

Project Summary for IAL Website

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Project Title:	Challenge-Learn: Developing and Assessing an Andragogical Programme and System based on Co-Skilling to Enhance Employability and Learning
Project Number:	GA19-07
Year of Approval:	2021
Funding Source:	WDARF
Objectives and intended outcomes of the project:	Co-Skilling is a practical approach to adult learning by co-creating ideas and solutions with relevant career stakeholders. It offers systematic guidance to connecting learning to current or future career advancement, as well as demonstrating usable learning outcomes. This research project develops an online system that implements Co-Skilling principles in institutes of adult education. The impacts of Co-Skilling on employability and learning are also assessed.
Project Team	
Principal Investigator:	L. G. Pee
Summary of Project (up to 300 words)	
<p>Co-Skilling is a novel approach to learning developed based the principal investigator’s extensive research on Social Informatics of Knowledge. Co-Skilling for adult learning focuses on learning career-relevant knowledge and skills and generating usable learning outcomes through co-creating with career stakeholders (e.g., current employer). Co-Skilling is more specific than problem-based learning in that it stresses career-related problems. Unlike authentic learning, Co-Skilling emphasizes benefitting all stakeholders involved in the co-creation rather than only the learner. Co-Skilling also departs from experiential learning in that it aims to generate usable learning outcomes that make one’s new capabilities and potential visible.</p> <p>This research project focuses on implementing the principles of Co-Skilling to enhance the adult learning journey. An online system that offers AI recommendations for key learning decisions (e.g., select courses), relevant learning activities (e.g., how to apply learning to work?), and usable learning outcomes will be developed. The system’s usefulness will be assessed through randomized controlled trials at an institute of adult education. The assessment focuses on how Co-Skilling affects employability and learning (measured in terms of occupational expertise, anticipation and optimization of skills/knowledge, personal flexibility, etc.).</p> <p>This research project can make an impact on practice in several ways. For adult learners, connecting learning to career advancement is expected to improve employability as well as engagement, motivation,</p>	

and ownership of learning. For employers sponsoring employee learning, usable learning outcomes contribute more directly to organization performance. For institutes of adult education, the Co-Skilling system provides insights into in-demand course topics for the design of course offerings. For SkillsFuture policies and ecosystem, Co-Skilling can complement the existing Work-Learn, Work-Study, and Earn-and-Learn programmes by providing personalized and systematic guidance to connecting learning to work.