

Informal Learning in the Netherlands

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Concepts

1. Formal learning: an extension of formal schooling
 - certification
2. Non-formal learning:
 - not provided by an education or training institution
 - no certification
3. Informal learning:
 - learning from daily life activities related to work, family or leisure
 - not structured (in terms of learning objectives, learning time and/or learning support)
 - no certification



Research goals

1. What is the state of affairs of informal learning in the Netherlands? More specifically, what are the current forms, contents and outcomes of the array of informal learning activities of Dutch adults?
2. How have the outcomes of informal learning been used in the learner's paid and/or unpaid work, and were the outcomes valorised?
3. What factors hamper informal learning as perceived by Dutch adults? What barriers do they feel keep them from engaging in informal learning?



Literature review

Relationship between informal learning and:

1. Age:

younger -> more informal learning

older as much inf. learning as younger

2. Formal education:

more educated -> more inf. learning

all education levels as much inf. learning

3. Having a job:

seldom researched

employed -> slightly more inf. learning



Propositions

The amount of time spent on informal learning increases as individuals are:

- younger
- more educated
- have jobs

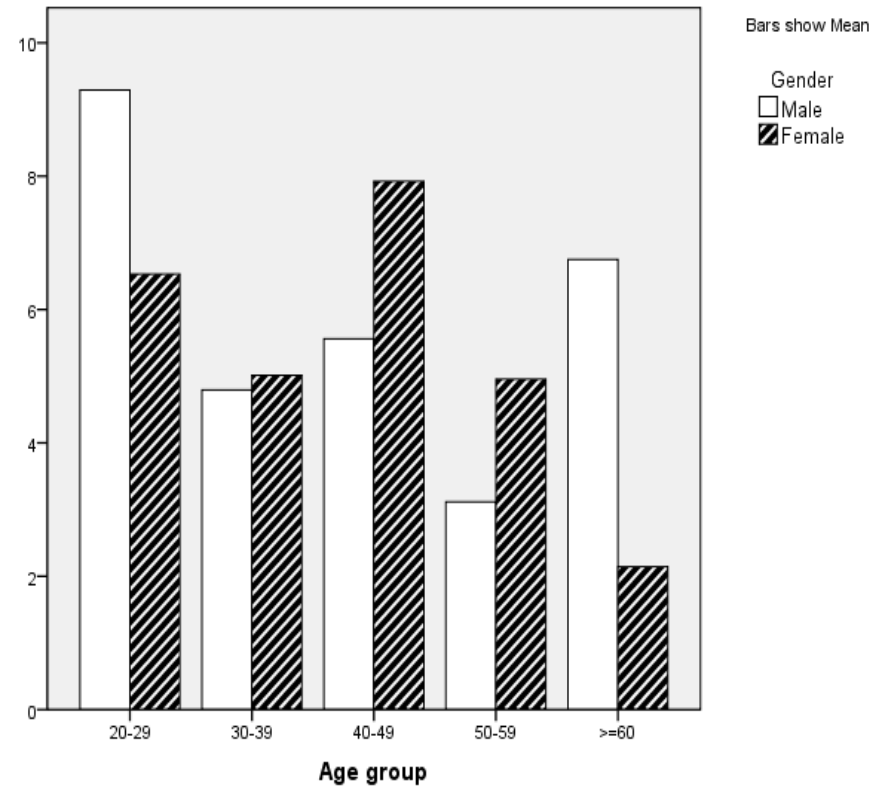
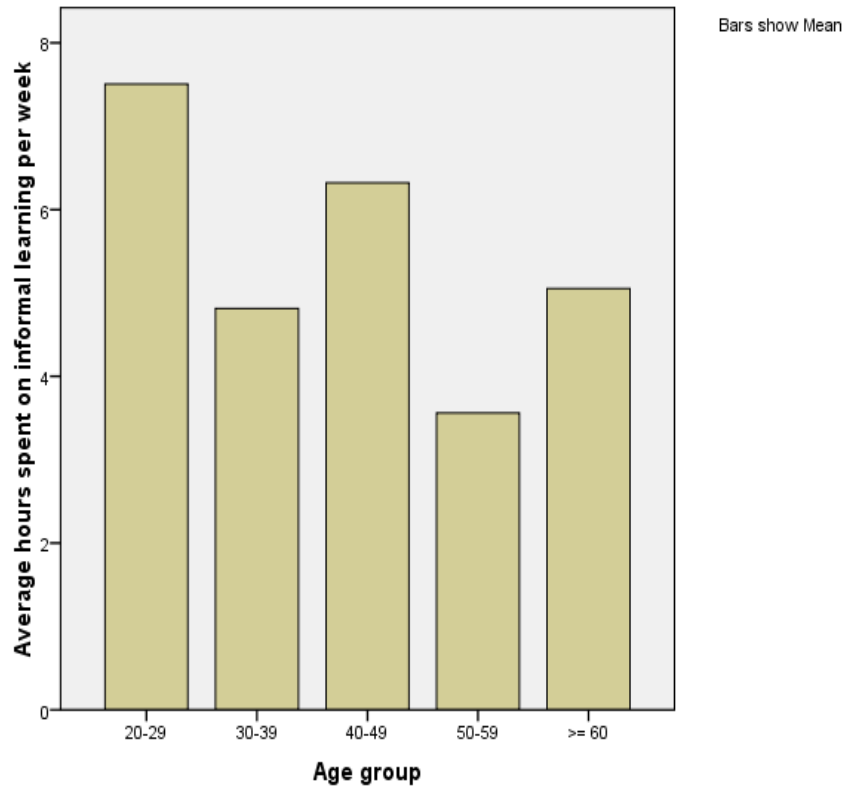


Research design

- on-line survey
- 520 qualified responses
- Dutch citizens between 18 and 64 years old
- descriptive statistics and non-parametric tests



Findings proposition 1



Bivariate correlation between age and informal learning:

significant negative correlation (Pearson's $r = -.117$, $p = .006$)

-> Younger people spend more time on informal learning than older people.



Findings proposition 2

Informal learning (in hours)	0		1-10		11-20		>20		Total within table <i>N</i>	% informal learning by education level	
	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%			
Lower level secondary educ.	15	3%	22	5%	1	0%	2	0%	40	9%	63%
Secondary educ (middle level) and high school degree	49	11%	169	37%	13	2%	8	2%	239	52%	79%
Bachelor degree	10	2%	94	21%	6	1%	5	1%	115	25%	91%
Master degree	3	1%	50	11%	10	2%	0	0%	63	14%	95%
Total	77	17%	335	73%	30	7%	15	3%	457	100%	



Findings proposition 3

hours/week having a paid job	male		female		total	
1-19	7	3%	25	14%	32	7%
20-29	13	5%	65	36%	78	17%
30-39	105	39%	56	31%	161	36%
40	115	43%	32	18%	147	33%
41-49	18	7%	2	1%	20	4%
≥50	11	4%	1	1%	12	3%
Total	269		181		450	



Informal learning vs average paid hours worked per week, continuously employed Dutch Labour Force

hours/ week	Informal learning									
	0	1-10	11-20	>21	Total					
1-19	7	2%	23	5%	2	0%	0	0%	32	7%
20-29	17	4%	54	12%	4	1%	3	1%	78	17%
30-39	21	5%	121	26%	11	2%	8	2%	161	35%
40	23	5%	112	25%	10	2%	2	0%	147	32%
41-49	2	0%	14	3%	2	0%	2	0%	20	4%
≥50	5	1%	7	2%	0	0%	0	0%	12	3%
Total	77	17%	335	73%	30	7%	15	3%	457	

Bivariate correlation between hours worked per week and informal learning: a nonsignificant and almost non existing relationship (Pearson's $r = .005$, $p = .454$).



Findings: Benefits attached to informal learning (N=380)

<i>Informal learning helps me to ...</i>	<i>%</i>	<i>Informal learning helps me to ...</i>	<i>%</i>
perform my job better	80.3	acquire knowledge about job health and safety aspects	17.6
keep up with new knowledge	72.9	acquire knowledge about labour conditions and rights of employees	15.5
perform new tasks in my job better	56.8	increase my income	13.7
build computer skills	44.7	increase my knowledge of foreign languages	11.8
develop teamwork, problem solving or communicative skills	41.8	get a promotion	11.6
work with new machines	32.4	further develop financial management skills	11.3
further develop planning- or management skills	25.8	find a job	6.1
acquire insights into power structures at work	19.5	keep my own business	2.9
keep my job	17.9	Other	7.4



Findings: Factors hampering informal learning (N=134)

<i>Factor</i>	<i>%</i>	<i>Factor</i>	<i>%</i>
Lack of time	61.2	Activities take place in an unfriendly environment	3.0
Inconvenient time and place of activities	20.9	Fear of failure	2.2
Activities are too expensive	19.4	No need for more education	2.2
Lack of employer support	10.4	Undertaking learning activities is boring	0.7
Family responsibilities	6.0	Lack of availability of child care	0
Health problems	3.7	Other	11.9



Conclusion

The amount of time spent on informal learning increases as individuals are:

- Younger **YES**
- More educated **YES**
- Have jobs **no relationship**

Perceived benefits of time spent on informal learning activities:

- no positive association with perceived career success or self reported occupational expertise

Barriers to participation in informal learning activities stemmed from extrinsic factors:

- lack of time
- inconvenience of time and place of LLL-activities
- the cost of LLL-activities
- lack of employer support



Thank you for your attention!

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