Why the methods of knowledge transfer in academia are incorrect compared to apprenticeships?

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This study highlights the links between knowledge transfer and professional negligence in academia, and their negative effects for individuals.
Teacher
A person who instructs or trains others

Knowledge
Understanding of or information about a subject

Learner
A person who is still learning something
Academia

Learning in theory

Doing theory and then, applying it

Apprenticeship

Learning in practice

Learning by doing, standards are acquired through repetition
Knowledge transfer refers to the exchange of knowledge during teaching and learning and includes:

Teacher → Inputs and Feedbacks → Learner

Decisions and Outputs
Apprenticeships focus on working with:

- **Physical materials** - equipment and artefacts the learner needs access to in order to learn.

- **Symbols** – words, numbers, images.

- **People** – who model skills and values, who challenge, argue, compete, co-operate, understand and offer critique.
However, the predominant focus in academia is on publishing work.
FINDINGS IN ACADEMIA
The lack of input and feedback from managers distress cognitive processes in learners, affecting their decisions and outcomes.
The presence of bullying behaviour from managers distress emotional processes in learners, affecting their mental health and work capability.
The lack of input and feedback

The presence of bullying behaviour

are associated with professional negligence.
Professional Negligence

• When a professional fails to perform their responsibilities to the required standard or breaches a duty of care.
Negative effects to Individuals

PERSONAL
Mental health

PROFESSIONAL
Work capability
RECOMMENDATIONS
The transfer of knowledge has to be of mutual benefit, it cannot be a one-way street or an abuse, it cannot hurt either party.
A blend of academic and vocational education is needed in academia. Apprenticeships teach, nurture and impart knowledge better than academia. Apprenticeships perfectly show everything to students.
Managers would benefit from cognitive and emotional training to understand learners and employees and support their needs.
Managers would benefit from communication training to share knowledge.
A robust justice system is needed in research and education to promote a more just society, human rights and dignity at work.
1. This is my personal experience in academia. The findings presented are facts that have happened to me in academia.


Do you understand now?

There is no scientific way of doing it, in my opinion you need to speak from the heart. You can only understand the impact of this in somebody’s life if you have experienced it. Unless these things have been experienced, it is difficult to comprehend the emotional and career damage that can be done. Improved support and aid to students and workers that have gone through these traumas are needed.
Any feedback would be greatly appreciated. Please contact me at:

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