

Disrupting Class with CLaaS

On Demand Learning and Mentoring Platform for Digital Skills Acceleration

As Singapore moves towards the next phase of development towards an advanced economy and inclusive society, it has identified Skills, Innovation, and Productivity as key drivers. Mr. Leslie Loh, Founder & CEO of Lithan, explains the challenges faced by the education sector and how Lithan is transforming itself from a traditional education provider to a digital skills accelerator that disrupts the status quo.

Many jobs are being disrupted by new technologies. What are key issues facing higher education and adult learning sectors in this digital revolution?

The fast pace of technology innovation has changed the way we work, live and play. Naturally, the future of work was impacted and current jobs have been redefined. According to a McKinsey study in the US, 60% of the occupations could have 30% or more of their activities automated by technology.

Future talents must now have multi-disciplinary skills, and be thinkers and makers who can create value rather than just add value. Technology

skills are fast becoming core skills essential to perform future jobs.

To develop future-ready talents for the new economy, the world of higher education and adult learning need to be transformed.

There are three significant issues with our higher education and adult education systems:

First, academic education frontloading at higher learning institutions is no longer practical; with the frequent reskilling needed to stay agile for rapid jobs changes. It is high risk and poor return on investment when the jobs you study for no longer exist by the time you have graduated.

Second, classroom-oriented learning is ineffective and inefficient. Classroom training limits workplace exposure for acquiring work-ready skills. Classroom training is time-invasive as it takes individuals away from work and home.

Finally, the fragmented education sector, with respective silos for academic & applied pathways, do not provide sufficient flexibility and interoperability for developing thinkers and makers with knowledge and skills.

How are you leveraging technology to deliver more flexible and affordable learning?

MOOCs have democratized education by making it available almost free to the masses globally by leveraging on advanced internet technology. However, studies have shown that when education is entirely self-paced and self-driven, the success rate is low, as demonstrated by the high dropout rates. The one-size-fits-all online learning offered by MOOCs has clearly fallen short on its promise to transform education, particularly for adult learning where tangible skills outcome will be expected.

The digital revolution offers the perfect technology and environment where learners could be uniquely identified, learning content be specifically presented, and progress can be individually monitored, supported and assessed. We have the technology that permits individuality again.

Therefore, more than just digitizing education for mass delivery using technology, we need to use technology as an enabler to move beyond pure standardization on the one hand and costly customization on the other towards the concept of mass customization to optimize return on adult learning investment. Ultimately, adult learning need to be individualized, localized and globalized to support an individual's career progression.

Our solution to overcome the ineffectiveness of the traditional classroom training is CLaaS. CLaaS, which stand for Competency Learning as a Service, is a learning and mentoring platform delivering mass customized learning for students, working professionals and enterprises over the cloud, on demand. CLaaS delivers non-invasive, just-enough and just-in-time learning. Learners can personalize their learning journey; learning only what they need at their own pace anytime anywhere with alignment to their career and personal commitments.

What learning innovations have you implemented to deliver tangible skills outcome?

Technology is our enabler for implementation of innovative learning pedagogy that delivers tangible skills outcome including utilization at the workplace.

Our learning programme is broken into bite-sized learning components and can be stacked together like lego bricks to deliver various learning outcomes. These learning components or objects are self-contained items, which can be tagged, combined, or sequenced to form longer learning interactions. Individuals can therefore arrange these learning objects into learning sessions that form their own learning journey depending on their personal needs and preferences.

CLaaS is aligned around a competency-based curriculum to deliver specific skills and competencies required by employers and the industry. We implement work-integrated applied learning pedagogy to deliver improved KSAs - Knowledge, Skills and Ability. Our learners progress from knowledge acquisition in the classroom to higher order skills application and on-the-job skills mastery at the workplace using real-life or simulated projects.

To deliver skills utilization, we shift the role of our faculty from that of a "sage on stage" to a "Personal Mentor" that helps learners synthesize and apply their knowledge.

What is Lithan's offering to Higher Education?

Traditional academic universities frontload education in a classroom setting that limits learners from engaging the industry to acquire work-ready skills. Vocational institutes deliver practical but quickly perishable skills without internationally recognised credentials.

To develop thinkers and makers with knowledge and skills required for future jobs, Lithan offers dual track applied learning pathways toward digital careers where our learners start work before they have even graduated.

Our learners acquire practical knowledge, apply



Interview with Founder & CEO of Lithan, Leslie Loh

their skills at the workplace, and get exposed to new cultures and build international networks in an applied learning journey where learning is work and work is learning. Our graduates receive competency-based credentials with accreditation towards degrees offered by more than 100 internationally recognised universities.

In Singapore, Lithan will open these applied learning pathways for our junior college, polytechnic and ITE graduates, to study and work internationally - supported by 7 Lithan campuses across Asia.

What is the future of Adult Education?

In the past, graduating from a higher education institution marked the point where education stopped and work began. Now, education and work are intertwined in a digital environment where learning is work and work is learning.

Traditional classroom-oriented adult education is inadequate as it delivers poor return on investment for both the individual and the employer. It is time invasive and delivers limited value to improve individual learners' career performance and enterprises' business outcomes.

An adult learning provider would need to change what (topics) they teach, how (method) they teach, when (pace) and where (place) they teach. Instead of being teacher-centric, adult education needs to be employer-centric so as to deliver relevant job competencies required by the industry. They need to complement classroom training with personalized mentoring for adult learners to apply what they learn at the workplace. To make learning non-invasive to individuals and employers, they need to leverage on advanced education technology and innovative pedagogy for flexible training delivery anytime, anywhere, particularly at the workplace.

How does Lithan deliver Future Ready workforce for enterprises?

Accenture strategy global research shows 82% of business leaders expect their organizations to be digital businesses in the next 3 years. And, if they are to realize the benefits they anticipate from being digital, the readiness of their workforce must be a priority.

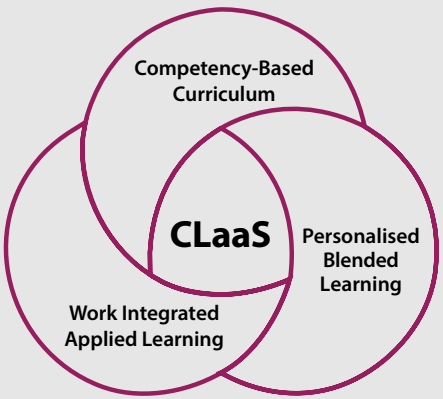
Instead of leaving it to government to transform education and training systems to reduce the growing mismatches between the needs of employers and skills of the workforce, more companies will make the strategic decision to take a direct role in creating the skilled workforce and talent pipeline they need.

As a "Total Learning and Talents" Provider, Lithan complements our core learning products with value added services, including "Place & Train" latent talent programmes and workplace learning solutions, to assist enterprises.

Competency Learning as a Service (CLaaS)

Disrupting Traditional Class with CLaaS

Conventional classroom-based learning is no longer adequate particularly when it comes to delivering the essential skills required to deliver immediate value to employers. It is also highly time invasive to an individual or an employer as it takes them away from their home or workplace. All this means low return on investment for both employers and employees.

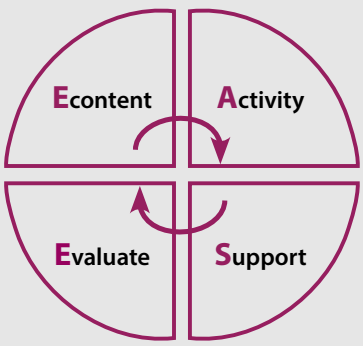


Our solution to overcome the ineffectiveness of the traditional class is CLaaS. Leveraging on learning technology and pedagogy innovations, CLaaS enables mass customized learning to deliver relevant, flexible and affordable learning to individuals and enterprises over the cloud, on demand.

CLaaS (Competency Learning as a Service) is an on demand learning and mentoring platform that supports digital skills acceleration via Competency-Based Curriculum, Work-Integrated Applied Learning and Personalised Blended Learning.

CLaaS is aligned around a competency-based curriculum to deliver specific skills and competencies required by employers and the industry. Our qualification and modular courses are accredited to various skills and academic frameworks to deliver multidisciplinary applied skills required for future jobs.

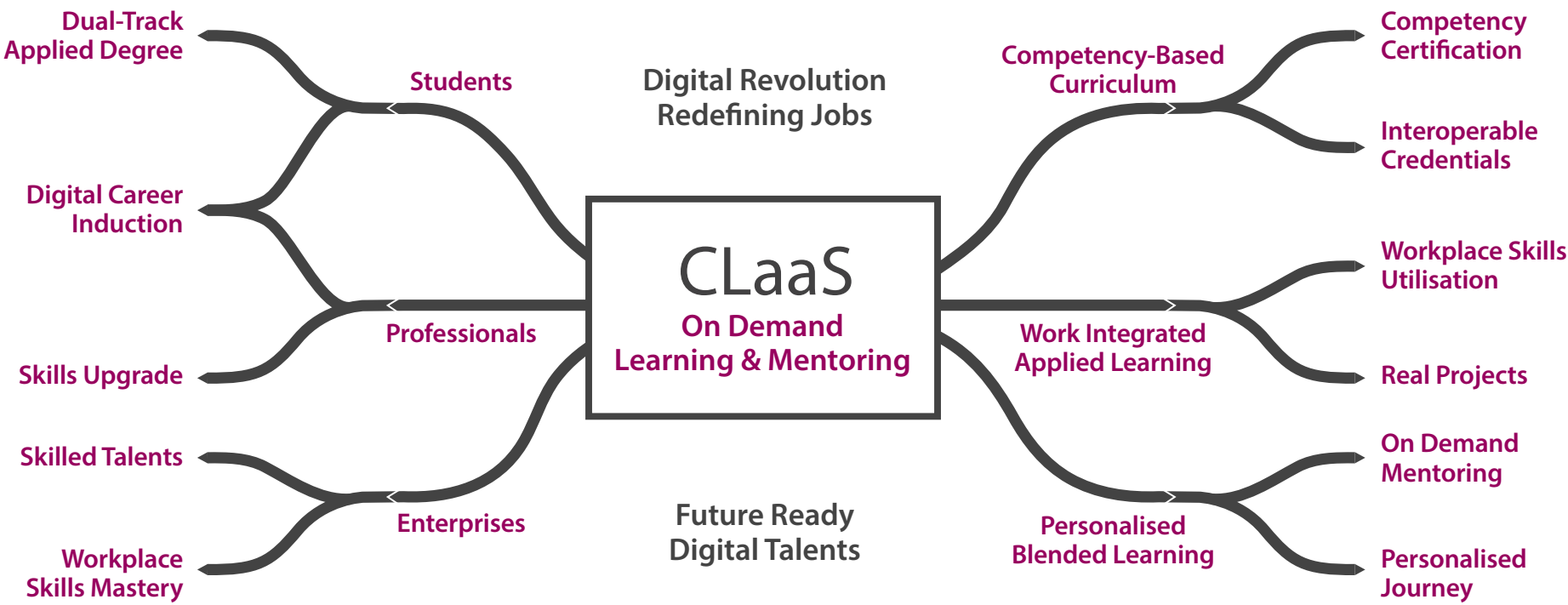
We implement work-integrated applied learning pedagogy to ensure that our learning outcomes would result in improved KSAs - Knowledge, Skills and Ability. Our learners start with concepts understanding before following through with knowledge application using real-life or simulated projects for higher order skills acquisition. Learning has no full stop for us as we deliver on demand learning and mentoring for skills utilization and mastery at the workplace.



CLaaS is supported by our "Learning with EASE" learning architecture. It delivers self-directed E-learning, facilitates live learning Activities such as flipped classes & tutorials, provides mentoring Support and students get Evaluated for recognized credentials.

With EASE, an individual can personalize their learning journey for a non-invasive, just-enough and just-in-time learning. Learners can learn only what they need at their own pace anytime anywhere with alignment to their career and personal commitments.

Digital Skills Acceleration with CLaaS



About Lithan

Lithan (www.lithan.com) is a Singapore-based digital skills accelerator. It has 8 fully-equipped learning centres located in major cities across Singapore, India, Malaysia, Myanmar, and China. In the past 5 years, Lithan has close to 13,000 graduates and awarded about 9,000 qualifications and certifications.

Lithan Academy (Singapore) is a 4-year Edutrust Certified, WSG Approved Training Organization (ATO) and a recognized CET Centre under NICEF.



Get in Touch
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