



Using Reflection in Workplace Learning ...

Dr Anita Walsh, Director, Institute of
Professional Studies, Birkbeck,
University of London
National Teaching Fellow 2009



Using Reflection in Workplace Learning

- Experiential learning an important aspect of lifelong learning throughout Europe
- Focus often on prior learning (APEL/RPL) but reflection on practice means that concurrent experiential learning can be integrated into academic awards



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- Focus usually on individual reflection but Boud et al have developed concept of ‘collective reflection’
- Argued to be of value both to the individual and the organisation
- Could this therefore reconcile ‘three party knowledge interests’ in workplace learning?



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- Pressures on organisations lead to requirement to maximise 'human resources'
- Pressures on workers increasing and they want recognition for continuing professional development
- Pressures on universities to become actively involved in employer engagement while maintaining standards



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- Does collective reflection allow these different pressures to be reconciled?
- Increasingly recognised that informal processes are important in knowledge production, and individual reflection can capture this.



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- Not experience but **learning** from experience that is assessed in HE
- Productive reflection is not assessed in any formal way
- Clear indications that concept of reflection at odds with action orientation of organisations



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- Can use process of collective reflection to support individual learning
- Reflection is fundamental to achieve developmental learning and to avoid supporting 'learning through exploitation' in the workplace



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- At high levels of learning there is a requirement for a critically evaluative approach
- Does this go against ‘organisational grain’?
- Treating experience ‘objectively’ through reflection can address need to explicitly achieve criticality in workplace



Using Reflection in Workplace Learning ...

- There is a distinction between critically evaluative and socially critical, although both elements could emerge
- Is answer different presentation of information according to audience?
- Reconciling tensions is integral to most professional practice



Using Reflection in Workplace Learning ...

- Emphasis on individual development essential in new pedagogy which ‘demands an ability to address the service needs of employers at the same time as safeguarding ‘HE-ness’ – its objectivity, rigour, creativity and imagination’ (Wedgwood, 2007)