

The FRAME

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The New Division of Labor; How Computers Are Creating the Next Job Market

by Frank Levy and Richard J. Murnane

is about...
expert thinking and
complex communication

Computers and the Economy

- * Computers most effectively deal with rules-based problems
- * Computers have increased the value of identifying and solving uncharted problems; they have raised the cognitive bar
- * Humans most effectively deal with new, uncharted problems that are not rules-based
- * Humans bring intuitive or tacit knowledge to the plate
- * Technology supports, but cannot supplant

The Skills Employers Value

- * Expert thinkers have content knowledge organized in schemas which demonstrates deep understanding
- * Expert thinkers are systemic in their approach to problem solving
- * Expert thinkers are adept at metacognition-it's how they avoid dead ends
- * Complex communicators critically select words to express complex ideas and have the tacit knowledge to fill in the missing information
- * Complex communicators bring the value add required to interpret new and complex information

How Skills are Taught

- Instructional designers' focus:
- * know the curriculum and the audience
 - * get the right mix of teaching skills
 - * get the technology right
 - * create the right incentives
- School systems' focus:
- * clear goals for student progress
 - * identify the instruction needed at each grade level
 - * measure progress frequently
 - * focus PD on improving delivery of SIP
 - * create an organization for teachers to collaborate on these ideas

So what?

"The skills needed to excel at expert thinking and complex communication...are not specific subjects...rather they are strategies for tackling problems that cannot be solved by applying a set of rules. They are also strategies for helping others to make sense of the many kinds of information to which we are all exposed." pg. 156