**Learning Modalities and Methodologies**

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| **Mode** | **Method** |
| **1. Group course, Workshop, Seminar,** **Symposium, Conference, Large group event***A face-to-face event, of any duration, in which a group of people come together with the prime purpose to learn. In this mode, the facilitator, trainer or subject matter expert plays a prominent role. This is always considered “formal” learning or more precisely as “training”* | Group work Role playsSimulationsEnergisers, Ice breakersPresentations, DebatesBrainstormingPlenary discussionWall cards, poster sessionsGamesDemonstration |
| **2. Knowledge Sharing***A group of people, who need not and often do not, share a common work location, but with a shared professional interest, who exchange information for the purposes of learning. Communication is normally via electronic media, but it is not precluded that they meet face-to-face periodically (in a mode 1 situation). While a facilitator may be present, in this mode the team members primarily provide the subject matter input.* | Communities of PracticeCommunity of InterestProfessional associationsNetworking |
| **3. Team Learning***A small group of people who come together with the specific purpose to learn, and in some cases take action as well, for a specific time limited duration. This may be an intact team or individuals who are convened specifically for the learning activity. While a facilitator may be present, in this mode the team members primarily provide the subject matter input. (This is not the same as group work in the context of a modality 1 activity)* | Action learningProblem-based learning, Collaborative learningLearning teamsIntact team retreatsAfter-action reviewsPeer assists |
| **4. Distance Learning***A learning course where the participants are at a distance from the course administrators, facilitators, subject matter experts and resources. Learning materials may be in paper or digital form and communication between the tutors and participants and amongst participants is often facilitated by various electronic media. Learning may be collaborative or individual. Distance learning is often associated with the notions of “open” enrollment and learning “flexibility” of time and place.* | Debate/DiscussionResearchPeer activityAssignments |
| **5. On-the job Training***Learning takes place in the workplace and the learner engages in actual work. There is usually some form of guidance through a coach, who is ideally a real colleague, including the supervisor, of the learner. This is sometimes formal in nature but often informal learning.*  | Work assignmentsGuided missionsCoachingMentoringShadowingJob swoppingCross trainingApprenticeshipsTask- based trainingGuided Reading |
| **6. Self Study***Learning in which the learner takes the initiative and is fully in control of his or her own learning. The learner may or may not get recognition for the learning investment and it is often informal in nature. There is no facilitator, coach or tutor with whom the learner relates.* | Self-directed learningResearchSelf study course |
| **7. External Studies***A structured, usually fee paying course organised by an academic or training institution. Usually specific to the needs of an individual or small group. Often results in some form of certificate.* | Academic coursesSabbaticalsExternal job placementsProfessional learning for certification or accreditation |

This taxonomy of learning modalities and methodologies was developed by the UNSSC and the International Training Centre of the ILO.