

How Learning Through Work and Innovation can co-occur to Realise Effective Workplace Learning

A concurrent session

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Progression

Overview and clarifications

Individual tasks

Group tasks

Group discussions on roles for
government,
Adult Educators
CET institutions
learners

Processes of sharing

Plenary



Overview and clarifications

Innovations realized through and comprise learning, as does their adaptation to practice

They constitute the process of remaking of occupational practice and transforming it – innovative practices

These changes occur interdependently: i) individuals' learning and ii) transformation of workplace practices (i.e. innovation)

They are central to sustaining enterprise viability in eras of constant changing work requirements and client needs

We need to identify how this learning, remaking of the work and innovation can best occur

“As Singapore restructures itself into an innovative and manpower-lean economy, **employees** must play an important role in their workplace practices in areas such as work organisation, job design and management practices. These factors are likely to influence the extent of skills used in the workplace and work productivity.” (MoE 28 June 2016)

To achieve the kinds of goals that MoE wants and SkillsFuture captures:

Learning and innovation at work need to be positioned as acts of workers

Workplaces providing the environment and mechanisms for learning and innovation as part of everyday work activities

Adult educators and CET institutes engaging with workplace and workers to support the concurrence of innovations and learning.

Singaporean workers having the interest to identify, developing innovations and enacting them at work

Workshop activities

Process:

Step 1: Engage in an individual task (10 minutes)

Step 2: Groups task (20 minutes)

Step 3: Group discussion (25 minutes)

Step 4: Plenary (20 minutes)



Step 1: Individual task (10 minutes)

i) Identify an instance of an innovation at work that was effective and was well-implemented.

What role did learning play in that process?

ii) Identify an instance of an innovation at work that was ineffective and poorly well-implemented.

What happened and what were the learning related issues?

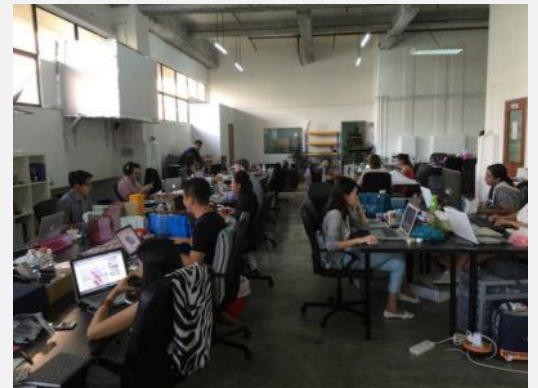
Innovations at work, defined as

“... the implementation of a new or significantly improved product (good or service) or process, ... or a new organizational method in business practices, workplace organisation or external relations” (OECD/Eurostat 2005: 46).

Step 2: Group task (20 minutes)

Form a group (8-10 people) to discuss your experiences

Identify how workers' learning shaped these processes and how that learning and innovation can be most effectively supported by that group of stakeholders.



Step 3: Group discussions (25 minutes)

How can processes of learning and innovation be aligned in Singaporean workplaces?

In achieving this outcome, what are the roles for one of the following stakeholders:

government,

Adult Educators.

CET institutions and

Learners?

Step 4: Plenary session (20 minutes)

