Note: Five majors tied for 10th place. Includes full-time U.S. workers with a bachelor's degree.

Source: Federal Reserve Bank of New York. As of Feb. 9, 2022.



For comparison's sake, a minimum wage job that pays \$15 per-hour works out to \$31,200 in yearly wages, if you were to work 40 hours every week. That pay is nearly on par with what you'd earn for a college major in family and consumer sciences — a life-skills college degree that ranks the worst in terms of median pay within five years of graduation, with yearly wages of \$32,000.



# EMPLOYMENT

## Industry Trends, Disruptions, & Expectations

The rise of skills-based hiring versus degrees-based hiring (Trend)

The popularity of Industry Certificates (Disruption)

**The rise of Generative AI tools like ChatGPT (Disruption)**

What are the essential skills that companies are looking for (Expectations)



ChatGPT

<https://chat.openai.com> ⋮

## ChatGPT

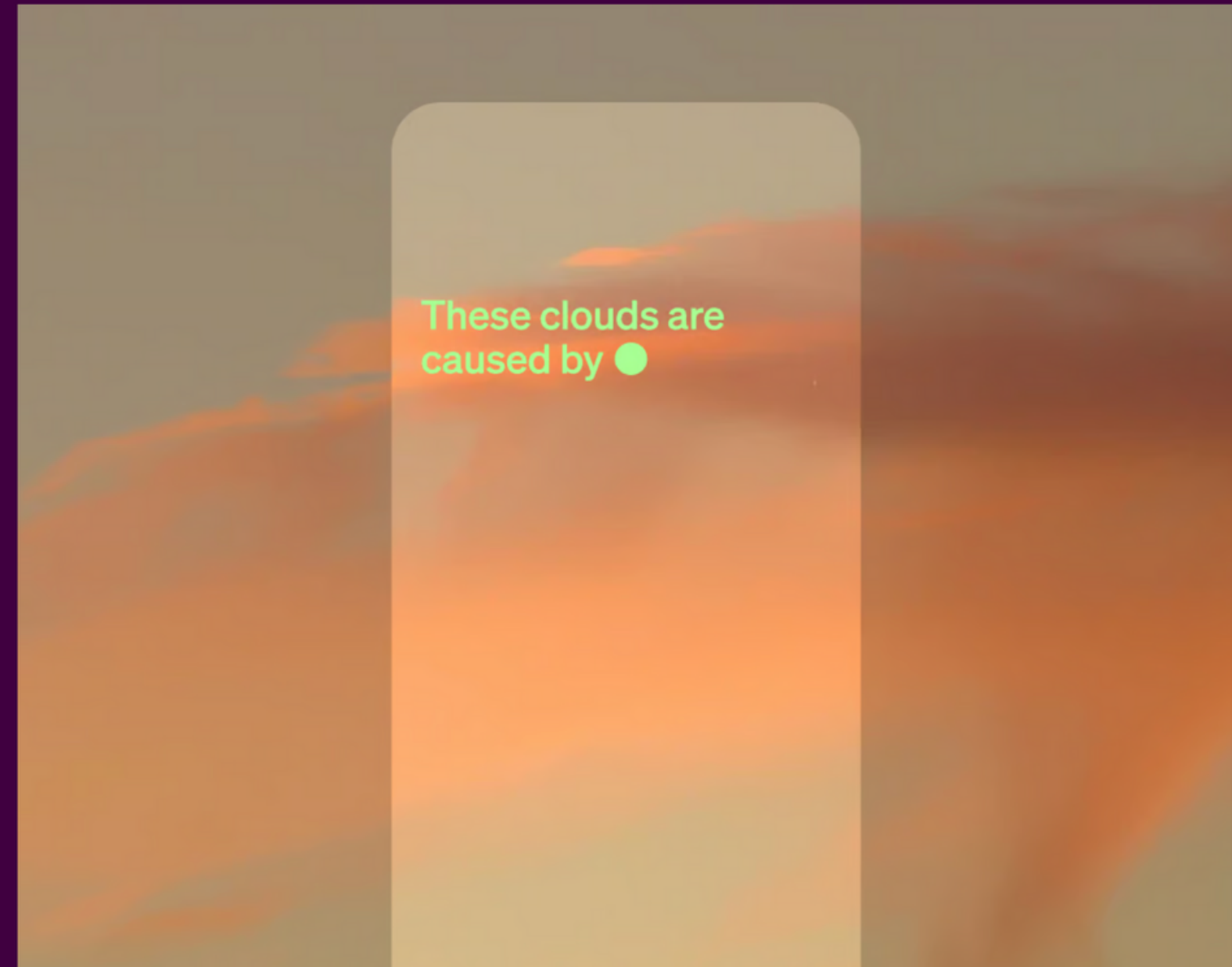
ChatGPT is an **AI-powered language model developed by OpenAI, capable of generating human-like** text based on context and past conversations.





# ChatGPT can now see, hear, and speak

We are beginning to roll out new voice and image capabilities in ChatGPT. They offer a new, more intuitive type of interface by allowing you to have a voice conversation or show ChatGPT what you're talking about.



🔒 cbsnews.com

☰ CBS NEWS 🔍 Login

MONEYWATCH >

**ChatGPT bot passes law school exam**

MONEY WATCH JANUARY 25, 2023 / 7:22 AM / AFP

Learn More

📺 CBS NEWS  
**PRIME TIME**  
WITH JOHN DICKERSON  
NOW STREAMING

A chatbot powered by reams of data from the internet has passed exams at a U.S. law school after writing essays on topics ranging from constitutional law to taxation and torts.

🔒 knowledge.wharton.upenn.edu

KNOWLEDGE AI WHARTON ☰

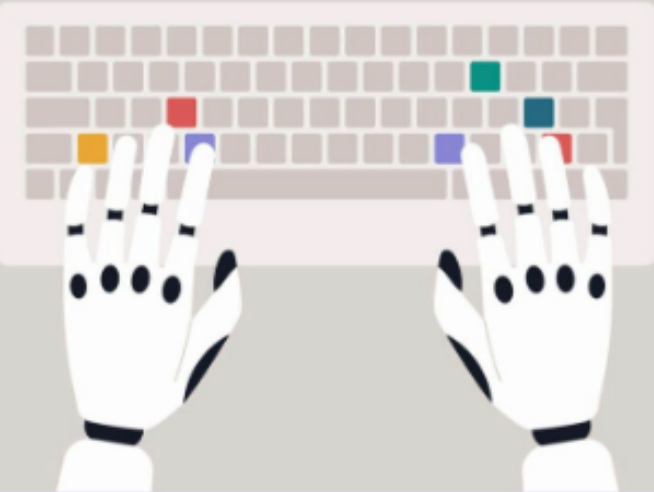
A business journal from the Wharton School of the University of Pennsylvania

Wharton Business Daily

**ChatGPT Passed an MBA Exam. What's Next?**

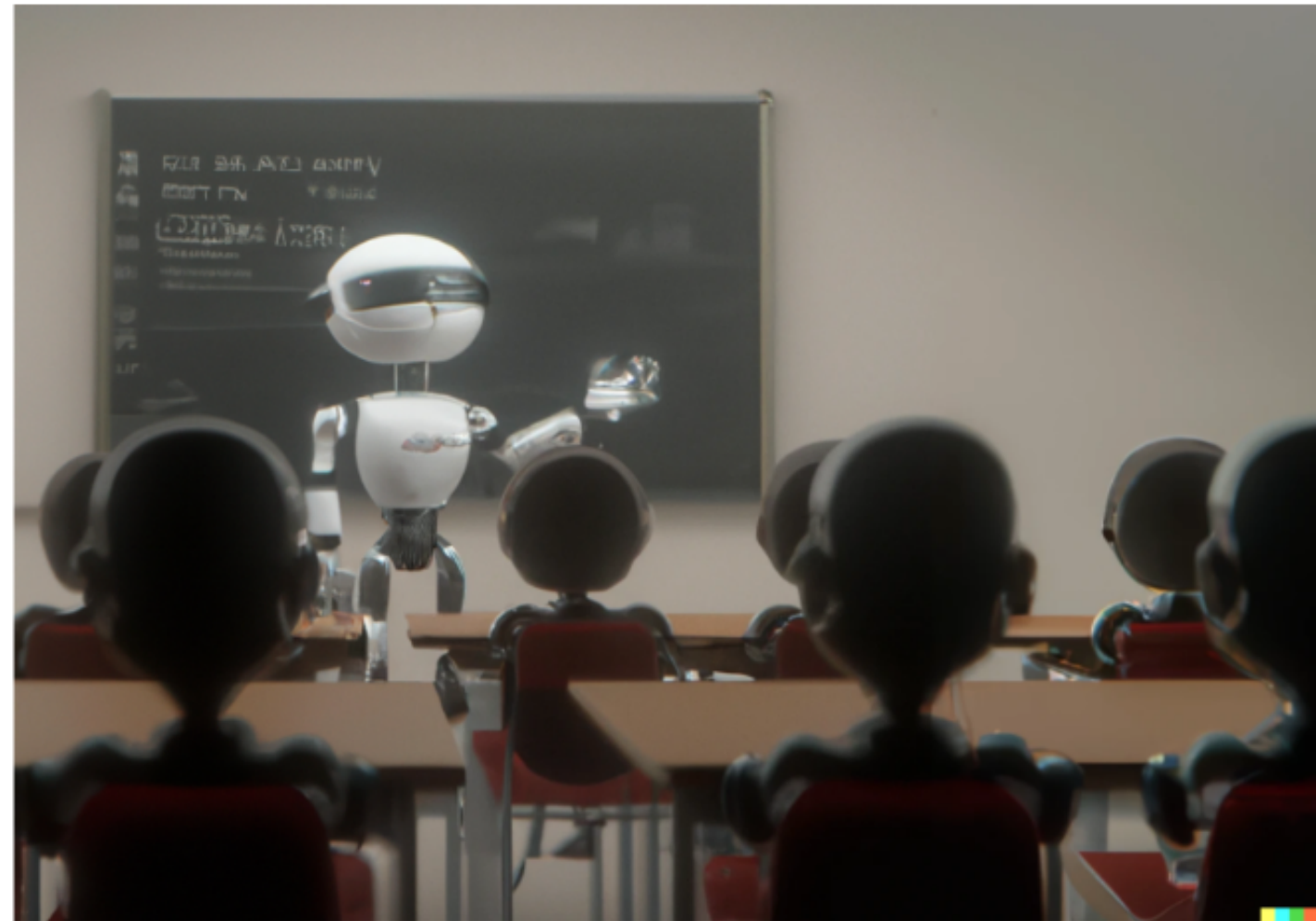
January 31, 2023 • 13 min listen

Wharton professors Christian Terwiesch and Ethan Mollick weigh in on ChatGPT and why the controversial software has limitless potential to improve education, business, and a range of industries.



News • Science & Technology

## Scores of Stanford students used ChatGPT on final exams, survey suggests



(Graphic: DALL-E/OpenAI)

By **Mark Allen Cu** and **Sebastian Hochman**  
Jan. 22, 2023, 4:03 p.m.



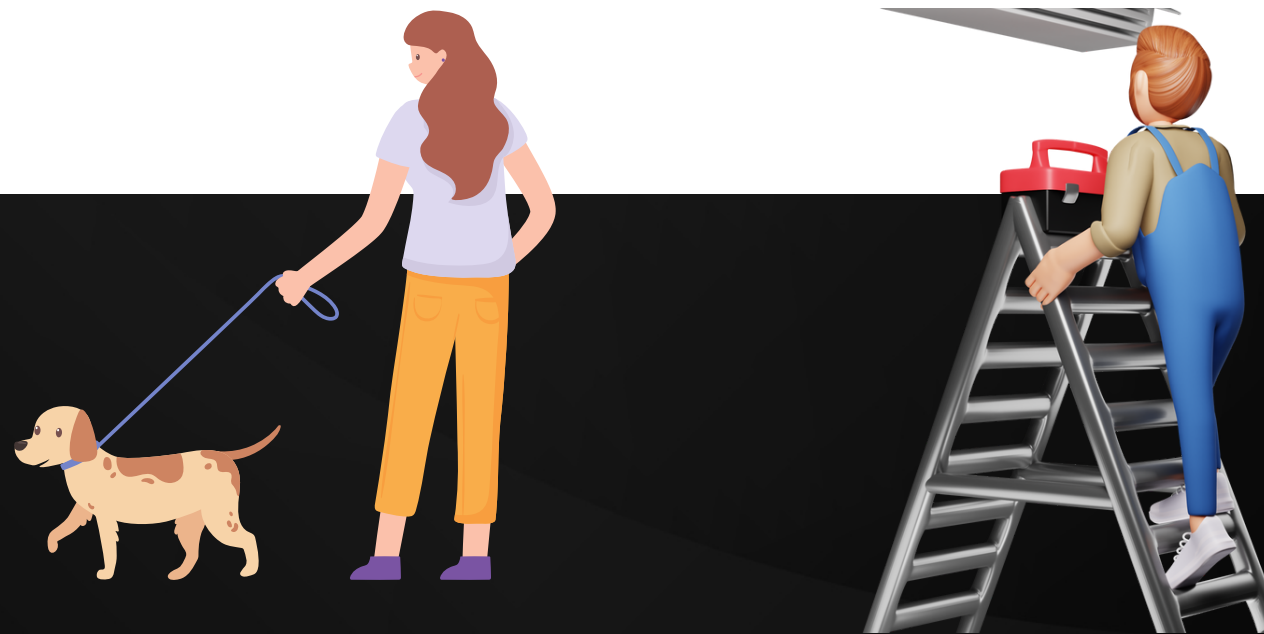
INNOVATIONS

# ChatGPT took their jobs. Now they walk dogs and fix air conditioners.

Technology used to automate dirty and repetitive jobs. Now, artificial intelligence chatbots are coming after high-paid ones.

By [Pranshu Verma](#) and [Gerrit De Vynck](#)

June 2, 2023 at 6:00 a.m. EDT





Built In

<https://builtin.com> › [ai-replacing-jobs-creating-jobs](#) ⋮

## AI Taking Over Jobs: What to Know About the Future of Jobs

How Many Jobs Will AI Replace? ... According to the World Economic Forum's "The Future of Jobs Report 2020," AI is expected to replace **85 million jobs worldwide** ...



# A new medium for presenting ideas. Powered by AI.

Just start writing. Beautiful, engaging content with none of the formatting and design work.

Sign up for free

Can build a website in 5 seconds

PRODUCT HUNT  
#1 Product of the Month





Dr. Ai Addyson-Zhang 🎓 Education ... (She/Her) • You

I help teens & young adults struggling to discover their care...

1mo • 🌐

🤖 This #AI tool built a website for me in 5 seconds!

What?!!!!

...see more

The screenshot shows the Gamma app interface in a browser window. The top navigation bar includes 'All gammas', '+ Create new AI', '+ New from blank', and 'Import'. Below this, there are tabs for 'All', 'Recently viewed', 'Created by you', and 'Favorites'. The main content area displays three AI-generated content cards: 'Untitled', 'The Education Crisis: Understanding the...', and 'Gamma Tips & Tricks'. Each card shows a thumbnail image and a 'Created by you' label with a timestamp. The left sidebar contains navigation options like 'Folders', 'Templates', 'Inspiration', 'Themes', 'Custom fonts', 'Trash', and 'Invite to workspace'. The bottom of the screenshot shows a video player interface with a 0:09 duration and a Loom watermark.

My video demo on  
LinkedIn



+ New Chat

Yesterday

- Education Problems Exposed

Previous 7 Days

- Content Calendar for Career C
- Parenting Teens Topics
- Einstein Wisdom for Life

Previous 30 Days

- Plan Near Visit Saudi
- 3-Month Marathon Training Pl
- Book Summary Level Clarificat
- User Request: Summarize Con

Templates

Upgrade to Plus

Ai Addyson-Zhang

Export Chat

AIPRM for ChatGPT powered

AIPRM Community Forum

Pls Continue Hello, Ai Addyson-Zhang  
[Your AIPRM Account](#)

## AIPRM - ChatGPT Prompts

★ Favorites
✓ AIPRM
Public
Own
Hidden
+ Add List

Topic: All | Activity: All | Sort by: Top Votes Trending | Model: Not specific | Search: +

Prompts per Page: 20 | Showing 1 to 20 of 4387 Prompts | Prev Next

**Human Written |100% Unique |SEO Optimized Article**

SEO / Writing

[Jumma](#) · 3 days ago

GPT-3.5-turbo GPT-4 Human Written | Plagiarism Free | SEO Optimized Long-Form Article With Proper Outline [Upgraded Version]

7.7M | 5.9M | 1.5K

**Yoast SEO Optimized Content Writer**

Copywriting / Writing

[Luna Perkins](#) · 3 months ago

Write detail YoastSEO optimized article by just putting blog title. I need 5 more upvotes so that I can create more prompts. Hit upvote(Like) button.

308.6K | 193.8K | 972

**Fully SEO Optimized Article including FAQ's**

SEO / Writing

[Muhammad Talha \(MTS\)](#) · 1 week ago

GPT-3.5-turbo GPT-4 GPT-4 browsing GPT-4 plugins

[Version: 3.2] Enjoyed the prompt? Hit Like button! | Yoast and Rank Math SEO Optimized | Create a 100% Unique |...

2.5M | 1.9M | 641

**Midjourney Prompt Generator**

Generative AI / Midjourney

[kenny](#) · 6 months ago

Outputs four extremely detailed midjourney prompts for your keyword.

1.8M | 1.1M | 592

**Write Best Article to rank on Google**

Copywriting / Writing

**Write a Complete Book in One Click**

Copywriting / Writing

**Human-like Rewriter - V1.6**

Copywriting / Writing

[nneh](#) · 7 months ago

**YouTube Script Creator**

Copywriting / Script Writing

[WilliamCole](#) · 7 months ago

Output in: English | Tone: Default | Writing Style: Default

Include My Profile Info: No Profile Info found

Free Research Preview. ChatGPT may produce inaccurate information about people, places, or facts. [ChatGPT September 25 Version](#)

# ChatGPT + AIPRM (Plugin)





★ Favorites

👍 AIPRM

Public

Own

🔍 Hidden

+ Add List

Topic

Marketing



Activity

Sort by

Top Votes Trending

Model

Not specific

+ Search

Prompts per Page

20

Showing 1 to 20 of 473 Prompts

Prev Next

### Get Monthly Content Calendar In 1 Click

Marketing / Marketing

🌐 · [Google Business Profile Services](#) · 3 months ago

Get a beautifully organized 4-week content calendar that targets your primary keyword using only transaction longtail keyword & clickbait styl...

👁 577.1K 🗨 331.0K 👍 471 🗑

### 30 Social Media Posts & Image Suggestions With 1



### Buyer Persona Legend

Marketing / Marketing

🌐 · [RonGPT](#) · 6 months ago

Generate detailed User Personas for your Business with data neatly organized into a table.

👁 314.7K 🗨 152.2K 👍 471 🗑

### Instagram post carousel content generator

Marketing / Marketing

🌐 · [Code Highlights](#) · 2 months ago

Write slide by slide Instagram carousel post

👁 296.0K 🗨 183.0K 👍 208 🗑

### One Click Course Creator

Marketing / Products

🌐 · [Christel](#) · 1 week ago

Design a full project-based course based on the desired learning outcome with outline, lesson plans, objectives, activities, real world examples,...

👁 245.7K 🗨 133.0K 👍 200 🗑

### Instagram post description / caption generator

### ChatGPT will be your Social Media Manager

### Instagram Description with Hashtaas. emojiis and

Output in

English

Tone

Default

Writing Style

Default

Problems in education

Include My Profile Info:

No Profile Info found



How to get a 30-day content calendar in 30 seconds





Created with [AIPRM Prompt "Get Monthly Content Calendar In 1 Click"](#)

## MERCHYNT'S MAGICAL CONTENT CALENDAR FOR EDUCATION CRISIS

Learn more about Merchynt's AI SEO tool at [www.merchynt.com/profilepro](http://www.merchynt.com/profilepro).

Week 1	Week 2	Week 3	Week 4
Title: <b>Unveiling the Education Crisis</b>	Title: <b>Redefining Learning: Beyond the Curriculum</b>	Title: <b>Future-Proofing Our Youth: A New Perspective</b>	Title: <b>Bridge to Success: Navigating Post-Education Challenges</b>
Description: In this eye-opening article, we delve into the glaring issues of the current education system and how it's failing our graduates.	Description: Explore the limitations of the outdated curriculum and discover innovative ways to prepare students for the real world.	Description: Discover a fresh outlook on education, focusing on essential skills and practical knowledge that pave the way for lasting success.	Description: Navigate the complexities graduates face after education, from job seeking to skill development, and find actionable solutions.



**How to get a 30-day content calendar in 30 seconds**



Week 5	Week 6	Week 7	Week 8
Title: <b>Empowering Parents: Guiding Career Paths</b>	Title: <b>Beyond Grades: Cultivating Soft Skills</b>	Title: <b>The Tech Edge: Preparing for Modern Careers</b>	Title: <b>Education Evolution: Merging Academia with Reality</b>
Description: Learn how parents can play a pivotal role in helping their teenagers make informed career choices that align with their passions and strengths.	Description: Uncover the significance of soft skills in today's job market and explore ways to nurture them alongside traditional education.	Description: Dive into the world of technology and its impact on future careers, and how to equip students for tech-driven industries.	Description: Explore the concept of merging practical, real-world skills with academic learning to bridge the gap between education and career readiness.

**How to get a 30-day content calendar in 30 seconds**



Week 9	Week 10	Week 11	Week 12
<b>Title: Revolutionizing Assessment: New Ways to Evaluate Learning</b>	<b>Title: Entrepreneurial Mindset: Nurturing Business Acumen</b>	<b>Title: Adapting to Change: Lifelong Learning for Success</b>	<b>Title: Building Networks: The Hidden Curriculum for Career Growth</b>
Description: Discover alternative assessment methods that capture a student's true potential beyond standardized tests.	Description: Explore the benefits of instilling an entrepreneurial mindset in students and how it fosters career-ready skills.	Description: Embrace the concept of lifelong learning and understand how continuous growth enhances career prospects.	Description: Unveil the importance of building networks and connections for career advancement, and how to cultivate this skill.

**How to get a 30-day content calendar in 30 seconds**



★ Favorites

✓ AIPRM

Public

Own

🔍 Hidden

+ Add List

Topic

Marketing

Activity

All

Sort by

Top Votes Trending

Model

Not specific

+ article

### Get Image briefs for SEO blog articles

Marketing / Design

🌐 · Moe Soloff · 6 months ago

Get images that would explain the article

👁 24.9K    💬 12.4K    👍 11    🔗

### Quora Answer to Promote Anything!

Marketing / Marketing

🌐 · Huzaifa Ahmed · 6 months ago

Answer quora questions in a clever way. Promote your products, website, article or anything you could imagine of on quora to get more sales, mor...

👁 20.1K    💬 14.2K    👍 7    🔗

### Get 100% Human Written (Guest Post Article)

Marketing / Writing

🌐 · ROI Minds · 5 months ago

Get 100% Unique Human Written Guest Post Article Around 1500 Words.

👁 5.1K    💬 3.8K    👍 2    🔗

### Google's First Page SEO Article

Marketing / Writing

🌐 · Arnaldo Alves · 6 months ago

Perfect and complete article SEO: Create to be on the first page of Google.

👁 5.9K    💬 3.7K    👍 2    🔗

### Rewrite and Summarize the article

### Human writer that pass A.I detection

Marketing / Writing

### Facebook Post

Marketing / Marketing

🌐 · Mark · 2 weeks ago

### LinkedIn Post to Blog Article Outline

Marketing / Writing

Get 100% Human Written (Guest Post Article) ✕

Output in

English

Tone

Default

Writing Style

Default

Unveiling the Education Crisis. In this eye-opening article, we delve into the glaring issues of the current education system and how it's failing our graduates.

Include My Profile Info:

No Profile Info found



How to get a 30-day content calendar in 30 seconds





Unveiling the Education Crisis. In this eye-opening article, we delve into the glaring issues of the current education system and how it's failing our graduates.



Created with [AI PRM Prompt "Get 100% Human Written \(Guest Post Article\)"](#)



## Unveiling the Education Crisis: How the Current System is Failing Our Graduates

Education has long been considered the cornerstone of personal and societal progress. It's the bridge that connects dreams to reality, and knowledge to action. However, the current education system is facing a crisis that warrants our attention. In this article, we'll shed light on the glaring issues within the system that are failing our graduates and explore potential solutions to address these challenges.

### The One-Size-Fits-All Approach

One of the fundamental problems with the education system is its adherence to a one-size-fits-all approach. Students have diverse learning styles, interests, and abilities. Yet, they are often required to follow a standardized curriculum that doesn't consider these differences. This approach can leave some students feeling left behind, as they struggle to grasp concepts that are not presented in a way that resonates with them. Education should be tailored to individual needs to foster a love for learning and unlock each student's full potential.

### Overemphasis on Rote Memorization

The emphasis on rote memorization is another concerning issue within the education system. Students are often required to memorize vast amounts of information without truly understanding the underlying concepts. This not only leads to surface-level learning but also discourages critical thinking and creativity. The modern world demands graduates who can think innovatively, solve complex problems, and adapt to new situations. By shifting the focus from memorization to comprehension, we can better prepare students for the challenges of the real world.

### Ignoring Practical Life Skills

While academic knowledge is undoubtedly important, practical life skills are equally crucial for success. Unfortunately, the education system tends to sideline essential skills such as financial literacy, communication, time management, and emotional intelligence. Graduates may excel academically but struggle to navigate the complexities of adult life. Integrating practical life skills into the curriculum can empower students to make informed decisions and lead well-rounded, fulfilling lives.

### Neglecting Mental Health and Well-being

The relentless pressure to excel in academics has taken a toll on the mental health and well-being of students. Anxiety, depression, and burnout are increasingly common among young learners. The education system should prioritize mental health by creating a supportive environment where students feel comfortable seeking help without stigma. Teaching stress management, mindfulness, and emotional resilience can equip students with the tools to cope with challenges in a healthier manner.

**A perfectly written article that took me less than 30 seconds**



## Limited Focus on Individual Growth

The true purpose of education goes beyond mere grades and degrees. It's about nurturing curious minds, fostering a lifelong love for learning, and preparing individuals to contribute meaningfully to society. However, the current system's fixation on exams and rankings often overshadows these broader goals. Encouraging projects, research, and extracurricular activities that align with students' interests can reignite the joy of learning and instill a sense of purpose in their educational journey.

## Bridging the Gap: Potential Solutions

Addressing the education crisis requires a collective effort from educators, policymakers, parents, and students. Here are some potential solutions to consider:

1. **Personalized Learning:** Implement teaching methods that cater to individual learning styles and paces, allowing students to grasp concepts effectively.
2. **Critical Thinking Integration:** Design curricula that prioritize critical thinking, problem-solving, and creative expression, nurturing skills that are vital in the modern world.
3. **Life Skills Curriculum:** Integrate practical life skills into the education system, empowering students to navigate real-world challenges with confidence.
4. **Mental Health Support:** Establish counseling services and well-being programs within educational institutions to support students' mental and emotional health.
5. **Holistic Assessment:** Move away from purely exam-based assessments and adopt a holistic approach that considers academic achievements alongside personal growth and community contributions.

## Conclusion

The education crisis is a pressing issue that demands immediate attention. As we unveil the shortcomings of the current system, it's essential to remember that change is possible. By shifting the focus from conformity to individual growth, from memorization to comprehension, and from competition to collaboration, we can create an education system that truly empowers our graduates to thrive in a rapidly evolving world. It's time to come together and redefine the purpose of education for the betterment of society as a whole.

If you want to contribute to this important conversation and explore more about guest posting opportunities, feel free to check out [this link](#). Your insights could be a catalyst for transforming the future of education.

How is this going to disrupt  
education, writing, marketing, etc



How are these AI tools going to disrupt education & employment? What are *future-ready skills* that young people *must cultivate to stay employable and relevant*? What should we teach in the classroom and at work?





# EMPLOYMENT

## Industry Trends, Disruptions, & Expectations

The rise of skills-based hiring versus degrees-based hiring (Trend)

The popularity of Industry Certificates (Disruption)

The rise of Generative AI tools like ChatGPT (Disruption)

**What are the essential skills that companies are looking for (Expectations)**



# The Job Skills of 2023

---

The Fastest-Growing Job Skills for Businesses,  
Governments, and Higher Education Institutions

**coursera**



## Fastest-Growing Digital Skills 2023

Rank	Skill name	Rank Change*
1	Scrum software development	+86
2	Data visualization	+75
3	Customer success tools	+67
4	E-commerce	+63
5	CRM software	+61
6	User experience design	+61
7	Agile software development	+60
8	Software framework development	+60
9	System software development	+55
10	Search engine optimization	+52

\*Number of ranks this skill moved up from 2021 to 2022, based on the skill's share of enterprise learner enrollments



## Fastest-Growing Human Skills 2023

Rank	Skill name	Rank Change*
1	Storytelling	+49
2	Change management	+45
3	Organizational development	+23
4	Influencing	+20
5	People management	+19
6	Culture	+18
7	Collaboration	+16
8	Decision-making	+16
9	Communication	+15
10	Planning	+12

WORLD  
ECONOMIC  
FORUM

# Future of Jobs Report 2023

INSIGHT REPORT

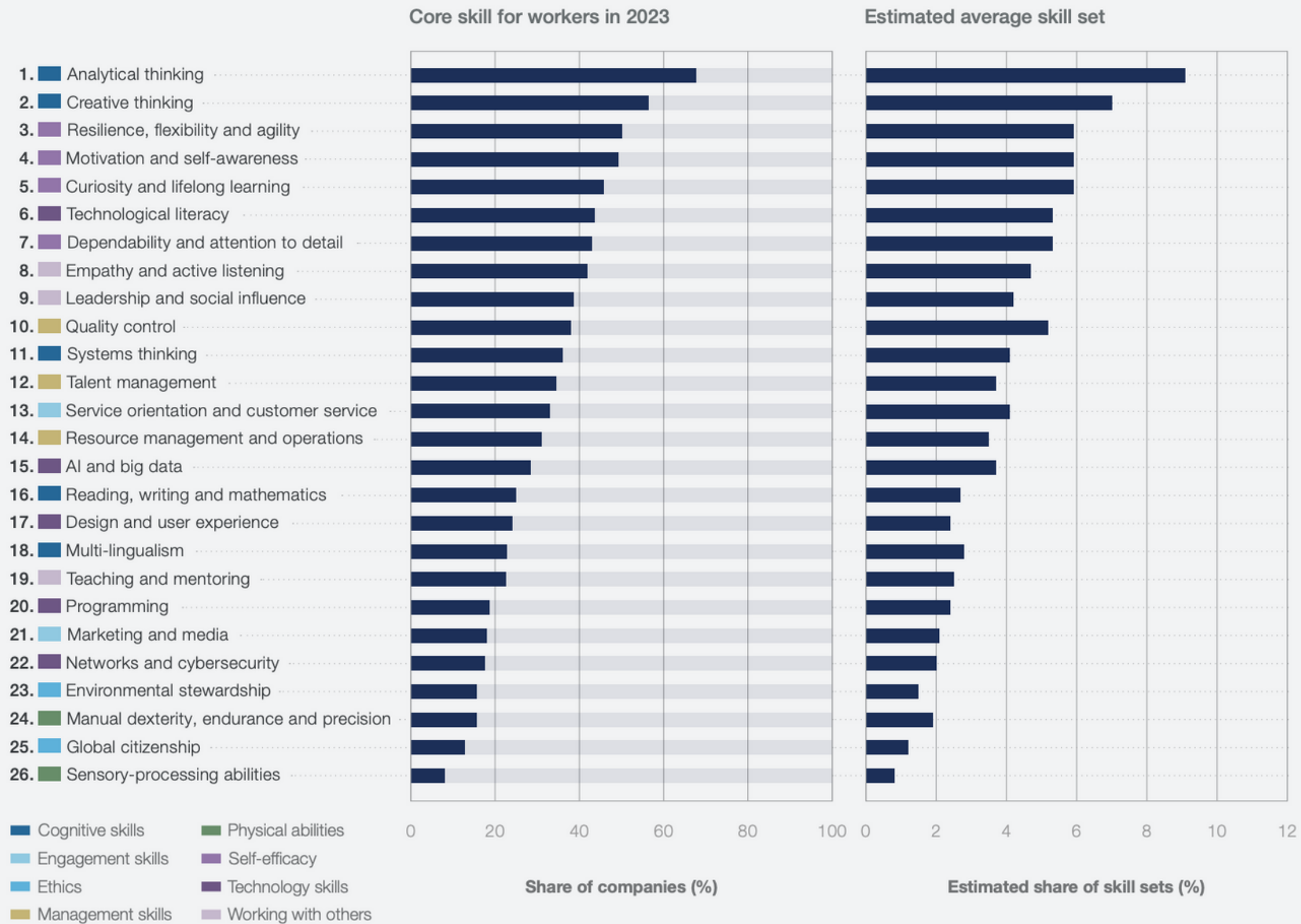
MAY 2023



FIGURE 4.2

**Core skills in 2023**

Share of organizations surveyed which consider skills to be core skills for their workforce. Estimated average composition of the skill sets of workers in organizations surveyed. Skills are ranked and ordered by the share of organizations surveyed which consider the skill as core to their workforce.



Are these skills being taught at school? If not, where can students learn and cultivate these skills? Workplace?

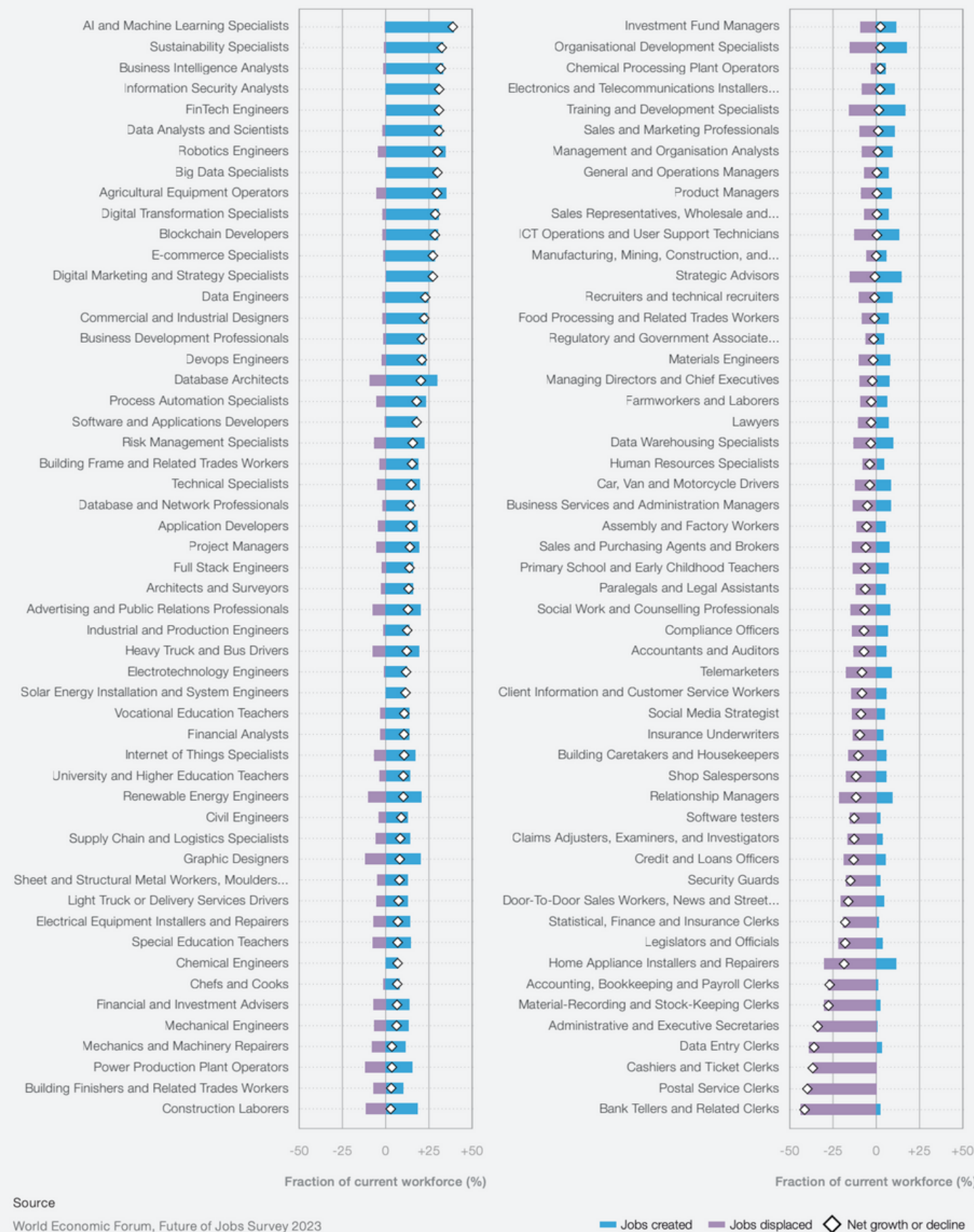
Source  
World Economic Forum, Future of Jobs Survey 2023.

Note  
The Future of Jobs Survey uses the World Economic Forum's Global Skills Taxonomy.



**FIGURE 3.3 New jobs and lost jobs, 2023-2027**

Projected job creation (blue) and displacement (purple) between 2023 and 2027, as a fraction of current employment, for the global employee data set studied in this report. The projected net growth or decline for each occupation in the next five years (diamonds) calculated by subtracting the two fractions. The projected structural labour-market churn for each occupation in the next five years is the sum of the two fractions, and is indicated by the full width of the bars. Averaged across occupations, structural labour-market churn represents 23% of current employment.



**Blue: Jobs created**

**Purple: Jobs displaced**

**Are most schools' curricula up to date with these rapid changes in employment? Are companies upskilling people?**



# EMPLOYMENT

## Industry Trends, Disruptions, & Expectations

The rise of skills-based hiring versus degrees-based hiring (Trend)

The popularity of Industry Certificates (Disruption)

The rise of Generative AI tools like ChatGPT (Disruption)

What are the essential skills that companies are looking for (Expectations)

# 3. WHAT IS NEXT

CLOSE THE GAPS + FUTURE PROOF







# What Can Schools Do?

(Close the gaps + future proof)

**Prioritize Creation-Based Learning**

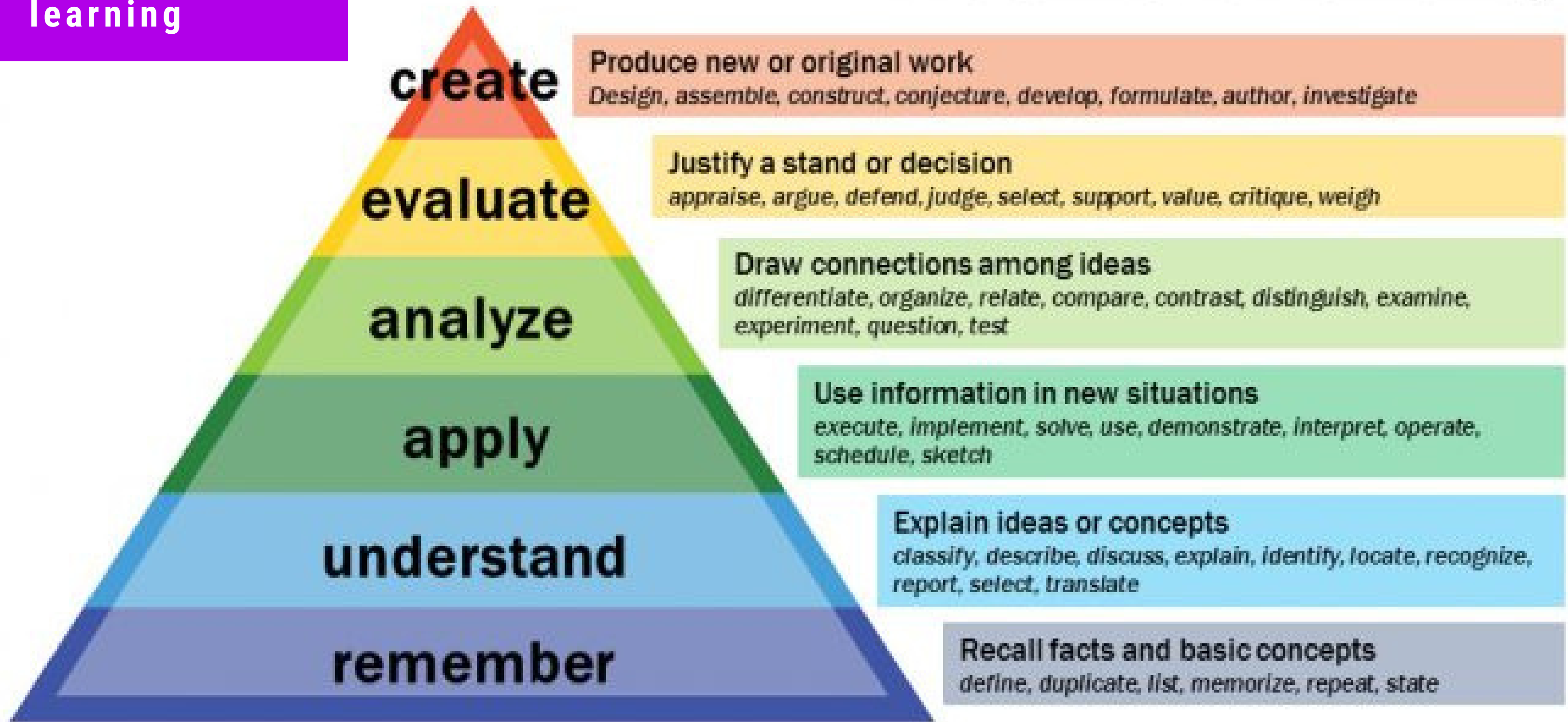
Diversify Evaluation Method

Normalize Failures and Mistakes

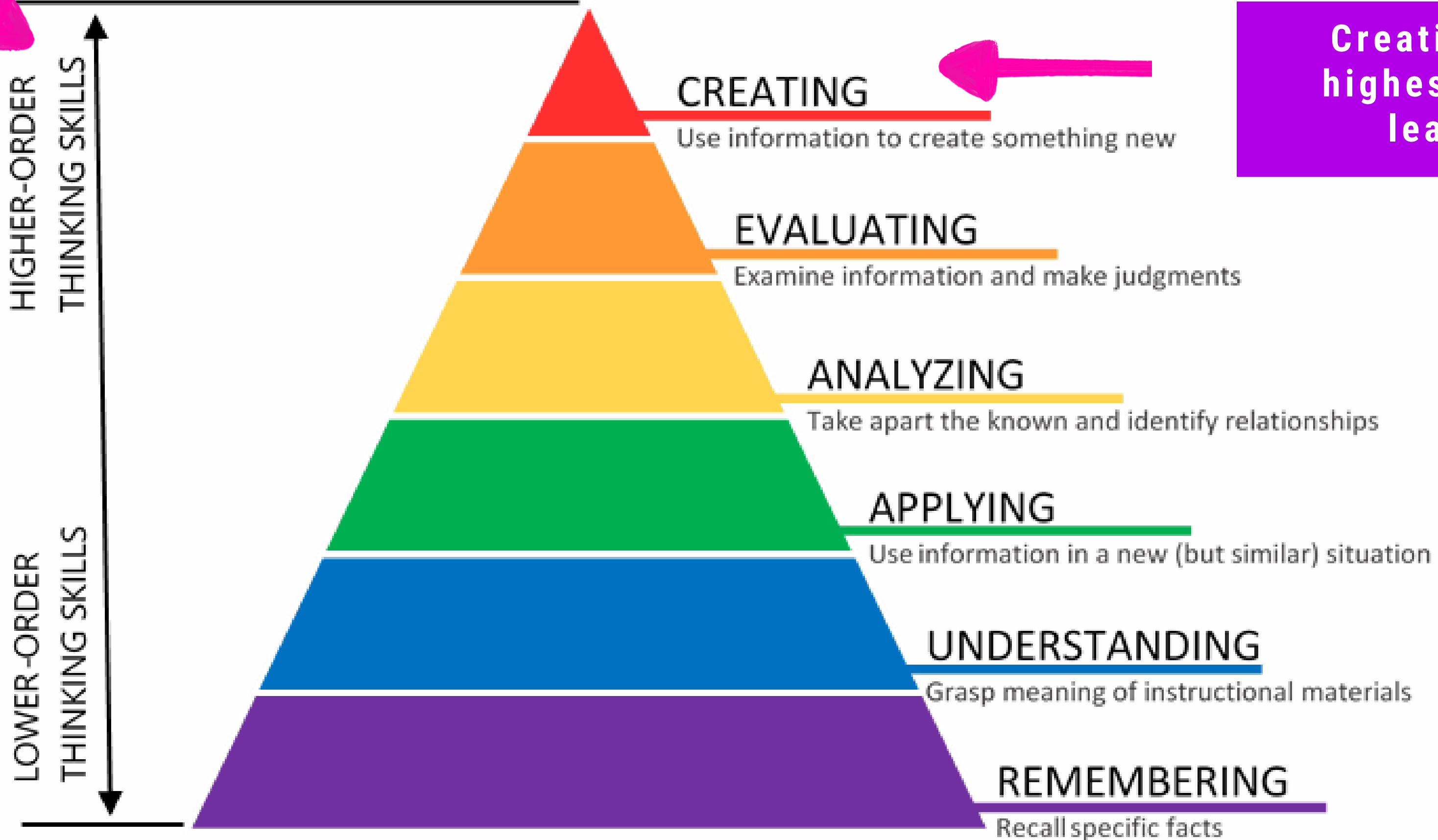
Prioritize Character Building versus Grades

We must prioritize  
creation-focused  
learning


# Bloom's Taxonomy




# BLOOM'S TAXONOMY – COGNITIVE DOMAIN (2001)




Creation is the highest level of learning






**Scott Belsky** · 2nd  
product/design obsessive, founder, author, investor



 Top Voice


Talks about #design, #product, #leadership, #technology, and #entrepreneurship


New York, New York, United States · [Contact info](#)

[website](#) 

179,928 followers

 Adobe

 Harvard Business School

“Creativity is the new productivity”





# What Can Schools Do?

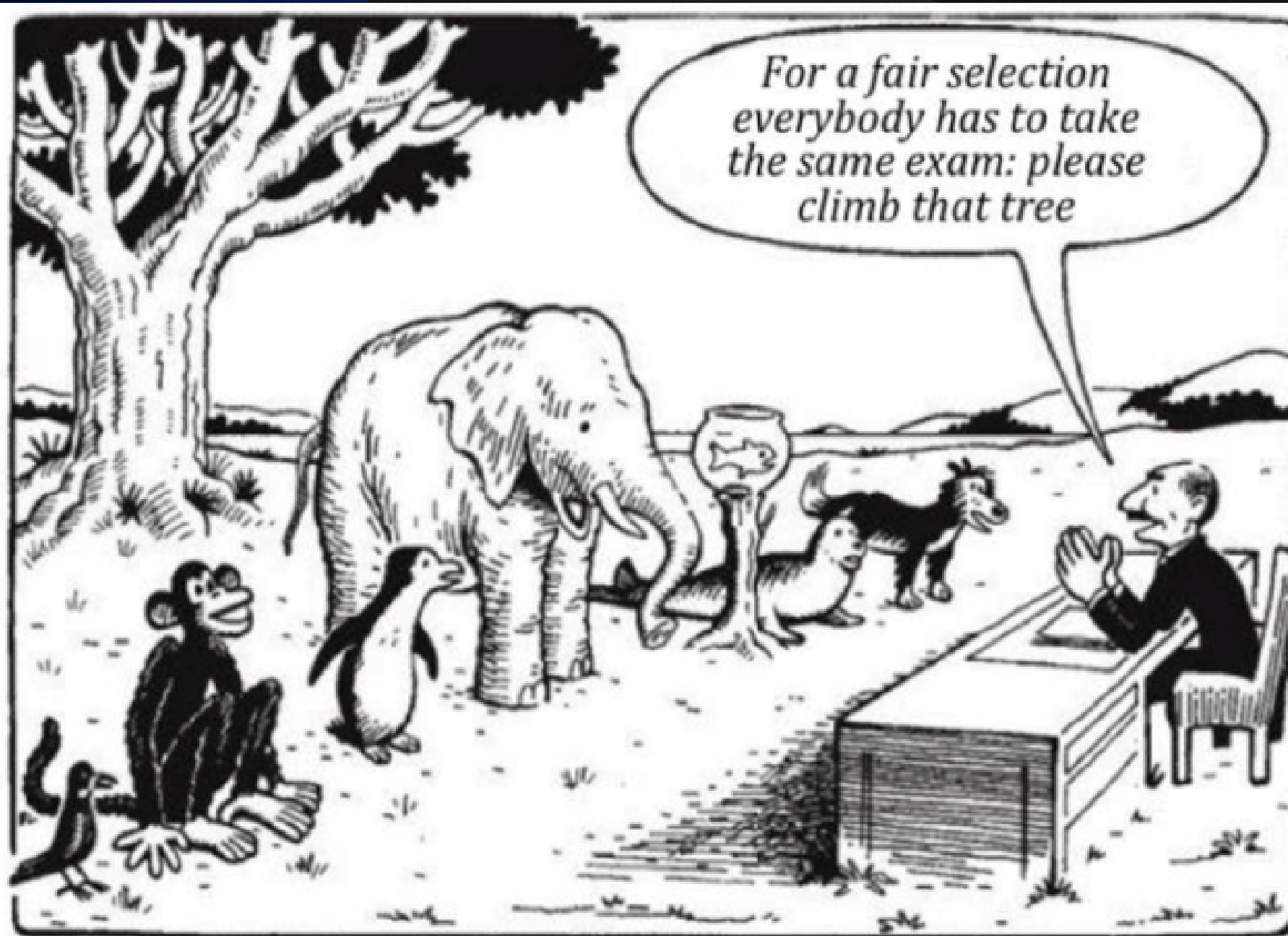
(Close the gaps + future proof)

Prioritize Creation-Based Learning

**Diversify Evaluation Method**

Normalize Failures and Mistakes

Prioritize Character Building versus Grades



## Our Education System

*"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."*

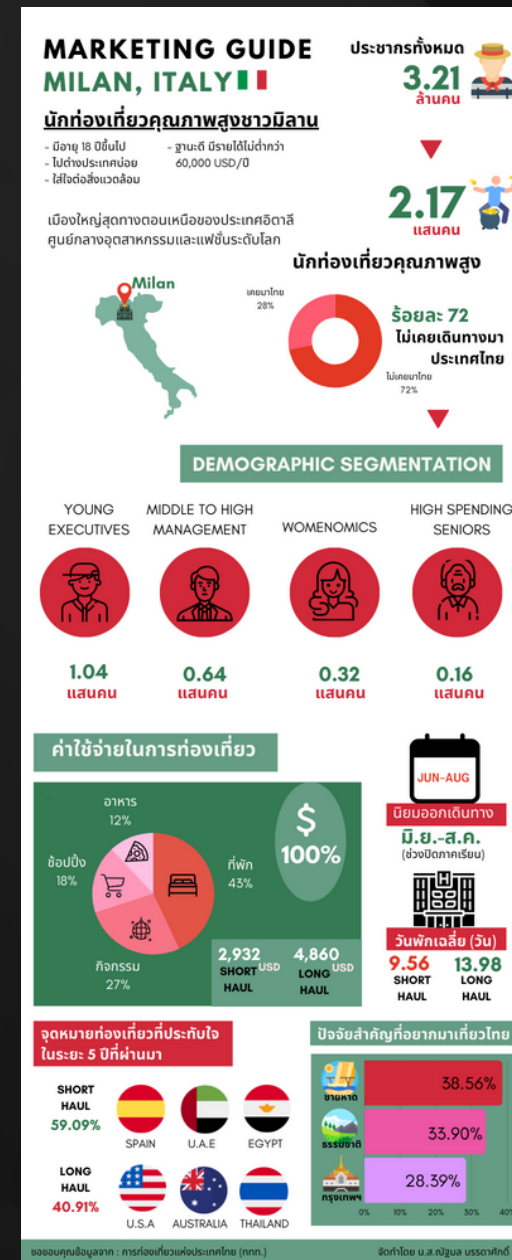
*- Albert Einstein*

Student evaluation for so many years has been written projects like papers, exams, reports, essays, etc

**Can we disrupt that and adopt a different approach like mixed-media?**



# Mixed-Media Approach To Demonstrate Learning & Evaluate



Adobe Express is a great  
**FREE** tool for mixed media  
evaluation







# What Can Schools Do?

(Close the gaps + future proof)

Prioritize Creation-Based Learning

Diversify Evaluation Method

**Normalize Failures and Mistakes**

Prioritize Character Building versus Grades

"Boaler is one of those rare and remarkable educators who not only know the secret of great teaching but also know how to give that gift to others."

-CAROL DWECK, author of *Mindset*

# LIMITLESS MIND

LEARN, LEAD, AND LIVE  
WITHOUT BARRIERS

JO BOALER

BESTSELLING AUTHOR OF *MATHEMATICAL MINDSETS*

2

## WHY WE SHOULD LOVE MISTAKES, STRUGGLE, AND EVEN FAILURE

OUR LIVES are filled with mistakes. We make them all the time, and they are simply part of everyday life. Even though mistakes sometimes make no difference or end up producing fortuitous results, most of us instinctively respond to mistakes by mentally beating ourselves up and feeling terrible. It is not surprising that large sections of the population respond negatively to mistakes. Most of us have grown up with the idea that mistakes are bad, especially if we attended test-driven schools, where we were frequently marked down for making mistakes, or our parents punished mistakes with harsh words and actions. This is unfortunate, and this is why.

*another reason why test is BAD*

### LEARNING KEY #2

The times when we are struggling and making mistakes are the best times for brain growth.



When we are willing to face obstacles and make mistakes in the learning process, we enhance neural connections that



expedite and improve the learning experience. The research on the positive impact of mistakes and struggle is emerging from both neuroscience<sup>1</sup> and behavioral studies of high-achieving people.<sup>2</sup> Some of this work is counterintuitive, as we have believed for so long in the absolute necessity that everything be "correct." Releasing people from the idea that they must always be correct and not make any mistakes turns out to be transformative.

## The Science of Mistakes

I first became aware of the positive impact of mistakes when I was hosting a workshop for teachers and Carol Dweck, the pioneer of mindset research, joined us. The teachers attending the workshop that day had gathered in a large group and listened attentively to Carol. She announced that every time we make mistakes, synapses fire in the brain, indicating brain growth. All the teachers in the room were shocked, as they had all been working under the premise that mistakes are to be avoided. Carol was drawing from work that has researched the brain's response when we make mistakes, particularly investigating the different ways brains respond when people have a growth or a fixed mindset.<sup>3</sup>

Jason Moser and his colleagues extended Carol's work investigating the brain's response when we make mistakes. Moser and his team found something stunning. They had asked participants to take tests while they monitored the participants' brains with MRI technology. They looked at the scans when people got questions correct and when they got them incorrect. The researchers found that when people

made mistakes, brains were more active, producing strengthening and growth than when people got work correct.<sup>4</sup> Neuroscientists now agree that mistakes positively contribute to the strengthening of neural pathways.

This learning key is particularly significant because most teachers design classes so that everyone is successful. Curricula and textbooks are designed with trivial, unchallenging questions, so that students will get a high percentage of answers correct. The common belief is that getting most answers correct will motivate students toward greater success. Here's the problem, though. Getting questions right is not a good brain exercise.

For students to experience growth, they need to be working on questions that challenge them, questions that are at the edge of their understanding. And they need to be working on them in an environment that encourages mistakes and makes students aware of the benefits of mistakes. This point is critical. Not only should the work be challenging to foster mistakes; the environment must also be encouraging, so that the students do not experience challenge or struggle as a deterrent. Both components need to work together to create an ideal learning experience.

Author Daniel Coyle studied "talent hotbeds," places producing a larger proportion than normal of high-achievers, and concludes that achievement comes not from any natural-born ability, but rather from a special kind of work and practice. He has studied examples of those who excel at learning in music, sports, and academic subjects. His research reveals that all of the people who achieved at very high levels engaged in a particular kind of practice that caused the coating of brain pathways with myelin.

by those who know how. In short, they've cracked the talent code."<sup>7</sup>

One of the significant characteristics of the highly effective learning described is the presence of mistakes and the role of struggle and error in transforming people from beginners into experts. This is consistent with the brain research showing increased brain activity when people struggle and make mistakes and decreased activity when they get work correct.<sup>8</sup> Unfortunately, most learners think they should always be getting work correct, and many feel that if they make mistakes or struggle, they are not good learners—when this is the very best thing they can be doing.

Now mistakes make it more challenging

intensity

10,000 hours

practice the right way

Practice is important for the development of any knowledge or skill. Anders Ericsson helped the world understand the nature of expert performance and found that most world-class experts—pianists, chess players, novelists, athletes—practiced for around ten thousand hours over twenty years. He also found that their success was not related to tests of intelligence but to the amount of "deliberate practice" they undertook.<sup>9</sup> Importantly, although people succeed because they are trying hard, the people who become experts are trying hard in the right way. A range of different researchers describe effective practice in the same way—people pushing at the edge of their understanding, making mistakes, correcting them, and making more.

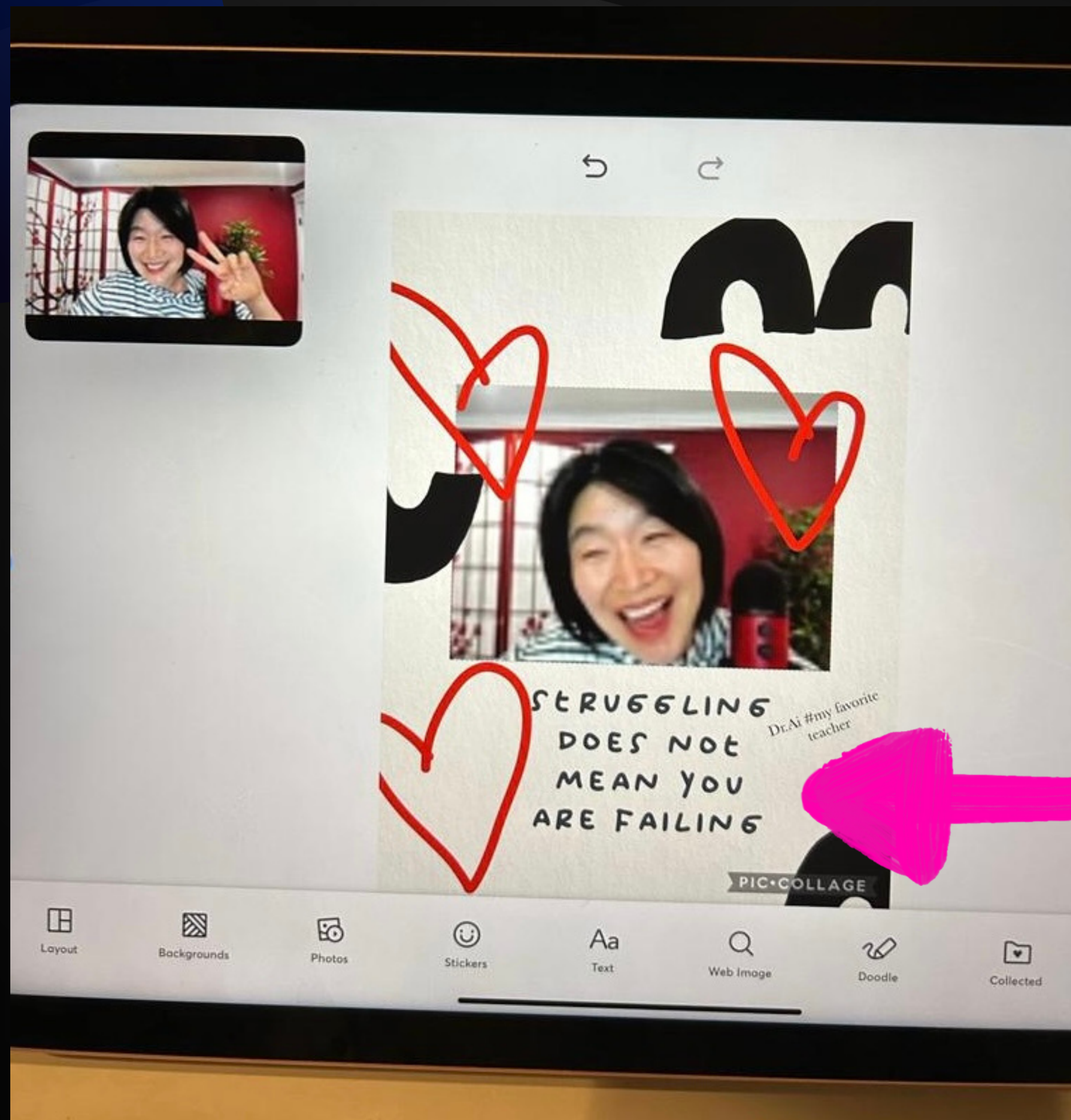
### A Different View of Struggle

Every four years an international test of mathematics and science called TIMSS (Trends in International Mathematics and



# We MUST normalize failures and mistakes





One of my students made this for me after a coaching call



## Genius Hour - Can we apply it to school and work?

Google's "20 Percent Time" philosophy has existed for almost two decades and is still an active program. **It gives engineers one day a week to work on whatever they want – projects that interest them, jobs that aren't in their job description, or a bug that needs fixing.**

Feb 22, 2023

**Gmail, AdSense, Google Map, Google News, Google Glass and other innovations were created as a result of this self-directed genius hour**





# What Can Schools Do?

(Close the gaps + future proof)

Prioritize Creation-Based Learning

Diversify Evaluation Method

Normalize Failures and Mistakes

**Prioritize Character Building versus Grades**

7 Teachable Skills That Set Happy,  
Healthy, High-Performing Kids Apart



# Thrivers

The Surprising Reasons Why  
Some Kids Struggle and Others Shine

Michele Borba, Ed.D.

Author of *UnSelfie*

The bestselling author of *UnSelfie* offers 7 teachable traits that will safeguard our kids for the future.

We think we have to push our kids to do more, achieve more, BE more. But we're modeling the wrong traits—like rule-following and caution—and research shows it's NOT working. This kind of "Striver" mindset isn't just making kids unhappier, says Dr. Michele Borba...it's actually the *opposite* of what it takes to thrive in the uncertain world ahead.

Thrivers are different: they flourish in our fast-paced, digital-driven, often uncertain world. Why? Through her in-depth research, Dr. Borba discovered that the difference comes down not to grades or test scores, but to seven character traits that set Thrivers apart—confidence, empathy, self-control, integrity, curiosity, perseverance, and optimism. The even better news: these traits can be taught to children at any age...in fact, parents and educators *must* do so.

In *Thrivers*, Dr. Borba offers practical, actionable ways to develop these traits in children from preschool through high school, showing how to teach kids how to cope today so they can thrive tomorrow.

**Confidence, Empathy, Self-Control, Integrity,  
Curiosity, Perseverance, Optimism**





Unconditional LOVE  
Unconditional SUPPORT  
Judgment FREE  
[Assessment WITHOUT Judgment]

**28 WAYS TO STAY POOR**  
checklist by Alex Hormozi

- Start tomorrow.
- Read lots of books and then do nothing.
- Take advice from poor people on how to be rich.
- Pick a partner who makes you feel guilty for working.
- Fail once. Quit forever.
- Think that the world is fair.
- Blame your circumstances.

**28 WAYS TO STAY POOR**  
checklist by Alex Hormozi

- Believe what other people think about you more than what you think about you.
- Make a mistake, repeat the same mistake.
- Be replaceable.
- Find something that works and then stop doing it.
- Hire dumb people.
- Assume you are always right.
- Spend more than you make.

**Success Code**  
Alex Hormozi

- Start today.
- Read books and do the stuff in the books.
- Take advice from rich people on how to be rich.
- Pick a partner who makes you feel awesome about working.
- Fail once. Try again.
- Think the world is unfair and act accordingly.
- Never blame your circumstances. Thank your circumstances for making you who you are.

**Success Code**  
Alex Hormozi

- Be irreplaceable.
- Find something works and don't stop doing it.
- Keep doing it until you are bored out of your mind because you are so good at doing that thing that works.
- Hire smart people.
- Assume you are always wrong.
- Be willing to learn.
- Make money and spend less than what you make.

**28 WAYS TO STAY POOR**  
checklist by Alex Hormozi

- Complain.
- Expect the government or other people to save you.
- Value the opinion of others over your own.
- Avoid discomfort.
- Tolerate mediocrity from yourself and others.
- Make promises and break promises.
- Wait for perfect conditions.

**Success Code**  
Alex Hormozi

- Instead of complaining, do something.
- Expect no one to save you except for yourself.
- Value your opinion over those of other people.
- Seek out discomfort.
- Tolerate nothing but excellence.
- Make promises. Keep promises.
- Wait for the worst conditions. Wait for imperfect conditions. And act anyways on what you want.

**Success Code**  
Alex Hormozi

- Avoid working on the stuff that doesn't matter. Work on the things that matter most. Ignore the rest.
- Say you are going to do something and then do it.
- Do what no one else is doing.
- Do your best and make it above what it takes to be successful.
- Talk less. Do more.
- Start something new today and keep at it, until you are good. Do it so long that it would be unreasonable for you to be bad.
- Don't believe what other people think about you more than what you think about yourself.

**Success Code**  
Alex Hormozi

- Start today.
- Read books and do the stuff in the books.
- Take advice from rich people on how to be rich.
- Pick a partner who makes you feel awesome about working.
- Fail once. Try again.
- Think the world is unfair and act accordingly.
- Never blame your circumstances. Thank your circumstances for making you who you are.

**28 WAYS TO STAY POOR**  
checklist by Alex Hormozi

- Prioritize looking rich over being rich.
- Avoid working on what matters most.
- Say you're going to do something and don't do it.
- Do what everyone else is doing.
- Do your best and not what it takes.
- Talk more, do less.
- Start something new today, start something new tomorrow. Repeat.

**Success Code**  
Alex Hormozi

- Avoid working on the stuff that doesn't matter. Work on the things that matter most. Ignore the rest.
- Say you are going to do something and then do it.
- Do what no one else is doing.
- Do your best and make it above what it takes to be successful.
- Talk less. Do more.
- Start something new today and keep at it, until you are good. Do it so long that it would be unreasonable for you to be bad.
- Don't believe what other people think about you more than what you think about yourself.

**Success Code**  
Alex Hormozi

- Start today.
- Read books and do the stuff in the books.
- Take advice from rich people on how to be rich.
- Pick a partner who makes you feel awesome about working.
- Fail once. Try again.
- Think the world is unfair and act accordingly.
- Never blame your circumstances. Thank your circumstances for making you who you are.

**confidence**

**Empathy**

**Self-Control**

**Integrity**

**Success Code**  
Alex Hormozi

- Instead of complaining, do something.
- Expect no one to save you except for yourself.
- Value your opinion over those of other people.
- Seek out discomfort.
- Tolerate nothing but excellence.
- Make promises. Keep promises.
- Wait for the worst conditions. Wait for imperfect conditions. And act anyways on what you want.

**Persistence**

**Curiosity**

**Optimism**

**Take Initiatives**





# What Can Industry Do?

(Close the gaps + future proof)

**Certifications + Micro-credentials**

**Apprenticeship Programs**

**Continue to Diversify Hiring Requirements**

**Upskilling + Continuing Education**



Impact Environment Social Governance Reports & Policies Initiatives

IBM Commits to Train 2 Million in Artificial Intelligence in Three Years, with a Focus on Underrepresented Communities

# IBM Apprenticeship Program



Grow with Google

Career Certificates

For Partners

More Resources

About

Earn a Google credential that can lead to jobs in high-growth fields

## Cybersecurity



Cybersecurity analysts are responsible for monitoring and protecting information and systems.

If you like: investigating, solving puzzles

Learn more

Get a 7-day free trial of Coursera upon Enrollment

## Data Analytics



Data analysts collect, transform, and organize data in order to help make informed business decisions.

If you like: uncovering trends and patterns, visualizations

Learn more

Get a 7-day free trial of Coursera upon Enrollment

## Project Management



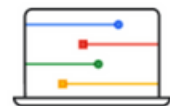
Project managers ensure projects within an organization are managed and completed with maximum value.

If you like: solving problems, organization, working with people

Learn more

Get a 7-day free trial of Coursera upon Enrollment

## IT Support



IT Specialists troubleshoot problems so computers and networks run correctly.

If you like: solving problems, helping others

Learn more

Get a 7-day free trial of Coursera upon Enrollment

**Call To Action: Companies must continue to provide certification, credential programs, and apprenticeship programs to help close the skills gap**



# What Can Industry Do? (Close the gaps + future proof)

Certifications + Micro-credentials

Apprenticeship Programs

**Continue to Diversify Hiring Requirements**

Upskilling + Continuing Education

Many companies seem to think so. According to a survey from the Society of Human Resource Management, **32% of HR professionals use personality tests to assess candidates for executive roles, and 28% use them for middle-management positions.** Apr 27, 2023



NeuroLeadership Institute

<https://neuroleadership.com> › your-brain-at-work › pers... ⋮

Lots of Companies Use Personality Tests for Hiring Decisions

**Call To Action: Companies must diversify hiring to including hiring based on degrees, experiences/roles, skills, and/or personalities**

New SHRM Survey Makes the Case for Skills-Based Hiring



79 percent of employers say skills assessments are just as or more important than other hiring criteria.

SHRM (the Society for Human Resource Management) released new research August 15, 2022 that shows more than half of employers—56 percent—use pre-employment assessments to gauge job applicants' knowledge, skills and abilities.

The recent survey of 1,688 HR professionals reveals trends in the use of skills assessments in hiring, including a willingness on the part of employers to consider candidates who do not have a college degree or the minimum years of experience.

SHRM found that 79 percent of HR professionals say that scores on skills assessments are just as or more important than traditional criteria in hiring decisions, and 36 percent say a job candidate who scores high on an assessment but doesn't meet the minimum years of experience is very likely to make it onto the list of final candidates.



# What Can Industry Do? (Close the gaps + future proof)

Certifications + Micro-credentials

Apprenticeship Programs

Continue to Diversify Hiring Requirements

**Upskilling + Continuing Education**



The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.

(Alvin Toffler)

**Call To Action:** Companies must provide opportunities for new hires and employees to learn, unlearn, and relearn + reward such learning efforts





# Close The Gaps + Future Proof

## What Schools Can Do

- Prioritize creation-based learning
- Diversity evaluation method
- Normalize failures and mistakes
- Prioritize character building versus grades

## What Industry Can Do

- Certifications + micro-credentials
- Apprenticeship programs
- Diversify hiring requirements
- Upskilling + continuing education (learn, unlearn, and relearn)





# IN SUMMARY

1. WHERE WE ARE NOW  
IN EDUCATION



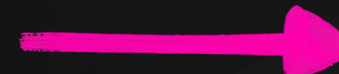
CHALLENGES, GAPS,  
MISSING LINKS

2. WHAT'S HAPPENING  
IN EMPLOYMENT



TRENDS, DISRUPTIONS,  
EXPECTATIONS

3. WHAT'S NEXT



CLOSING THE GAPS  
FUTURE PROOF

# QUESTIONS AND THANK YOU



Free Consultation for Parents

<https://calendly.com/AiAddysonZhang/Book>



Email Address

[Ai@ClassroomWithoutWalls.Ai](mailto:Ai@ClassroomWithoutWalls.Ai)



**Dr. Ai Addyson-Zhang** 🎓 Education Disruptor

➔ I help teens & young adults struggling to discover their career paths to identify their strengths, becom...

