Workplace Learning – Formal or Informal?

Blended learning is the secret to a successful training regime

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Paul Matthews

Informal Learning In The Workplace Informal Learning In The Workplace:

   Informal and Incidental Learning in the Workplace (Routledge Revivals) Victoria J. Marsick,Karen Watkins,2015-06-11 Today rapid change is a constant challenge in the workplace and thousands of individuals need to be involved in continuous learning Traditional training approaches however do not emphasise informal and incidental learning Furthermore since informal learning us seldom designed learning outside of a structured experience may lead to mistaken or dysfunctional learning Strategies for improving informal learning are urgently needed This book first published in 1990 responds to this need by taking a challenging look at many assumptions about workplace learning outside of the classroom and by proposing methods to improve it They develop a theory of informal and incidental workplace learning based on current developments in training and human resource development which they illustrate with readable and illuminating case studies which tell vivid stories of adult education and human resource development practice Informal and Incidental Learning in the Workplace is essential reading for researchers and practitioners of human resource development and also for students of education and adult learning   Informal Learning in the Workplace Margaret Dale,John Bell,1999   Informal Learning in the Workplace John Garrick,1998 Informal Learning in the Workplace critically examines definitions of informal learning focusing on its application in a variety of workplace contexts   Informal Learning at Work Gerhard Messmann,Mien Segers,Filip Dochy,2018-01-22 Informal Learning at Work reflects the growing interest in changing the way the workplace encourages and enhances learning and professional development Due to societal economic and technological developments organisations face the pressure of growing knowledge intensity and the need for innovations As a result employees are expected to adapt to new situations and constantly update their skillsets within an increasingly challenging environment This book brings together cross disciplinary perspectives from leading international researchers drawing on a range of theoretical and empirical studies Extensively researched and expertly edited this new addition to the EARLI New Perspectives on Learning and Instruction series outlines the starting points for future research and highlights the benefits and implications for those aiming to foster informal learning at work covering areas such as professional judgement improving the structure of work tasks facilitating innovative work behaviour the place of informal learning within teaching Informal Learning at Work presents original quantitative and qualitative studies as well as integrative analyses of worldwide research and is an invaluable introduction to this highly topical subject   **Informal Learning** Jay Cross,2011-01-25 Most learning on the job is informal This book offers advice on how to support nurture and leverage informal learning and helps trainers to go beyond their typical classes and programs in order to widen and deepen heir reach The author reminds us that we live in a new radically different constantly changing and often distracting workplace He guides us through the plethora of digital learning tools that workers are now accessing through their computers PDAs and cell phones   **Informal Learning at Work** Paul Matthews,2013 Discover how the role of anybody involved with workplace learning enhancing capability and

improving performance must change to successfully manage the critical shift in the way organizations need to cater to the learning needs of their employees Despite millions spent on training surveys show that the majority of workers are disengaged and delivering far less than they are capable of Deliberately harnessing the power of informal learning is the new way to tangibly improve worker capability and performance right at the point of work This book shows you how using practical advice from workplace learning experts and examples and case studies from around the world It establishes the relationship between informal learning and employee engagement knowledge management organisational development performance support and competence Publisher description   *Informal Learning* Bob Hoffman,2005-02-28 Informal learning can pack quite a punch in terms of boosting workplace performance and efficiency But what is it and what can you do to promote informal learning in the workplace According Bob Hoffman informal learning is anything that is not recognizable as formal training and performance support such as organized classes workshops individualized instruction and job aids In addition it is just in time contextual individualized personal chunked and limited in scope in other words it s exactly what you need at exactly the moment you need it Informal Learning describes 13 modes of informal learning including information gathering help desk use and mixed teams Furthermore this Infoline presents ways that you can evaluate and promote these modes to fit your organizational context   Digital Workplace Learning Dirk Ifenthaler,2018-02-01 This book aims to provide insight into how digital technologies may bridge and enhance formal and informal workplace learning It features four major themes 1 Current research exploring the theoretical underpinnings of digital workplace learning 2 Insights into available digital technologies as well as organizational requirements for technology enhanced learning in the workplace 3 Issues and challenges for designing and implementing digital workplace learning as well as strategies for assessments of learning in the workplace 4 Case studies empirical research findings and innovative examples from organizations which successfully adopted digital workplace learning   *Informal Learning in the Workplace* Susan Ruth Grolnic,2001   **Informal Learning Basics** Saul Carliner,2023-05-26 Informal Learning Basics provides training and development professionals with guidance and practical lessons on harnessing the vast potential of informal learning in their organizations While formal training has been the focus of many corporate training programs for the past century or more much of the actual knowledge and many of the skills workers use in performing their jobs are nonetheless developed informally Informal Learning Basics will assist you in recognizing and utilizing the informal learning possibilities in your company and will show you how to create a framework of highly cost effective training opportunities and a culture in which your employees are able to learn and grow in an efficient and unobtrusive way In addition to providing an in depth study of the concepts of informal learning Informal Learning Basics also offers an analysis of how workers develop much of the knowledge for their jobs informally real world case examples of informal learners an examination of the nine principles which govern informal learning in the workplace suggestions on how to blend formal and informal learning in your

organization descriptions of specific activities for both group and individual informal learning opportunities a discussion of the importance of support personnel in creating and maintaining effective informal learning programs an exploration of the significant role played by technology in informal learning information on the importance of providing a codified framework for informal learning in your organization a consideration of the fact that traditional approaches to evaluating training are often ineffective when evaluating informal learning and suggestions on how to best evaluate informal learning programs In an era where organizations of all shapes and sizes are increasingly focused on cutting budgets and maximizing the return on their training investment incorporating informal learning opportunities into your training programs will result in competent and knowledgeable employees and great ROI for your company With its wealth of insight and information on capturing the potential of informal learning and using it to your organization s advantage Informal Learning Basics is essential reading for every training and development professional   *Informal Learning in the Workplace* Jessica P. Medina,2023 Employees engage in informal learning to solve a workplace problem and to gain knowledge at the time the need arises without waiting to attend a scheduled training session Jacobs and Park 2009 Livingstone 1999 Schugurensky 2000 Sch rmann and Beausaert 2016 The definition employed in this study is the self guided pursuit of knowledge as an intentional explicit behavior when the employee is cognizant of the learning while it is taking place The organization of study was a municipal government utility organization in the southeast United States with combination of onsite and remote office staff and skilled field plant workers The purpose of the study was to examine employees informal learning behaviors ILBs and tools that support their job performance and to explain why they used those informal learning strategies and tools for their job performance 172 employees completed a questionnaire reporting on their frequency of use of the following ILBs talking with others observing others searching the internet using job aids using social media reviewing policies and procedures manuals or standards participating in coaching mentoring using shared materials resources and knowledge using resources from professional organizations and engaging in trial and error Interviews with 10 employees representing both office and field employees explained why employees engaged in ILBs and tools at work Employees responded to the survey and the findings revealed that nine out of the ten strategies were currently being used by 70% or more of the respondents Results also show that five out of the eight informal learning tools listed on the questionnaire were being used by 70% or more of the respondents While office and field workers ILBs and tools usage results were similar their explanations of their specific work context revealed some important points for the organization to consider Workers in the field could benefit from access to organizational information and applications on their mobile device because the nature of field work required them to learn on the go Other unique work environments such as remote office workers depended on reliable access to collaboration tools and videoconferencing The findings can help this organization and others provide a work environment that encourages ILBs and supports their employees job performance by providing necessary resources and tools for informal learning   *Work-Related*

Learning J. N. Streumer,2006-02-10 Work related learning WRL is a topic of steadily increasing interest to today s vocational education institutions as well as organizations in business and industry This book derives from an international HRD conference held at the University of Twente The Netherlands Key papers from the conference have been combined with other high standard contributions Together they offer an international collection of leading edge research The book brings together contributors from various parts of the EU and the USA and includes examples of good practice and recent research on work related learning Work related learning can be broadly seen to be concerned with all forms of education and training closely related to the daily work of new employees and is increasingly playing a central role in the lives of individuals groups or teams and the agenda s of organizations However as this area of study becomes more prominent debates have opened about the nature of the field as well as about its configurations and effects For example some authors have a broad definition of WRL and define it as learning for work at work and through work ranging from formal through semi structured to informal learning Others prefer to use the concept of WRL mainly in connection to informal incidental learning processes during work leading to competent workplace learners Formal and informal learning are distinguished from each other with respect to the level of intention implicit non intentional incidental versus deliberative intentional structured Another point of discussion originates from the different theoretical backgrounds of the authors the learning theorists versus the organizational theorists The first group is mainly interested in the question of how learning comes about the second group is predominantly interested in the search for factors affecting learning This book is essential reading for practitioners researchers teachers and students in the HRM and HRD field as well as in the field of VET   The Fundamentals of Workplace Learning Knud Illeris,2010-12-14 Fundamentals of Workplace Learning is a comprehensive guide to how people learn in the workplace and the issues and challenges involved Examining the essential aspects of workplace learning and unravelling the various influences which affect the success of work based learners Knud Illeris presents a holistic model to explain how diverse individuals can be encouraged and invited to learn at work Approaching workplace learning from the perspective of learners as human beings with complex social and psychological needs as opposed to resources to be managed this book examines in detail the key issues surrounding workplace learning including The workplace environment as a learning space Workplace learning as competence development A multitude of different kinds of workplace learning arrangements Job transcending learning initiatives The interaction between formal and informal learning environments The challenges presented by specific groups early school leavers elderly workers and the new young generation Presenting conclusions on workplace learning and possibilities for the future this book focuses on a way forward while detailing the fundamentals of successful workplace learning It will appeal to everyone involved in understanding and improving learning in the workplace including educationalists business students managers personnel and educational leaders   **The Necessity of Informal Learning** Coffield, Frank,2000-01-12 This report constitutes an exploratory study of the submerged mass of learning which takes place

informally and implicitly It considers the importance of informal lerning in the formation of knowledge and skills and policies to widen participation **Individual, School, and National Factors Impacting Teachers' Workplace Learning** Elena Jurasaite-O'Keefe,2021-07-15 By drawing on observation and detailed discourse analysis from interviews with teachers in Lithuanian and North American schools this text identifies individual school specific and national factors which impact teachers informal professional learning Addressing multiple layers of teacher learning this text illustrates how factors including socio economic status individual learning style cultural attitudes to education and political histories support or impede workplace learning Drawing on three fields of research teacher education cultural anthropology and comparative international the book posits teacher learning as a multidimensional socio cultural process Finally combining a typology of informal learners with other policy driven factors the text indicates how practices at school district and national levels might stimulate workplace learning Offering methodological innovations including unique research design and creative ways of using discourse analysis this book will be of particular use to researchers and doctoral students in education organizational and educational psychology cultural anthropology management and beyond *Informal Learning* Stephen Rutherford,2017 Human beings are learning all the time Regardless of whether or not they are enrolled in formal education people are constantly learning from everyday experiences through problems they have solved and interactions they have encountered Humans learn from family friends peers and colleagues as well as through their own natural curiosity This informal learning is a powerful part of the learning experience and is important to lifelong learners of all ages Informal learning is important to education in the workplace during leisure activities and in social situations The impact of informal learning is therefore quite considerable Formal learning in the classroom is well documented and exhaustively researched but is limited by the need for an expert to design and scaffold that learning space Even non formal self regulated or self directed learning involves a goal or a specific aim and is usually guided by a curriculum In contrast informal learning is generally lacking in a clearly defined aim is rarely if ever assessed and can occur in any environment at any time and by anyone This book aims to highlight examples of the many different forms that informal learning can take and to assess its impact on educational situations and on learning in the workplace Drawn from educational and workplace settings from expert contributors across the globe the studies in this volume cover a broad range of environments and disciplines Presented is a collection of case studies expert reviews and original research which illustrate different forms of informal learning and provide examples of how the potential for informal learning can be harnessed in practice From the experiences of workplace learners adult learners virtual learning communities older learners clinicians and volunteers this volume addresses the role of informal learning in a variety of working and learning environments By addressing the development of skills identities learning approaches and professional relationships an impression of the role of informal learning in educational development is also highlighted Finally via examples of ubiquitous learning using mobile technologies revisions to curricula the use of games in learning and the use of

pop up schools this volume highlights how informal learning can be embedded in learning activities that lead to profound changes in how people see the world This book would be of interest to educators and managers alike and aims to highlight that informal learning occurs all around us and if we recognise it and its impact then we can enhance our potential as lifelong learners and make work and educational environments richer and more effective **Informal Learning in the Workplace** Sharon Ann Scully,1993 **Informal Learning in Organizations** Robin Hoyle,2015-09-03 As the pace of change in the workplace accelerates and training budgets are challenged it becomes essential for employees to learn as they go along In this connected world new ways of learning are emerging all of the time whether the learning is planned unexpected or self directed For those responsible for learning and development in organizations understanding how this kind of informal learning can be utilised and measured is key to providing efficient and cost effective ways of delivering on organizational objectives around people development Informal Learning in Organizations offers practical tools including checklists and action plan questions to guide the Learning and Development practitioner in how to design and implement an informal learning strategy that is personalised to the needs of their own organization It combines the latest thinking on new technology and practices with established theory and research to provide an evidence based review of informal learning and its true impact It offers an overview of how and why informal learning resonates with people how it works and when and why it doesn t This book will assist the reader in making sense of their connected environments to create a continuous learning culture in their organizations **Managerial Attentiveness to Informal Learning in the Workplace** Judy Kay Schmitz,2006 Informal Learning in the Workplace Dana Al-Hajri,2022

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