

## Tales from the Learning Representatives Project

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## Learning Reps



- elected by workforce
- encouraging learning opportunities
- advocating on behalf of co-workers
- making learning a group activity
- creating a life long learning culture
- a partnership with the employer
- a strong literacy focus

## Learning Reps



- Similar to the Health and Safety reps program.
  - The safe workplace.
  - The learning workplace.

## Learning Reps



- from compliance to development
- from deficit learning to transforming the learner
- from tasks to careers
- skills that add value
- recognition

## What do workers want to learn?



- communication
- interpersonal skills
- planning
- team-work
- quality control
- literacy
- time management

## Learning Reps



- What job do I want to do?
- What sort of person do I want to be?

## Learning Reps



- We want to learn not just what to do
  - we want to learn why.

## Key Competencies



- participating in social groups
- using tools interactively
- acting autonomously

## Computer Skills



- An even split -
  - those who are already computer literate
  - those who list computer skills as a learning priority
  - those who express resistance to computer skills

## Barriers to learning



- fear of the classroom
- fear of failure
- fear of exposure
- literacy barriers
- self view

## Workplace barriers



- middle management - position protection
- learning is for the skilled
- training is a cost
- you'll want more pay
- its not for you to say what you are to learn

## We can make it if we learn together



- Learning is a group activity
- Learning "discoveries" are owned by the group
- "Collective learning" is consistent with workplace values

## The challenge of e-learning



- to devise ways to replicate the group learning process electronically
  - testing / challenging
  - reflecting
  - analysing / interpreting
  - consolidating
  - applying
  - agreeing
  - owning

## The challenge of e-learning #2



- or
- 1 e-learning as information support for the collective learning process
- 2 e-learning as linking learning groups into a wider learning community

## Why?



- Because the learning challenge is to achieve understanding of the concepts behind information
- and the concepts behind language
- and the implications for me, for the group and for society.