**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 plays  Simulations  Energisers, Ice breakers  Presentations, Debates  Brainstorming  Plenary discussion  Wall cards, poster sessions  Games  Demonstration |
| **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 Practice  Community of Interest  Professional associations  Networking |
| **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 learning  Problem-based learning, Collaborative learning  Learning teams  Intact team retreats  After-action reviews  Peer 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/Discussion  Research  Peer activity  Assignments |
| **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 assignments  Guided missions  Coaching  Mentoring  Shadowing  Job swopping  Cross training  Apprenticeships  Task- based training  Guided 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 learning  Research  Self 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 courses  Sabbaticals  External job placements  Professional 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.