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úložiště
šedé
literatury

E-learning v podnikovém celoživotním vzdělávání

Štogr, Jakub
2013

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E-learning v podnikovém celoživotním vzdělávání

Jakub Štoger

Konference EFI
NTK, 13.12.2013



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(celoživotní)
vzdělávání,
učení a rozvoj

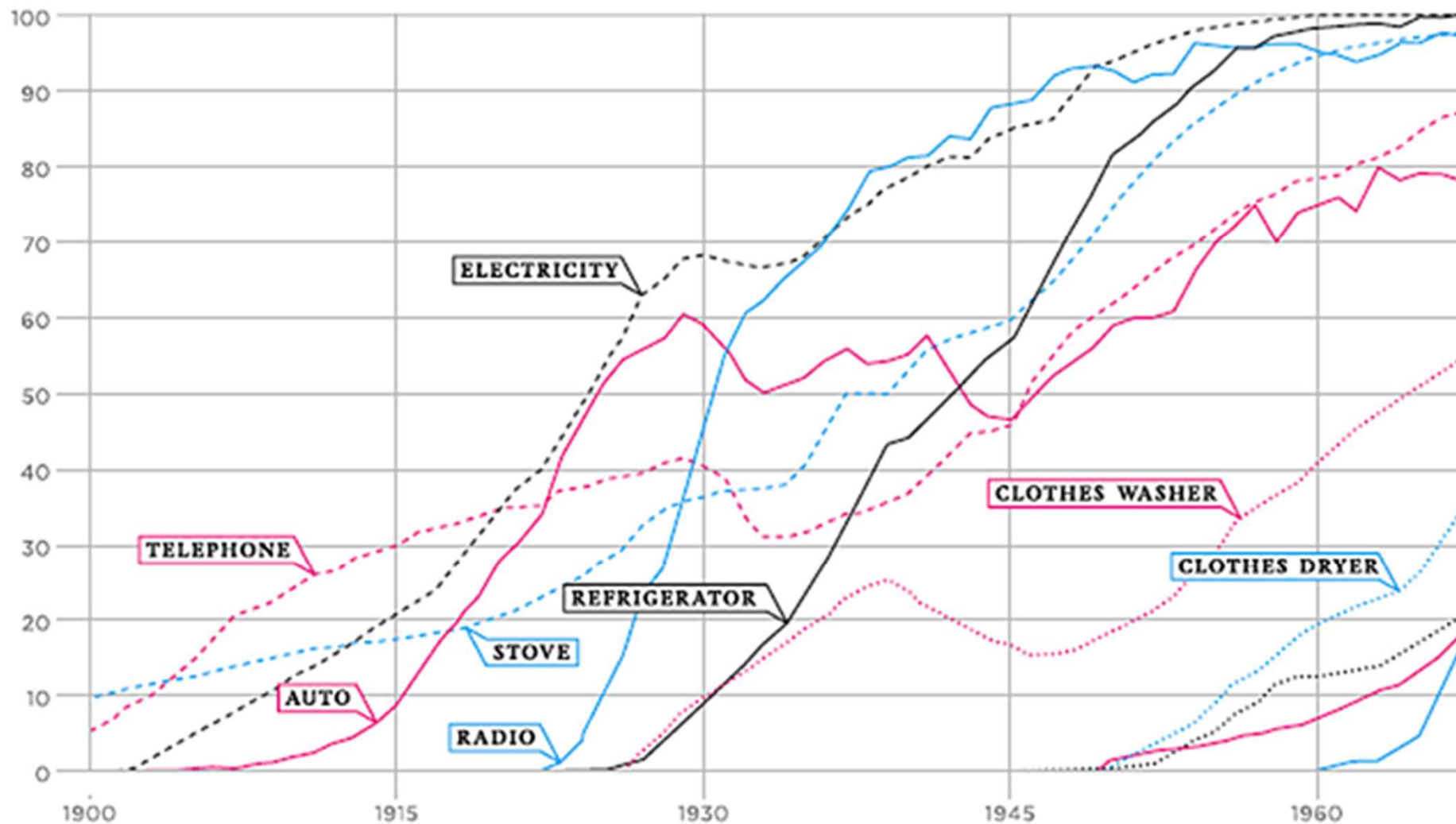
podnik/instituce

technologie
a inovace

e-learning

PERCENT OF
J.S. HOUSEHOLDS

CONSUMPTION SPREADS FAST



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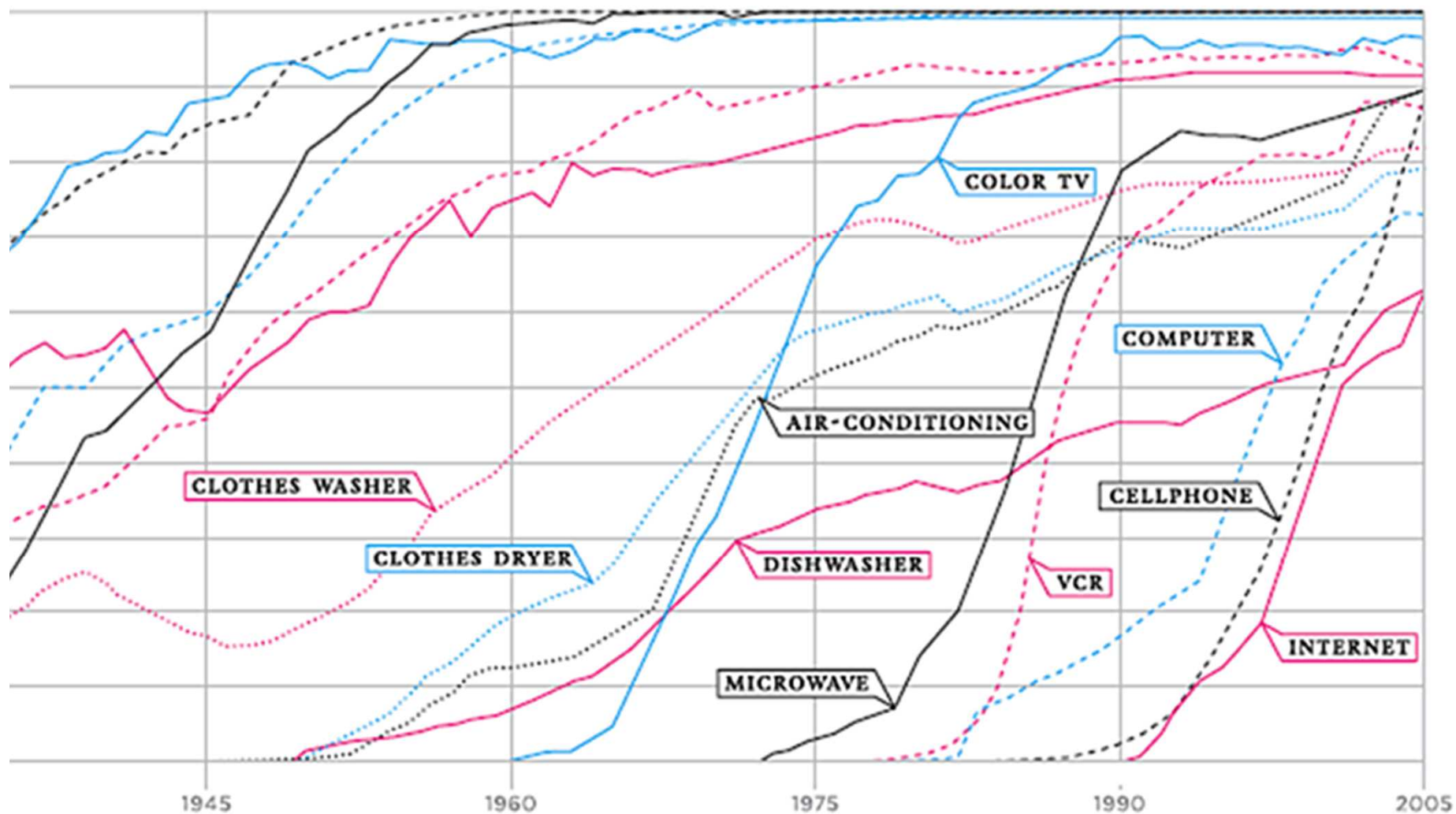
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ADoption SPREADS FASTER TODAY



Nicholas Felton



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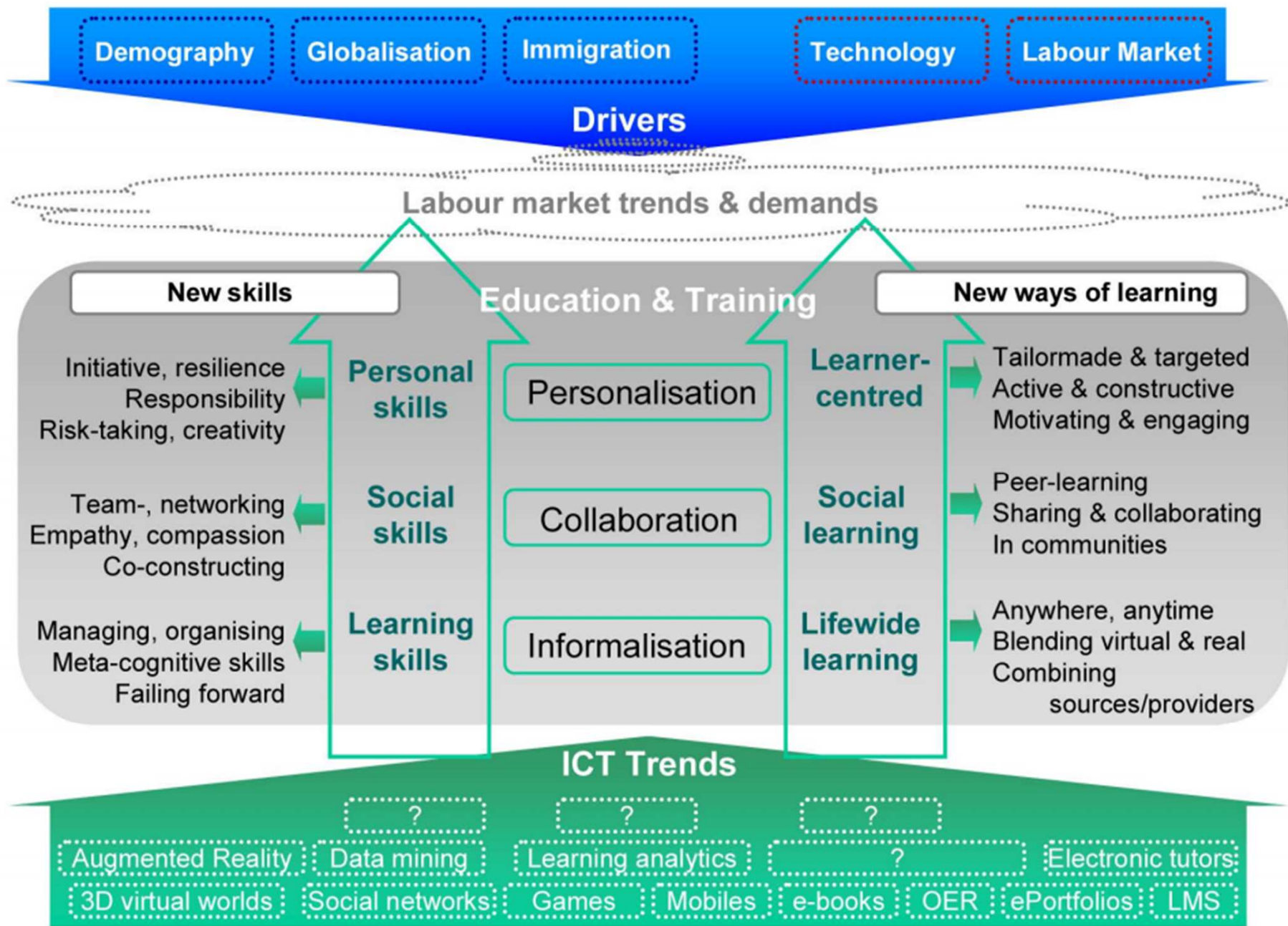


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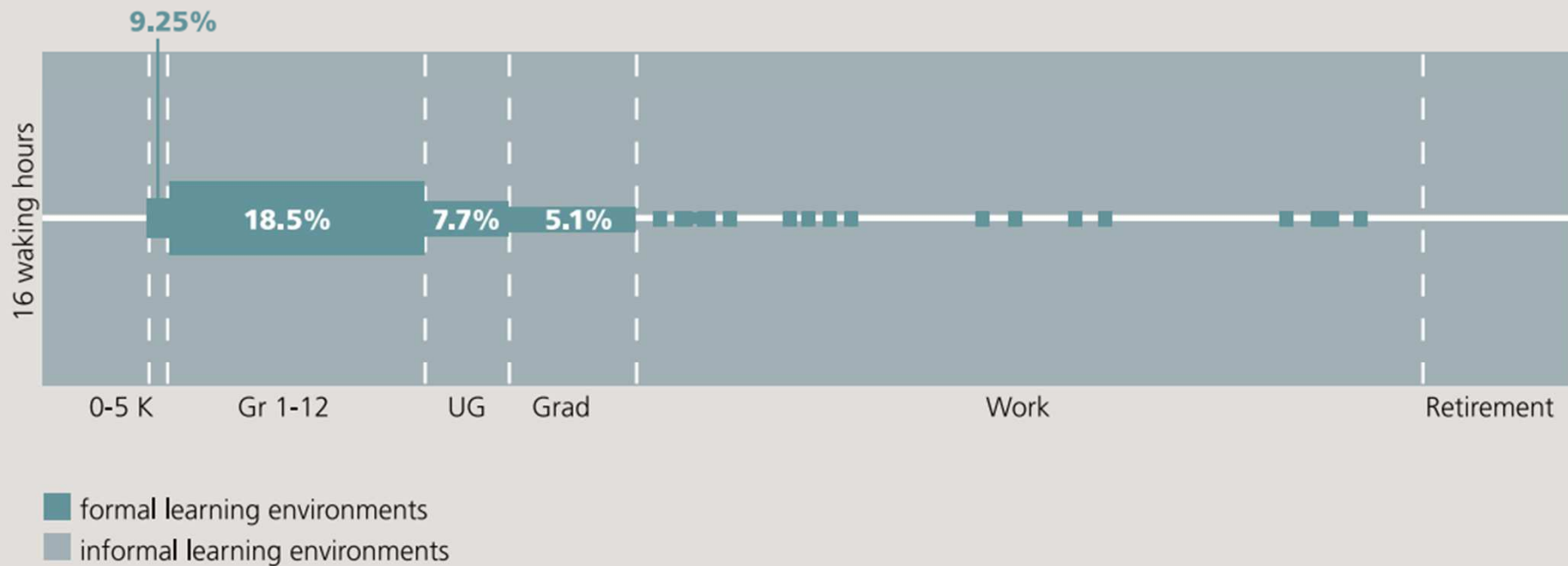


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Life-long and Life-wide Learning



2

social learning =

education and training courses, lessons
f2f workshops

finding out things keeping up to date
mentors, networking

dealing with daily tasks
reading, observing
conversations meetings

Note:
using informal media in formal learning is not the same as "informal learning".
Systems cannot "manage inforthe mal learning" only use of informal media, which is not the same thing.

Under the control of L&D

Under the control of the learner

20%

Formal Learning

Non-formal learning

Informal learning

80%

1

L&D needs to support, enhance and build on naturally occurring informal learning in the workplace
NOT Try and control it, otherwise it just becomes formal learning

Learning intentional on part of learner

unintentional

Individual aware of learning

unaware

intermittently

continuously

out of the workflow

in the workflow

3

LMS

social and collaboration intranet

C4LPT, 2011



evropský sociální fond v ČR

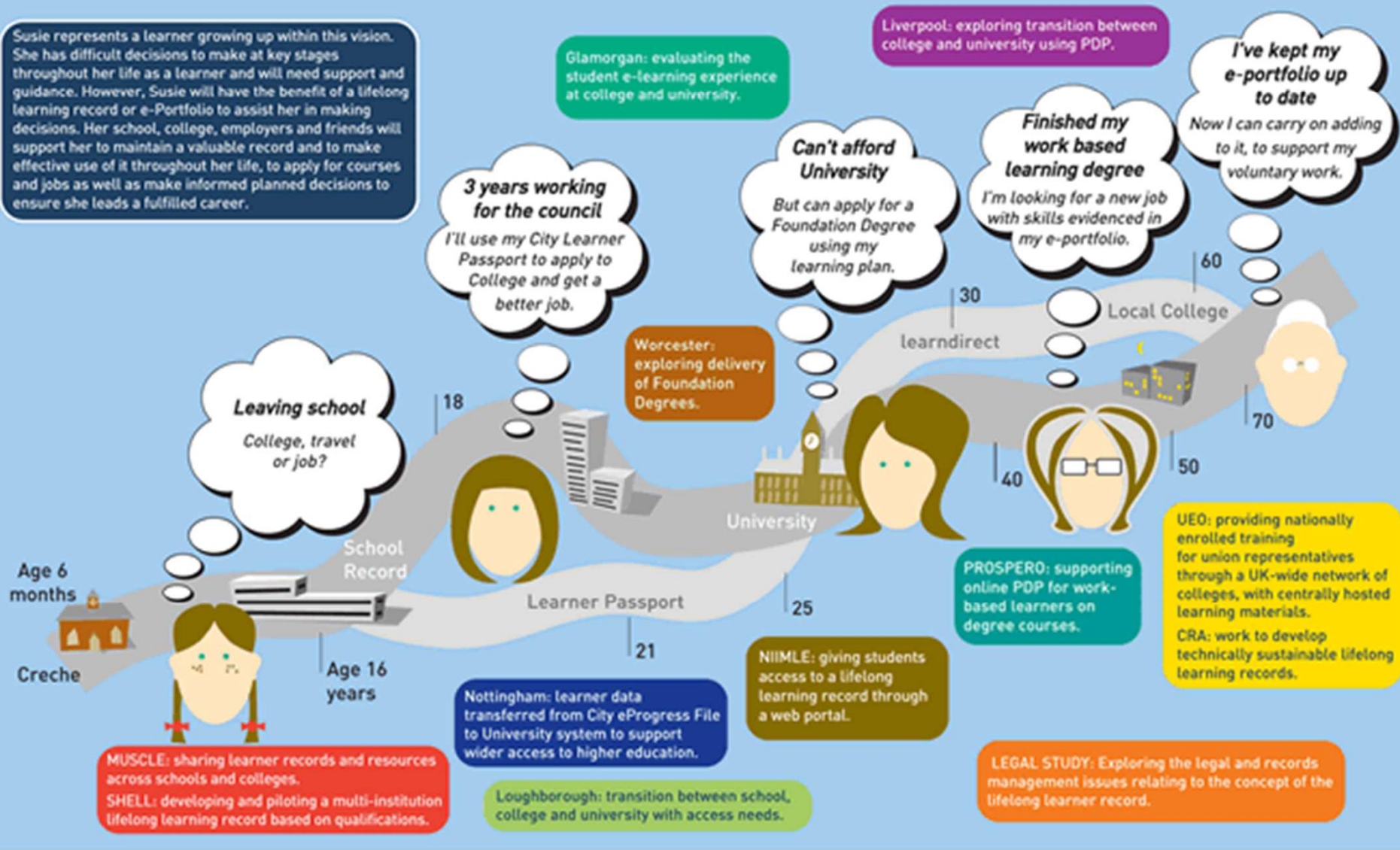


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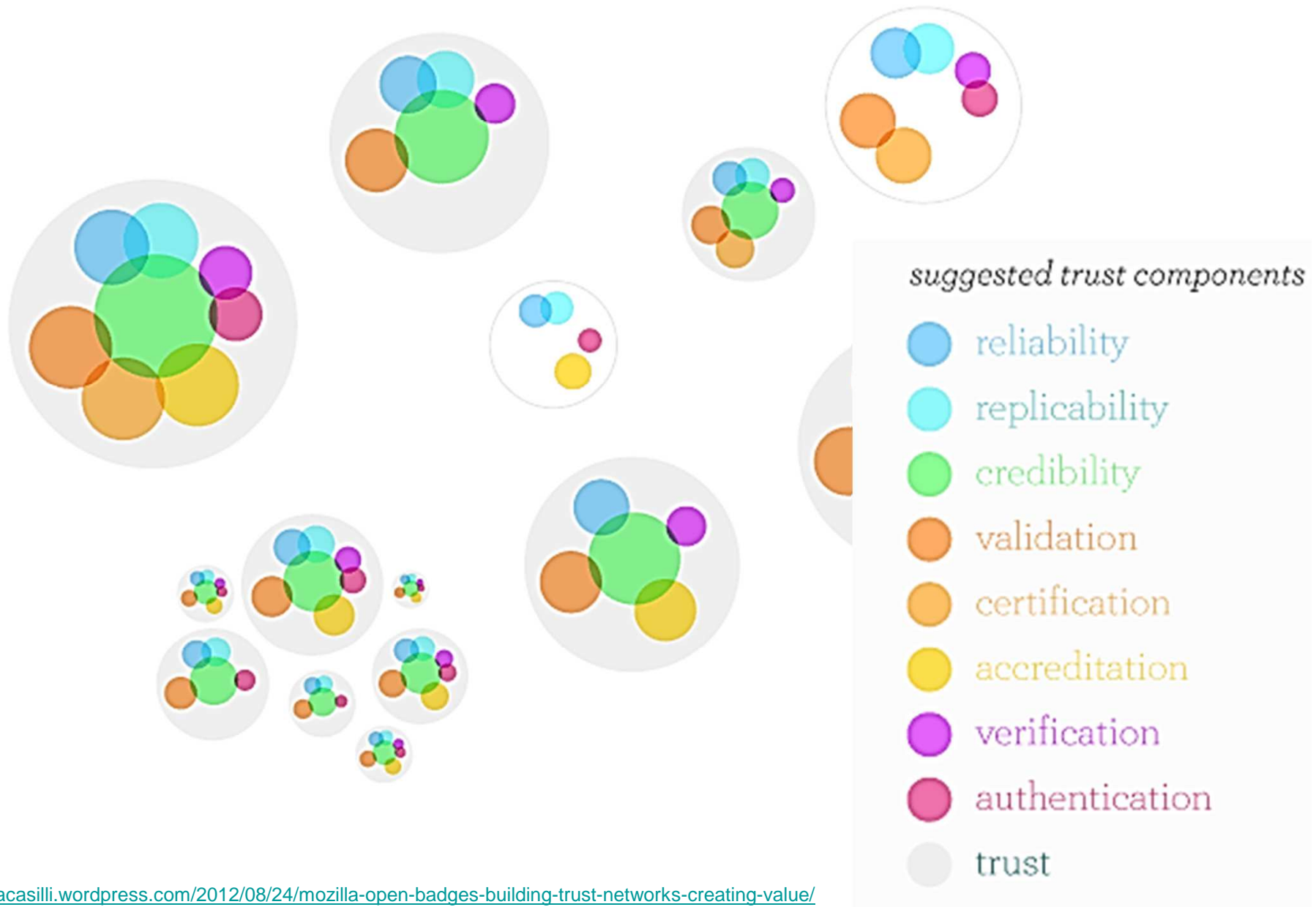
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Susie's journey

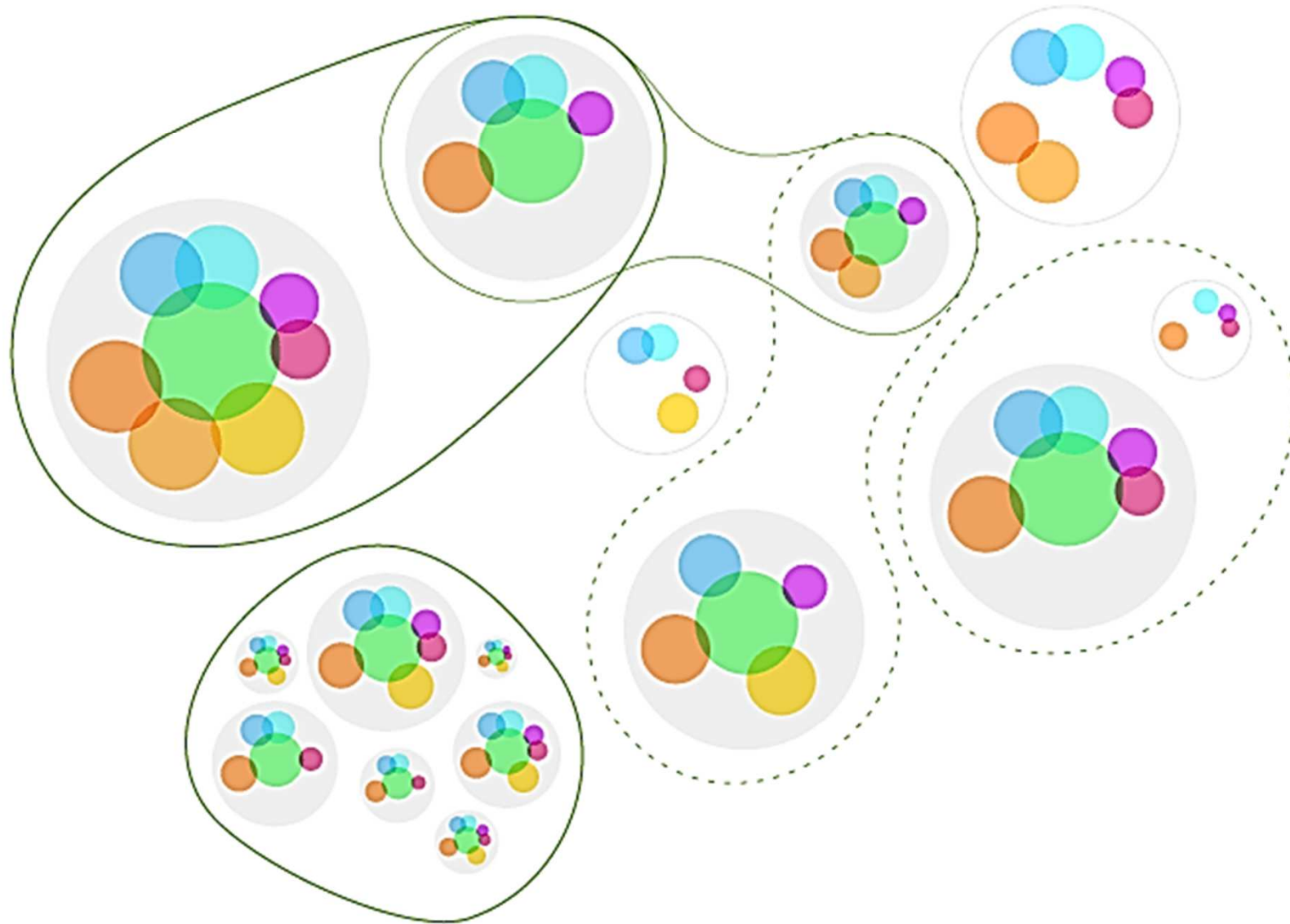
Susie represents a learner growing up within this vision. She has difficult decisions to make at key stages throughout her life as a learner and will need support and guidance. However, Susie will have the benefit of a lifelong learning record or e-Portfolio to assist her in making decisions. Her school, college, employers and friends will support her to maintain a valuable record and to make effective use of it throughout her life, to apply for courses and jobs as well as make informed planned decisions to ensure she leads a fulfilled career.



Different permutations of trust (validation, verification, accreditation, etc.)



The evolution of Open Badges trust networks



OpenBadges

Open Badges help you share your skills & interests with the world:

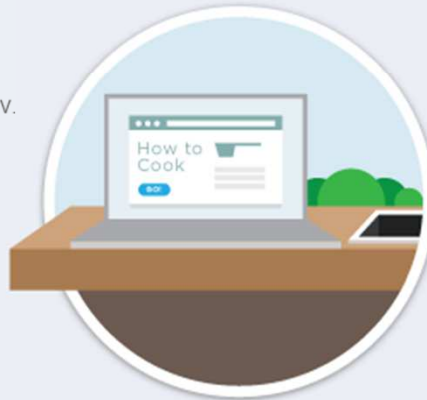


veriod

Motivuj, potvrzuj! Cokoliv, kdekoliv, kdykoliv.



JOB TRAINING

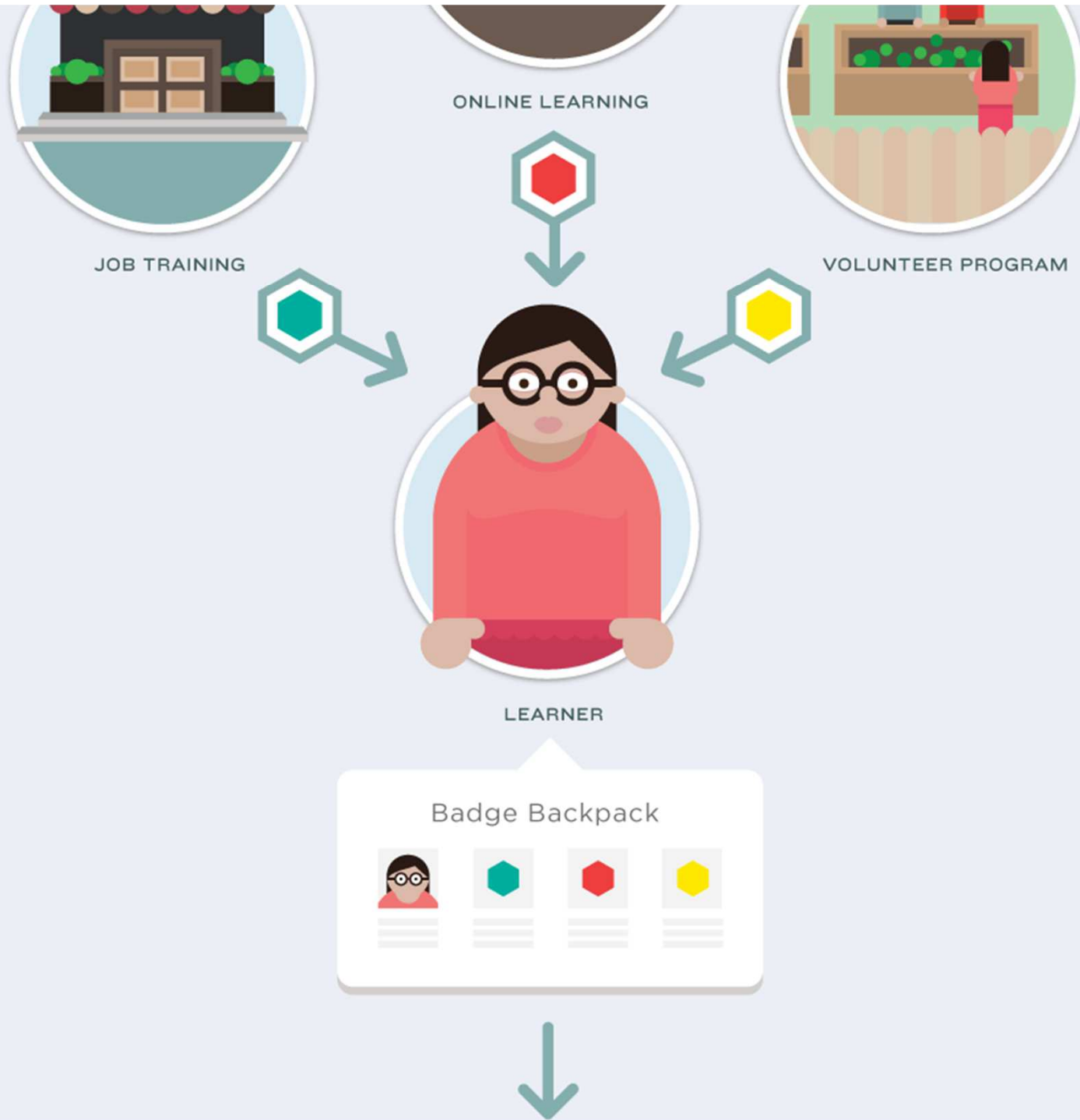


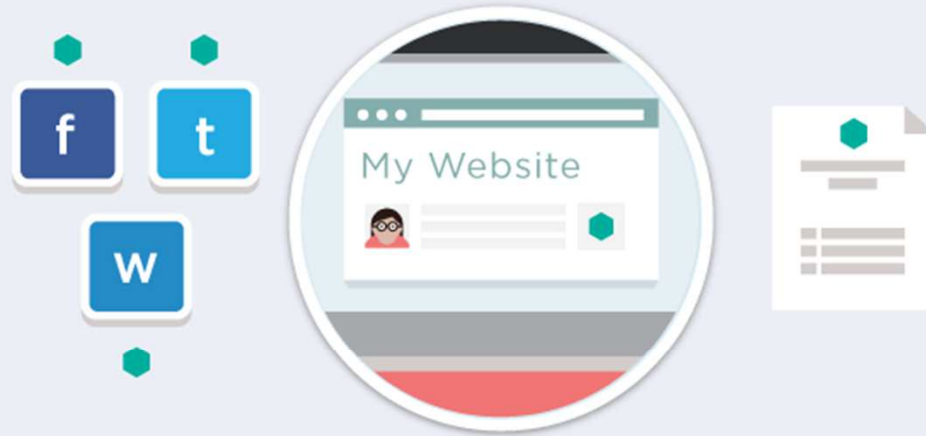
ONLINE LEARNING



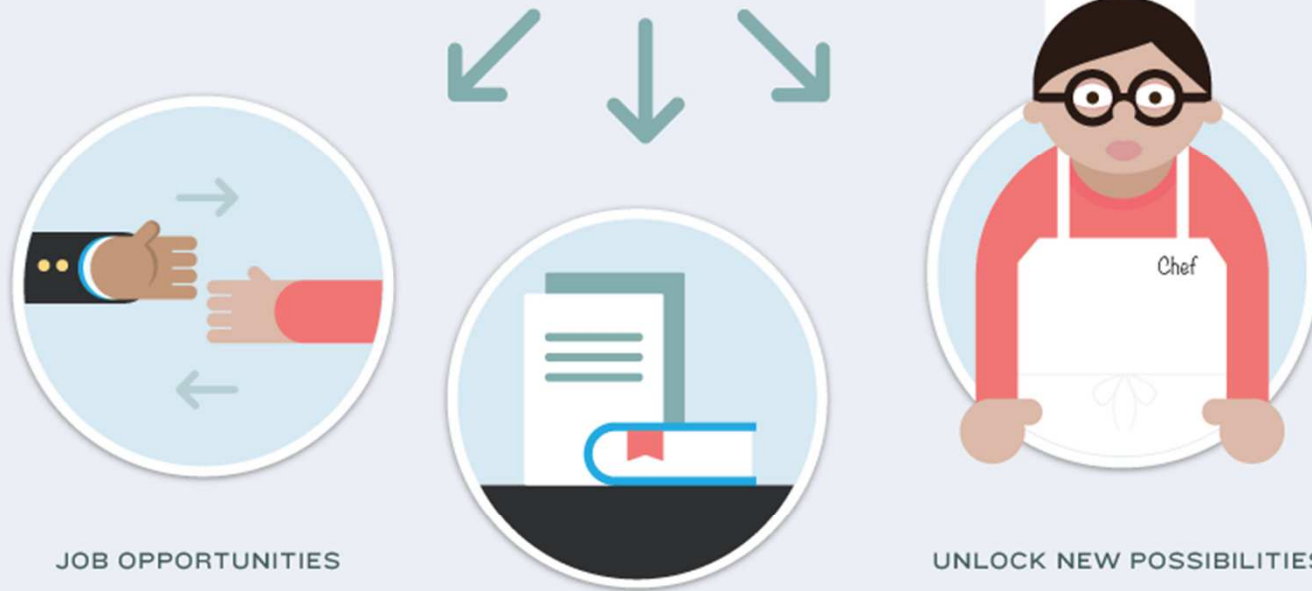
VOLUNTEER PROGRAM







PERSONAL NETWORKS, SITES & MORE



JOB OPPORTUNITIES

LIFELONG LEARNING

UNLOCK NEW POSSIBILITIES



MozFest Reveler



Remove this
Badge

Issuer Details

Name —	Open Badges
URL —	http://openbadges.org
Organization —	Mozilla Festival 2013

Badge Details

Name —	MozFest Reveler
Description —	The MozFest 2013 Reveler Badge is special edition badge acknowledging a personal commitment to forging the future of the web during MozFest: working with peers to imagine and build an open future of learning, making, journalism, data, science, privacy, and mobile.
Criteria —	http://badger.openbadges.org/badge/criteria/mozfest-reveler
Issued —	Sat Oct 26 2013 10:55:48 GMT+0200 (Střední Evropa (letní čas))

[autor]



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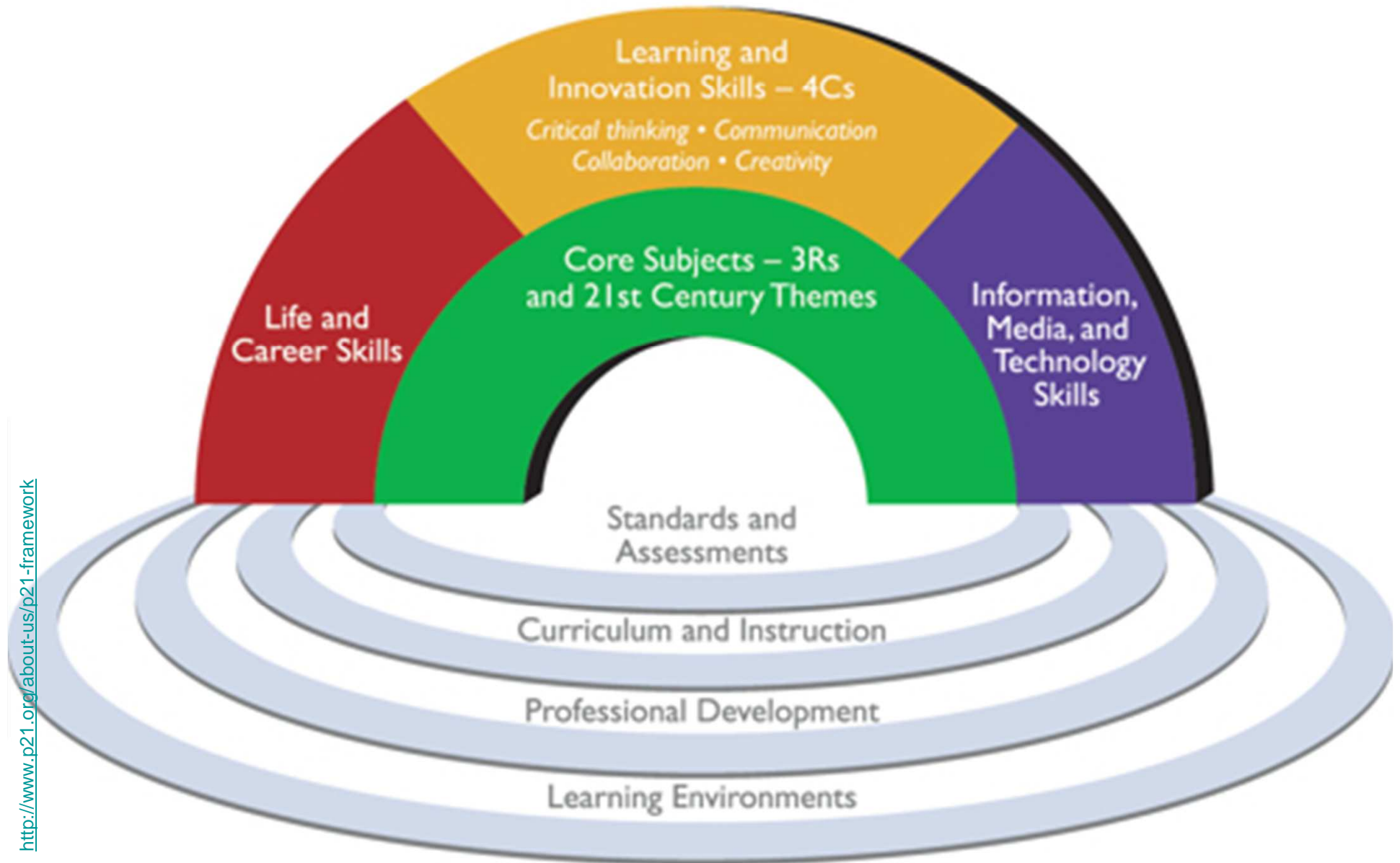
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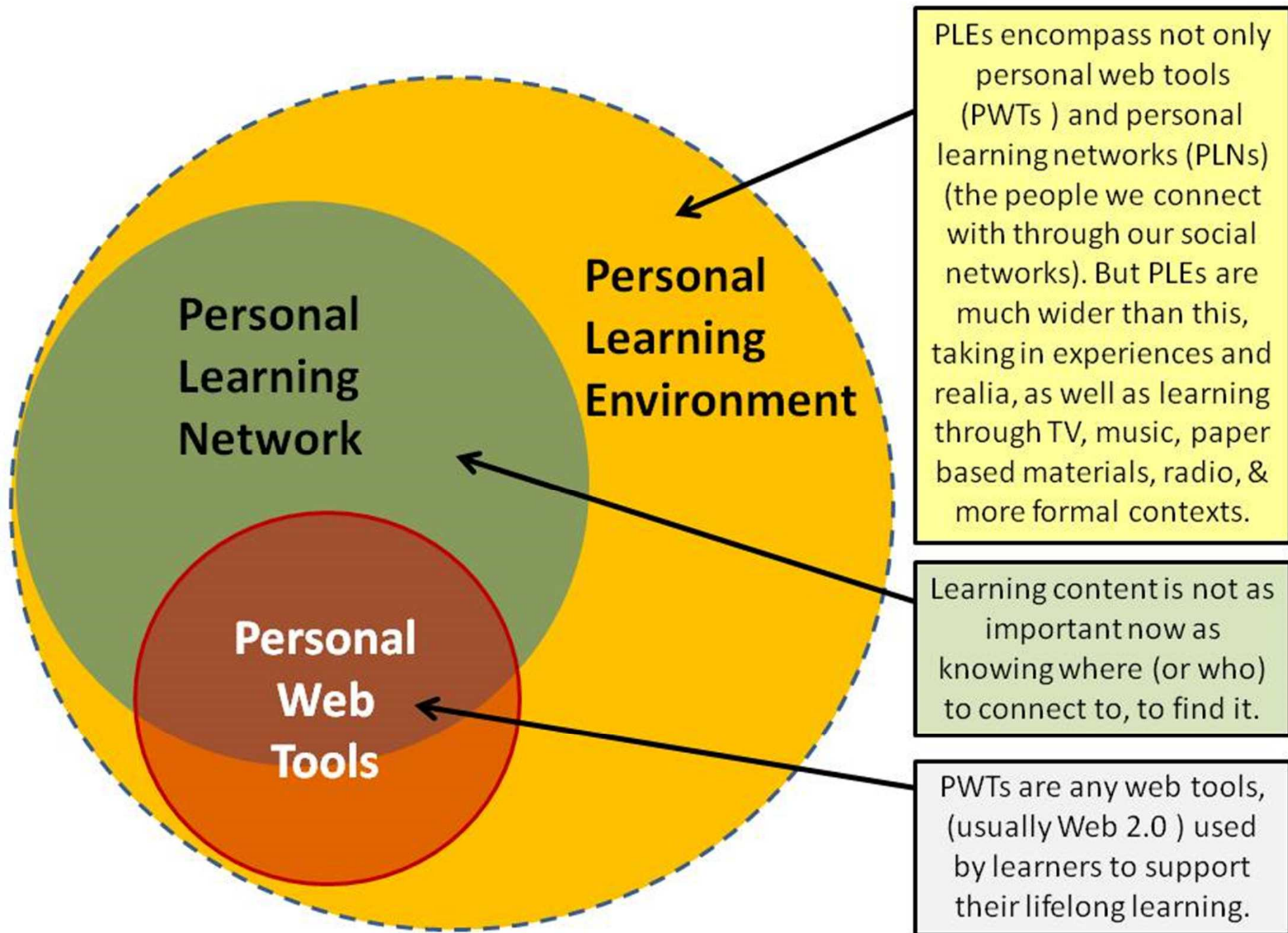


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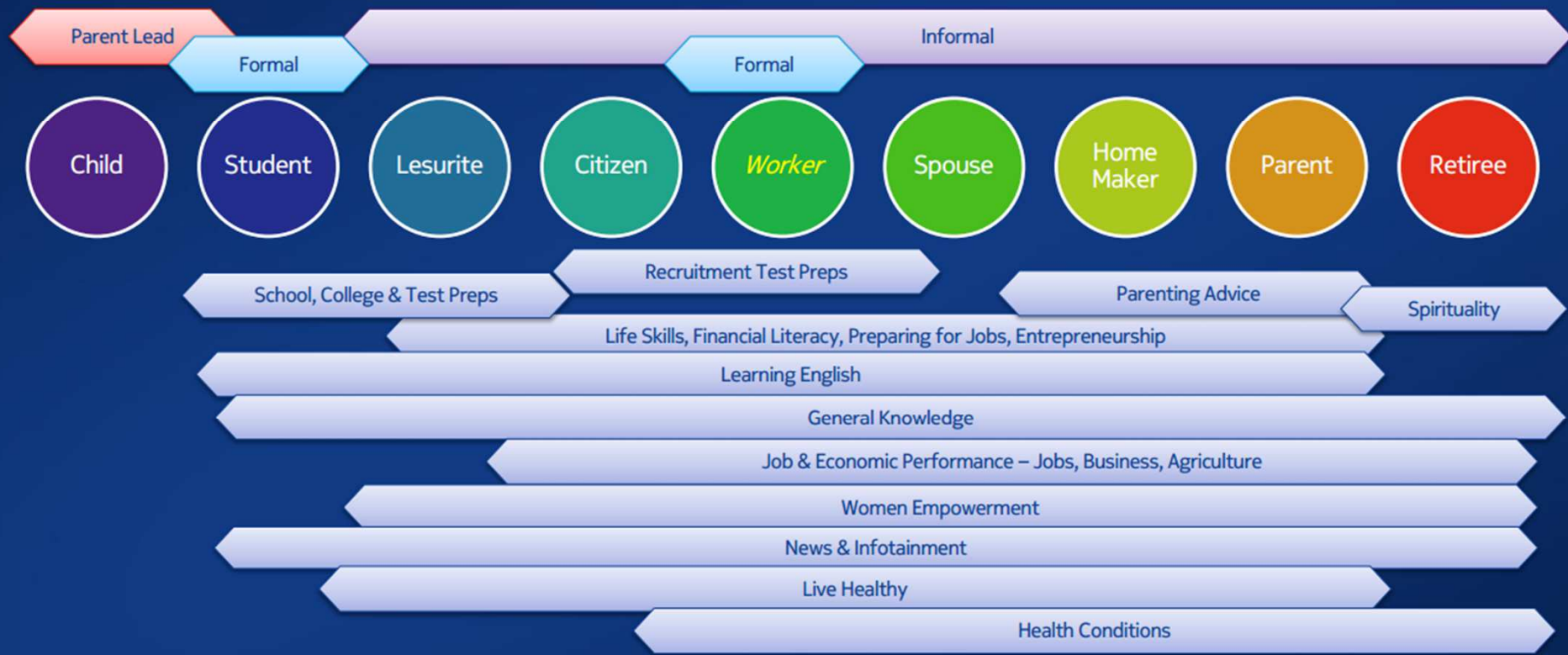
21st Century Student Outcomes and Support Systems





Addressing Lifelong Learning needs is Large Opportunity

Learning as a human endeavor persists irrespective of Socio-Economic situations





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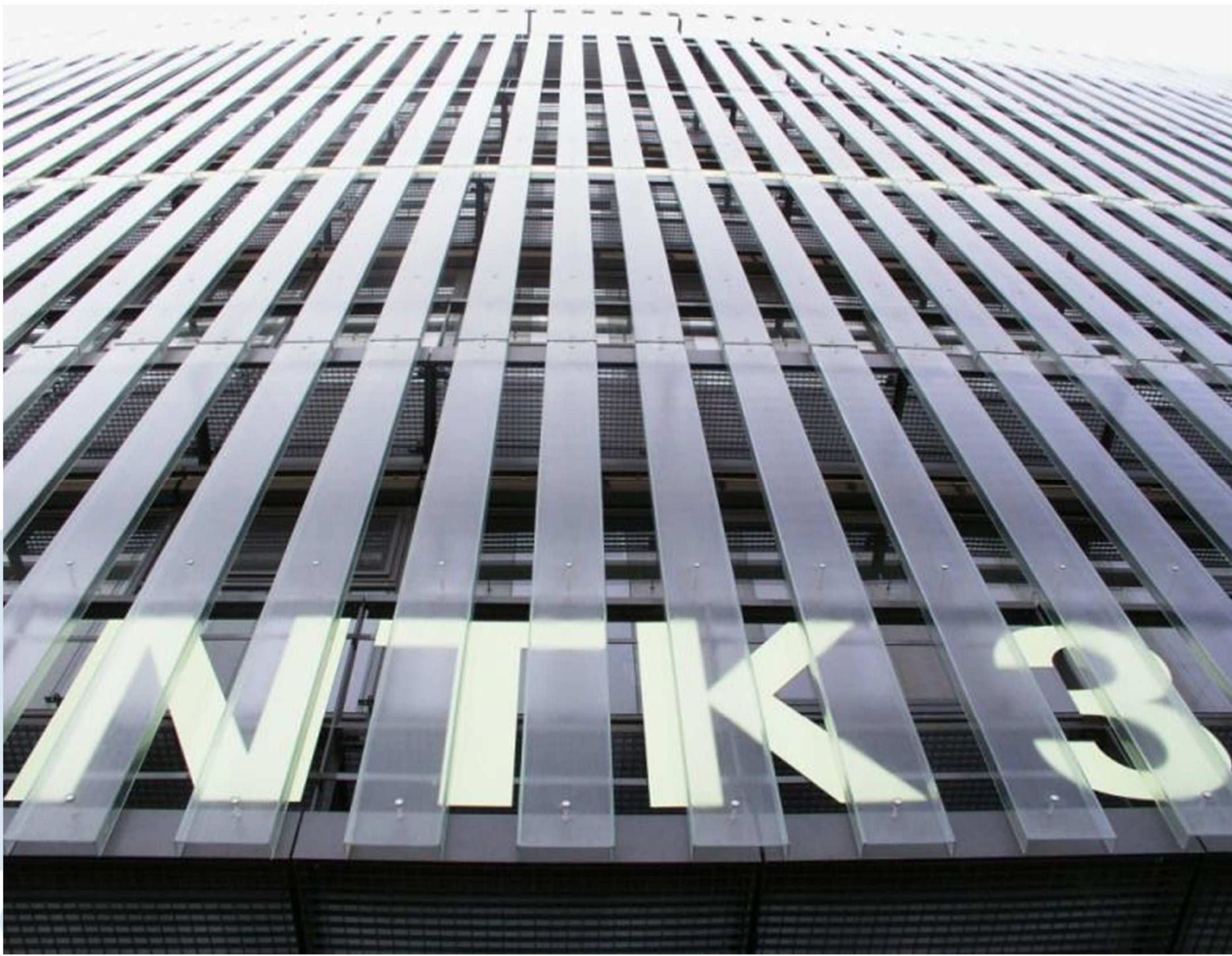
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https://www.techlib.cz/public/gallery/7c364963037e2e838bcc022155fa18f6_resized.jpg



The Future of Work Beta v1

Connectivity

- Information availability
- Globalized access
- Mobile work

Machine capabilities

- Processing power
- Artificial Intelligence
- Spatial cognition
- Robotics

Modularization

- Unbundling
- Work fragmentation
- Specialization
- Distributed processes

Globalization

- Product
- Innovation
- Service

Remote work

- Telepresence
- Collaboration
- Virtual worlds
- Machine operation

Work marketplaces

- Participation
- Availability
- Pay pressure
- Access to expertise

Economy of individuals

- Independence
- Entrepreneurship
- Collaboration
- Reputation

Polarization of work

- Pay
- Opportunity
- Affiliation

UNDERLYING DRIVERS



ECONOMIC STRUCTURE



LABOR DISPLACEMENT



EMERGING LANDSCAPE

Demographics

- Ageing
- Country divergence
- Migration
- Pension funding

Social expectations

- Opportunity
- Gender equity
- Flexibility
- Meaning
- Potential

Productivity

- Factor shifts
- Technology impact
- Capital efficiency
- Industry divergence

Value polarization

- Commoditization
- Expertise
- Innovation
- Relationships

Crowdsourcing

- Open innovation
- Labor pools
- Managed crowds
- Enhanced mechanisms

Worker replacement

- Automation
- Robots
- Service
- Judgment

High-performance organizations

- Internal markets
- Ad-hoc networks
- Social technologies
- Distributed value creation

Education

- Available
- Open
- Continuous
- Peer learning

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- Long-term strategy
- Scenario planning
- Thought leadership content

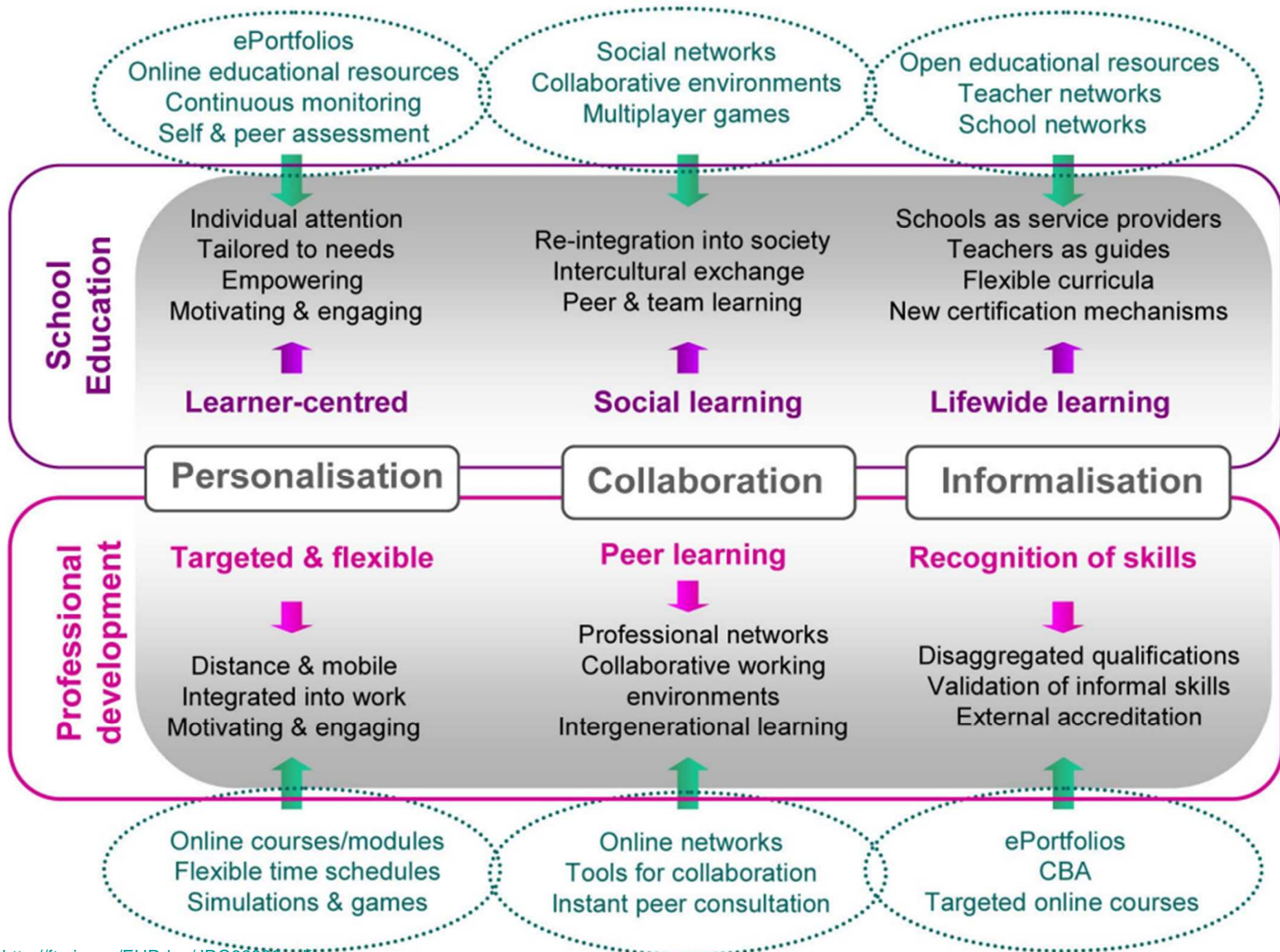
futureexploration.net



ROSSDAWSON

- Futurist
- Keynote speaker
- Strategy advisor

rossdawson.com



Trendy

- trénink/školení → učení & rozvoj
- management učení → tvorba sítí učení (učících se sítí)
- instrukce → podpora sdílení znalostí a spolupráce na procesech
- školení → výkon



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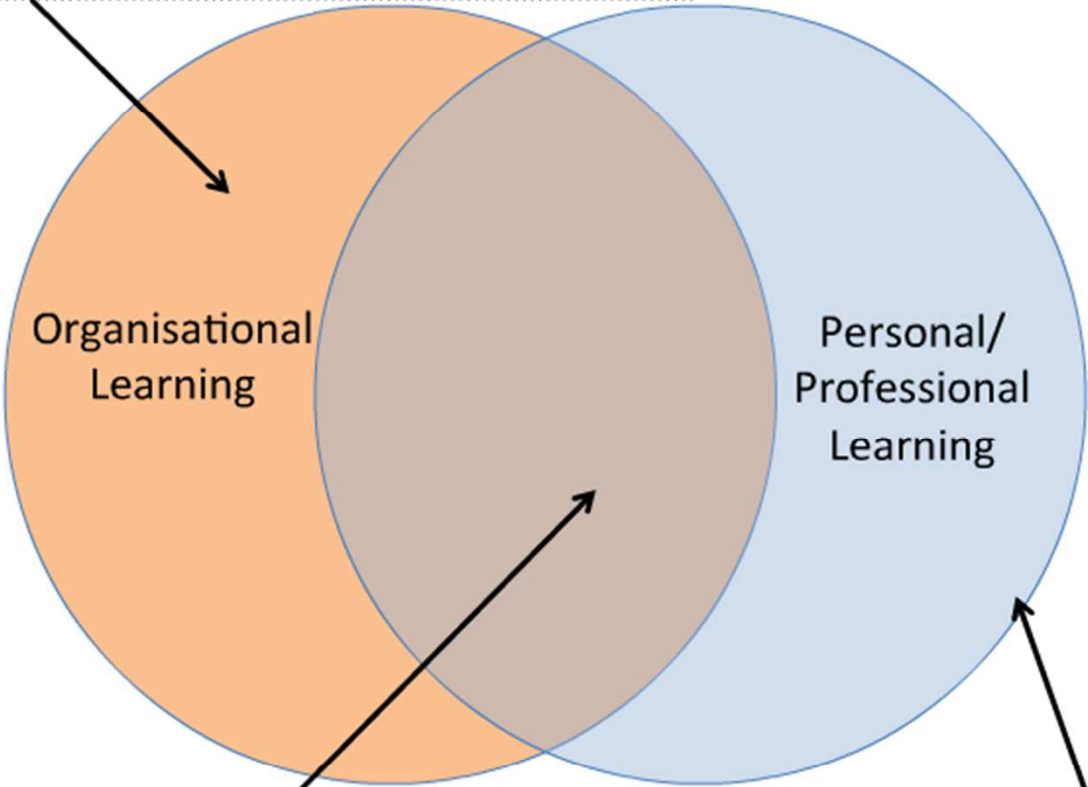
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organised: designed/delivered/managed
(structured, formal)
TRAINING



... the Social Learning Revolution means that L&D is no longer solely responsible for learning in the workplace; it is becoming a shared responsibility

KNOWLEDGE SHARING
in work teams and groups

self-organised and self-managed
(un)structured, informal, social
LEARNING

Workforce Development Services Framework 1/5 SERVICES

Training/
Instructional
Services

Performance
Support
Services

Social
Collaboration
Services

Performance
Consulting
Services

finding the most
appropriate solution
to a performance or
learning problem

designing, delivering
and managing training,
e-learning and/or
blended learning
events

providing access to,
and supporting use of
a range of resources
(content and people)
for performance
improvement

supporting
collaborative working
and the building of
internal networks,
communities and
collaboration spaces

Workforce Development Services Framework 2/5

ACTIVITIES

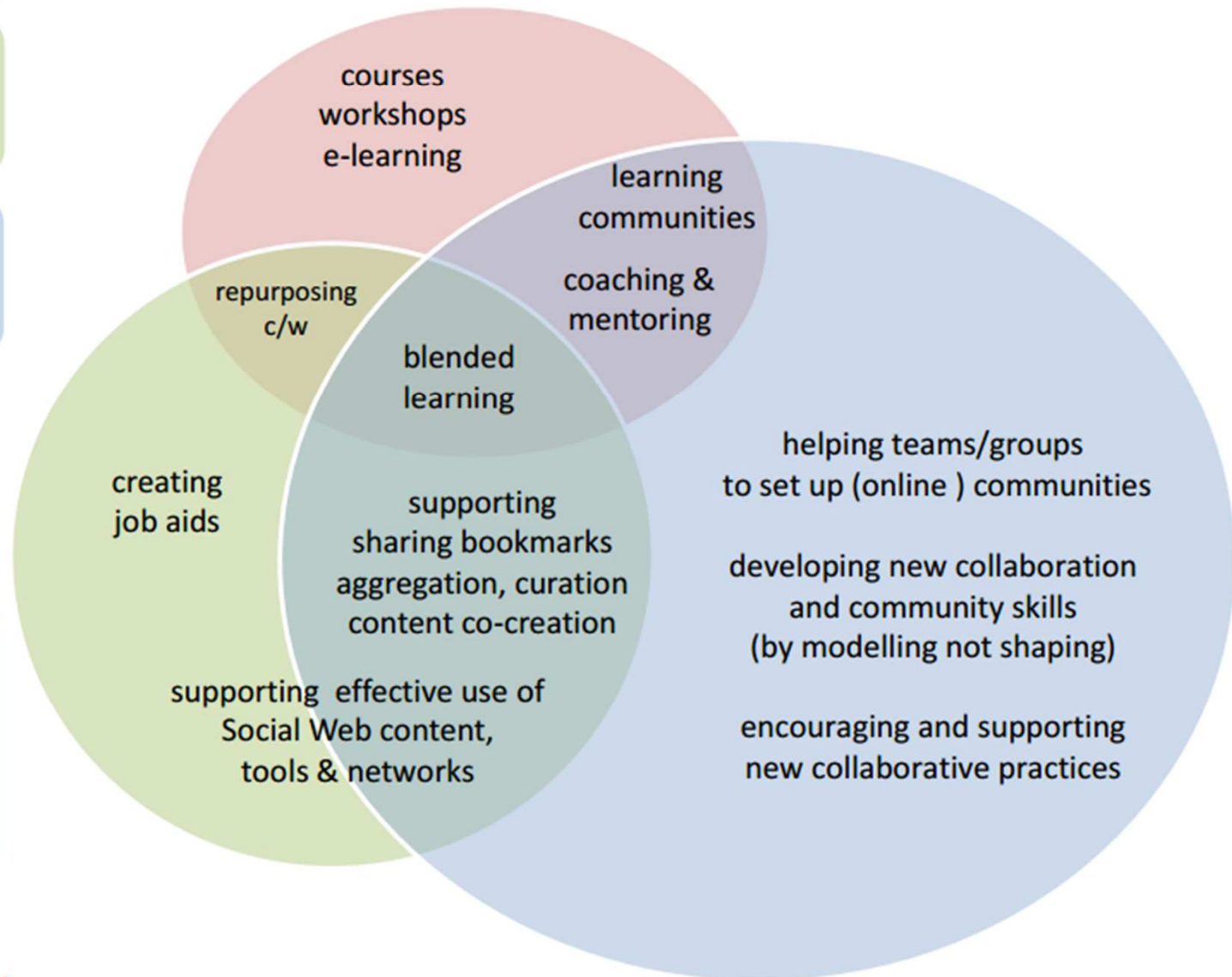
Training/
Instructional
Services

Performance
Support
Services

Social
Collaboration
Services

Performance
Consulting
Services

identifying
performance
problems and
appropriate solutions



Workforce Development Services Framework 3/5

TOOLS & PLATFORMS

C4LPT

Centre for Learning & Performance Technology

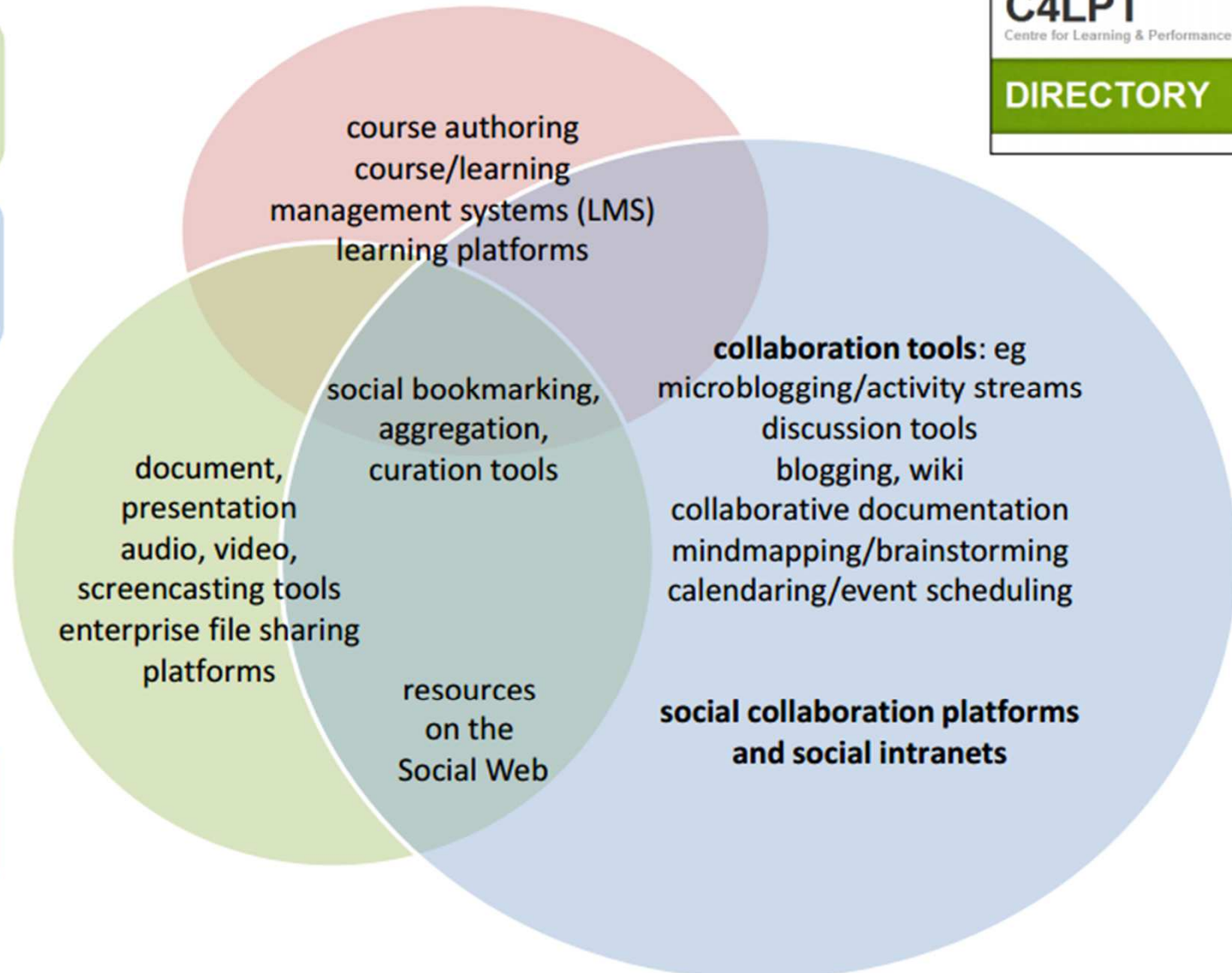
DIRECTORY

Training/
Instructional
Services

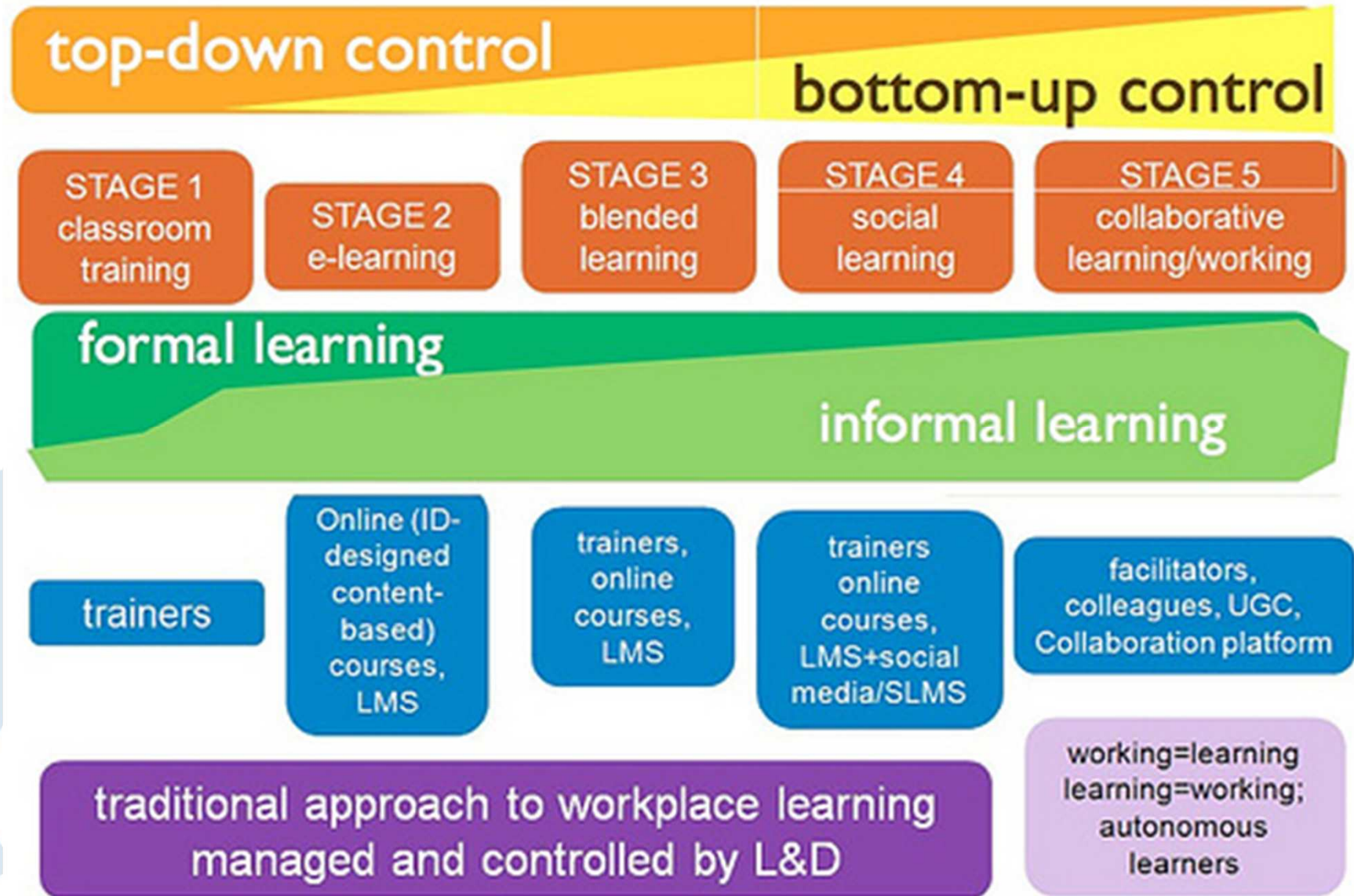
Performance
Support
Services

Social
Collaboration
Services

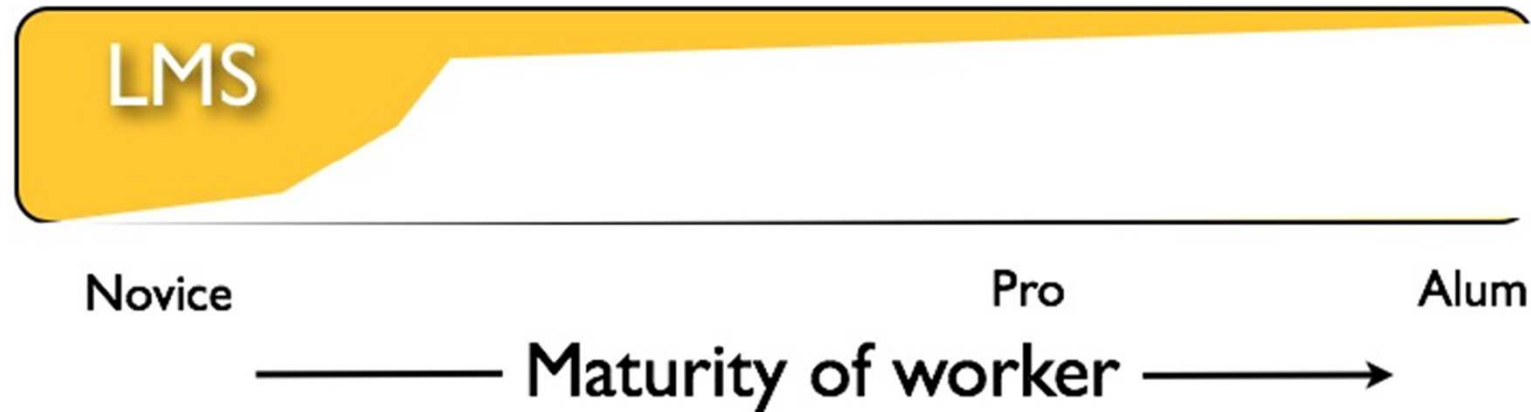
Performance
Consulting
Services



5 Stages of Workspace Evolution



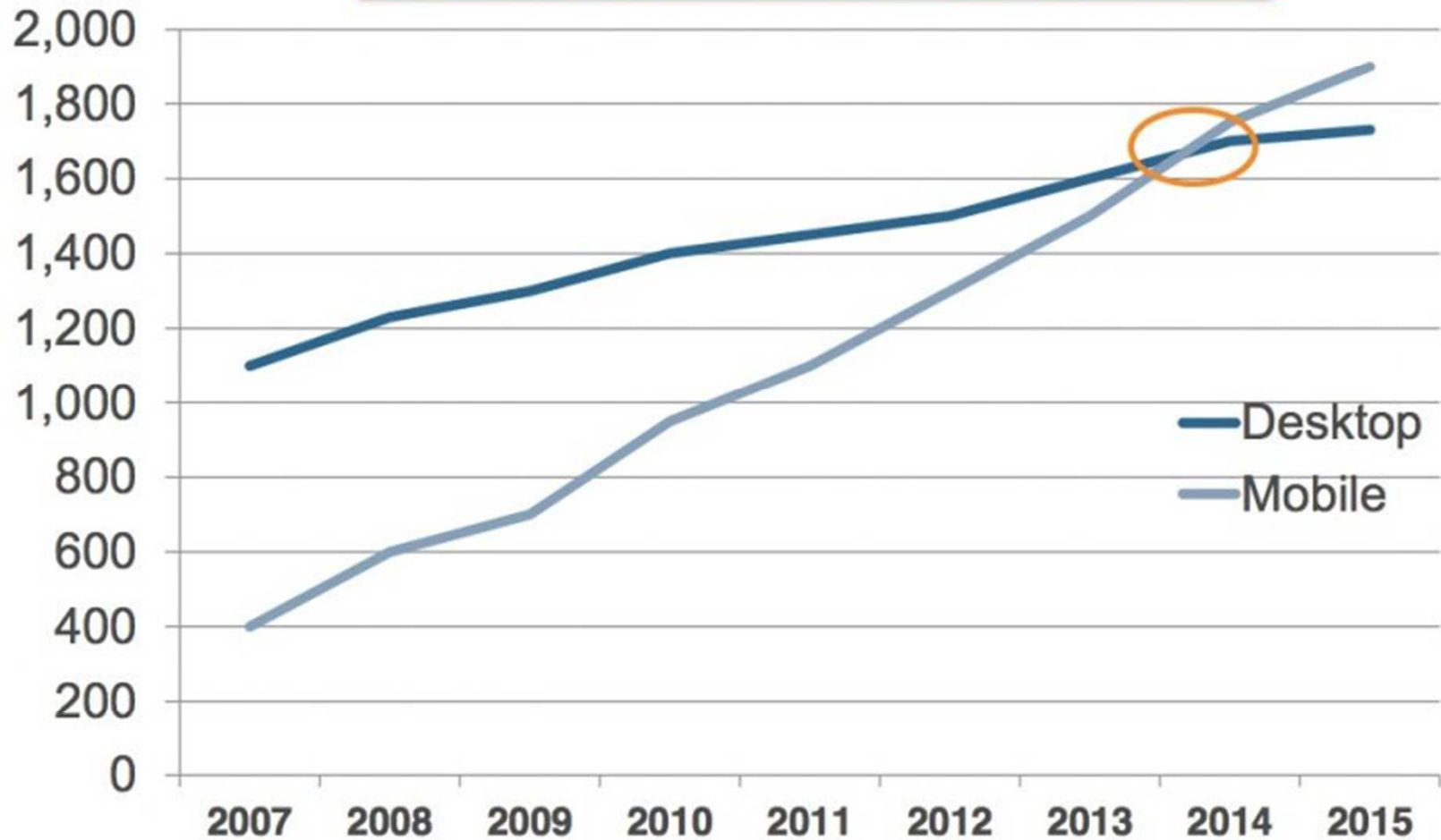
Current software support in workscape

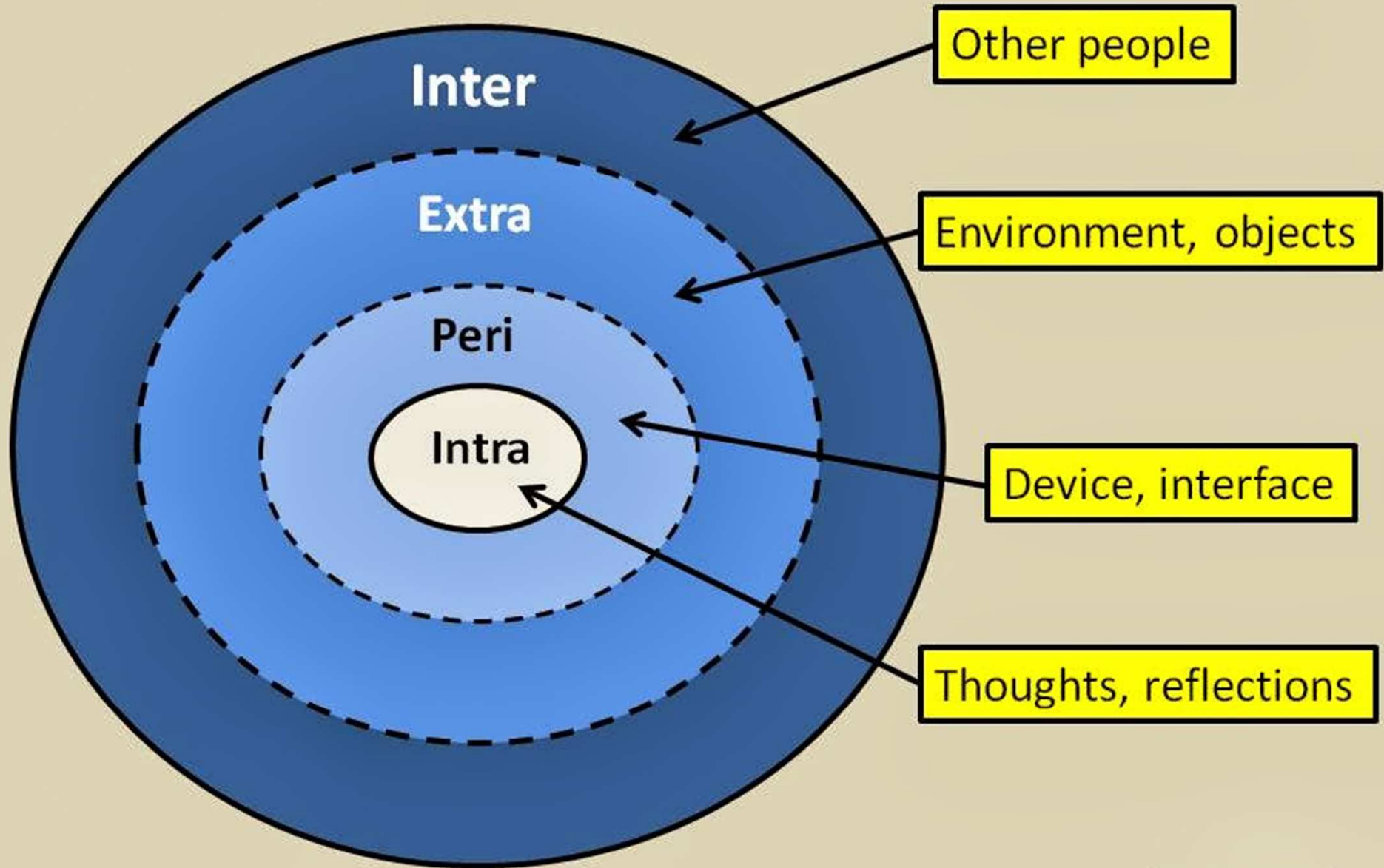


More balanced software support



Number of Global Users (Millions)



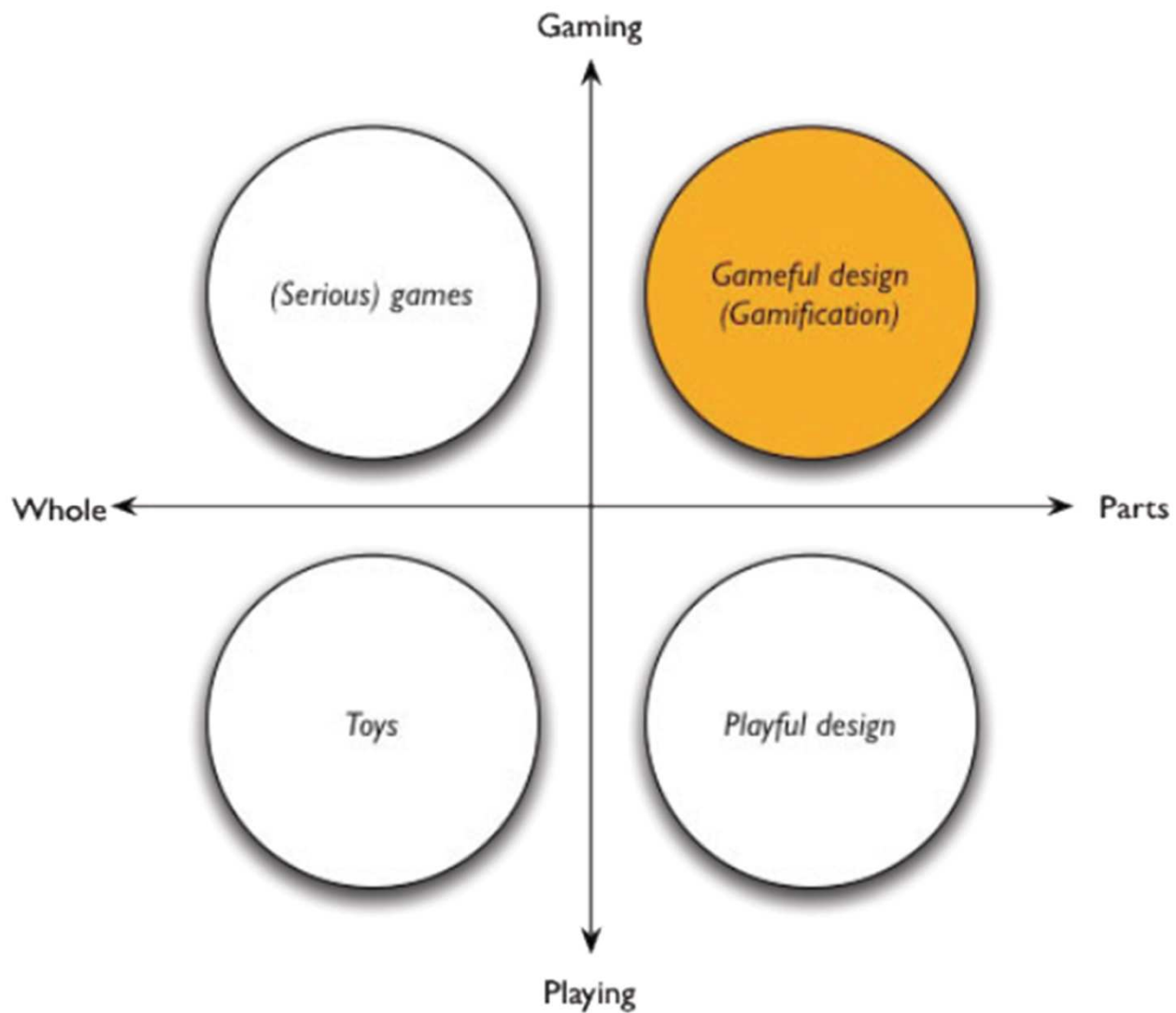


Graphic concept by Steve Wheeler



Hraní vs. Hraní si

Celé vs. Části



Deterding (2011)



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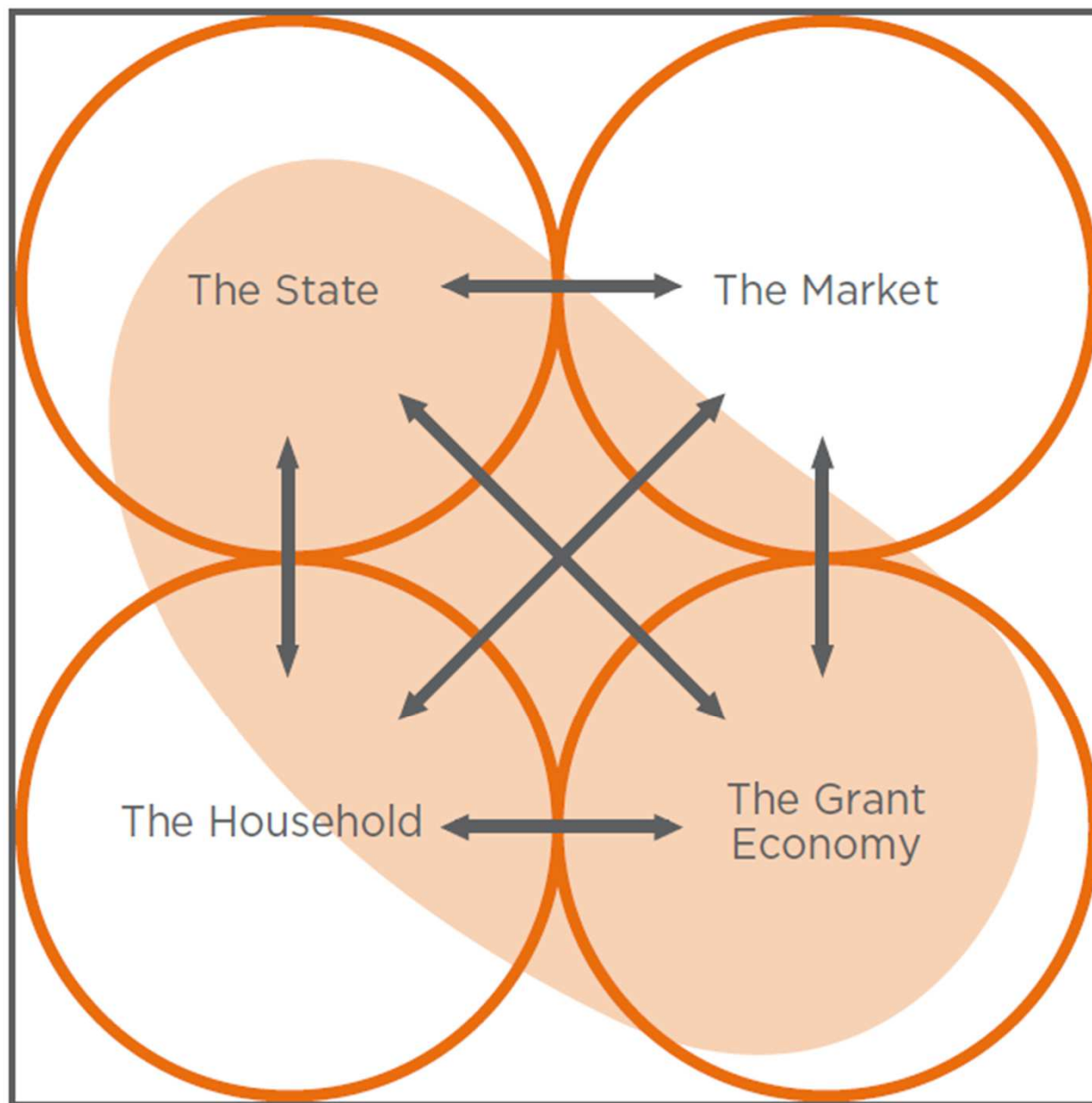
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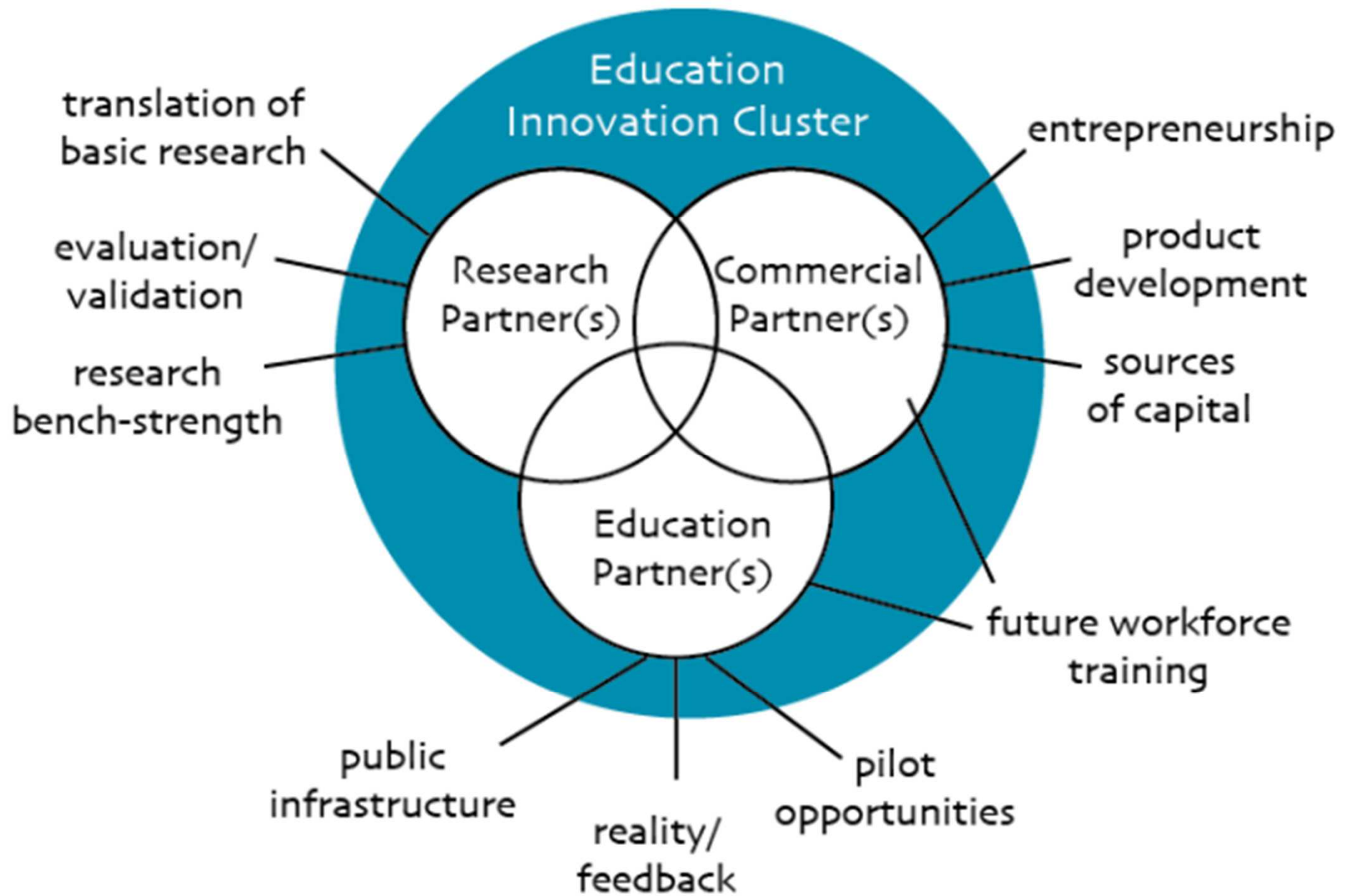


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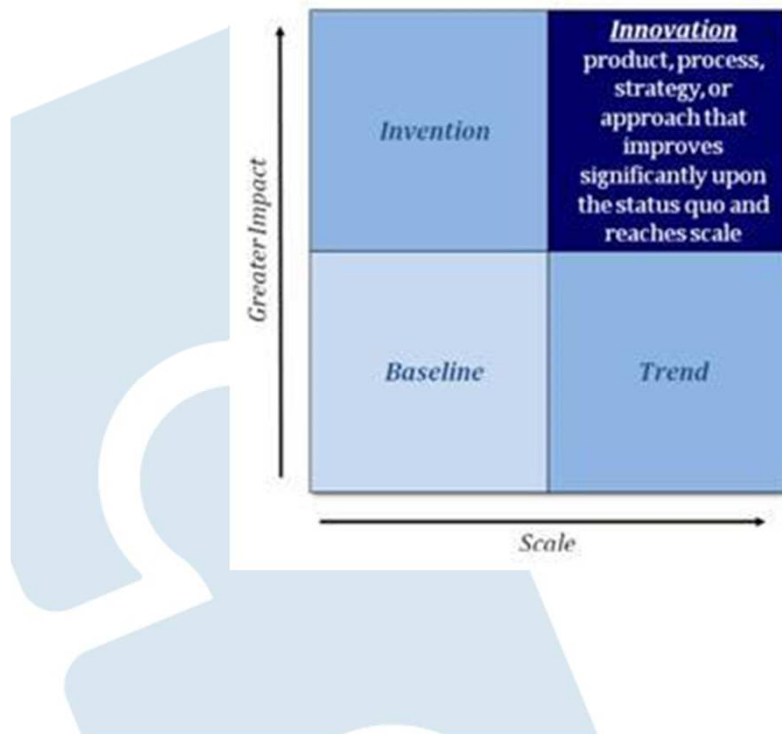
The Social Economy





Inovace ve vzdělávání

Education not only needs new ideas and inventions that shatter the performance expectations of today's status quo; to make a meaningful impact, these new solutions must also "scale", that is grow large enough, to serve millions of students and teachers or large portions of specific under-served populations.



Jim Shelton, Assistant Deputy Secretary of the Office of Innovation and Improvement at the U.S. Department of Education. 2011



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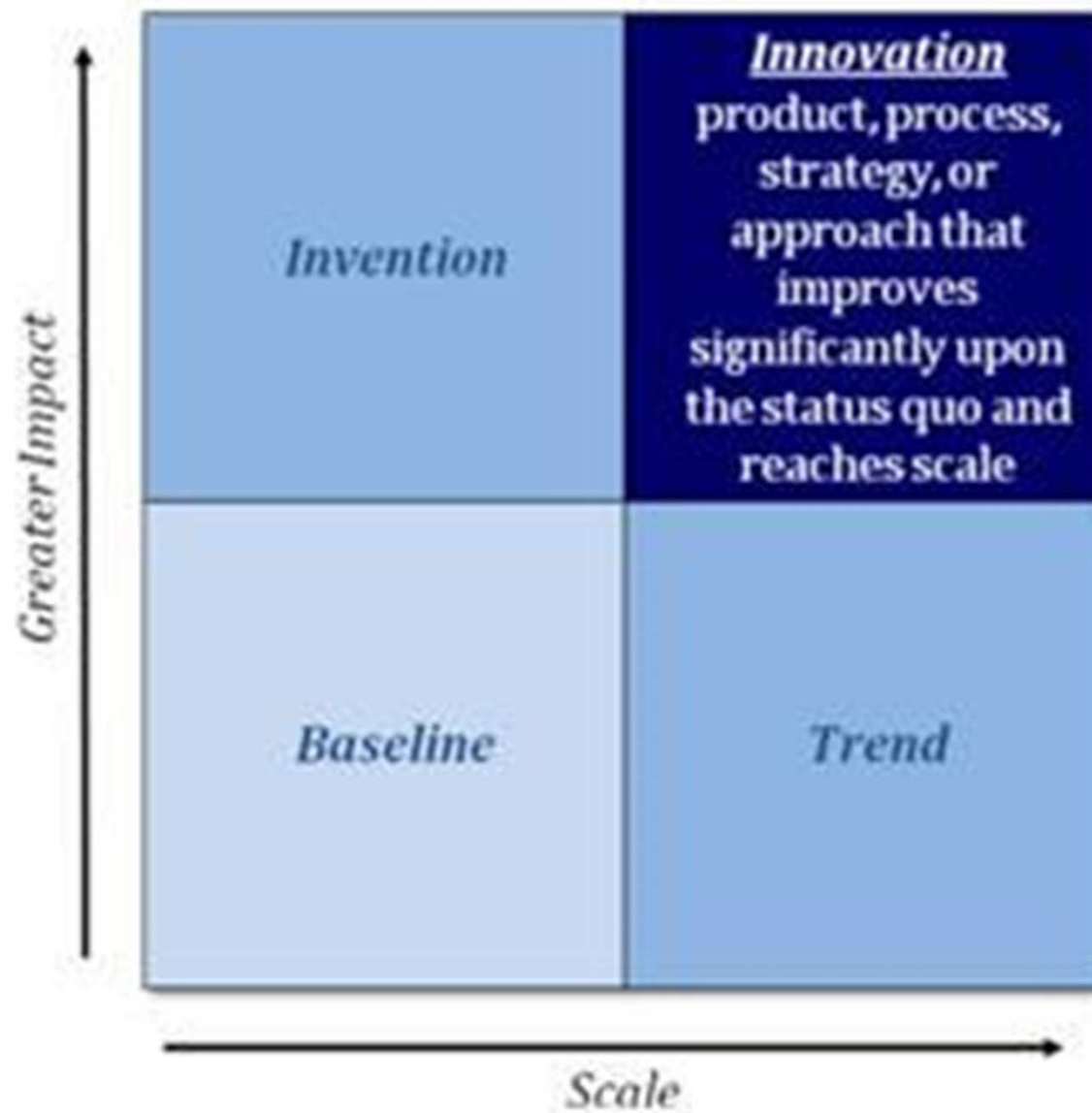


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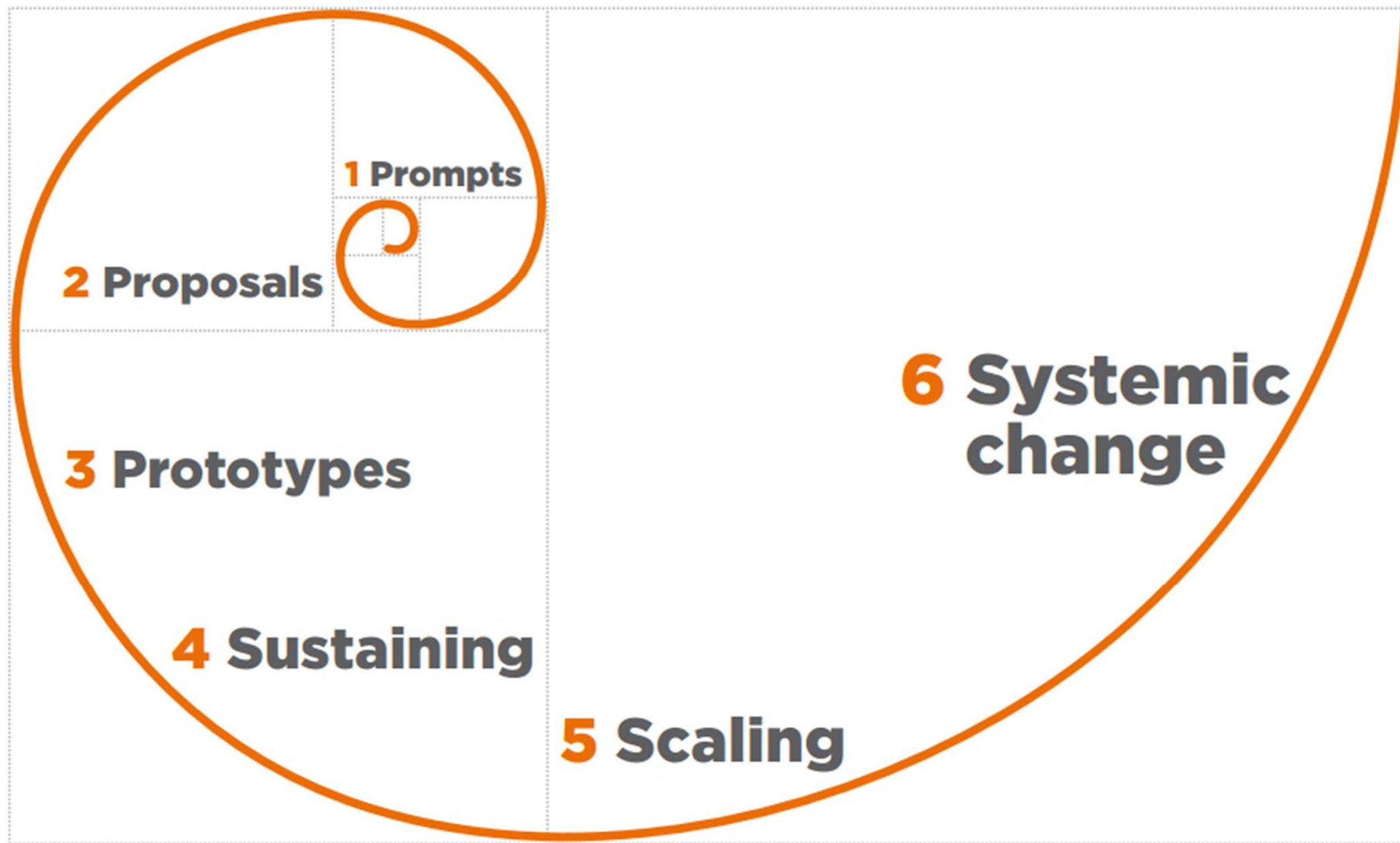


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TALKS

Toby Eccles: Invest in social change

http://www.ted.com/talks/toby_eccles_invest_in_social_change.html

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Here's a stat worth knowing: In the UK, 63% of men who finish short-term prison sentences are back inside within a year for another crime. Helping them stay outside involves job training, classes, therapy. And it would pay off handsomely -- but the government can't find the funds. Toby Eccles shares an imaginative idea for how to change that: the Social Impact Bond. It's an unusual bond that helps fund initiatives with a social goal through private money -- with the government paying back the investors (with interest) if the initiatives work.

Toby Eccles has created a radical financial instrument that helps private investors contribute to solving thorny public problems. [Full bio >](#)

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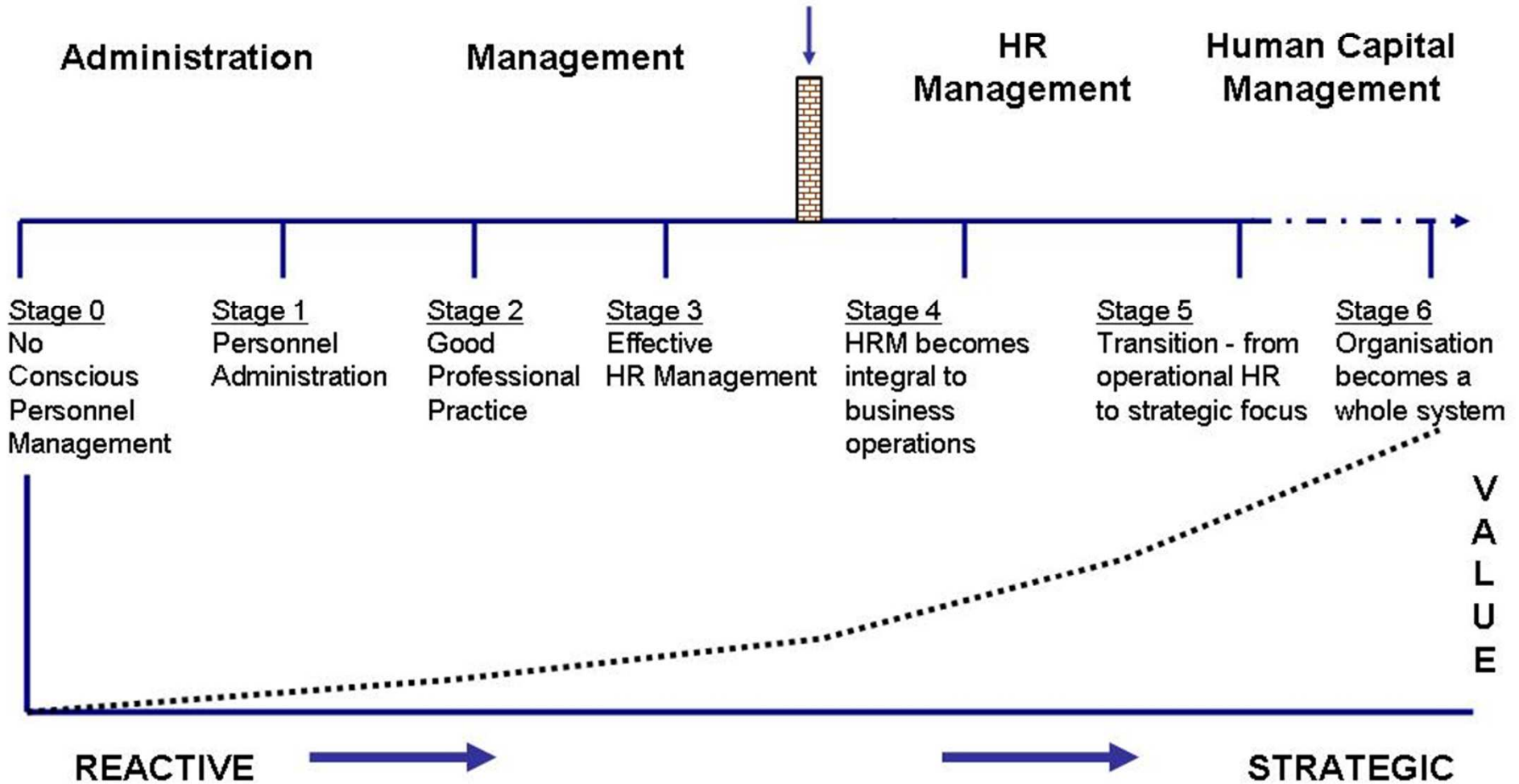


The pursuit of justice

Curated by TED

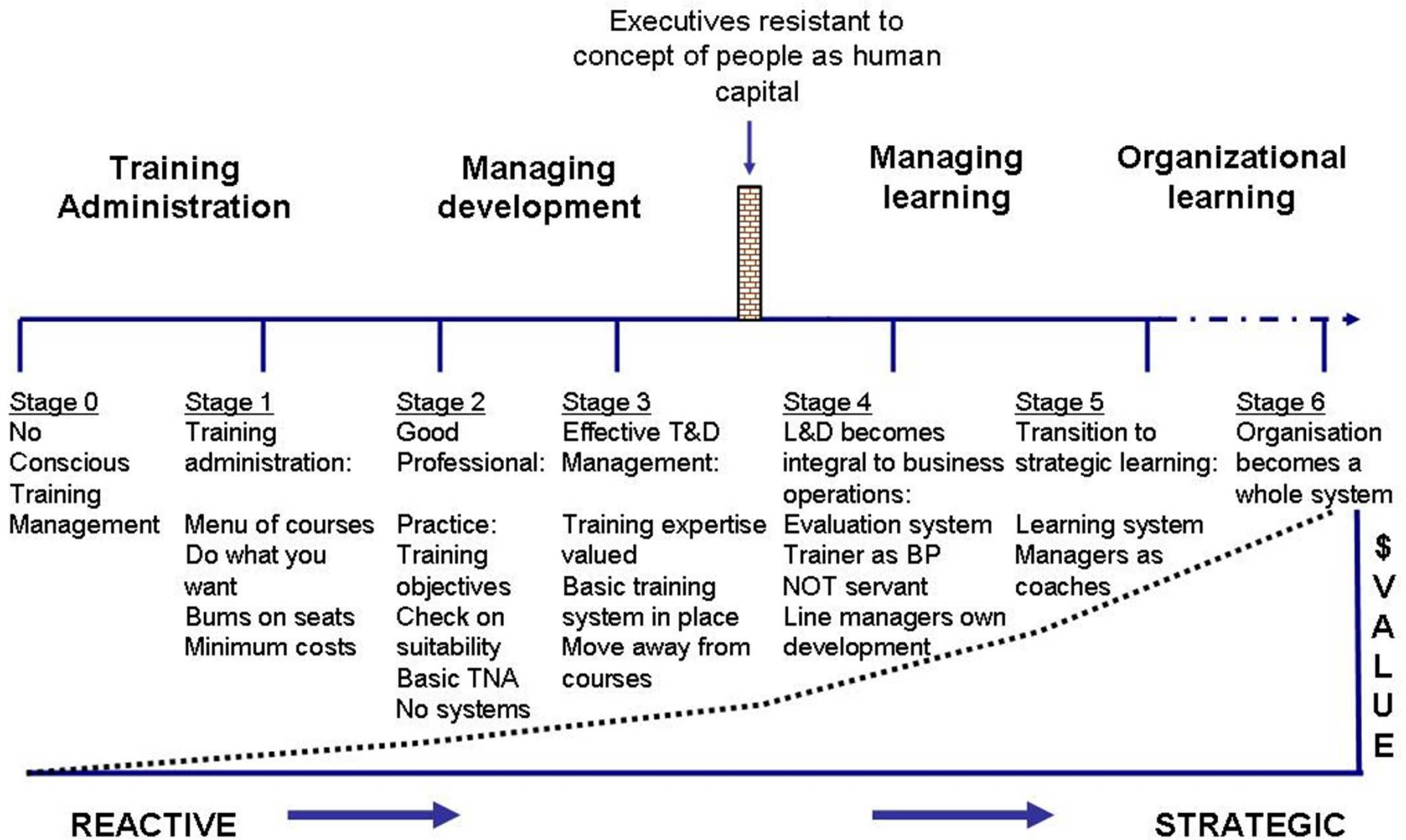
HR Maturity Scale

Executives resistant to
concept of people as human
capital



©Paul Kearns 2012

Learning Maturity Scale



©Paul Kearns 2012



1595

1415

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- ▼ Aktuální kurz
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 - > Kurzy

Kurz: Služby poskytované NTK veřejnosti



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Závěrečný dotazník



Novinky



Studijní materiály

Knihy: 3 Testy: 3 Soubor: 1

Pokrok: 6 z 6



Testy

Testy: 2

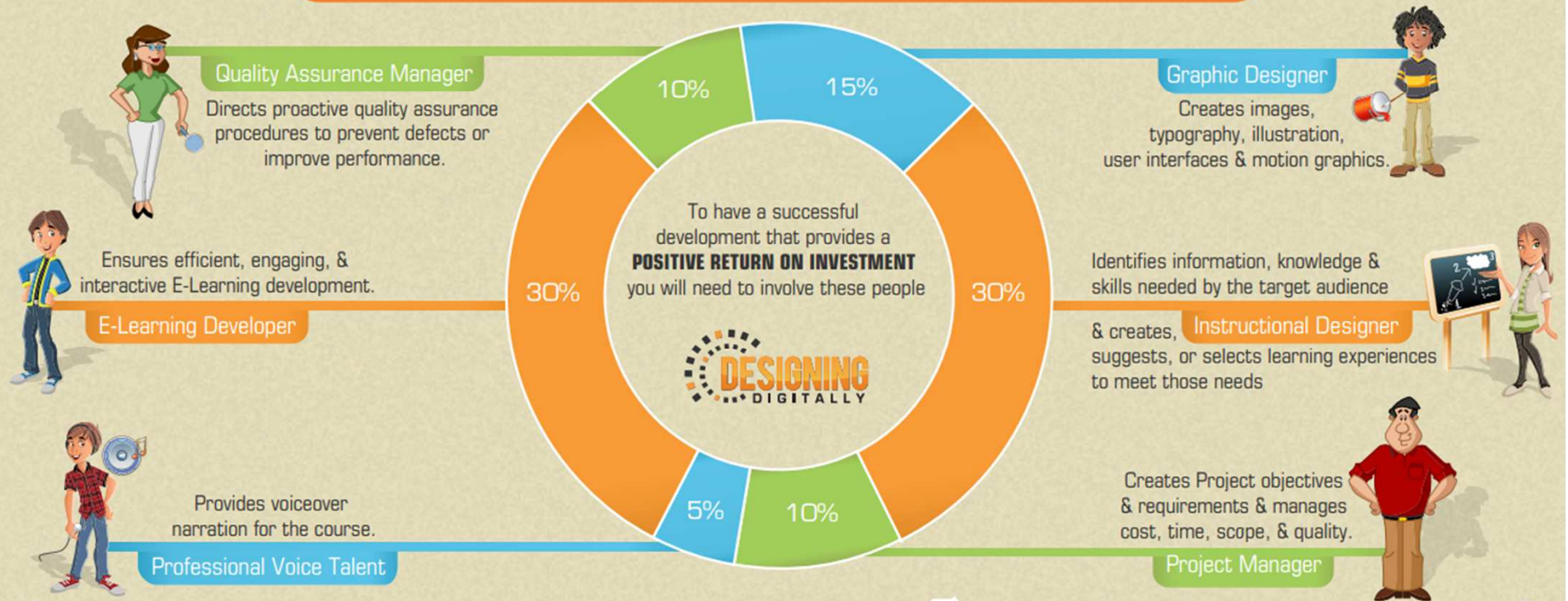
Pokrok: 1 z 2

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Nastavení

- ▼ Správa kurzu
 - ✎ Zapnout režim úprav
 - ⚙ Upravit nastavení
 - ⚙ Sledování plnění
 - > Uživatelé
 - 🔍 Filtry

WHO DO YOU REALLY NEED TO SUCCESSFULLY BUILD E-LEARNING THAT PROVIDES A POSITIVE RETURN ON INVESTMENT (ROI) ?



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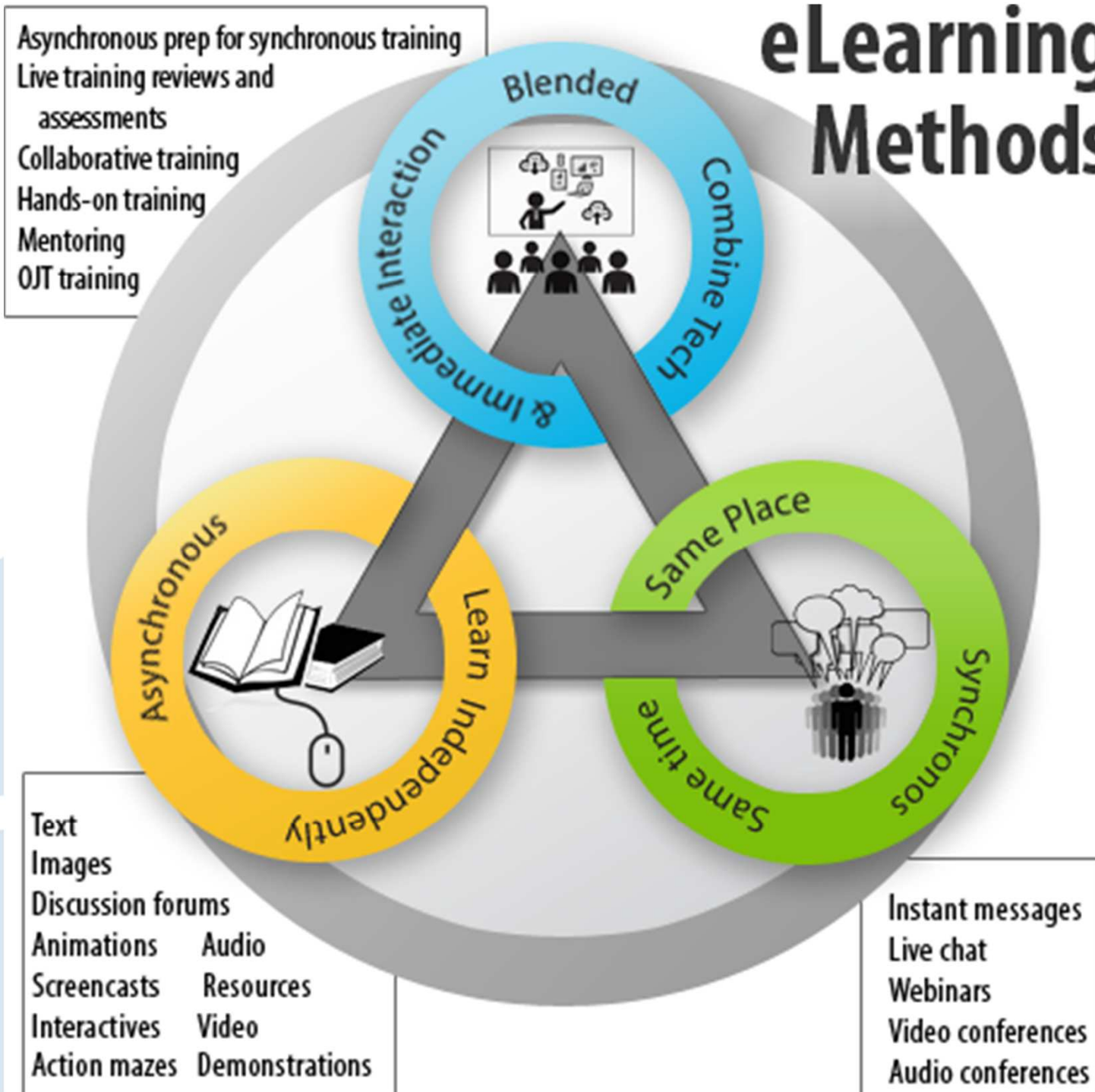
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eLearning Methods



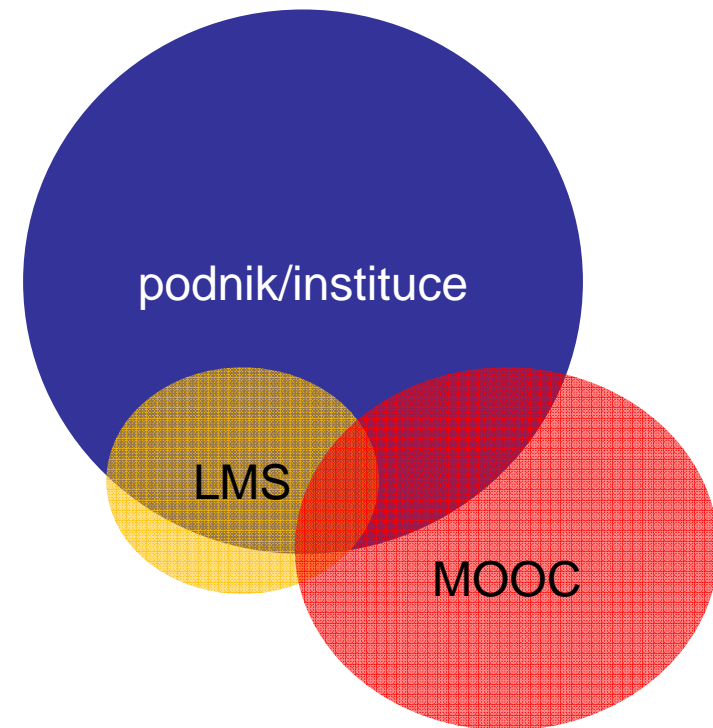
<http://oeffingers.com/wp-content/uploads/2013/10/methods.png>

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MOOCs?

1. Zapojení zákazníků
2. Školení SME
3. Interní školení
4. Externí zdroje a blended learning
5. „Flipped classroom“
6. Průběžný profesionální rozvoj
7. Recruitment
8. Entrepreneurship
9. Sponzorství
10. Nejde o certifikaci

(integrace s LMS)



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Jakub Štogr

stogr@navreme.cz

<http://www.linkedin.com/in/jakubstogr>



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