**Flexible and continuous learning can produce a X-factor workforce capable of adapting to changes.**

Discounts undermine scholarship credibility

_Stephen Maunder_

"... one of the most significant strengths universities have is the ability to adapt to change, to be quick and agile in responding to market conditions. ..."

The future of work narrative is ubiquitous. The digitalisation of the workplace is forcing employees to develop new skills in order to remain employable. The shift from a work environment that is generally physical to one that is digital has been accelerated by the pandemic. For many, this is an opportunity to upskill and reskill to develop new skills that will be in demand in the future. However, for others, it means becoming redundant or losing their jobs. The ability to adapt to change is essential for survival in today’s world.

In higher education, the traditional model of face-to-face teaching is being disrupted by the rise of online learning. Online courses have become increasingly popular as they offer flexibility and accessibility to students. However, online learning has its own challenges, such as maintaining student engagement and ensuring that learning outcomes are achieved. The digitalisation of the workplace has also led to a shift in the type of skills that are valued by employers. Soft skills such as critical thinking, problem-solving, and creativity are becoming more important than technical skills. These skills can be acquired through continuous learning and re-skilling.

In order to remain competitive, universities need to embrace continuous learning and adapt to the changing needs of the workforce. This requires a commitment to continuous improvement and the development of new programs that are aligned with the skills that are in demand. Universities need to work closely with employers to understand their needs and develop programs that meet those needs. This can be achieved through partnerships with industry, the development of industry-driven programs, and the creation of new programs that are flexible and adaptable.

In conclusion, the future of work narrative presents both challenges and opportunities for universities. The ability to adapt to change and develop programs that meet the needs of the workforce is essential for survival in today’s world. Universities need to be agile and responsive to market conditions in order to remain relevant and effective.

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**Notes**


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**About the Author**

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