

THE FUTURE OF HYBRID LEARNING

A Vision for 21st Century Education in Latin America and the Caribbean

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Head of Latin America &
Caribbean, Class Technologies

Ayodele Pompey

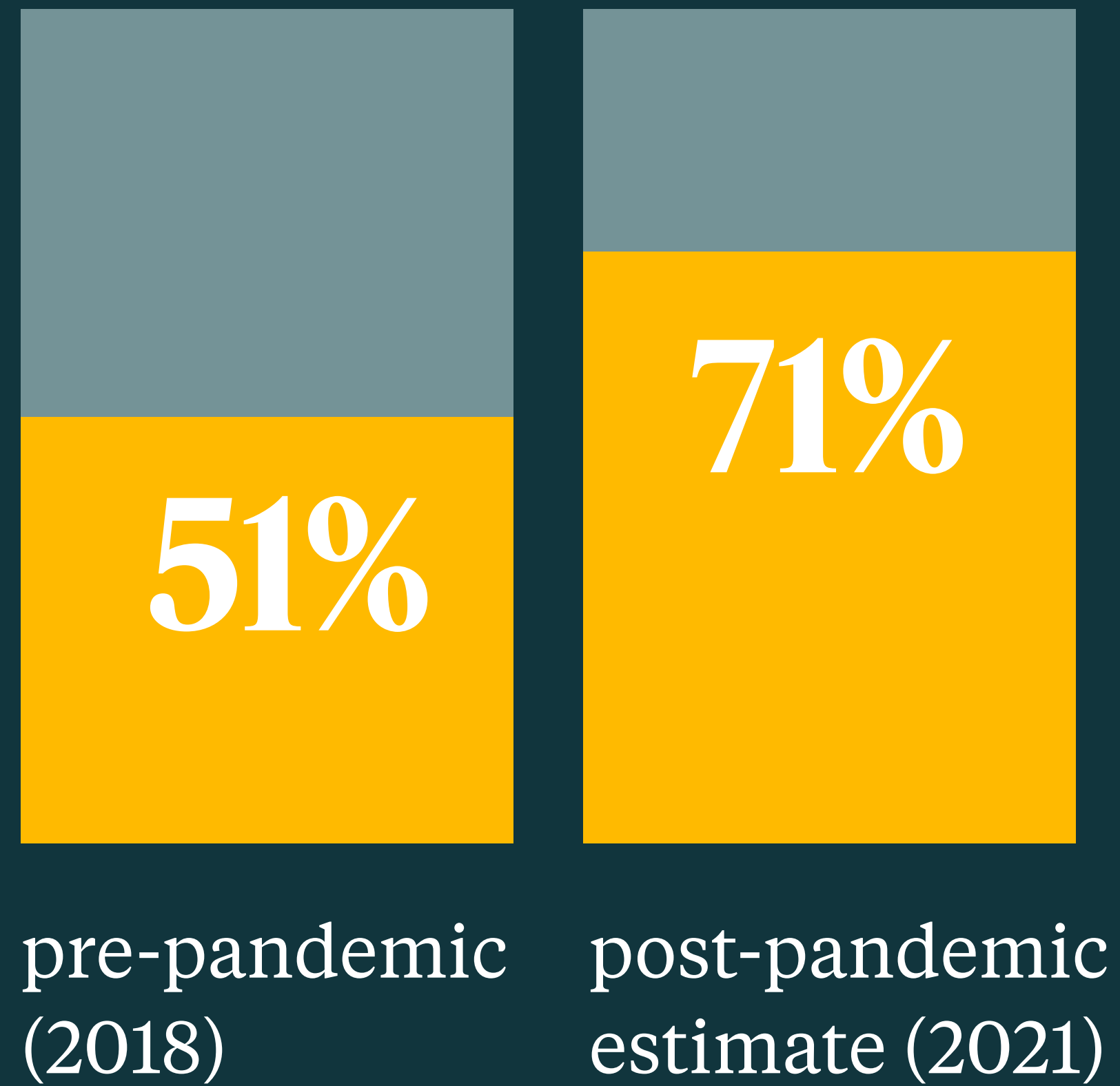
Chief Technology Officer
SmartTerm Limited

**We face an administrative
crisis of organizational
and strategic incoherence,
redundancy, and
unaccountability, leading
to chronic inefficiency.**

—World Bank

Acting Now to Protect the Human Capital of Our Children : The Costs
of and Response to COVID-19 Pandemic's Impact on the Education
Sector in Latin America and the Caribbean

Primary school leavers who couldn't read



Only 23% of students
achieved Grade 1 or 2
Mathematics at the CSEC level



pre-pandemic
(2018)

**The pandemic
learning losses
may translate into
a drop in future
potential aggregate
earnings for the
region of US \$1.7
trillion**

Pandemic

Pandemic Academic Challenges

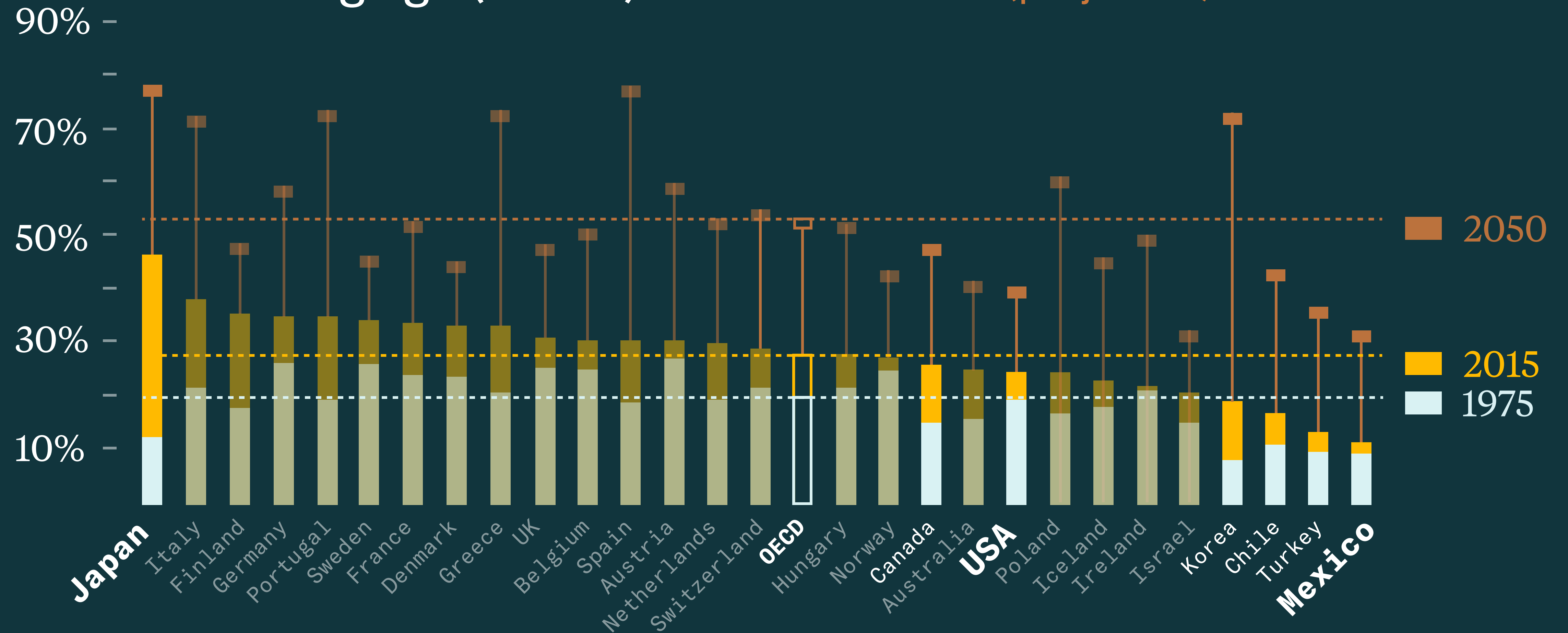
**Pandemic
Academic Challenges
Broken Supply Chain**

Pandemic
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Climate Change
Ukraine/Russia War
Food Shortage
Poverty
Massive Waste
Political Instability

**Pandemic
Academic Challenges
Broken Supply Chain
Climate Change
Ukraine/Russia War
Food Shortage
Poverty
Massive Waste
Political Instability
Refugee Crisis
Gas Shortage
Inflation**

Why now?

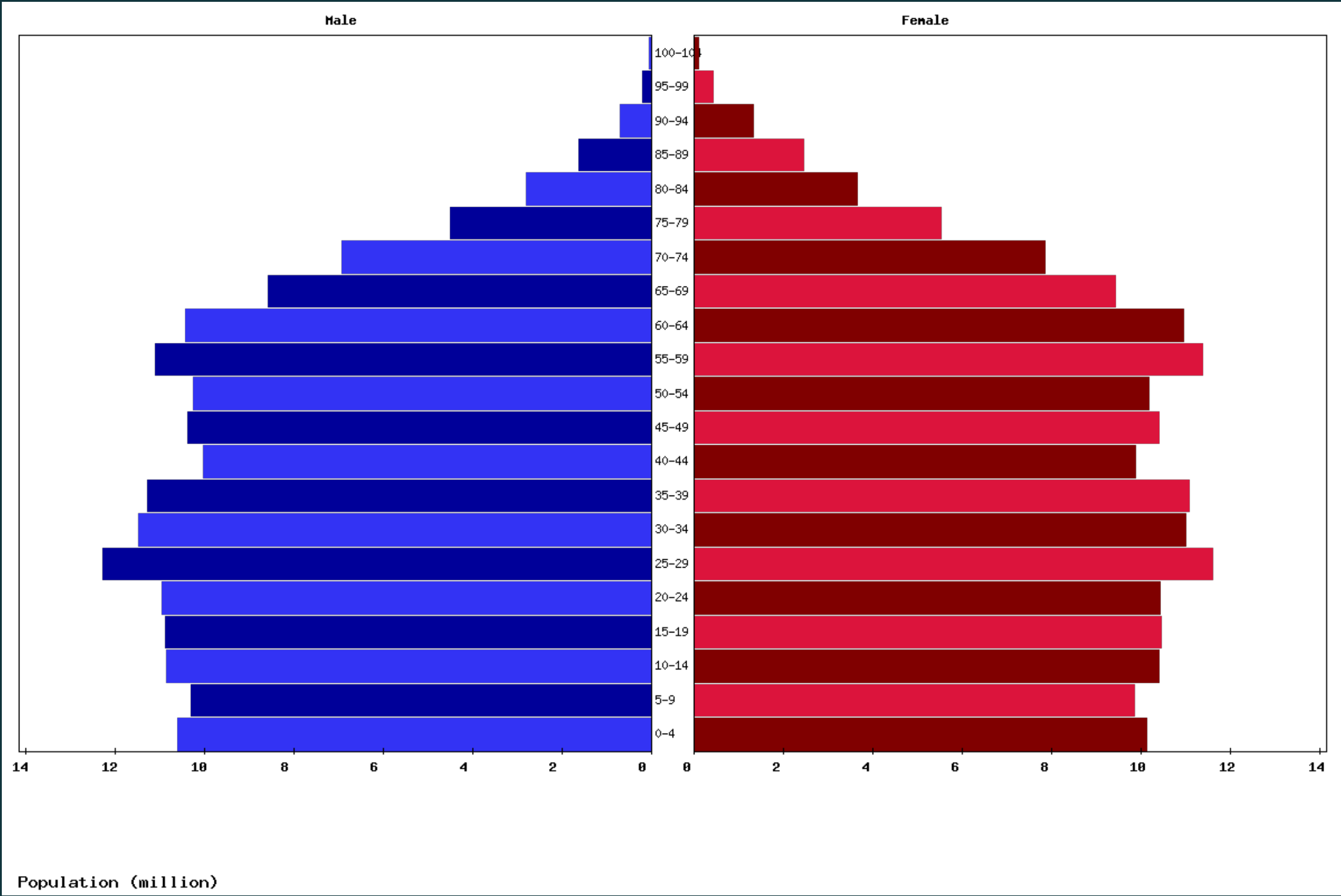
% people older than 65 years of working age (20–64): 1975 2015 2050 (projected)



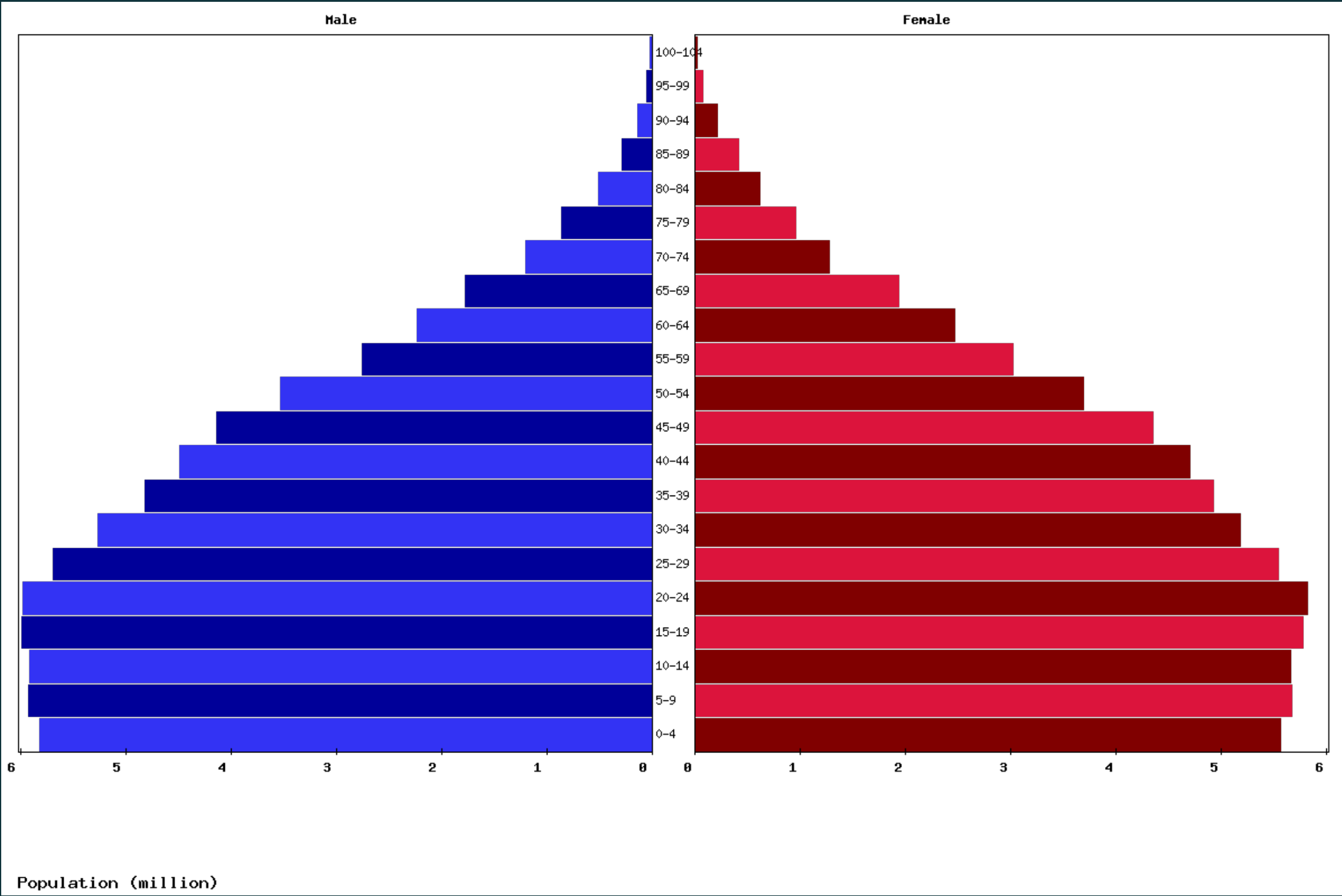
<https://www.oecd-ilibrary.org/> Source: United Nations World Population Prospects: The 2017 Revision.
<http://dx.doi.org/10.1787/888933926355>

<https://www.oecd-ilibrary.org/sites/4ff50b8a-en/index.html?itemId=/content/component/4ff50b8a-en>

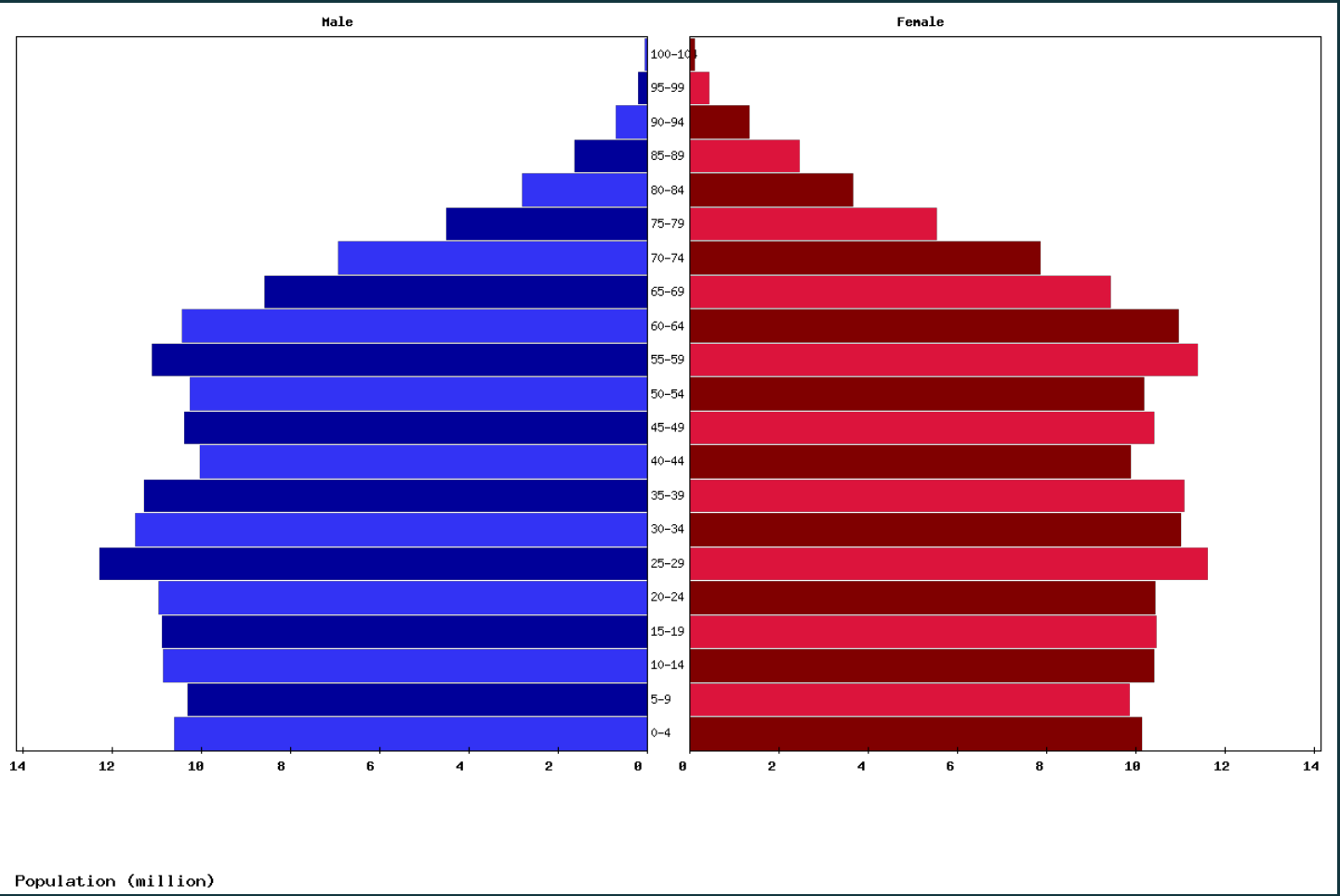
USA



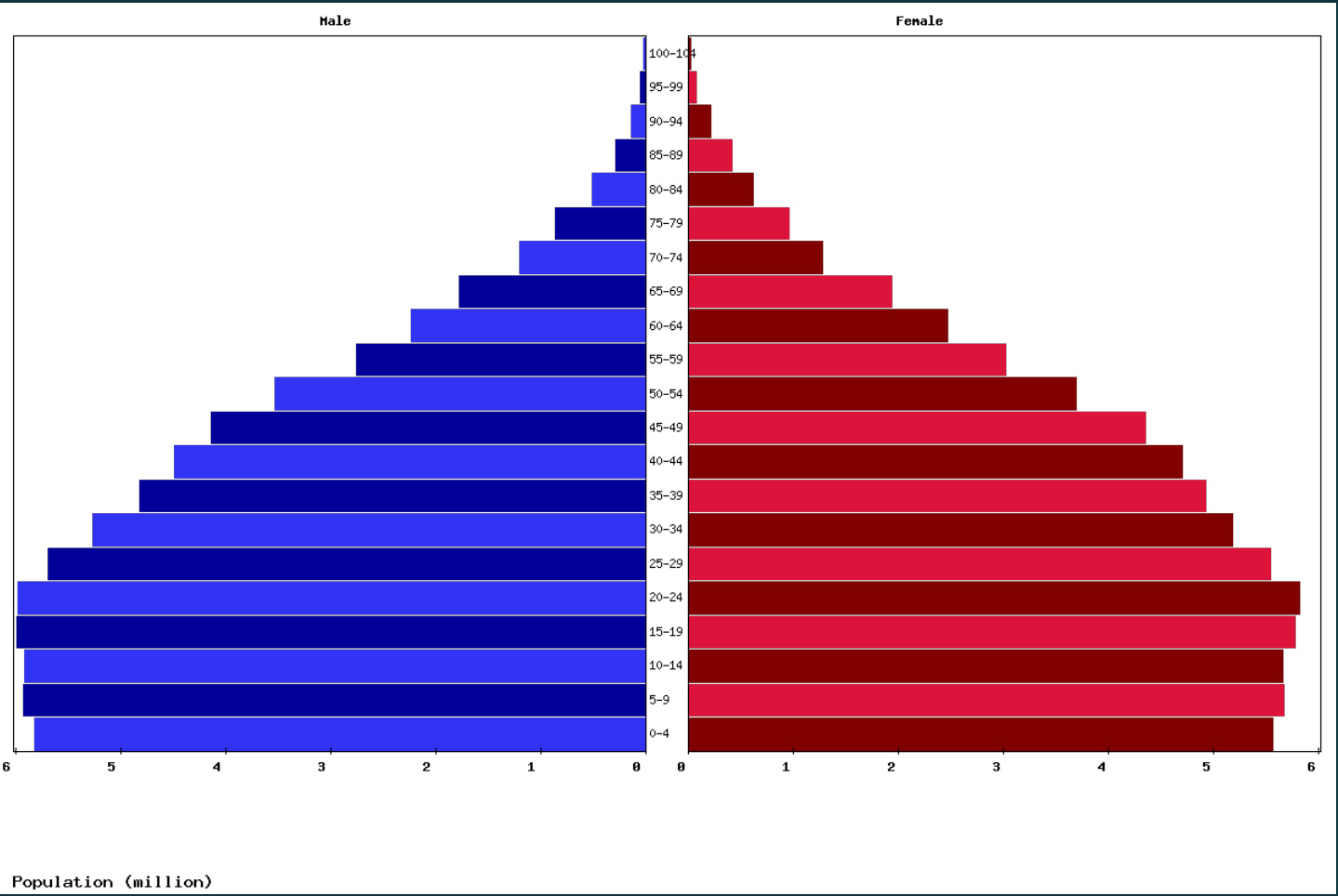
México



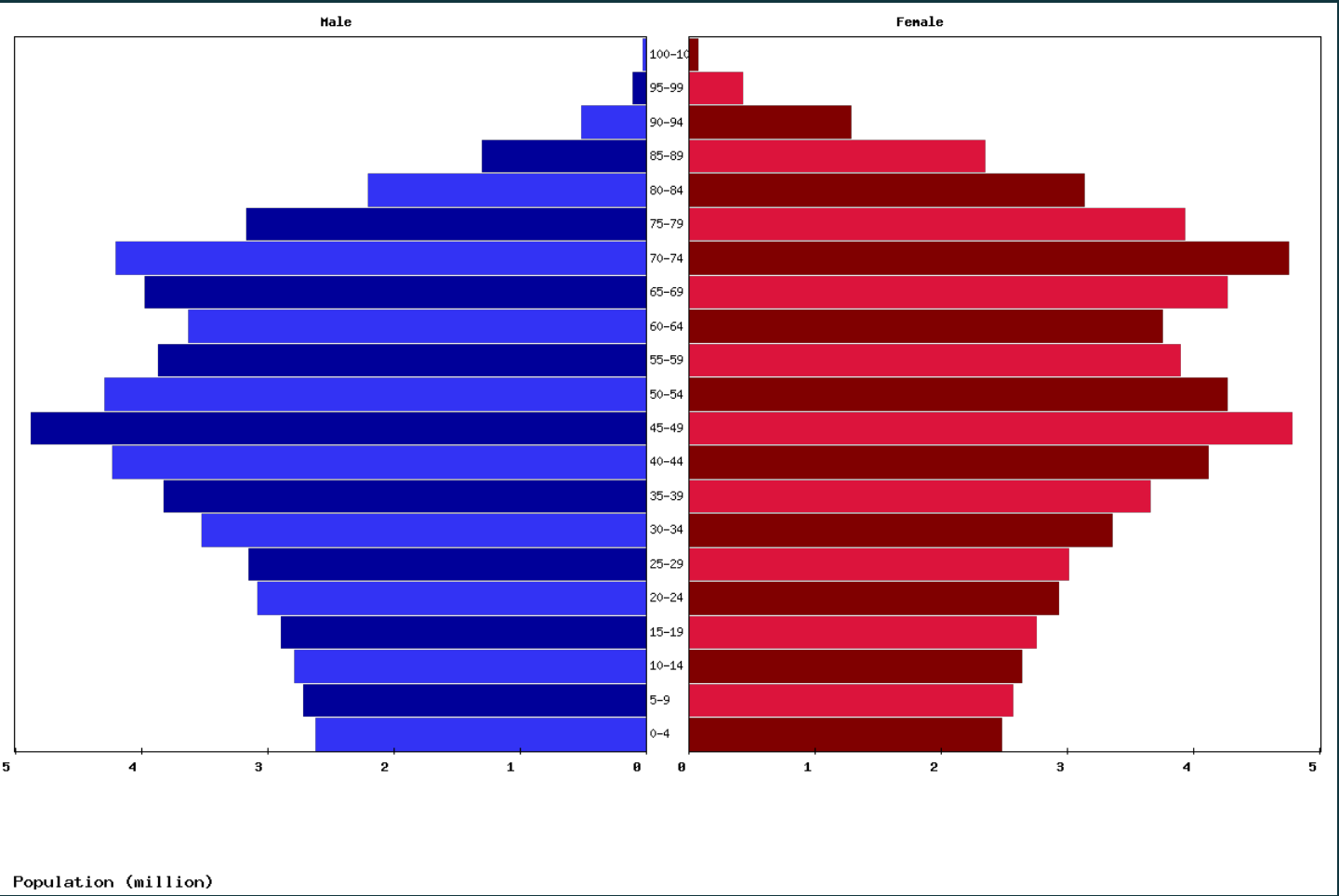
USA



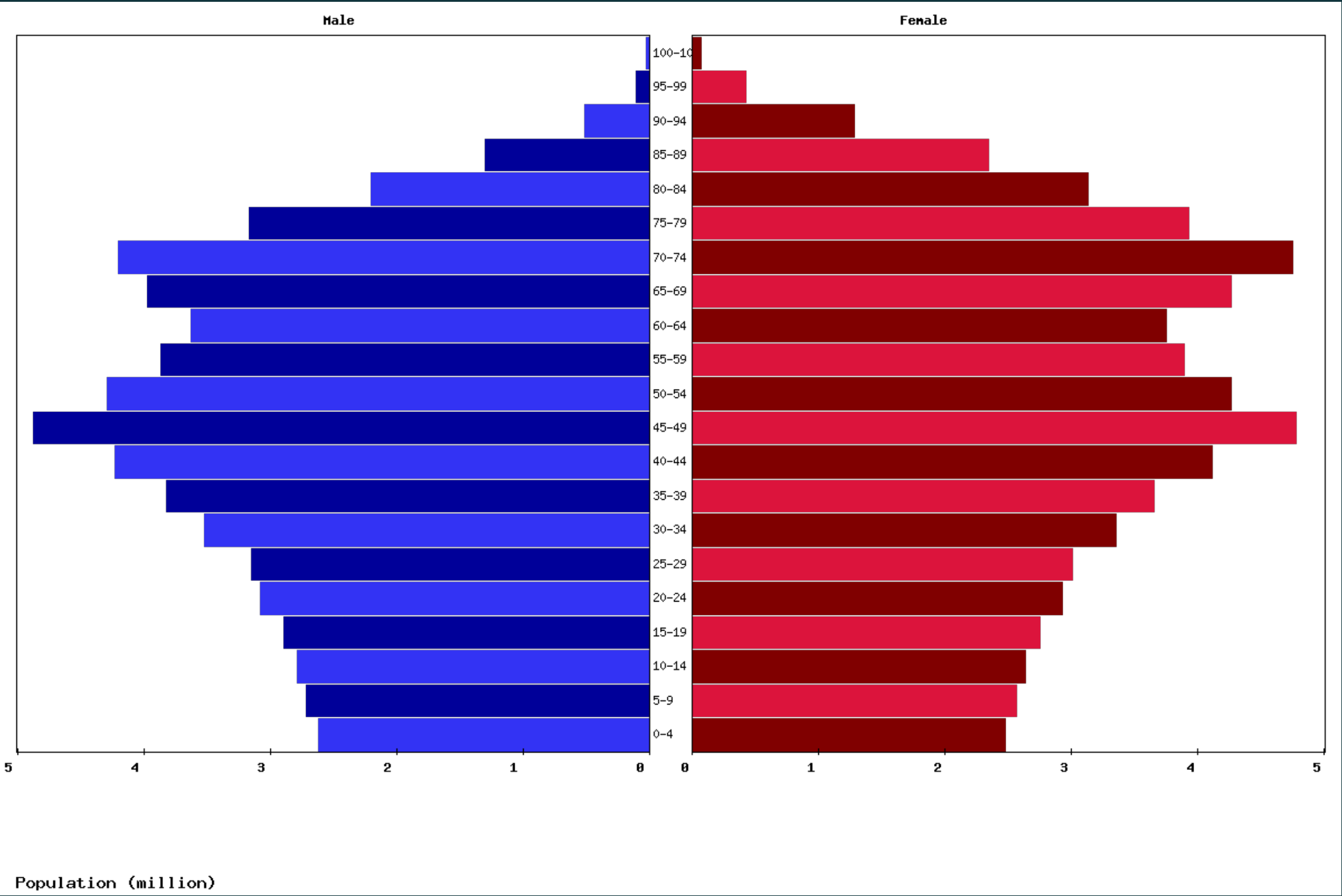
México



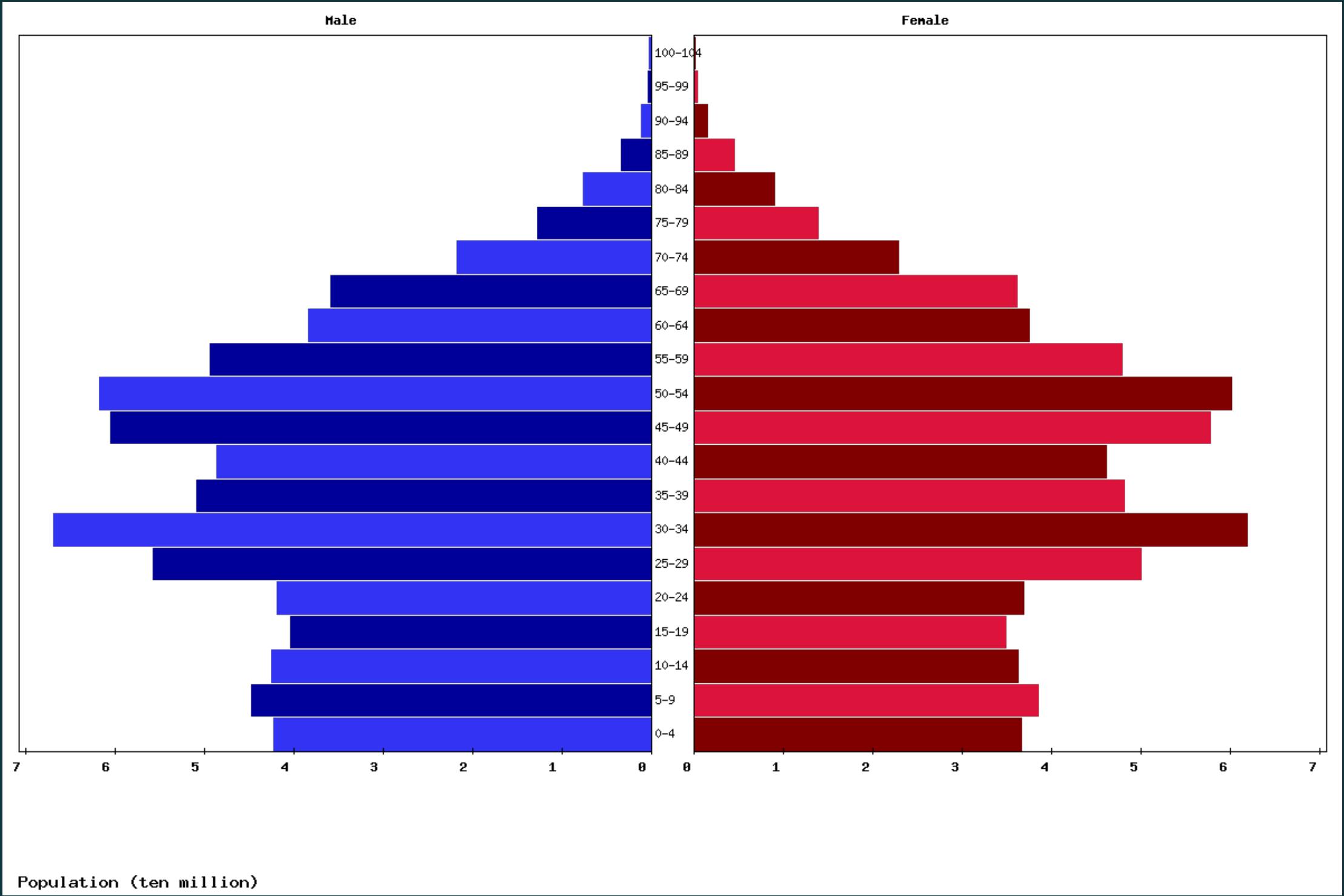
Japan



Japan



China





De-globalization



Accelerating Growth in the Caribbean

The New York Times
Book Review

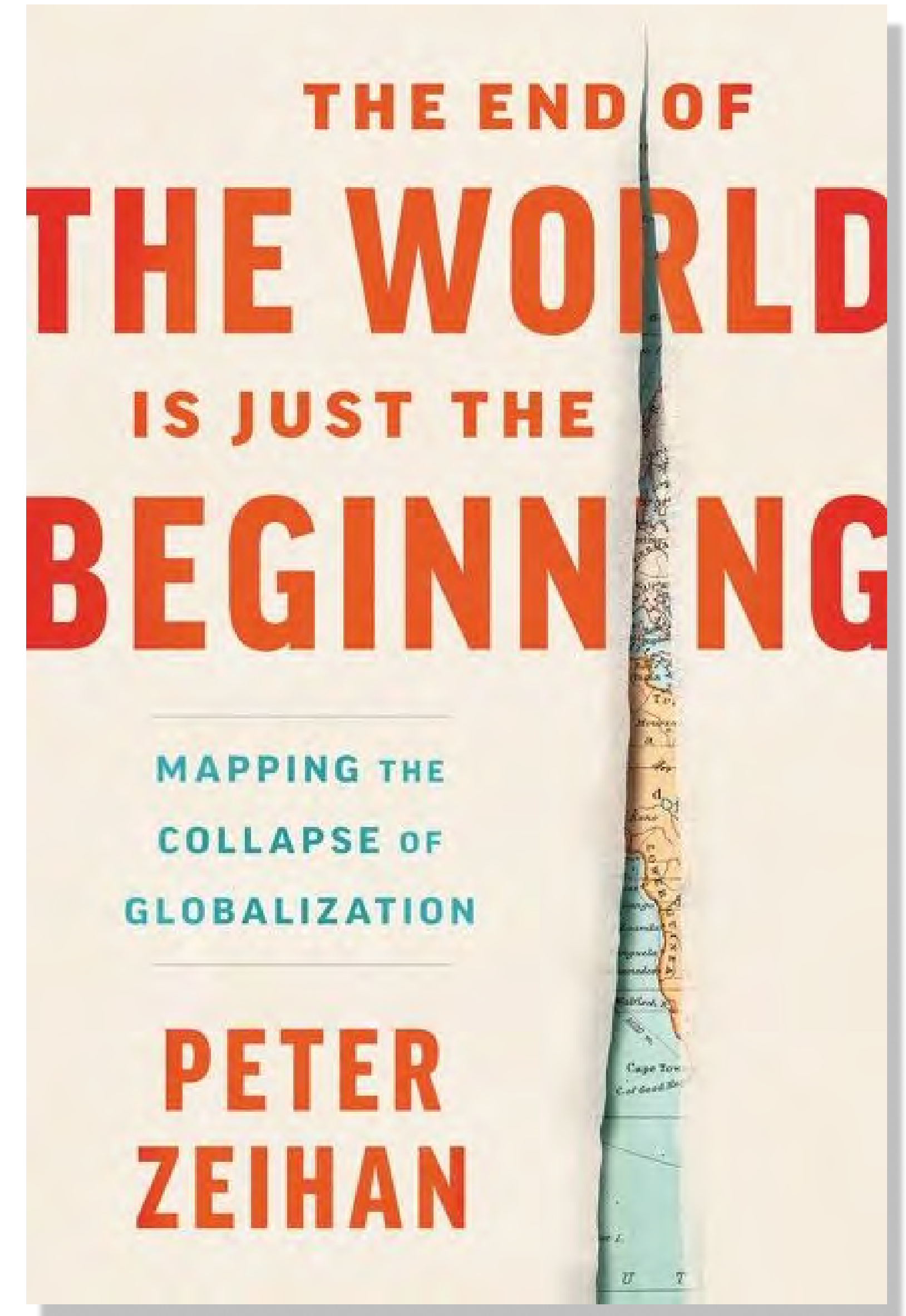
10
↑

3 WEEKS ON THE LIST

THE END OF THE WORLD IS JUST THE BEGINNING

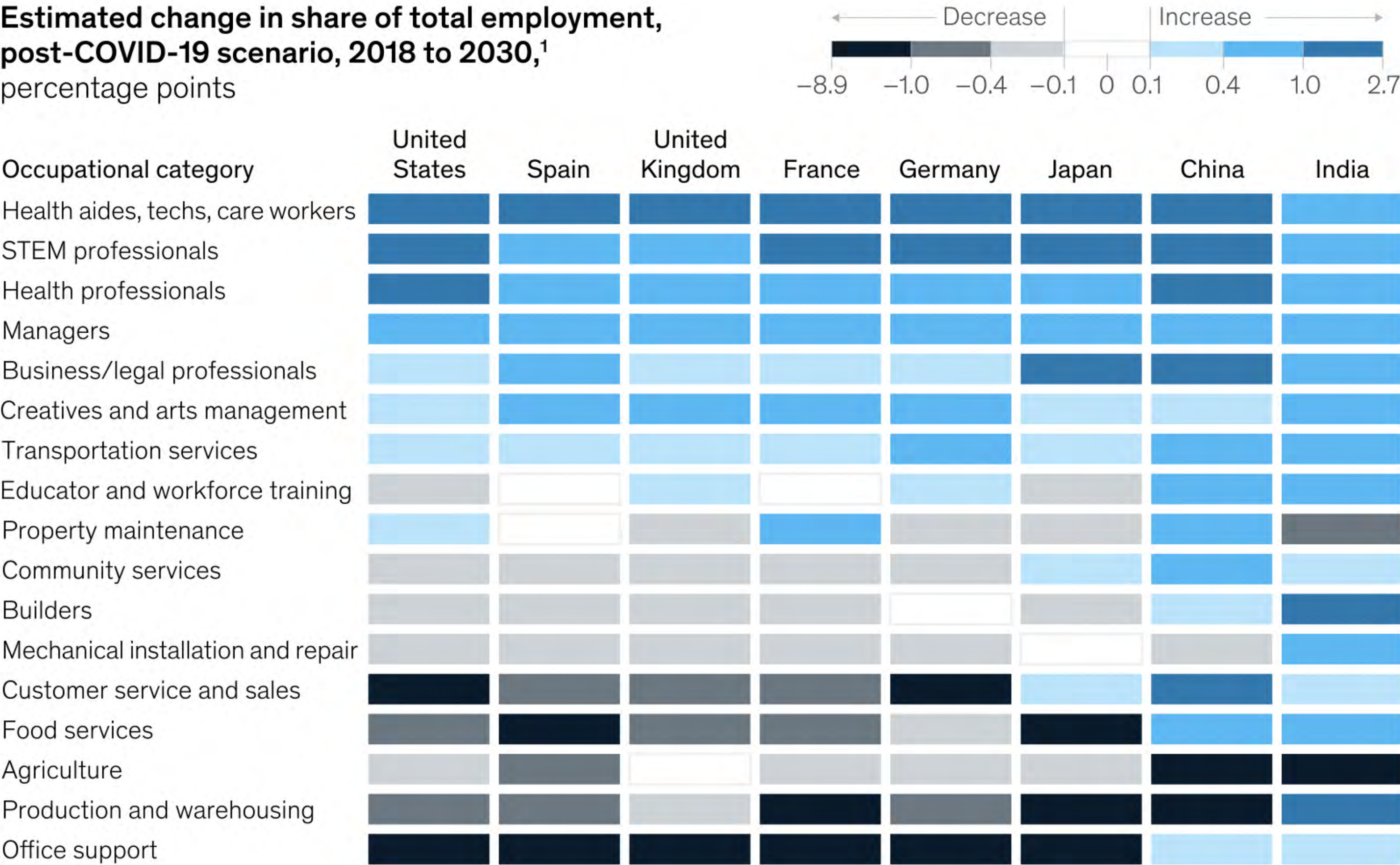
by Peter Zeihan | Harper Business

A look at potential changes in globalization.



The mix of occupations may shift by 2030 in the post-COVID-19 scenario.

Estimated change in share of total employment, post-COVID-19 scenario, 2018 to 2030,¹ percentage points

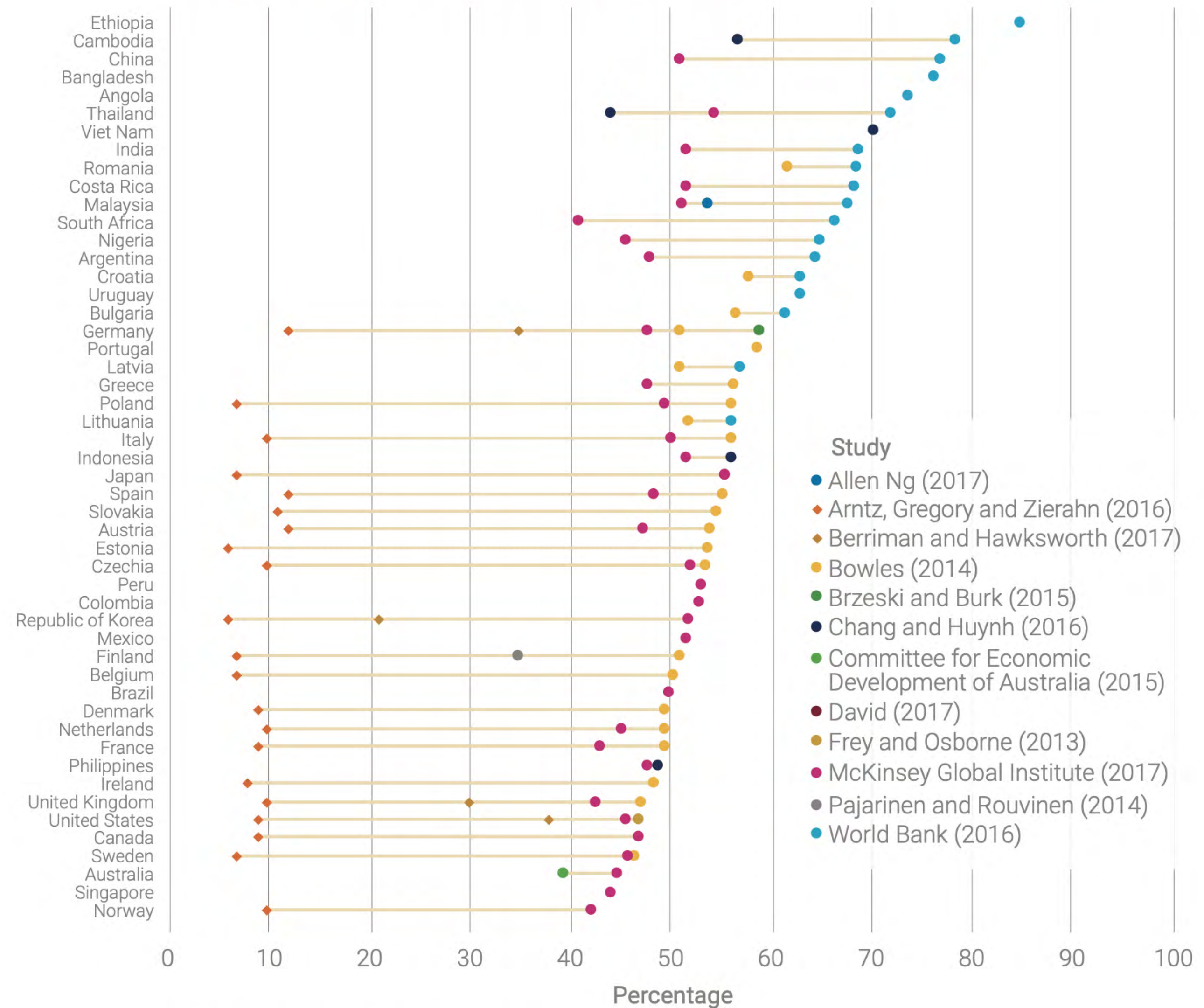


¹The pre-COVID-19 scenario includes the effects of eight trends: automation, rising incomes, aging populations, increased technology use, climate change, infrastructure investment, rising education levels, and marketization of unpaid work. The post-COVID-19 scenario includes all pre-COVID-19 trends as well as accelerated automation, accelerated e-commerce, increased remote work, and reduced business travel.
Source: McKinsey Global Institute analysis

World social report 2020 inequality in a rapidly changing world

FIGURE 2.4

Estimates of the share of jobs at risk of being lost to automation as a result of artificial intelligence and advanced technologies, by study



Source: Calculations based on various studies.

Note: In the key, (T) refers to studies that estimate the effect on jobs using a task methodology. All others rely on a survey that ranks entire jobs at high, middle or low risk of being automated. See Arntz, Gregory and Zierahn (2016) for further explanation.

**“the big challenge ahead
will be determining how
to transition workers
from declining occupations
to jobs of the future”**

The Working Future, 2022, Bain & Company

**What are attitudes
toward working and
learning?**

**When will
things get
back to
normal?**

RESPONDIENDO A LA PANDEMIA



<https://blog.zoom.us/new-features-connect-engage-students/>



<https://blog.zoom.us/introverts-musings-on-zoom-fatigue/>

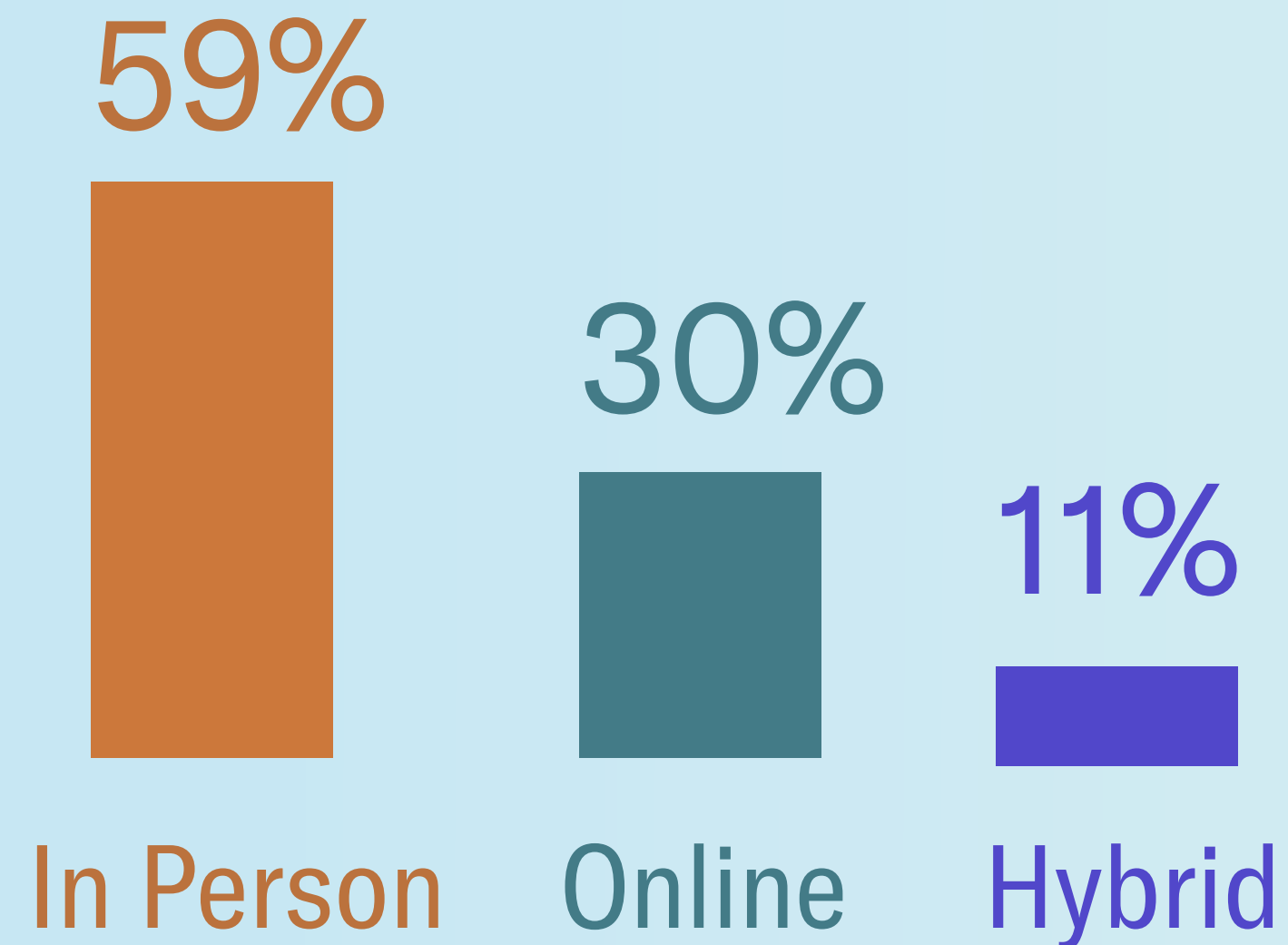
STUDENT LOVE/HATE RELATIONSHIP TO ONLINE COURSES

What do students want?

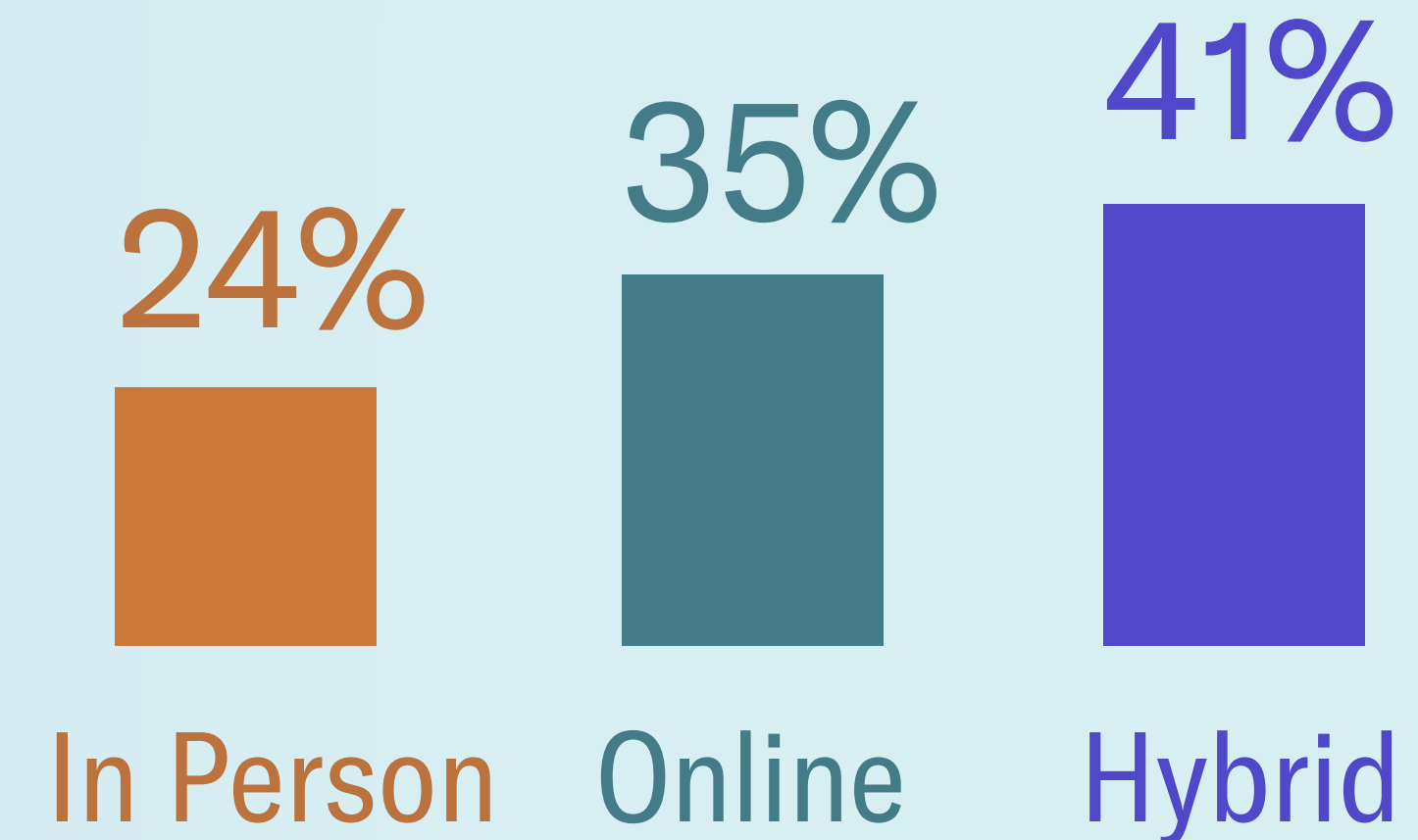
LEARNING NOW AND IN THE FUTURE

What students are interested in

If started before
pandemic, what
students are taking



For next year
of study (future)



What factors led students to choose?

IN PERSON

21%

Quality

17%

Flexibility/Hours

12%

Rankings

12%

Cost

12%

Proximity to Home

ONLINE

40%

Flexibility/Hours &
Availability of Platform 24/7

16%

Cost

12%

Quality

12%

Rankings

HYBRID

36%

Flexibility/Hours &
Availability of Platform 24/7

16%

Cost

13%

Quality

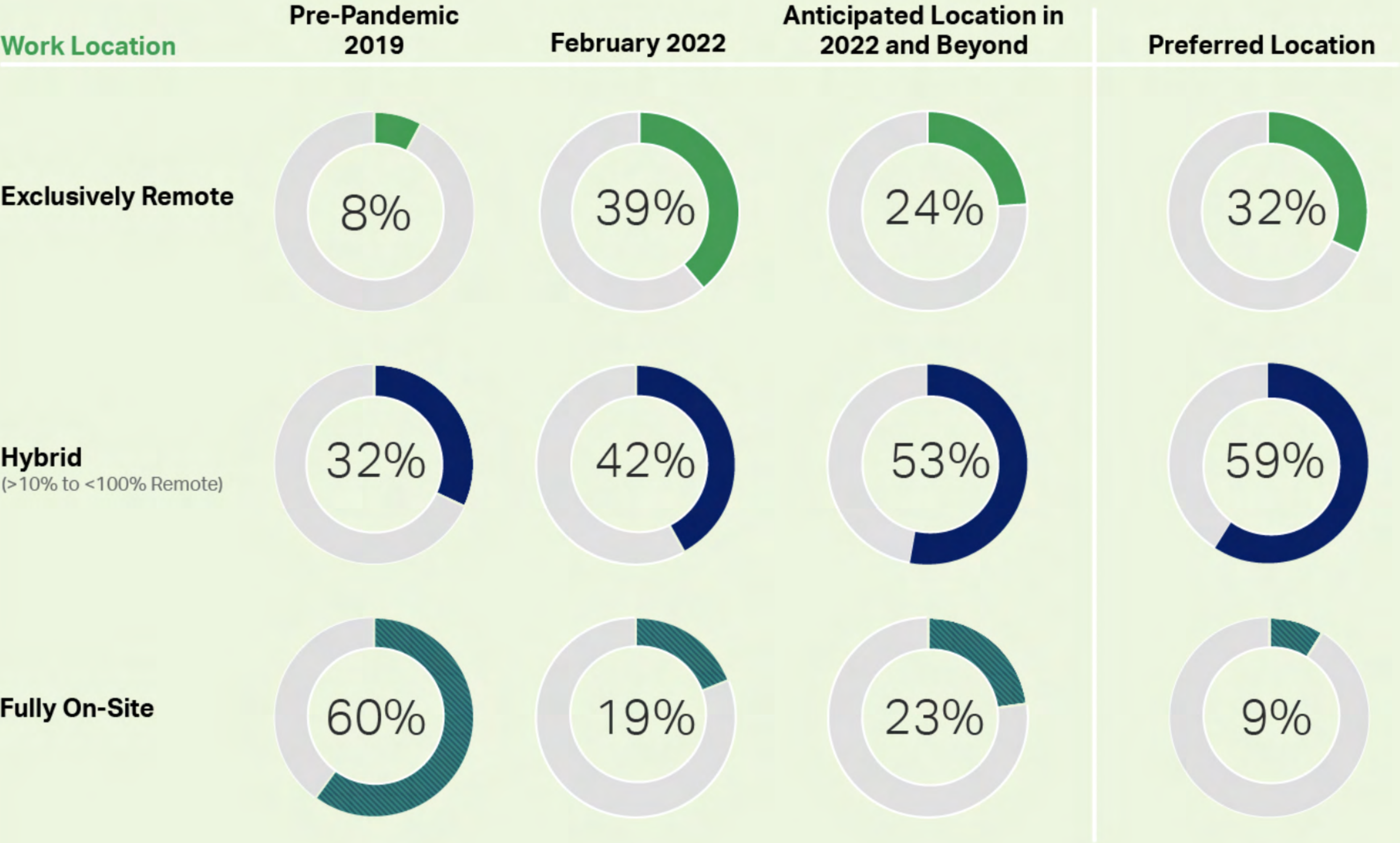
11%

Rankings

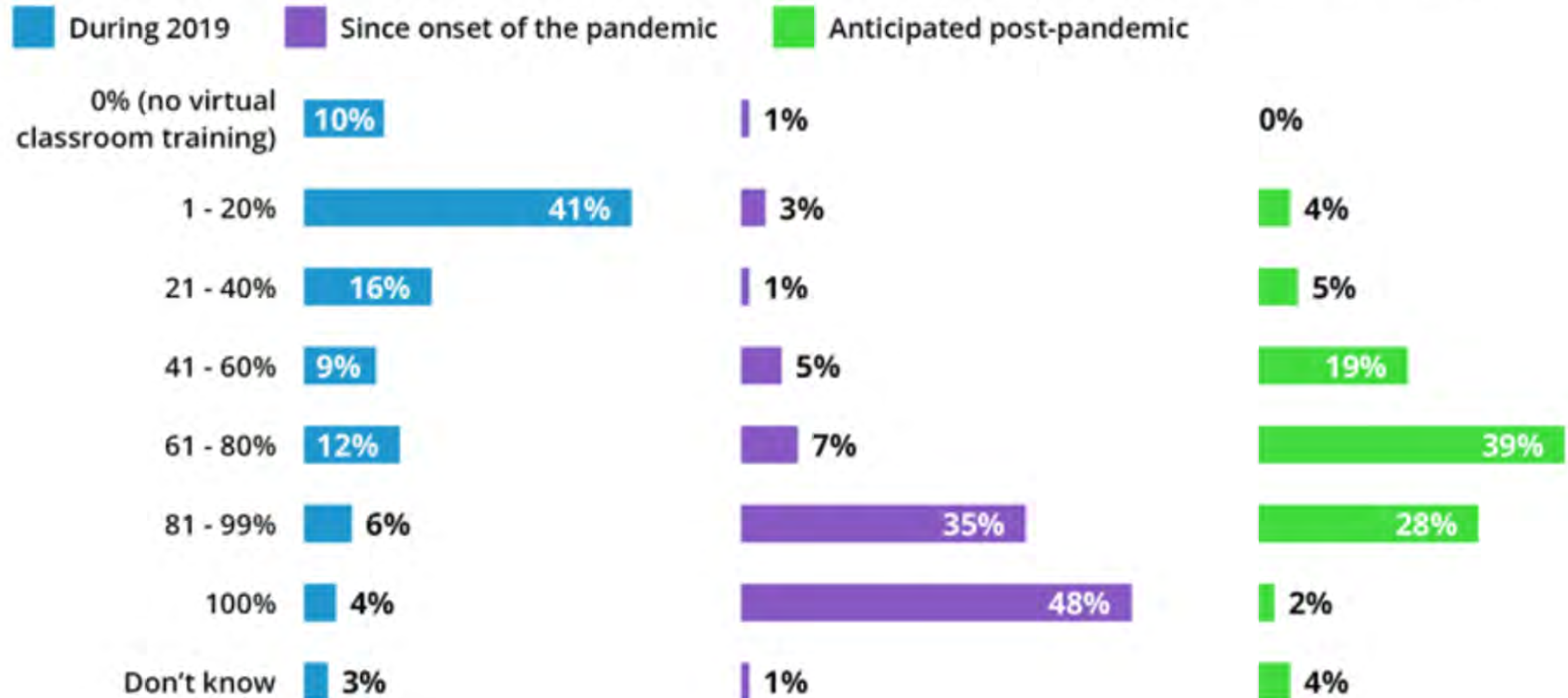
What do workers want?

“GREAT RESIGNATION”

Current and Anticipated Employee Work Locations for Remote-Capable Jobs



Considering all of your organization's in-person and virtual instructor-led training, approximately what percentage of training time was, is, and will be delivered virtually?

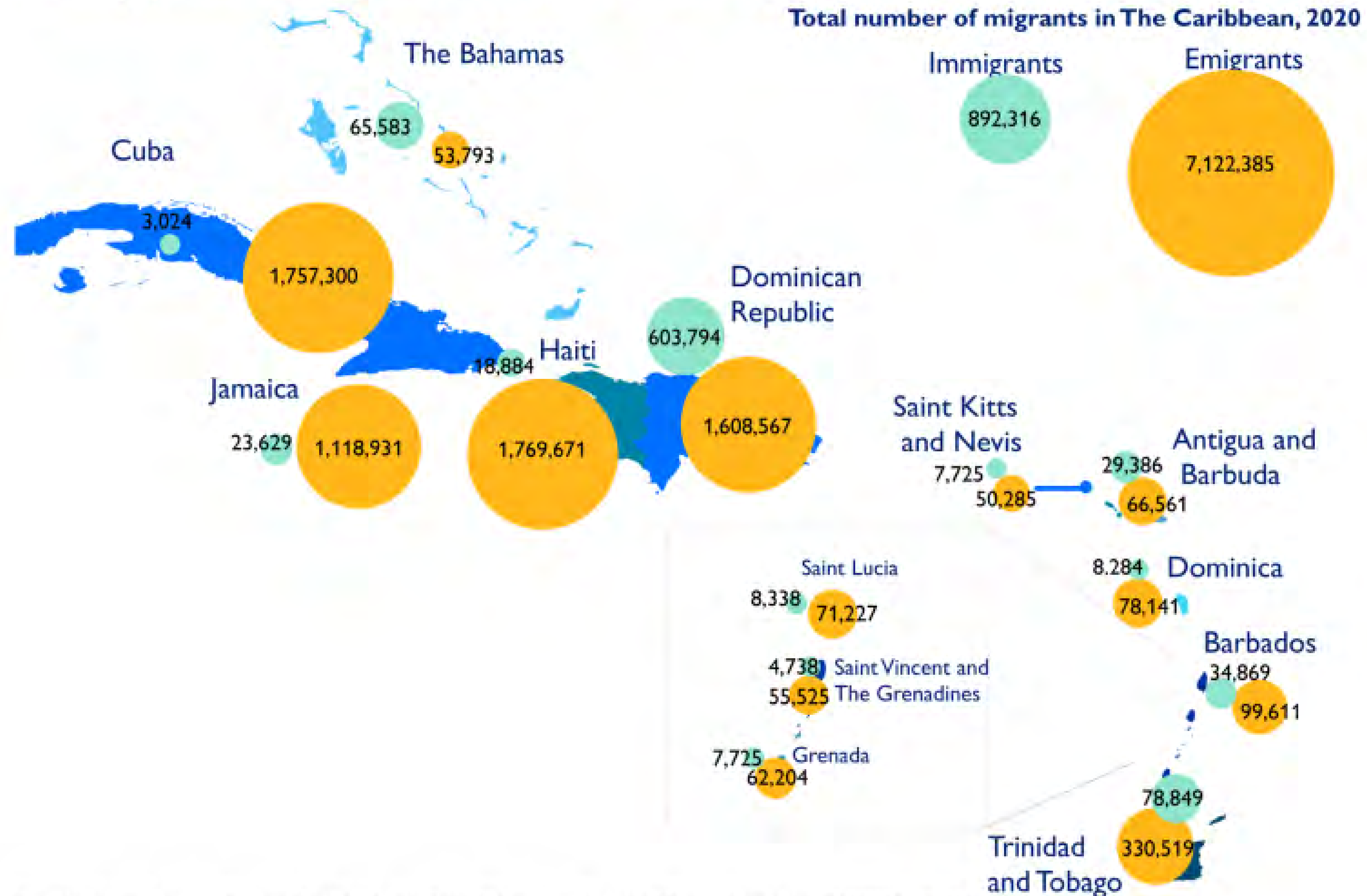


Organizations with 1,000+ employees. Source: Institute for Corporate Productivity (i4cp).

Digital nomads

Stop the brain drain

Total population of immigrants and emigrants, official UN member countries in the Caribbean, 2020

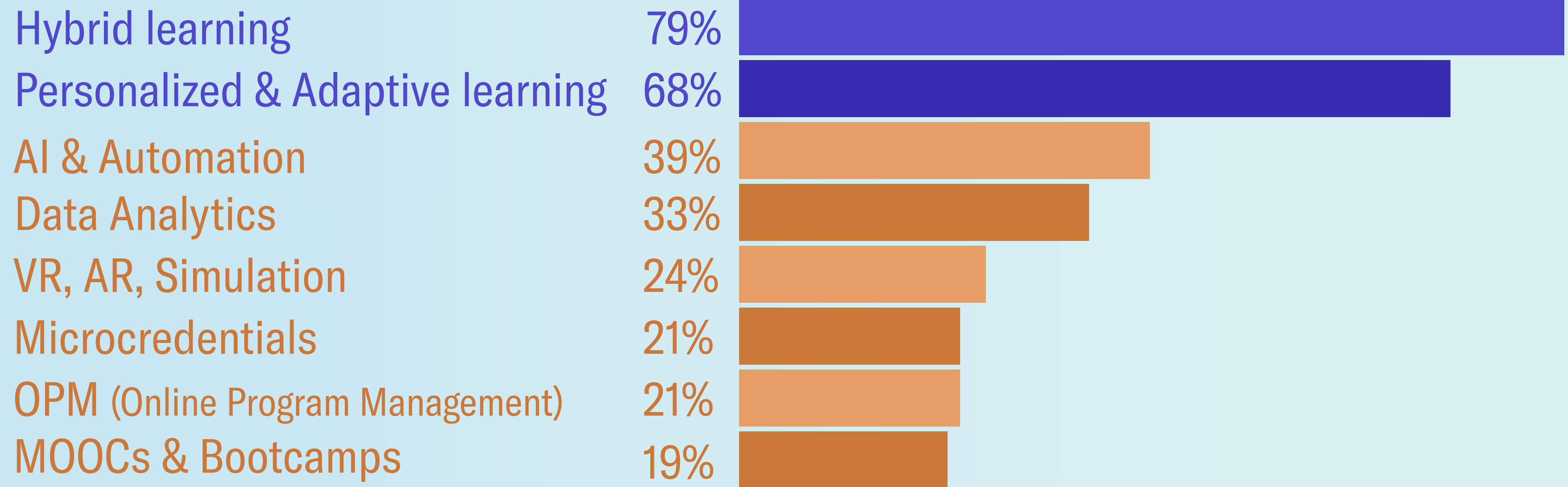


Source: United Nations, Department of Economic and Social Affairs, Population Division (2020). International Migrant Stock 2020 (United Nations database, POPDB/MIG/Stock/Rev.2020).

What are institutions saying?

TRENDING TOWARD FLEXIBILITY

Institutional expected digital trends



Holon IQ Survey, December 2021: Which digital trends will most impact the future success of your institution?

Hybrid

PRE-PANDEMIC

On-site Classrom
+
LMS Asynchronous

POST-PANDEMIC

On-site Classrom and
Virtual
+
LMS Asynchronous

More Supply



More Demand



More Supply



More Demand



More Supply



More Demand



More Supply



More Demand



More Supply



More Demand



Wave of Competitive Pressure

Increase Demand
and Supply





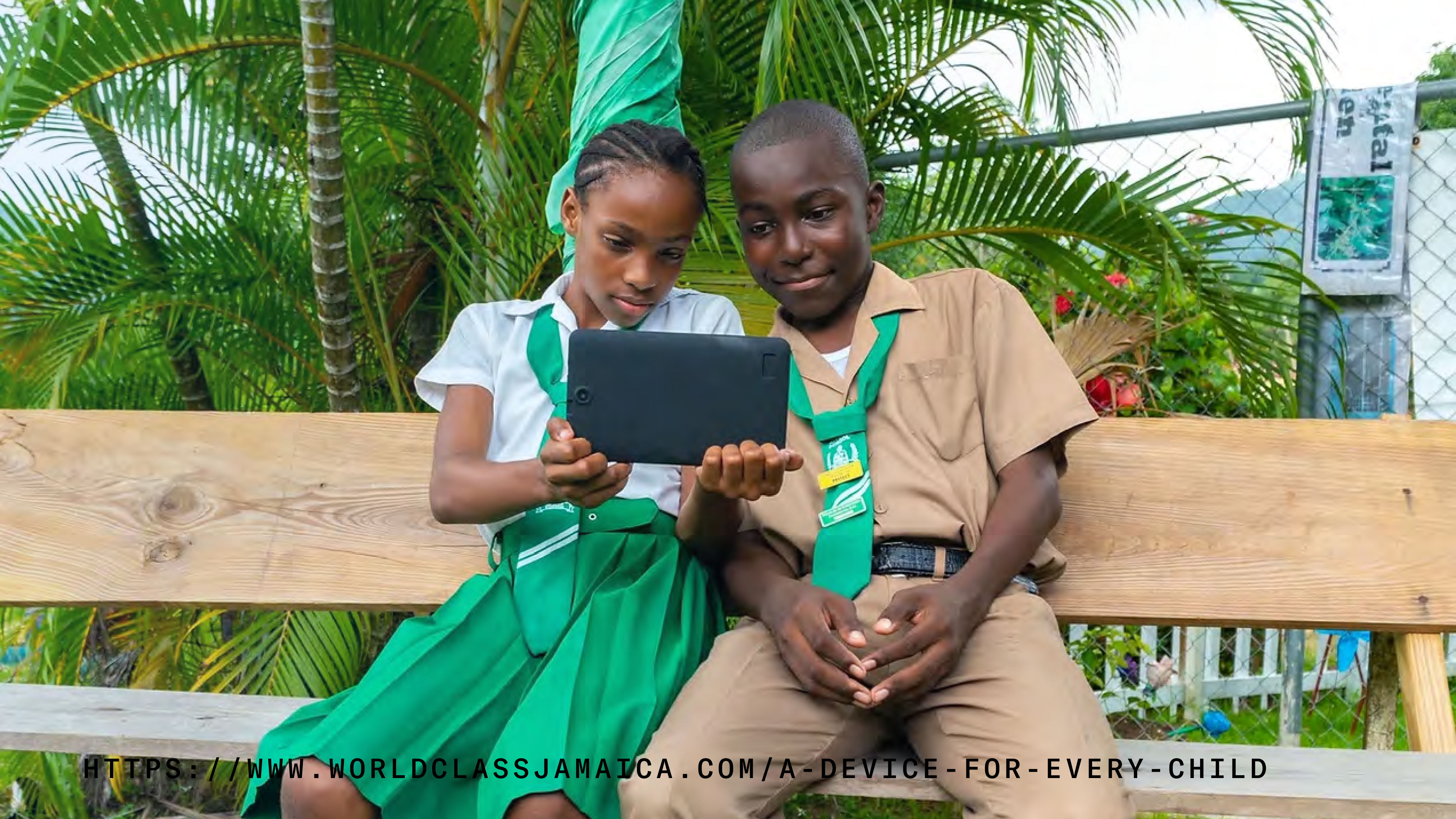
**“Catch
the Wave”**



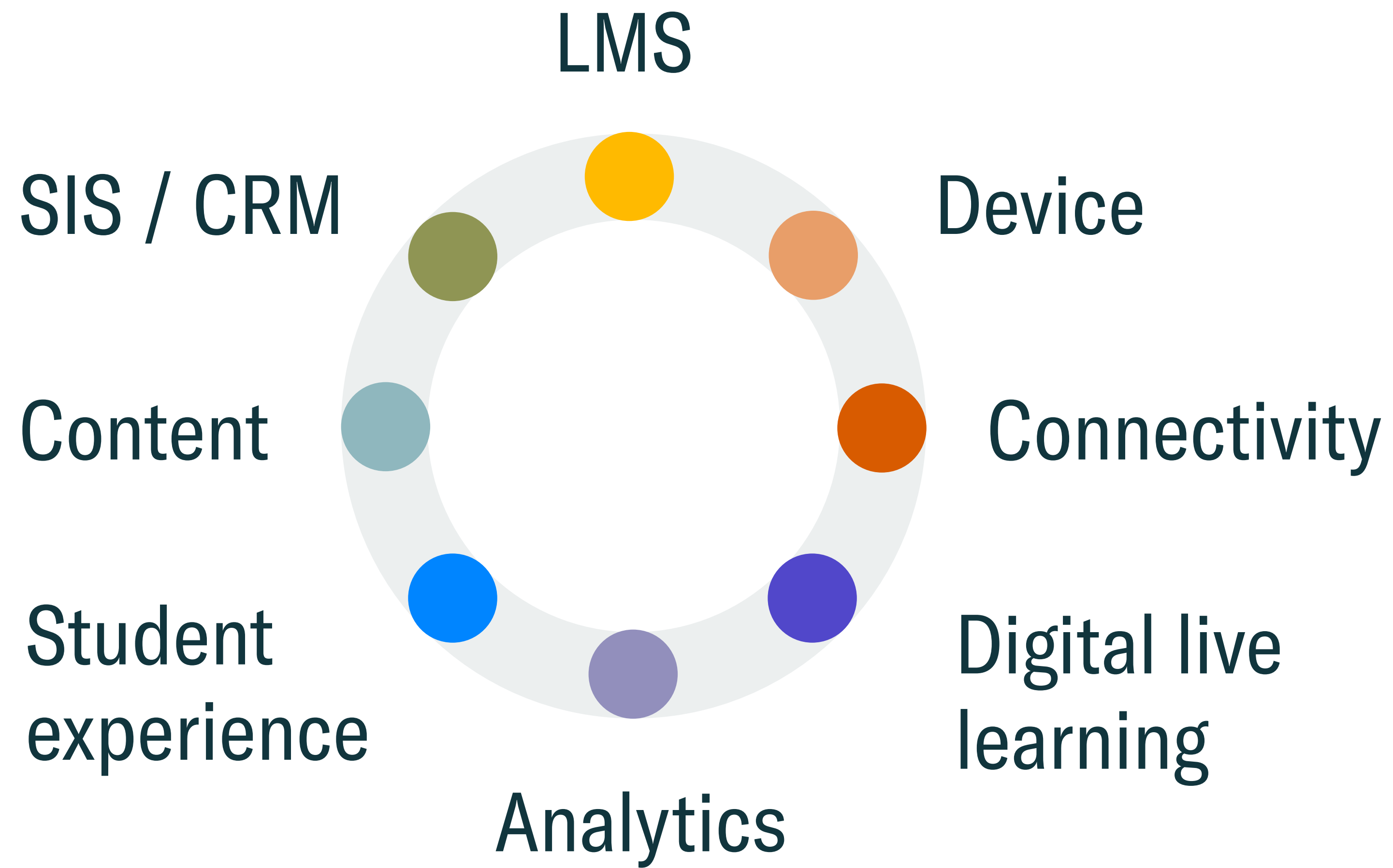
“Wipeout”

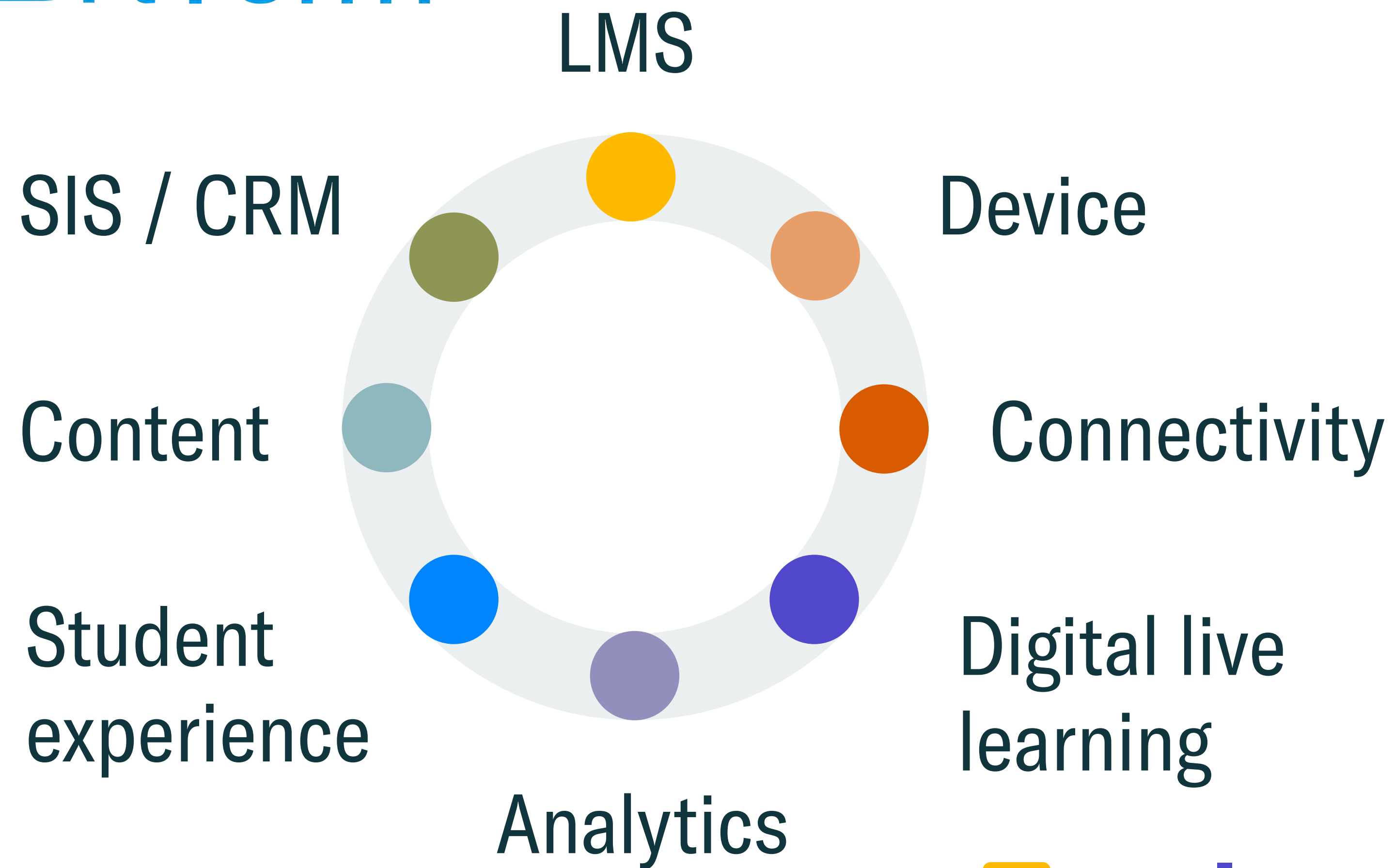
What does this look like?

How do you tap into this new economic order?



[HTTPS://WWW.WORLDCCLASSJAMAICA.COM/A-DEVICE-FOR-EVERY-CHILD](https://www.worldclassjamaica.com/a-device-for-every-child)





Hybrid to Hyflex

TRENDS IN EDUCATION TECHNOLOGY



PRINCETON UNIVERSITY

Course Elements or Layers

ENGAGEMENT

CONTENT & ACTIVITIES

ASSESSMENTS

LEARNING OUTCOMES

Dropoff

in the level of **focus**,

a **lower** quality of **connection between students and their instructors**,

and **fewer connections between students themselves**.

Consequence

lower academic outcomes

(poor grades, test and quiz scores)

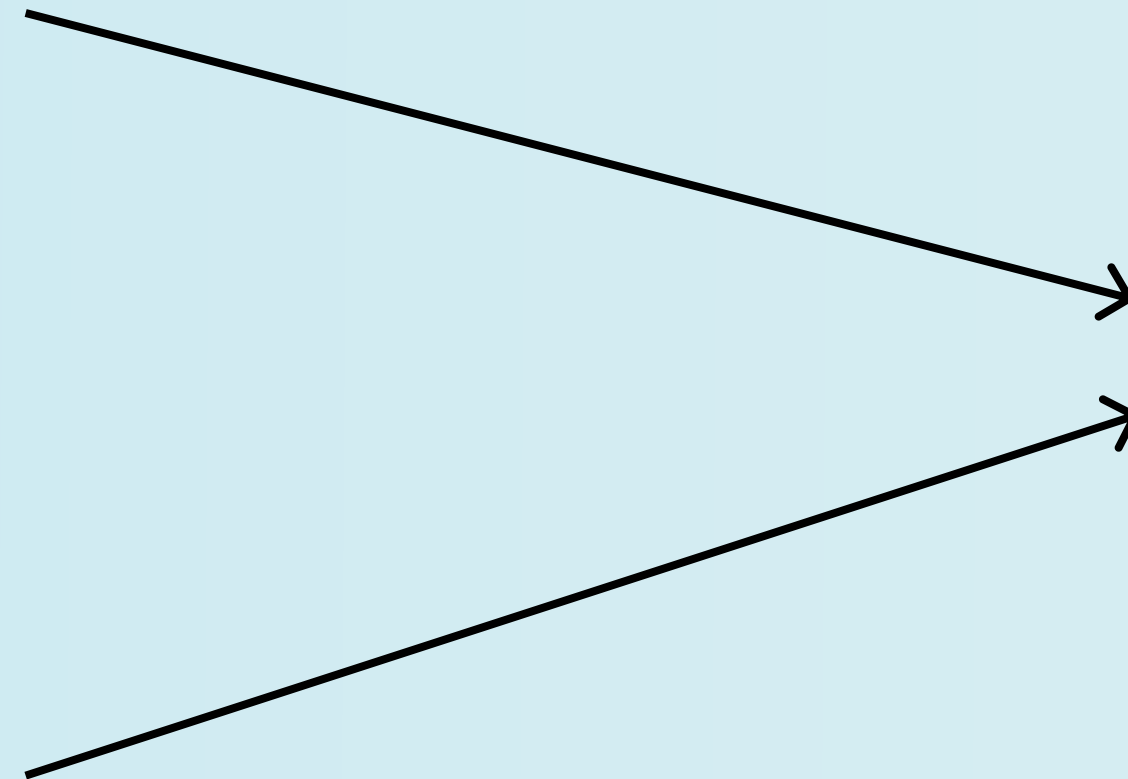
increase in negative attitudes towards
learning and lower satisfaction levels.

In Person

Quality

Hybrid

Flexibility



Hyflex

Flexibility

+

Quality



HARVARD BUSINESS SCHOOL



PUBLIC SCHOOL, JAMAICA



CORPORATE TRAINING, USA

Hyflex

Problem Categories

1. New Tools, efficient, scalable, and easy-to-use.
2. Strategies to increase engagement.

Hyflex

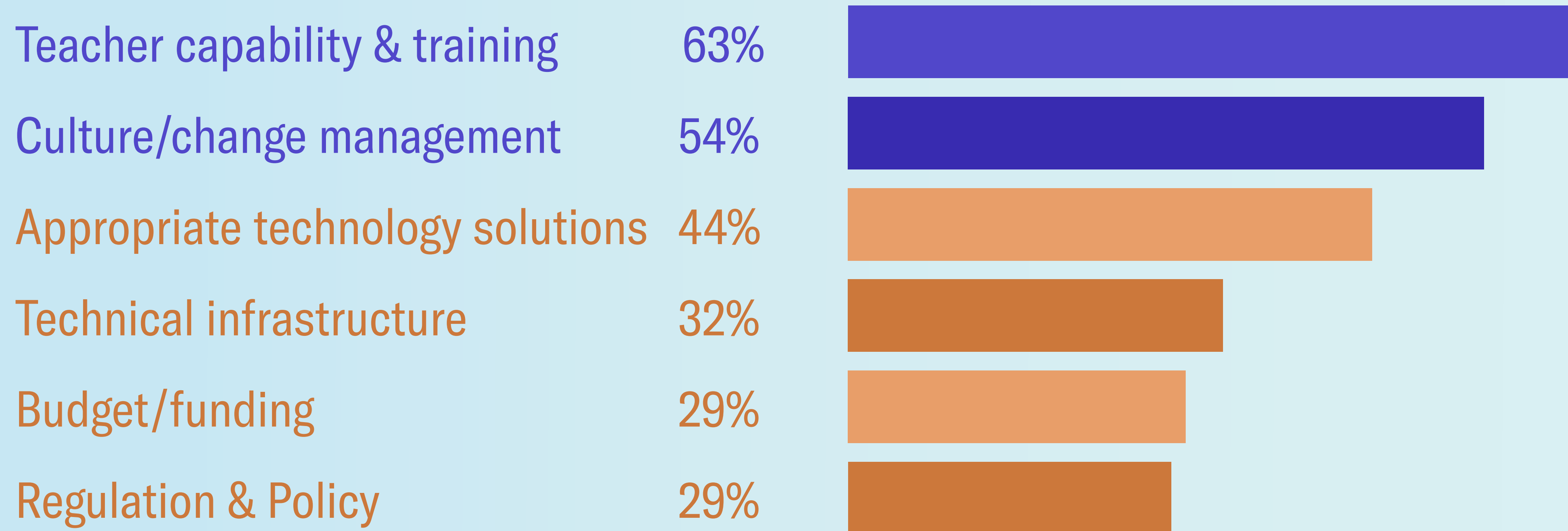
Problem Categories

1. New Tools, efficient, scalable, and easy-to-use.

2. Strategies to increase engagement.



LAC higher education identified barriers



Holon IQ Survey, December 2021: What are the top barriers to improving digital and online learning at your institution? (multi-choice response)

Seeing inside the Black Box of the course



Inputs

Title & Description from the Catalog

List of students

Time spent in the classroom

Syllabus

THE
CLASSROOM

THE CLASSROOM

Outputs

Final grades

Which students dropped out

Course survey results

(student satisfaction levels)

Look inside

Culture

**Learning
Analytics**

**Continuous
Quality
Improvement**

ENGAGEMENT SCORE

Discussion
Participation
Score

Content
Interaction
Score

Focus
Level
Score

Teacher-
Student
Interaction
Score

Student-
Peer
Interaction
Score

175.144
2011, 8900
4,5,2,1,1,1,0

00h 48m 31s
09:00:23a
09:49:31a

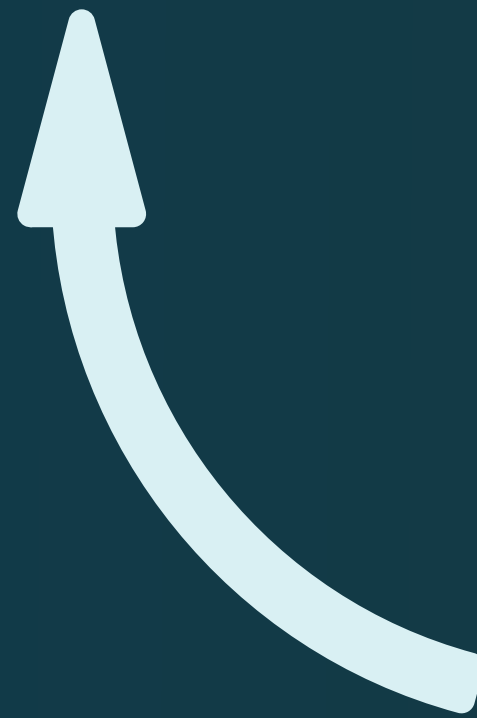
R A W D A T A

23m 30s
5m 23s
4m 10s

14, 15, 0, 0, 1, 1, 10
2022.03.14
1x 300, 2x 400



Plan



Do

Plan





Do

Study

Plan

Adjust





Standard

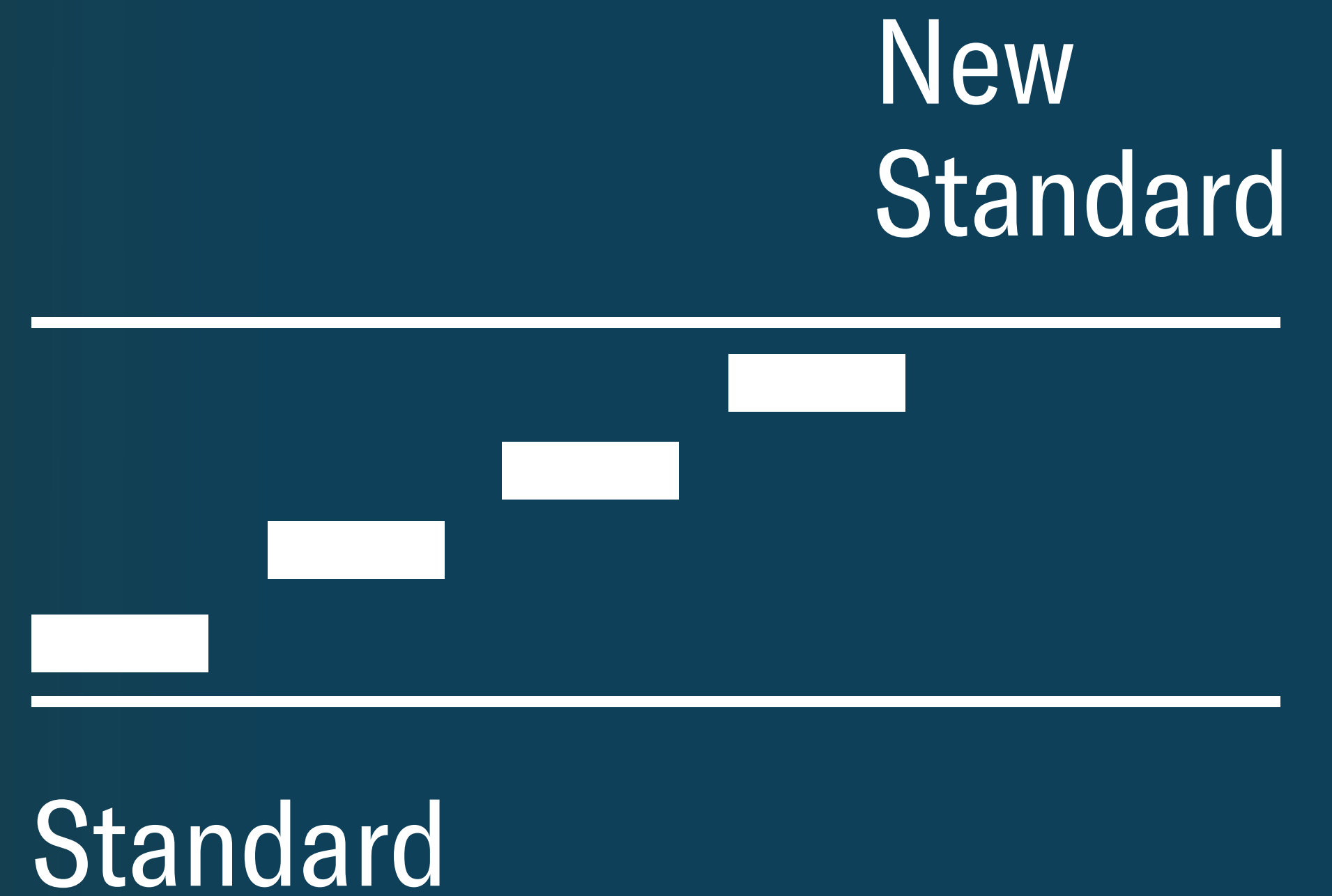


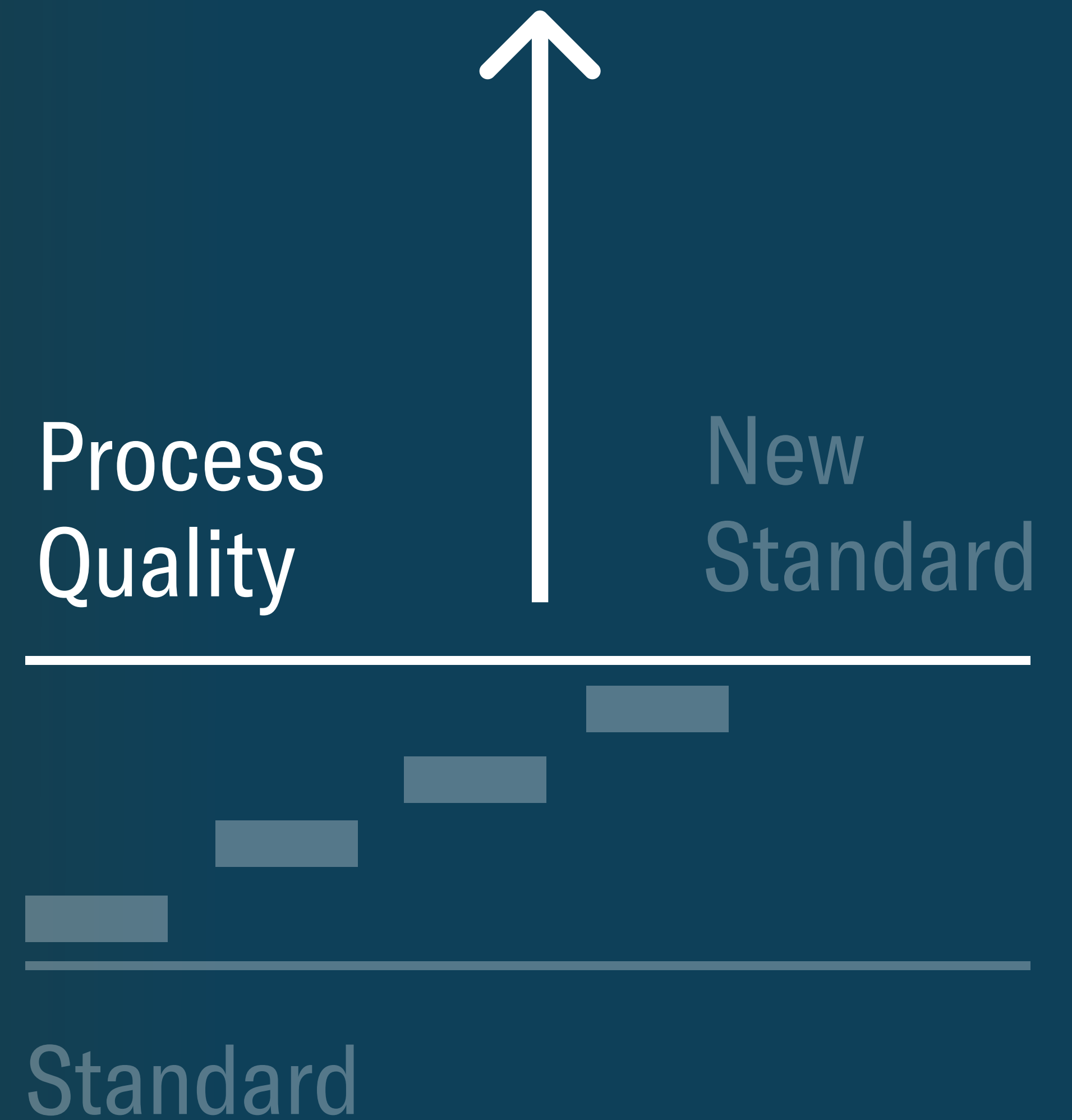

Standard











Chat

Audio

Share Screen

Video

Recording

in common: zoom, microsoft teams, google meet, etc.

class added features:

Front of the Room

Attendance

Podium

Structured Chat

Analytics Dashboard

Launch Video

Focus (eyes)

Supervised View

Tabs

Chat

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in common: zoom, microsoft teams, google meet, etc.

class

Instructor

Anne Malley

39

Participants

25

Chat

Class Mgmt

Teaching Tools

Mute All

Verify All

Search for someone to highlight their video

Everyone (39) 8

Instructor (2)

Monica Gonzalez...

Anne Malley

Assistant (2)

James Lloyd 3

Chaya Meyer 2

Presenting Group (3)

Kurt Franklin 2

Tom Galloway

Penelope Schultz

Classroom

Web: Khan Academy... X

Seating Chart:

General

View:

Gallery View

2

Presenting Kurt Franklin

✓

Presenting Tom Galloway

👍

Presenting Penelope Schultz

Instructor Monica Go

2

Assistant Chaya Meyer

3 👍

Assistant James Lloyd

Class Camera

Sign Language Camera

Instructor Cam

Huey Le

Unverified Nico Lawso

Russell Reid

3

Lindsay Rayne

Elizabeth Everett

Joe Walton

Timothy French

Judie Ray

Tia Ford

Ann Gray

Unmute

Start Video

Share Screen

Record












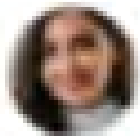




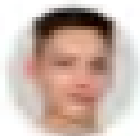











Breakout+

Proctor View

Reactions

Raise Hand

Leave

Teacher (1)			
<input type="checkbox"/>	 Mrs. Johnson		
Teaching Assistant (2)			
<input type="checkbox"/>	 Heather Jarrett		
<input type="checkbox"/>	 Justin Henry		
Students (15) Mute All Unmute All			
<input type="checkbox"/>	 Lindsay Beck		 
<input type="checkbox"/>	 Matt Caballero		
<input type="checkbox"/>	 Seth Carpenter		
<input type="checkbox"/>	 Madison Desmond		 
<input type="checkbox"/>	 Rosa Dillard		
<input type="checkbox"/>	 Kyle Huber		
<input type="checkbox"/>	 Serena Kessler		
<input type="checkbox"/>	 James Miller		
<input type="checkbox"/>	 Zoe Posada		
<input type="checkbox"/>	 John Price		

**Restore the eyes
and ears of your
professors**

		Seth Carpenter				
		Madison Desmond				
		Rosa Dillard				
		Kyle Huber				
		Serena Kessler				
		James Miller				

class

Instructor

Anne Malley

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Tom Galloway

Penelope Schultz

Classroom

Web: Khan Academy... X

Seating Chart: General

View: Gallery View

2

Presenting Kurt Franklin

✓

Presenting Tom Galloway

👍

Presenting Penelope Schultz

Instructor Monica Go

2

Assistant Chaya Meyer

3 👍

Assistant James Lloyd

Class Camera

Sign Language Camera

Instructor Cam

Huey Le

Unverified Nico Lawso

Russell Reid

3

Lindsay Rayne

Elizabeth Everett

Joe Walton

Timothy French

Judie Ray

Tia Ford

Ann Gray

Unmute

Start Video

Share Screen

Record

Breakout+

Proctor View

Reactions

Raise Hand

Leave



- 👏 Clap
- 👍 Thumbs Up
- 😂 Laugh
- 😭 Cry
- 😜 Zany

Share with Instructor/Presenter:

- ✅ Yes
- ❌ No
- 👍 Like
- 👎 Dislike
- ⏮ Go Slower
- ⏭ Go Faster
- ☕ Need a Break
- 🕒 Away

? Question

Clear Feedback

Early Warning System

TRENDS IN EDUCATION TECHNOLOGY

Hyflex Flexibility + Quality

+ **Data driven decision making**

+ **Culture of continuous improvement**

**the whole is greater than
the sum of the parts**



Catch the Wave

A full-page background image of a surfer in a yellow and black wetsuit riding a large, curling blue wave. The surfer is positioned on the left side of the frame, leaning into the wave. The wave is massive and curling over, creating a tunnel-like effect. The water is a deep blue, and the sky is a lighter blue. The overall mood is dynamic and powerful.

Reverse Emigration Empower Workers

WHY CATCH THE WAVE?

Economic Development Reduce Poverty

WHY CATCH THE WAVE?



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