



ePortfolios in the World of Work

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FuturEd Inc. and

Learning Innovations Forum

ePortfolio Defined

An ePortfolio is (NLII, 2003)

- “a collection of authentic and diverse evidence, drawn from a larger archive
- representing what a person or organization has learned over time on which the person or organization has reflected,
- and designed for presentation to one or more audiences for a particular rhetorical purpose”

Beginnings and Purposes

- **K-12** – demonstration of learning
- **PSE / HE** – assessment of learning
- **Lifelong learning** – continuous “reflective” learning, inventory of learning
- **Workplace** –
 - recognition of all forms of learning
 - Human Capital Assets Management
- **eLearning** – LMS and KM, online tools, web services
- **Organizational and/ or economic development** – asset mapping, quality assurance

ePortfolio Examples – Avenet eFolio

This is an example of an online portfolio constructed with Avenet e-folio™. Users can easily add sections, text, and photos...and customize the site to meet the specific needs of the user.

Sites can contain a wide variety of designs and functionality including online forms, surveys and more.

The screenshot shows a user's ePortfolio page for "Mary Jane". The page has a dark blue header with the name "Mary Jane" in yellow and the tagline "A Dedicated Public Servant" in white. A vertical navigation menu on the left lists various sections: Welcome!, My Resume, My Publications, My Transcripts, Personal Data, Contact Me, Employer Views, Awards, My Links, Comment Form, and Employer Survey. The main content area is titled "My Career Management Account" and features a profile picture of a woman with blonde hair. To the right of the photo is a welcome message and a thank-you note. Below the photo is a date "January 2001" and another thank-you note. At the bottom of the main content area is a section titled "My Resume".

Mary Jane
A Dedicated Public Servant

Welcome!
My Resume
My Publications
My Transcripts
Personal Data
Contact Me
Employer Views
Awards
My Links

Comment Form
Please send me your comments or questions using this form.
[Continue](#)

Employer Survey
Which quality does your organization value most?

My Career Management Account



Thank you for visiting my career management account! I have organized my site to give prospective employers an easy tool to learn about my experience, training and interests. At this site you will find in-depth background data, validated education and training information, examples of some recent work product, professional references and much more.

At any point during your visit feel free to use the search tool to help direct you to topics that are of interest to you. Also, I would appreciate it if you would take a minute to send me your comments concerning this site and its contents through the contact me, comment form or employer survey sections on the navigation bar.

January 2001

Thanks again for visiting my site. I look forward to hearing from you soon about available opportunities with your organization.

Mary Jane

My Resume

Careers Wales

Chwilio'r wefan | Search

Chwiliwch yn fanwl | Advanced Search

Hafan	Hyd at 16 oed	16 - 19 oed	19+ oed	Pobl broffesiynol	Cyflogwyr	Logio mewn ▶
Home	Up to Age 16	Age 16 - 19	Age 19+	Professionals	Employers	Login ▶



Gyrfa Cymru Ar-lein Careers Wales Online

Choeli di fyth beth all di'i wneud
You'll be surprised what you can do

Croeso i Gyrfacymru.com! Yn darparu gwybodaeth a chyfarwyddyd gyrfaoedd i ti, yn cynnwys e-bortffolio, CVs, cwisiau, cyfleoedd, lincs a llawer mwy. **Gyrfa Cymru Ar-lein.**

Welcome to Careerswales.com! Providing you with careers related information and advice, including an e-portfolio, CVs, quizzes, vacancies, weblinks and much more. **Careers Wales Online.**

[Cofrestru | Register ▶](#)

Version 2.0

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Mynd ar daith dywysedig

Take a tour and find out what you need

Royal College of Nursing (UK)

Quick Start
select a topic >

WHY would I use the LZ?
> **WHAT can I do in the LZ?**
HOW do I use the LZ?
SHOW me it in action...

Portfolio Careers Learning Clinical Guidelines Meeting Place Information Services

My Employment

My Employment is a facility for listing and describing key features of posts you have held. Once compiled this data can be sorted by type or date by selecting from the 'Sort by Type' or 'Sort by Date' buttons.

You might want to start by writing about your current position. Click on 'Select a Template' below, then on 'Employment History' from the scroll down list to create a template. Repeat this process each time you want to add a new employment record.

Select a template... New

Sort by Type Sort by Date

Other Resources

- Learning Opportunity: Building my online portfolio
- Preparing a Portfolio for PREP

Title: Senior Lifelong Learning Fellow
Start Date: 02-01-2002
End Date: Present
Employer: Royal College of Nursing
Address: RCN Welsh Board, Ty Maeth, King George V Drive East, Cardiff
Post Code: CF144XZ
Full-time/Part-time: Full-time
Paid/Unpaid: Paid
Describe work area/practice setting and main focus of work: Working from RCN Welsh Board, as part of the UK RCN Lifelong Learning Team.
Main Duties, Responsibilities: Developing e-learning materials for RCN members across the UK, but with specific

WHAT can I do in the LZ?
Develop your portfolio

- 1
- 2
- 3
- 4

- > **Action planning**
- > **Record your learning**
- > **Track your qualifications**
- > **Collect evidence**

back next

RCN LEARNING ZONE

Workplace Applications

Employees / individuals

- Accurate description of abilities
- Includes formal training, workplace training and work experience
- Career development and/or change

Employers and HR:

- Job descriptions
- Recruitment
- Placement
- Advancement
- Training
- Human Capital Assets Management

Working is Learning is Working...Human Capital Accounting

- 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

HCA - A method of systematically identifying, measuring and presenting information about the human resources and human capital of an organization (OECD)

The New Management of Learning

Credentials

- Reflect time spent in class
- Questionable proficiency
- Proxy for skills and knowledge
- Dated
- Variable quality
- Formal learning only

ePortfolio

- Reflects time spent learning
- Evidence-based proficiency
- Statement of actual skills and knowledge
- “Living”
- Systematic
- All learning valued

In conclusion



- **ePortfolio systems increase effectiveness and efficiency in HR and learning management systems.**
 - **An ePortfolio system can do what computers do best – sorting and matching.**
 - **Allows us to make better use of all resources.**

FuturEd R&D since 1996

- **Electronic learning record and PLA**
- **Human Capital Accounting**
- **ePortfolio Systems**
- **ePortfolio for Quality Assurance**
- **ePortfolio for special populations**
- **ePortfolio strategies and policies**

Consumer-based Quality

- **Ownership (creation and access)**
- **Utility (effectiveness and efficiency)**
- **Flexibility and simplicity**
- **Storage and updating**
- **Content and format**
- **Processes and supports**

Consumer's Guide to ePortfolio Tools and Services

LifIA Advocates for...

- An ePortfolio for every Canadian.
- **One ePortfolio for life.**
- Quality ePortfolio tools and services.
- **ePortfolio systems for creators and users.**
- Collaboration and proactive leadership, making the pie bigger.
- **Connections to the global ePortfolio effort.**
- Common standards supporting a competitive environment.
- **Learning innovations as they benefit learners, communities and organizations.**

For More Information...

- **Learning Innovations Forum d'Innovations d'Apprentissage**
 - Presentations from Working Forum in Vancouver and Montreal www.LlflA.ca
 - ePortfolio Canada projects
- **FuturEd eLibrary www.FuturEd.com**
 - Policy papers – HRD and HCAM
 - Implementation strategies across sectors
 - **Consumer's Guide to ePortfolio Tools and Services**

For more information,
contact:

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

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Learning Innovations Forum

www.LiflA.ca

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