LOCALLY SOURCED: GLOBALLY CHALLENGED   MILLENNIAL LEARNERS- THE SEQUEL
THE 21ST CENTURY LEARNER

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Locally sourced, globally challenged

- Who are Milliennials?
- Why are we talking about this?

Local needs

- Global information overload

The information age means sharing knowledge with a broad scope and unclear boundaries. How do we do this locally given a global challenge of information overdrive?

Expectations of learners

- The expectations of learners differ dependent upon age, what are the expectations? Let's talk about the Locally sourced: Globally challenged knowledge management and the expectations of learners.

Who are Millennial Learners?

Young adults in the 21st Century have different priorities than previous generations. In North America these young adults are called:

The Net Generation

The Echo Boomers

Generation Y

Millennials

What do we know about Millennials?

- Children of Baby Boomers
- With the introduction of birth control, these children were by choice
- Parents have responded to political marketing of ideology 'for the sake of the children' or 'the effect on the children'
- Parents may have waited until later in life so they are likely to be more affluent

The information age

- Broad scope
- Unclear boundaries

Perceptions of Millennials learners

- I have the right to:
  - Information access 24/7
  - ATM's
  - Fast Food
  - Recognition for 'being'

- I expect to have:
  - Time organized for me
  - Helicopter care
  - Negotiation on my behalf
  - My feelings are more important than anything

Priorities

- What are the Millennials priorities?
- What are your priorities?

The ultimate consumer created by a consumer driven society

- Millennials see themselves first and foremost as consumers
- Expect customization in all aspects of their lives
- Have a positive view of technology
- Are visual learners and multi-taskers who get bored easily
- Work while they are students

Let's do a quiz about Milllinnials

- http://www.pewresearch.org/quiz/how-millennial-are-you/

The Millennial Quiz

In the past 24 hours

    did you watch more than one hour of Television programming?

    did you read a daily newspaper?

    did you not play a video game

Milliennials

43%

57%

72%

Boomers

22%

41%

93%

Communications

Do you have only a cell, only a landline, or both?

How many text messages have you received on your cell in the past 24 hours?

Millennials

53% have only a cell phone

21% said no text messages

Boomers

81% have only a cell phone

23% sent no text messages

How important is being successful in a high-paying career or profession to you personally?

One of the most important

Very important but not most

Somewhat important

Not important

Millennials

21% most important

Boomers

41% most important

Do you think more people of different races marrying each other is a

Good thing for society

A bad thing for society

Doesn't make much difference for society

Millennials

60% think it is good

Boomers

65% think it is good

How important is living a very religious life to you personally?

One of the most important things

Very important but not most

Somewhat important

Not important

Millennials
30% say not

Boomers
19% say not

Do you . . .

Have a tattoo?

Have more than one piercing?

Millennials

62% do not

23% do not

Boomers

94% do not

1% do not

Millennials view postsecondary education

- Is it mobile?
- Does it have a screen?
- Can I access it whenever I want?

Pew Commission Report: Millinnials, Confident, Connected and Open to Change*

- more ethnically and racially diverse than older adults.
- less religious,
- less likely to have served in the military,
- most educated generation in American history
- embrace multiple modes of self-expression.

*The full report is available at:
http://www.pewsocialtrends.org/files/2010/10/millennials-confident-connected-open-to-change.pdf

Keys to differences in generations

1) **Life cycle effects**
2) **Period effects**
3) **Cohort effects**

- *It's not just their gadgets—it's the way they've fused their social lives into them" Pew Commission Report*

The majority of Millennials highest priorities are to be a good parent and have a successful marriage

Millennials	Gen X	Boomers	Silent
Technology use (24%)	Technology use (12%)	Work ethic (17%)	WW II, Depression (14%)
Music/Pop culture (11%)	Work ethic (11%)	Respectful (14%)	Smarter (13%)
Liberal/tolerant (7%)	Conservative/Trad'l (7%)	Values/Morals (8%)	Honest (12%)
Smarter (6%)	Smarter (6%)	"Baby Boomers" (6%)	Work ethic (10%)
Clothes (5%)	Respectful (5%)	Smarter (5%)	Values/Morals (10%)

Millennials are the only segment that doesn't cite "work ethic" as one of their principal claims to distinctiveness.* Pew Commission Report

In North America this generation sees things differently

Services from one era do no necessarily meet learning needs of a different era
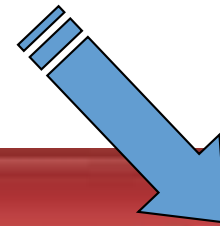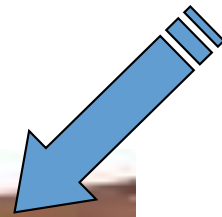
Some irreverent thoughts to put our minds into a different space

- IF A TURTLE DOESN'T HAVE A SHELL, IS HE HOMELESS OR NAKED?

- IF THE POLICE ARREST A MUTE, DO THEY TELL HIM HE HAS THE RIGHT TO REMAIN SILENT?

We need to understand how their thinking is works

And the way they learn does not always make sense to us

Approaches to Millennials must

Be clear

Involve them in the decision making process

Use negotiation when it does not compromise learning

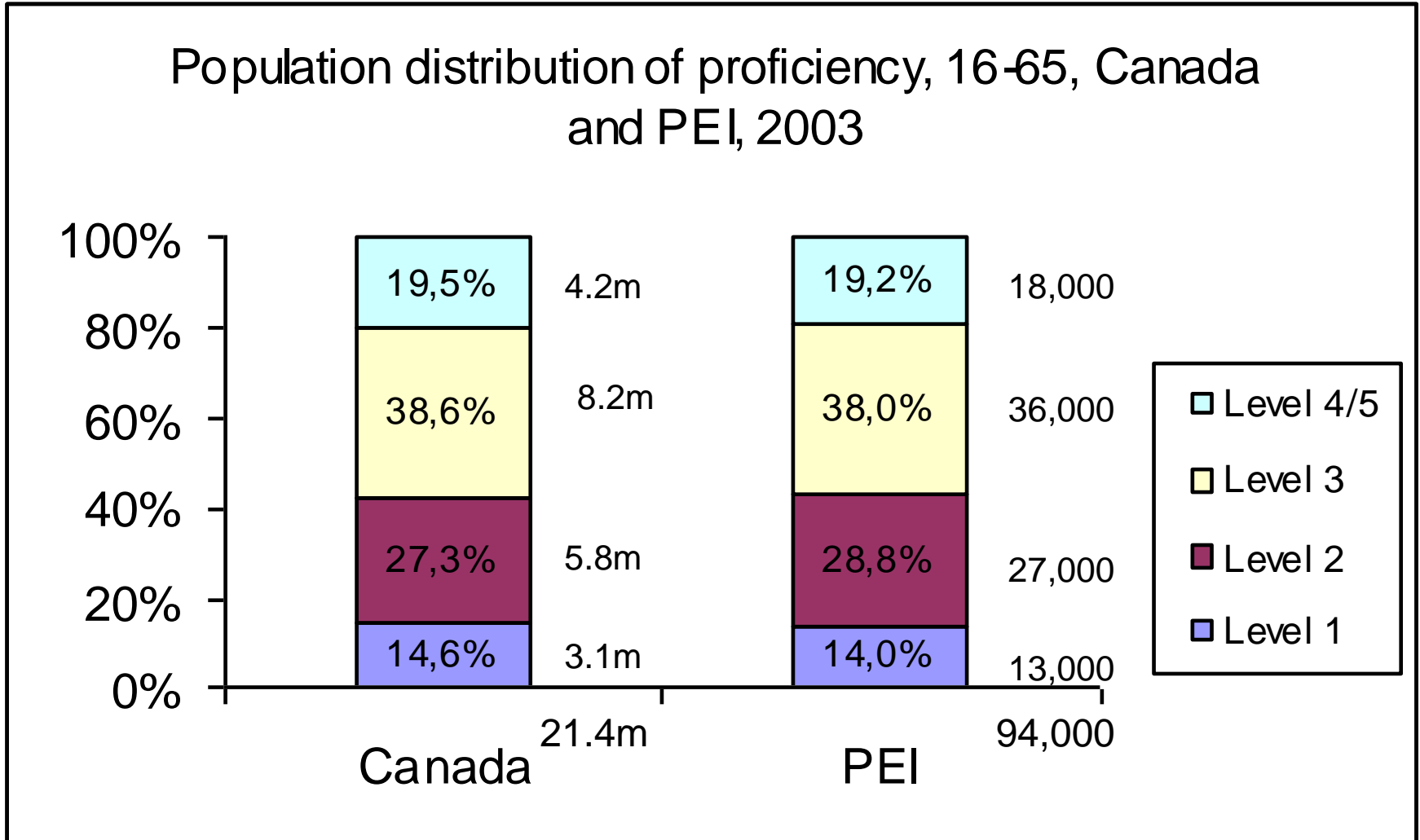Use new technologies

Be open to new ways of doing things

- The global challenge
- The local course

In North America working with the Millennial group is further complicated

With a decline in basic abilities
- Literacy
- Document use
- Quantitative skills

40,000 (43% of the population 16-65) residents of PEI had prose literacy scores below level 3.

Population distribution of proficiency, 16-65, Canada and PEI, 2003

	Canada	PEI
Level 4/5	19,5% — 4.2m	19,2% — 18,000
Level 3	38,6% — 8.2m	38,0% — 36,000
Level 2	27,3% — 5.8m	28,8% — 27,000
Level 1	14,6% — 3.1m	14,0% — 13,000
Total	21.4m	94,000

23

HRSD, Learning Policy Directorate

Activity based learning is the essence of a competency based approach

However the activities:

- ➢ have to be relevant to the learning experience or 'authentic'
- ➢ are encouraged to be technology based
- ➢ must have clear outcomes
- ➢ must be measured in learning gain for the youth

Teaching methodologies and Millennials

Consistent application

Personal touch

Regular and specific feedback

Procedures or protocols must be clear

For example

Group projects with clear rubrics

Interactive with a community learning forum

Collaborative skills and teams

Approaches must build knowledge, the community of practice concept

Communication before, during, and after is critical

All forms of communication are more important now than ever, verbal, body language and text

In your classroom, what degree of innovation do you need to apply to achieve some of these examples

Give them:

- a challenge,
- competition between groups
- stress the achievement of the competition (positive feedback)
- Discuss what went wrong (negative information) and how to prevent it

Celebrate mistakes

Share best practices with colleagues

Focus on outcomes with learners

Use the Socratic method: let the learner lead

Develop support systems with your colleagues to compare notes and build collaborative cross disciplinary activities

Quality of Learner/Faculty contact

Participation in groups with learning partners, discussions, assignments

Frequent, prompt, and specific feedback

Variety in teaching, assignments and communica

Be clear in syllabus, assignments, expectations

Use technology where possible: on-line quizzes, chats, grading

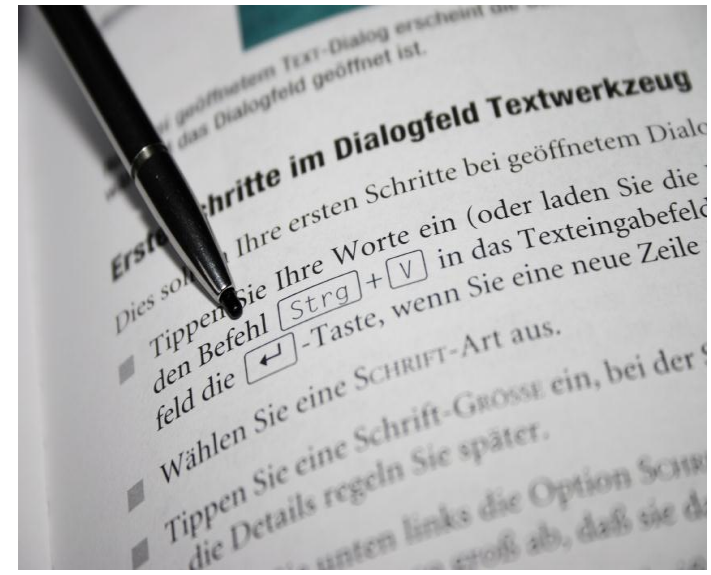# Will we have to change the way we teach/communicate?

for the short term
- Moderately

for the long term
- Drastically

Authentic assessments must be

- Focused on specific skills
- Occur in 'real' time and the 'real' world
- Be as much about process as content
- Be centered on problem solving as opposed to problem answering

Assessments can no longer be focused upon

- Memorizing facts for the sake of facts
- Regurgitating teacher led information
- Simplistic assessments

Information management
No clear boundaries

To prepare for the global challenge

- Recognize and accept Millennials for who and what they are
- Understand the 'standards' of cognitive processing
- Innovate delivery and methods,
- Be fearless

THANK YOU

Questions?