Networked Lifelong Learning at the Workplace

Peter Sloep
Vught, April 12, 2012
SIKS advanced course
the need for lifelong learning at the workplace
Peter Drucker: knowledge worker

Alvin Toffler: third wave

Manuel Castells: network society, information society
Knowledge workers in today's workforce are individuals who are valued for their ability to act and communicate with knowledge within a specific subject area. ... Fueled by their expertise and insight, they work to solve those problems, in an effort to influence company decisions, priorities and strategies. What differentiates knowledge work from other forms of work is its primary task of “non-routine” problem solving that requires a combination of convergent, divergent, and creative thinking.

the demands lifelong learners make on education
• logistic flexibility (place, pace, time)

• content flexibility (made-to-measure)

• didactic flexibility (learning mode, self-guided?)

• don’t forget specific accessibility needs of the disadvantaged
Freedoms offered by Networked Learning
from Jon Dron and Terry Anderson
networked learning: a proposal to meet those demands
University networks and technical platforms will have to focus on managing the increasingly permeable boundaries among universities, and between universities and the world outside them.

University platform design should be focused on ensuring that faculty and students have the greatest degree possible of authority and capacity to act freely, innovate internally, and participate externally.

Key Challenge

how can institutions (people, social structures, technological artefacts) for formal education that have been designed for the initial education of adolescents meet the specific demands of adult learners, if at all?
services to support lifelong learners

- collaboration
- socialising
- coaching & tutoring
- mentoring
- peer support
- e-portfolio/online identity
- differentiated content access
- recommending (user generated) content
- network visualisation

Centre for Learning Sciences and Technologies
Two models

central control, top-down, institutional setting

distributed control, bottom up, in cyberspace