





Outline

- What's the Problem?
- KM and Communities of Practice
- Byron Community Knowledge
 Management Project
- Where to from here



ANTA - 2000

sustralians are passionate about learning, but for most of them learning is not synonymous with education and training and their passion is not linked to their experience - or even their expectations - of formal education and training



NCVER 2001

The uncertainty of the environment means that respondents do not know what knowledge and skills they need - until they are needed. What respondents did speak of was the importance of the timing of skill acquisition - needing those skills just in time when they recognised a deficiency. - Owen & Bound.



Competency Based Training (1)

"There is limited evidence that CBT itself is directly associated with the development of a skilful and adaptable workplace. ... the key antagonism is vested in CBT's focus on outcomes, rather than process. ...The orientation employed for developing the educational intents denied the very thinking and acting which determined performance.



Competence Based Training

implementation also misrepresented the complexity of vocational knowledge, its situatedness, the teaching and assessment of that knowledge, and the



World is Changing

- Information is out of date quickly
- Increased Skill requirements
- Don't know what I will need or when.
- Need it immediately
- Don't know what I need now
- Internationally competitive



Work is Changing

- More people are contractors
- Or Multi-Employed
- Not accessible to VET
- Needs Tied to skills, not employers
- Learning of value beyond current job



What is Knowledge Management

- Blends online and offline processes
- Enhance skill, and information
- To meet the goals of the participants



History of Knowledge

- Informal Person to Person
- Formal Person to Person (writing, courses,
- Person to Computer to Person
 Information Management
- Person to Person mediated by Computers



Survey











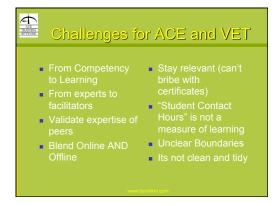
















Consolidation

- \$1000 per CoP is too small to reach self
- How to make self sufficient
- Growing the online participation



Replicability

- Cheap / Easy for other VET providers
- Production of Training materials
- Documentation for replication
- Training community facilitators
- Testing on a number of other groups



Integration with ACE

- CoPs for ACE trainers,
- Extending courses with CoPs
- Personal web sites for trainers
- Personal KM course



Further Information

- www.byronkm.com
- Mitra@mitra.biz
- www.mitra.biz

- Also try ...
 Etienne Wegner's books on Communities of Practice
 Institute for the Study of Knowledge Management in Education www.iskme.org