



**11th International Conference on
Researching Work and Learning (RWL11)
24.-26. July 2019, Justus-Liebig-University Giessen (Germany)**



Configuring Enterprises as Spaces for Learning: Possibilities, Risks and Limits

Enterprises are crucial places and spaces for learning at work. They offer certain chances and possibilities to learn. On the one hand, progressive enterprises make different resources (money, time, mentors, learning circles, staff, etc.) available for their employees and configure themselves as learning organizations. On the other hand, rather ignorant CEOs and firms are not very interested in the learning of their employees and do little to support learning at the workplace. Overall, the workplace can be a space for learning a lot, but also a place for losing skills and becoming frustrated and no more interested in learning anything beyond daily routines and experiences. The risks are high that mainly higher levels of the hierarchies in enterprise have access to enriched learning environments, whereas employees on the normal shop floor level have to cope with neo-tayloristic HRM strategies. Digitalization offers new chances for blended and hybrid forms of learning in virtual spaces. Less optimistic prognosis envisage a loss of jobs or dramatic changes with certain risks of a de-skilling. Data glasses make new forms of inducing likely. New forms of work organization and freelancer employment models make the connection to and identification with work more loose than before, but also offer the chance to be more in charge for the own working and learning. Nowadays educational wishes for a self-directed learning seem to merge with the needs in new economies. Big enterprises produce globally and ask employees to cooperate in teams beyond national borders. Expatriates have to work and live abroad and also have to cope with the challenges connected to migration.

Overall, the conference wants to encourage an open-minded but also critical discussion on the wide range of possibilities to learn or not to learn within enterprises. Approaches and research results which support a progressive, sustainable and humanistic configuring of enterprises as spaces for learning will be especially welcomed.

<http://www.rwlconferences.org/>

<http://www.uni-giessen.de/fbz/fb03/institute/ifezw/prof/wb/rwl11>

RWL 11 CONFERENCE PROGRAMME

24th of July 2019

Session 1 room 011	10:00	Registration (conference office, room 012)
	11:00 - 11:30	Welcome at Justus-Liebig-University Giessen Representatives and Bernd K�pplinger
	11:30 - 11:45	Welcome from the International Steering Committee of RWL Peter Sawchuk
	11:45 - 13:00	Keynote 1: Apprenticeship as a model of learning for ‘professions’: what could it really mean? Alison Fuller
	13:00 - 13:15	Closing of the Opening Plenary Session

13:15 - 14:30 **Lunch** (canteen: MENSA, Otto-Behaghel-Stra e 27, 35394 Gie en)

venue		room 103	room 202	room 203	room 204	room 302	room 303
Session 2		Workshop 1 Knowledge, Competences, Qualifications and Needs	Workshop 2 Mix	Workshop 3 Methodology Development and Theory Building for Researching Work and Learning	Workshop 4 Work Identity, Biographies, Learning Trajectories and Subjectivity	Workshop 5 Professions and Organizations Supporting Learning	Roundtable
	14:30 - 15:00	The Relationship between the Nature of Tasks and Workplace Learning Practices in Crowdwork Anoush Margaryan	Exploring ‘Tacit pedagogy’ and ‘Entanglement’ in Practice-based Learning and Innovation: Evidence from a Qualitative Study of a High-Performing Engineering Company Jay Derrick	Reimagining Universities of Technology James Windsor Garraway	The Psycho-Societal Materiality of Work Identities in Late Modernity. Professions, Vocations, Wage Labour, Precarious Employment, and Corporate Identification Henning Salling Olesen	Self-organized Structure Challenging Employees’ Workplace Learning in Growth Organizations Kaija Marjukka Collin Soila Lemmetty	Researching Students' Term- Timework, Learning, and Wellbeing Alison Taylor Christine Scholz Fenech Milosh Raykov

Session 2	15:10 - 15:40	How do new Technologies affect Learning in Companies? Challenges for Continuing Vocational Training in the World of Work 4.0 - the Companies' Point of View Gesa Münchhausen	A Typological Look into Learning Culture in Workplaces: from Malicious to Demanding! Saeid Safaei Movahhed	Bringing "Your Whole Self" to an Enterprise: Conceptual Possibilities, Risks and Limits Armig Adourian	Conditions for Learning Managerial work – First-Line Managers Experience of Entering a New Workplace in Elderly Care Karin Wastesson Maria Gustavsson Anna Fogelberg Eriksson Peter Nilsson	Prescription and Negotiation: Understanding Learning and Development Practices from a Practice-Based Approach Donna Rooney Amanda Lizier	
	15:50 - 16:20	Professional Development- Swedish Police Officers' Perceptions of Competence and Life-Long Learning Kirsi Kohlström		Developing a Lifelong Learning Framework and Measuring Lifelong Learning Among Workers in Singapore Yee Zher Sheng Ying Chia	Danger! Learners at Work Laurence Philip Solkin		Meet the Editor of "Studies in Continuing Education" David Boud

18:30 - 21:00 **Closing of the 1st day: get-together at the museum 'Mathematikum' with snacks and wine**
(venue: Mathematikum, Liebigstraße 8, 35390 Gießen; <https://www.mathematikum.de/en.html>)

25th of July 2019

Session 3
room 011

09:00 **Registration** (conference office, room 12)

09:30 **Keynote 2: Learning and decision making in a post truth era**
-
10:30 **Henning Pätzold**

10:30 - 11:00 **Coffee break**

venue		room 103	room 202	room 203	room 204	room 302	room 011
Session 4		Workshop 6 Enterprises as Organizations and Diverse Configurations	Workshop 7 Sectors and Labor Markets	Workshop 8 Cultural, Historical and Socio-Material Perspectives on Work, Learning, Agency and Social Change	Workshop 9 Systems, Policies and Stakeholders as Wider Contexts	Workshop 10 Learning in Virtual Spaces or Hybrid Arrangements	Symposium 1
	11:00 - 11:30	The Practice Architectures that Enable and Constrain Learning in the in-between Spaces of the Workplace David Boud Susanne Francisco	Effects of Workplace-Oriented Basic Adult Education Trainings: Addressing Employee's Competencies Across Sectors Michael Schemmann Dennis Klinkhammer	Re-Considering the Nature of Work in Complex Adaptive Organisations – Fluid Work as a Driver of Learning through Work Amanda Lizier	Principals' Appropriation of Public Private Partnership in Education in the Senior High School Program Peter Golfo Romerosa Ferdinand Castillo Lacuata	Work in the Digital Age: More Complexity, More Training? Firm-Level Evidence from Germany Felix Lukowski Sabine Mohr Myriam Baum	Is Work-Related Learning Declining? Evidence and Explanations D.W. Livingstone Bernd Käßlinger Milosh Raykov

Session 4	11:40 - 12:10	<p>What Job Factors Enhance Organization Based Self-Esteem (OBSE) most Among Employees with Disabilities</p> <p>Amani Hitimana</p>	<p>Recruiting Internationally-Trained Employees in Canada and Germany – Insights from a Mixed Methods Study</p> <p>Silvia Annen</p>	<p>Challenging the Neoliberal Agenda of Workplace Learning: Framework for a Pedagogy of Resistance</p> <p>Asmita Bhutani Vij</p>	<p>Building Strategic Relationship: Linkage between the IT sector and Secondary Technical Education in Resistencia (Argentina)</p> <p>Milagros Gimenez</p>	<p>Digitalization of Work: Challenges for Workplace Learning</p> <p>Christian Harteis Bianca Steffen Viktoria Merk Sonja Port</p>
	12:20 - 12:50	<p>Learning in the Laboratory: Pedagogies of Practice in the “Lively World of Science”</p> <p>Christine Winberg</p>		<p>Community Organisation as Workplace and Research as Work</p> <p>Penelope Engel-Hills Hilde Ibsen</p>	<p>Conditions for Collaboration between Healthcare Education and Healthcare Providers Organising for Clinical Placements</p> <p>Ann-Charlotte Bivall Maria Gustavsson Annika Lindh Falk Madeleine Abrandt Dahlgren Malin Tillmar</p>	<p>Meet the editor of “Australian Journal of Adult Learning”</p> <p>Tracey Ollis</p>

13:00 - 14:30

Lunch

(canteen: MENSA, Otto-Behaghel-Straße 27, 35394 Gießen)

25th of July 2019

venue	room 103	room 202	room 203	room 204	room 302	room 011
Session 5	<p>Workshop 11 Cultural, Historical and Socio-Material Perspectives on Work, Learning, Agency and Social Change</p>	<p>Workshop 12 Knowledge, Competences, Qualifications and Needs</p>	<p>Workshop 13 Enterprises as Organizations and Diverse Configurations</p>	<p>Workshop 14 Professions and Organizations Supporting Learning</p>	<p>Workshop 15 Work Identity, Biographies, Learning Trajectories and Subjectivity</p>	<p>Symposium 2</p>
	<p>14:30 - 15:00</p> <p>Philosophical Reflections on Community-Engaged Learning</p> <p>Alison Taylor</p>	<p>Conceptualization of needs research in the context of digitization of work and training-concepts</p> <p>Steffi Robak Moritz Maximilian Knaut</p>	<p>Failure of Education for Sustainable Development in Organisations: Program Analysis Using Topic Modeling to Identify Organizational Patterns of a Sustainability-Oriented Learning Culture</p> <p>Thomas Prescher</p>	<p>Promoting Innovative Learning at the Workplace – a Singapore Story</p> <p>Ying Chia</p>	<p>Learner Perspectives on “Theory” and “Practice” in Work-Based Learning within Higher Education</p> <p>Peter Schloegl Julia Stopper</p>	<p>Exploring Convergence and Differences in Theorizing Learning in, for, and with Work Continued from RWL10</p> <p>Peter Sawchuk Helen Bound Henning Salling Olesen</p>
	<p>15:10 - 15:40</p> <p>A Model for Institutionalizing Organizational and Symbiotic Learning – Its Empirical, Historical, and Theoretical Background</p> <p>Olav Eikeland Marta Struminska</p>	<p>Knowing the Practice of Industry 4.0 Through Industrial Work-integrated Learning</p> <p>Ulrika Lundh Snis Monika Hattinger Charlotte Arghavan Shahlaei</p>	<p>How Research Centres Attain Sustainability in Industry-Academic Partnerships</p> <p>Simon Winberg</p>	<p>Employee Opportunities for Self-Directed Learning at Technology Organizations: Features and Frames of Self-Directed Learning Projects</p> <p>Soila Johanna Lemmetty</p>	<p>Choosing One’s Future? Narratives on Educational and Occupational Choice Among Folk High School Participants in Sweden</p> <p>Andreas Fejes Magnus Dahlstedt</p>	
<p>15:50 - 16:20</p> <p>Practice, Habitus, Incidental and Informal Adult Learning in the Coal Seam Gas Protests in Australia</p> <p>Tracey Ollis</p>	<p>Labouring Through Unused Skills: Reframing Sennett in the Labour Process Theory</p> <p>Sheldon Matthew Bromfield</p>		<p>“If you’re not in the Classroom, You’re not Learning”: Workplace Learning and Structured Learning and Development Systems and Practices in Complex Adaptive Organisations</p> <p>Amanda L. Lizier</p>	<p>High School Teacher Identities in Transformation – Presentation of a Qualitative Research Design</p> <p>Anders Jakobsen</p>		

16:30 - 17:00 Coffee break

Session 6		Workshop 16 Professions and Organizations Supporting Learning	Workshop 17 Mix	Workshop 18 Professions and Organizations Supporting Learning	Workshop 19 Cultural, Historical and Socio-Material Perspectives on Work, Learning, Agency and Social Change	Symposium 3
	17:00 - 17:30	HEIs and Employers Interacting to Shape Creative and Useful Learning Opportunities Carol Costley Jonathan Garnett	Identity Formation Among Swedish Vocational Students Lisa Ferm Maria Gustavsson Daniel Persson Thunqvist Louise Svensson	Vocational Teachers in Work-Based Transitions: A Comparison of Boundary-Crossing Practices Bill Esmond	Assessing the Impact of a National Lifelong Learning System: Cultural Historical Activity Theory (CHAT) Perspective Heidi Bolton	New Modes of Digital Production: Issues of Autonomy, Immaterial Expertise and Learning David Guile Martin Krzywdzinsk Anoush Margarya
	17:40 - 18:10	Lessons Learned. Configuring Innovation Labs as Spaces for Intrapreneurial Learning within Hybrid Organizations Joy Rosenow-Gerhard	Translational Research as an Integral Part of Work-Based Learning John Anthony Fulton Shelagh Keogh	Services of Adult Education Centers for Further Education in Enterprises - Insights from a Current Research Project Marion Fleige Bettina Thöne-Geyer	The Multiple Reals of Professional Learning: Immigrant Engineers' Experiences in Canada Hongxia Shan Ahmed Osama	
18:20 - 18:50	Innovating for a Cause: the Work and Learning Required to Create a New Approach to Healthcare for Homeless People Alison Fuller Susan Halford Kate Lyle Rebecca Taylor Ann-Charlotte Teglborg	Site of the 'Slash': in-between Learning Spaces as a Fruitful Focus for Further Research Donna Lea Rooney	Quality of Adult Educators in Singapore: Domain and Pedagogical Proficiencies Helen Bound	Exploring Terminologies Used to Describe the Interlinking of Theory and Practice in Higher Education in Denmark and the US Abena Dadze-Arthur Eva Cendon		

19:45 - 23:30

Conference dinner

(venue: heyligenstaedt, Aulweg 41, 35392 Gießen; <https://www.restaurant-heyiligenstaedt.de/en>)

26th of July 2019

venue	room 103	room 202	room 203	room 011		
Session 7		Workshop 20 Occupations, Jobs and Careers	Workshop 21 Professions and Organizations Supporting learning	Workshop 22 Knowledge, Competences, Qualifications and Needs	Symposium 4	
	09:15 - 09:45	Integrated Practice for Learning through and at Work: The Case for Non-Permanent Workers Helen Bound	How Up-Skilling Opportunities and Practices Enable Learning in, through and for Workplaces in the Marine Sector of South Africa: Exploring the Material Aspects within a Critical Realist Framework Caroline Margaret Bell	Skilling a workforce - Community Development Practices in Neighborhood Houses in Australia: "There is so much that Sits behind the Doing of it" Tracey Ollis Cheryl Ryan	Profiles of Knowledge Workers: Work Intensification, Decreasing Job Control, Growing Underemployment D.W. Livingstone Peter Sawchuk Commentator: Alison Fuller	
	09:55 - 10:25	Craft Pedagogies: Service Workers as Teachers Gemma Piercy-Cameron	Tensions in Work-Based Learning; Shelagh Keogh John Anthony Fulton	Integrating Theory and Practice – Reconstructing Interactions in University Continuing Education Anita Moerth		
	10:35 - 11:05	The Nursing Associate: A Supplement to the Nursing Workforce or Replacement? Jacqueline Fitzgerald Claire Thurgate		From 'Language for Work' to 'Language through Work' in the Context of Migration and Inclusion: Lessons Learnt from Recent Research and Practice across Europe Matilde Grünhage-Monetti Alexander Braddell		

11:15 - 11:45 **Coffee Break**

Session 8
room 011

11:45	Outlook to RWL 12 and Final plenary session and panel discussion
-	
13:00	Core Panel question: WHICH ARE THE MAIN CHALLENGES FOR A SOCIALLY RESPONSIBLE RESEARCH INTO WORK AND LEARNING IN DIFFERENT REGIONS OF THE WORLD?
	Panel Participants: Helen Bound (Singapore) Jian Huang (Shanghai) Gemma Piercy-Cameron (Hamilton) Henning Salling Olesen (Roskilde) Peter Schlögl (Klagenfurt am Wörthersee) Hongxia Shan (Vancouver) Christine Winberg (Cape Town)
	Moderator: Bernd Käßplinger (Giessen)

13:00 **Closing of the conference**

13:15 **End of the conference and farewell with optional lunch boxes**

14:45 **Voluntary guided city tour** (optional; please register at the conference office)

Ostschule
Linie 801
 Campusbereich Recht und Wirtschaft
~ 8 min

- Cafeteria
- Leihrad-Station
- Fahrrad-Parkplatz
- Parkplatz
- Bus Stop**
- Zufahrt
- barrierefreier Zugang



Universitätszentrum
~ 15 min

Campusbereich Seltersberg
~ 20 min

Campusbereich Philosophikum II
Ersatzhaltestelle Karl-Glöckner-Straße (Linie 10, 802)
~ 5 min

Richtung Zentrum/ A485
via Schiffenberger Weg

