

Cre8ion of learning environments for critical tasks

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Abstract: Traditional training methods for people working in 24/7 organizations no longer suffice. These methods are too rigid in their approach and fail to incorporate new developments in time, thus hampering transfer of training. To overcome the problems of traditional training methods, four principles were identified for the development of learning environments for critical tasks. First, facilitating workplace learning will shorten the time required for training and instruction and provide better transfer to actual practice. Second, stimulating continuous learning will not only improve personnel readiness, but also make them last longer. Third, incorporating the real-life context aims at making better use of technical competences in practice. Fourth and last, a rapid development approach means saving development time and cost and making learning environments quickly available. To illustrate these four principles, three research projects will be described that aimed at the grounded development of a learning environment.