Core Research Area: Workplace Learning

The development from an industrial to a knowledge society has brought about far-reaching job market changes and new requirements for lifelong learning. In particular, today’s work practices require a constant update of work-related knowledge and the acquisition of new skills. Knowledge and skill acquisition increasingly take place on demand in a workplace.

In order to support workplace learning in the future, it will be crucial to identify the user’s knowledge based on the evidence that can be captured about her. Being able to analyse data from different sources with respect to a learner’s current activities and her competences will be a crucial challenge. Another challenge will be to deal with multiple real-world contexts in which learning will increasingly take place in working life. Technology (e.g. recommender and adaptable systems) needs to act as a scaffold that recognizes the strong need for self-direction in learning, but also offers support to learners. Further, innovative interaction paradigms and interfaces should allow learners to utilize the full power of recommendations/adaptation also in their mobile environment. Finally, the connection between the individual and the organizational perspectives is a significant challenge.