


**Euportfolio
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Managing Learning in the Workplace with the ePortfolio


Presented by:
Dr. Kathryn Chang Barker
FuturEd Inc.

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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

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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

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Human Capital Accounting


- A method of systematically identifying, measuring and presenting information about the human resources and human capital of an organization (OECD)
- Or of individuals and/or groups (FuturEd)
- And communities / regions (EIFEL)



Linked to but different from


- intellectual capital
- human capital management
- intangible assets

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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

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ePortfolio is the Medium

- Create electronic profile / inventory
- Create electronic work description
- Use computer to match




ePortfolio SYSTEM

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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



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Benefits of ePortfolio in the Workplace



- **ePORTFOLIO**
 - Reflects time spent learning
 - Evidence-based proficiency
 - Statement of actual skills and knowledge
 - "Living"
 - Systematic
 - All learning valued

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ePortfolio (HCAM)



- **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**

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For more information, contact:

FuturEd

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101 - 1001 West Broadway, pod 190
 Vancouver, BC V6H 4E4
 phone: 250-539-2139
 e-mail: kbarker@FuturEd.com
 website: www.FuturEd.com

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