



Managing Learning in the Workplace with the ePortfolio

Presented by:

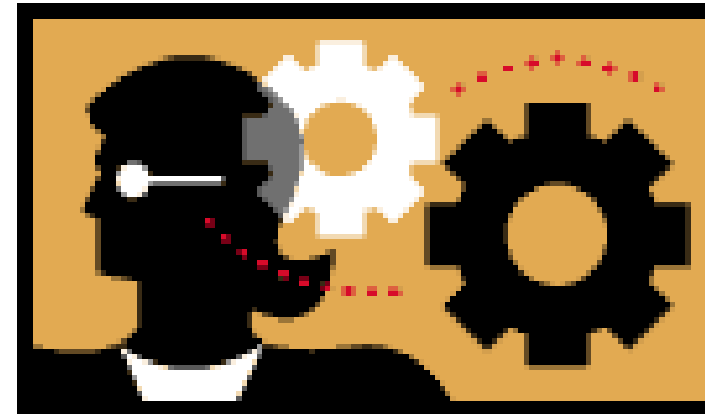
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Working is Learning is Working...

- In the KBE, learning is the basis of production
- Employers require fewer permanent workers, more learners
- Individuals must become “niche providers” and manage their own learning – e.g., continuing professional development

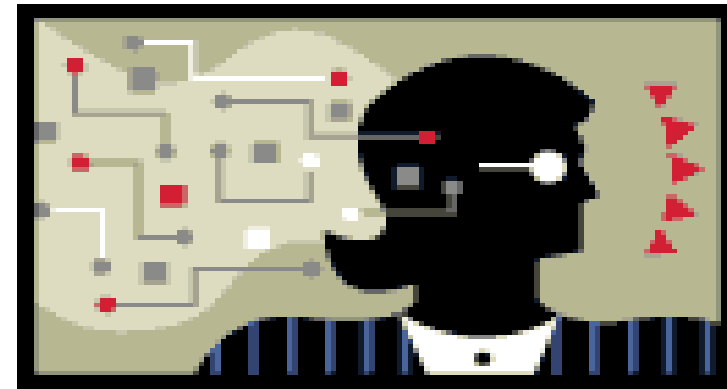


Knowledge
Based Economy



Human Capital Management

- **Requires**
 - Inventory of acquired competencies – all forms of learning
 - Statement of required competencies and occupational standards
- **Results**
 - Appropriate use of competencies – individually and collectively
 - Planning through gap analysis



**Human Capital
Assets**

**knowledge
resident in humans**



PLA is the Beginning

- **PLA – a way to determine what a person knows and can do**
- **PLA/PLAR can be used for:**
 - **career planning and development**
 - **access to employment**
 - **access to education**
- **ePortfolio may be an outcome of PLA / RPL**



**Prior Learning
Assessment**



ePortfolio is the Medium

1. Create electronic profile / inventory
2. Create electronic work description
3. Use computer to match

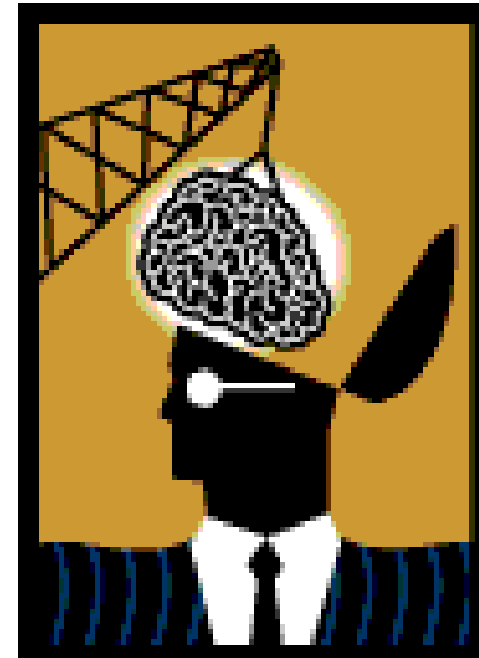
ePortfolio SYSTEM





HCAM is the Result

- **Individuals**
 - **Develop and maintain ePortfolio**
 - **Take control of career**
 - **Develop efficient learning plans**
- **Employers**
 - **Complete inventory of workforce skills**
 - **More efficient description of work required**
 - **Pay for skills used not for time spent**
 - **Manage and target learning**
- **Society at large**
 - **Accurate inventory and skills gap analysis**
 - **Promotion of lifelong learning**
 - **Avoid pitfalls of credentials**





ePortfolio as Knowledge Management

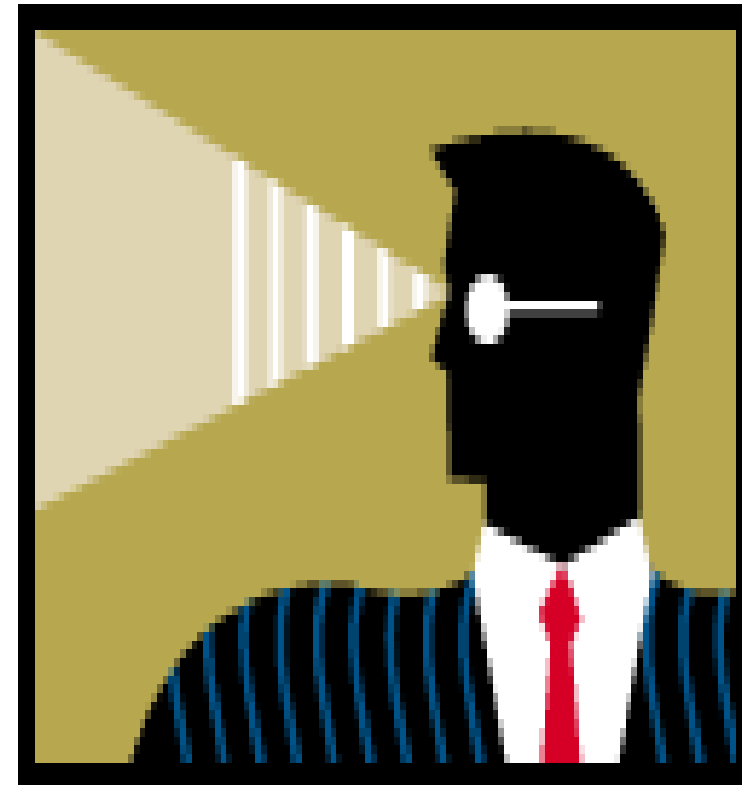
- **Critical to the KBE**
- **Promotes lifelong learning**
- **Promotes ROI of training**
- **Applies PLA in the workplace**
- **Maximizes human capital individually and collectively**
- **Manages learning in the workplace**





ePortfolio for Organizational Learning

1. **Continuous learning /
improvement process**
 - Self-assessment
 - Reflection
2. **Collaborative**
 - Shared artefacts
3. **Iterative**
4. **Assisted**
5. **Transparent**





For more information,
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*...helping change learning systems
for the future*

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