

A Potted History of WORKPLACE TRAINING

Here's a visual 'snapshot' of some of the key developments of workplace learning and how it has evolved over the past thousand years or so.



ANCIENT TIMES

ON THE JOB TRAINING

Also known as side-by-side instruction. Required no literacy as learning passed from father/mother to son/daughter.

MIDDLE AGES

UNIVERSITY

1st Western university established in Italy, 1088. Then throughout Europe & America. Focused on knowledge and pursuit of truth.
(Moved to professional preparation in 20th Century.)

APPRENTICESHIPS

Instruction from master practitioner, required up to 7 years to be considered a master. Master would take apprentice into family during apprenticeship.

INDUSTRIAL REVOLUTION

CLASSROOM

Biggest transformation in training - met the need for mass training of mass workers in factories as production transitioned from cottage industry to factory industry. This is what many think training is all about.

SYSTEMATIC TRAINING

Formal instructional processes for designing and delivering instruction to workers is developed, especially after WWII.

SIMULATED

Also known as vestibule training or near-the-job training. Simulated real life conditions of a production environment.

POST INDUSTRIAL (IR 4.0)

DIGITAL

Packaged in micro & Macro chunks using the most appropriate modality and device.

LEARNER CENTRED

Delivered in a way that is best for the learner to quickly learn and apply on the job.

GLOBAL

Learning goes to the learner wherever they are in the world.

ON DEMAND

Available when the worker needs the knowledge or skills to perform their work.

ORGANIZATIONAL FOCUS

Focused on organizational or project need with metrics to demonstrate results.