Preparing learners and workplaces in the effective use of flexible delivery for workforce training

Peter J Smith Deakin University, Australia

Abstract

This paper reports on several research projects that indicate that for flexible delivery techniques to be successfully used for training directed at workforce productivity improvement, several preparations need to be made. The research indicates that workforce learners may not be prepared for effective engagement with flexible delivery techniques, and that enterprises have not typically developed the training support mechanisms required to support effective workforce learning through flexible delivery.

Drawing on research completed both in Australia and in Indonesia, the paper proposes a model for developing preparedness. The model is then used as a framework for the development of strategies that will prepare both learners and enterprises for effective use of flexible delivery techniques for workforce training.