

SPECIAL POINTS OF INTEREST:

- A Framework for Designing Learning at the Workplace
- AE Hackathon— Winning Teams!!!
 - Learning, Technology & Inclusion!
 - Fun! Enlightening! More heads are better than One!
 - Connecting the dots!
- The APP Advisor!!
- Sharing from AE Tech Training Series 3
- IAL AEs are fully on-board AEP!
- Round of Applause

A Framework for Designing Learning at the Workplace

Traditionally a place of work, the workplace has evolved to become a place of learning for organisations seriously focussed on having sustained performance improvement. Reflecting on 2018, there were big strides made to the paradigm shift in recognising workplace learning. To most professionals in the field, it is no longer 'why'. The momentum has shifted to 'how'. Below is a framework to guide the connectivity from learning to performance and the person acquiring a professional identity at the workplace.

1. Link Proficiency to Performance and Business Results

Learning at the enterprise should focus on the trinity of needs - Performance, Proficiency and Business Results

2. Identify the work process that the skill is most critically applied

- Is there a performance gap in the value stream?
- Is high turnover in job role resulting in productivity loss linked to skills issues?
- Is there a skill that needs a long learning curve to master?

3. Identify the learning touchpoints in the flow of work

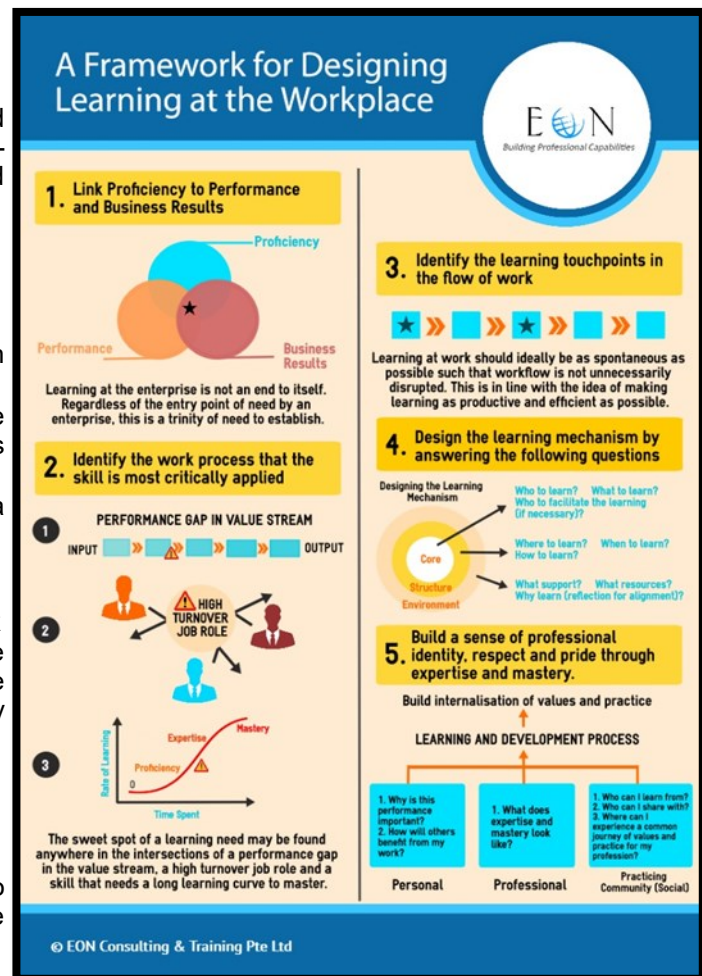
Learning at work should be seamlessly integrated with the work itself without unnecessary disruptions.

4. Design the learning mechanism by answering the following questions

- Core: who to learn, what to learn, who to facilitate the learning (if necessary)?
- Structure: Where to learn, when to learn, how to learn?
- Environment: What support, what resources, why learn (reflection for alignment)?

5. Build a sense of professional identity, respect and pride through expertise and mastery. Design the following into the process to build internalisation of values and practice

- Personal: Why is this performance important, how will others benefit from my work?
- Professional: What does expertise and mastery look like?
- Practicing Community (Social): Who can I learn from? Who can I share with? Where can I experience a common journey of values and practice for my profession?



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