



# Managing Learning in the Workplace with the ePortfolio

*Presented by:*

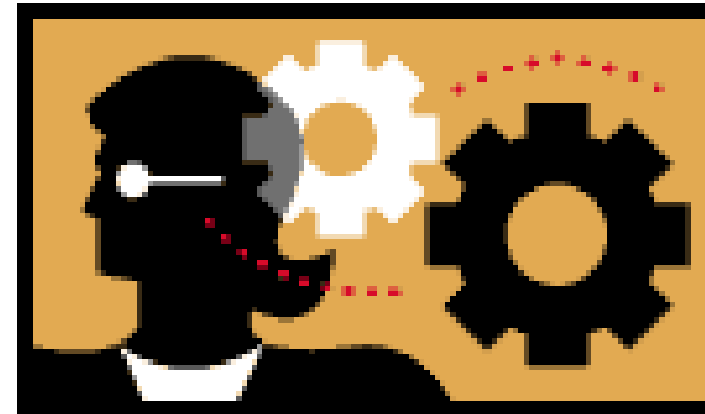
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# Working is Learning is Working...

- 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

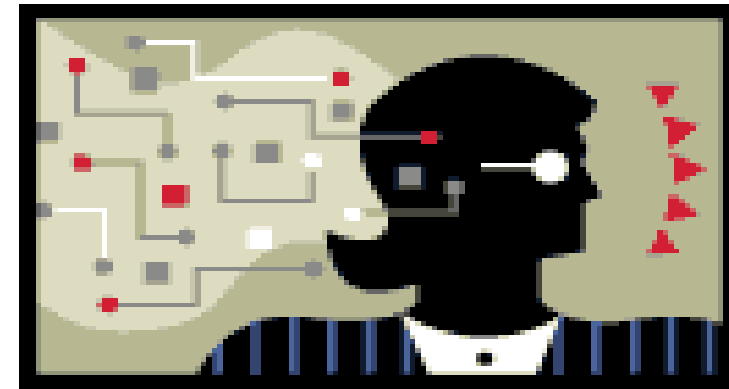


Knowledge  
Based Economy



# 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

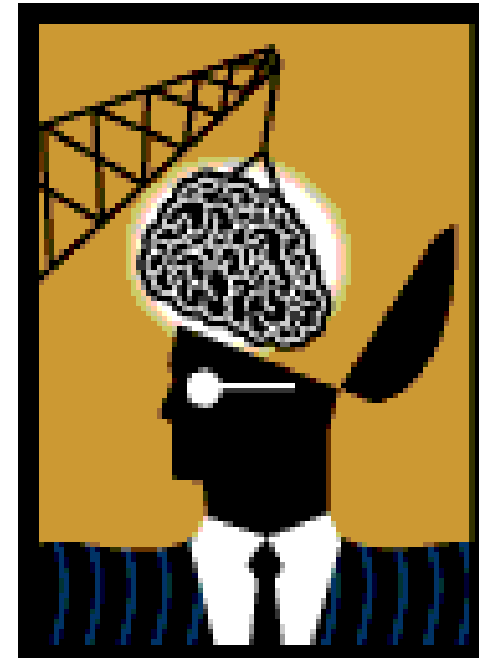
**ePortfolio SYSTEM**





# HCAM is the Result

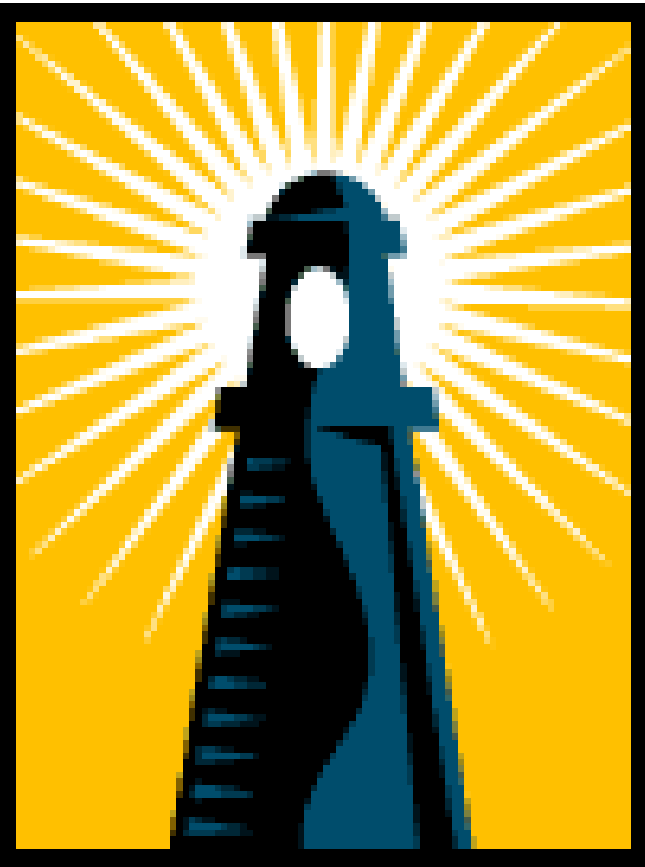
- **Individuals**
  - **Develop and maintain ePortfolio**
  - **Take control of career**
  - **Develop efficient learning plans**
- **Employers**
  - **Complete inventory of workforce skills**
  - **More efficient description of work required**
  - **Pay for skills used not for time spent**
  - **Manage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





# ePortfolio as Knowledge Management

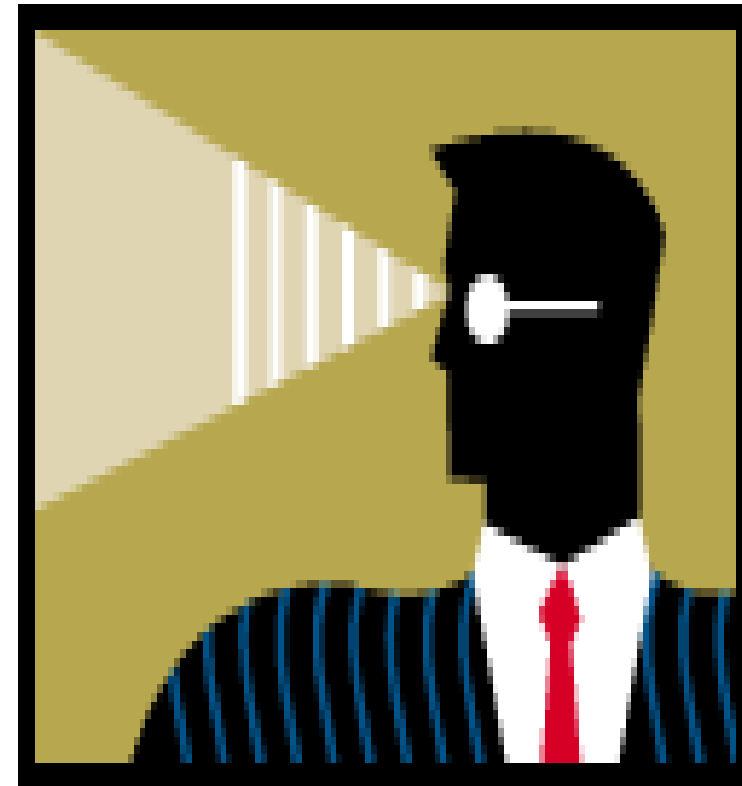
- **Critical to the KBE**
- **Promotes lifelong learning**
- **Promotes ROI of training**
- **Applies PLA in the workplace**
- **Maximizes human capital individually and collectively**
- **Manages learning in the workplace**





# 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,  
contact:

## *FuturEd*

*...helping change learning systems  
for the future*

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