

Additional Information on Skills Transferability

Holton's Learning Style Inventory

One of the more widely accepted theories for the transferability of training carried out in the classroom situation to the workplace is that of Holton, which has been around since 1997. It is not too difficult to note similarities between this scenario and the 'classroom' of the University and the workplace. Certainly the parameters influencing transferability are worthy of our attention.

Here is an article which shows the framework:

Ruona, W.E.A., Leimbach, M., Holton, E.F., and Bates, R. (2002) 'The relationship between learner utility reactions and predicted learning transfer among trainees', *International Journal of Training and Development*, 6:4, pp. 218 – 228.

An example of improving transferability of learning

Philpott (2006), in his work with trainee teachers, gives the following as 'conditions that improve the chances of transfer of situated learning':

- Matching affordances
- Perception
- Motivation
- Culture
- Cognitive Apprenticeships

In more detail:

- **Matching affordances**

This relates to similarities between the two situations in terms of their social environment, as just discussed.

- **Perception**

The important point to note here is that for transfer to work, the participant must recognise that there are similarities between the two situations.

- **Motivation**

The individual has to want to transfer skills from one context to another - and the context must also encourage this to happen.

- **Culture**

Ideally the organisation culture is that which encourages new ideas and some element of risk-taking.

- **Cognitive Apprenticeships**

As discussed in chapter two, these offer mentor support to the learner through a series of levels of maturity.

You may find this article at:

Philpott, C. (2006) 'Transfer of learning between higher education institution and school-based components of PGCE courses of initial teacher education'. *Journal of Vocational Education and Training*. Vol. 58, No. 3, pp 283 - 302.