

Building Resilient Learning Communities: Using Evidence to Support Student Success

#ETConf20



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.

CONCEPTS



Cambridge
Dictionary

Teacher

A person who
instructs or
trains others

Knowledge

Understanding of
or information
about a subject

Learner

A person who is
still learning
something

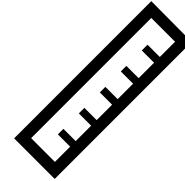
Academia



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:

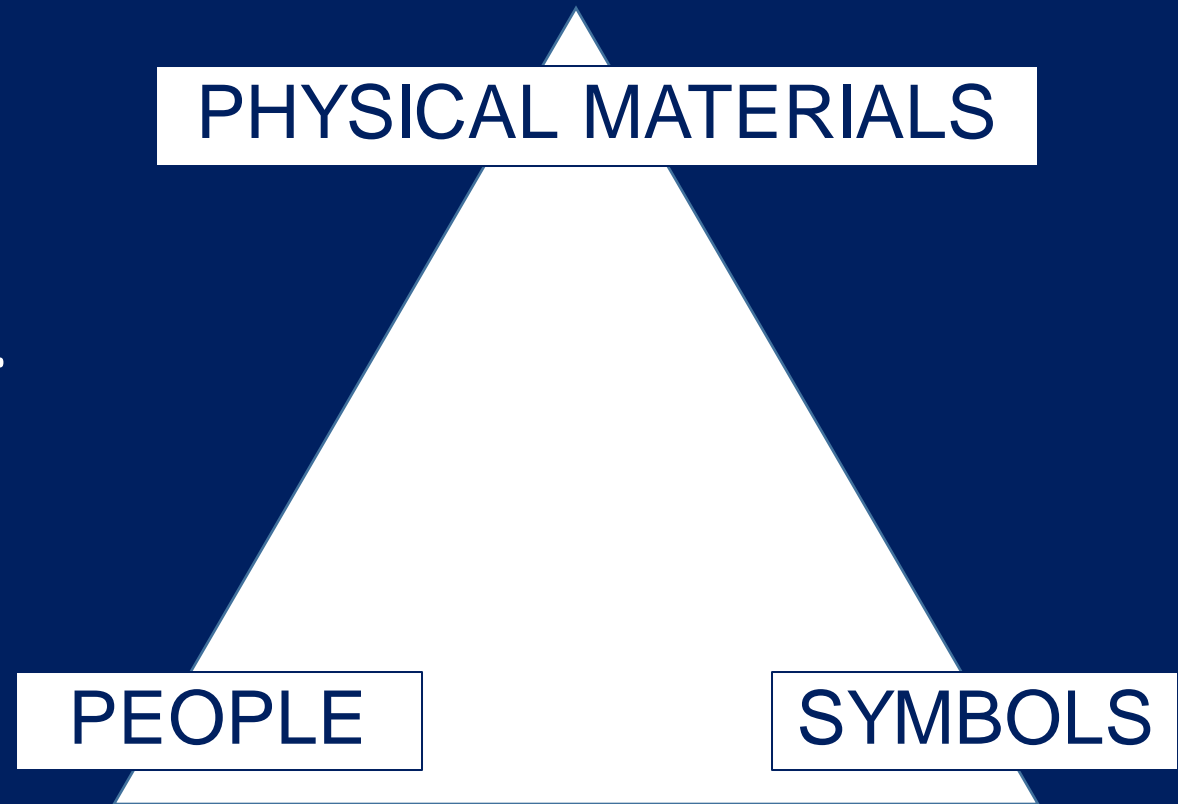
Inputs and Feedbacks



Decisions and Outputs

Apprenticeships focus on working with:

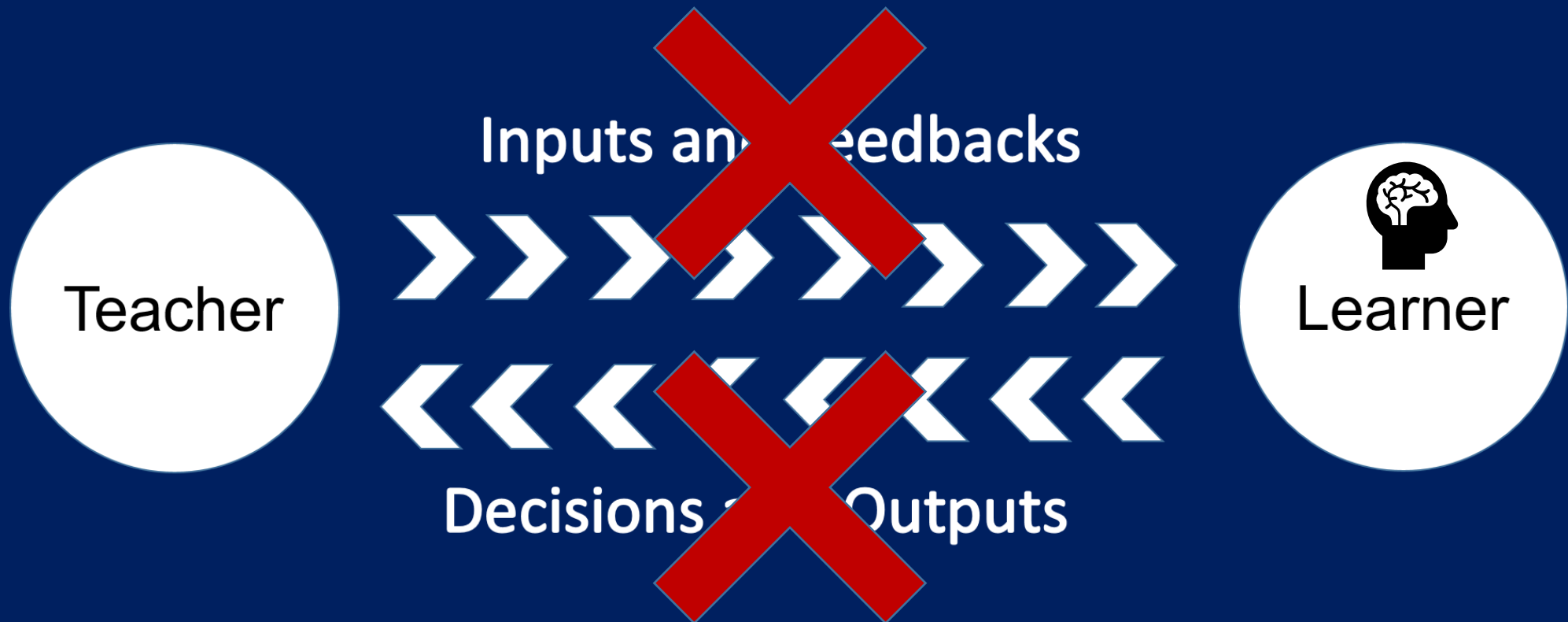
- Physical materials - equipment and artefacts the learner needs access to in order to learn.
- Symbols – words, numbers, images.
- People – who model skills and values, who challenge, argue, compete, co-operate, understand and offer critique.



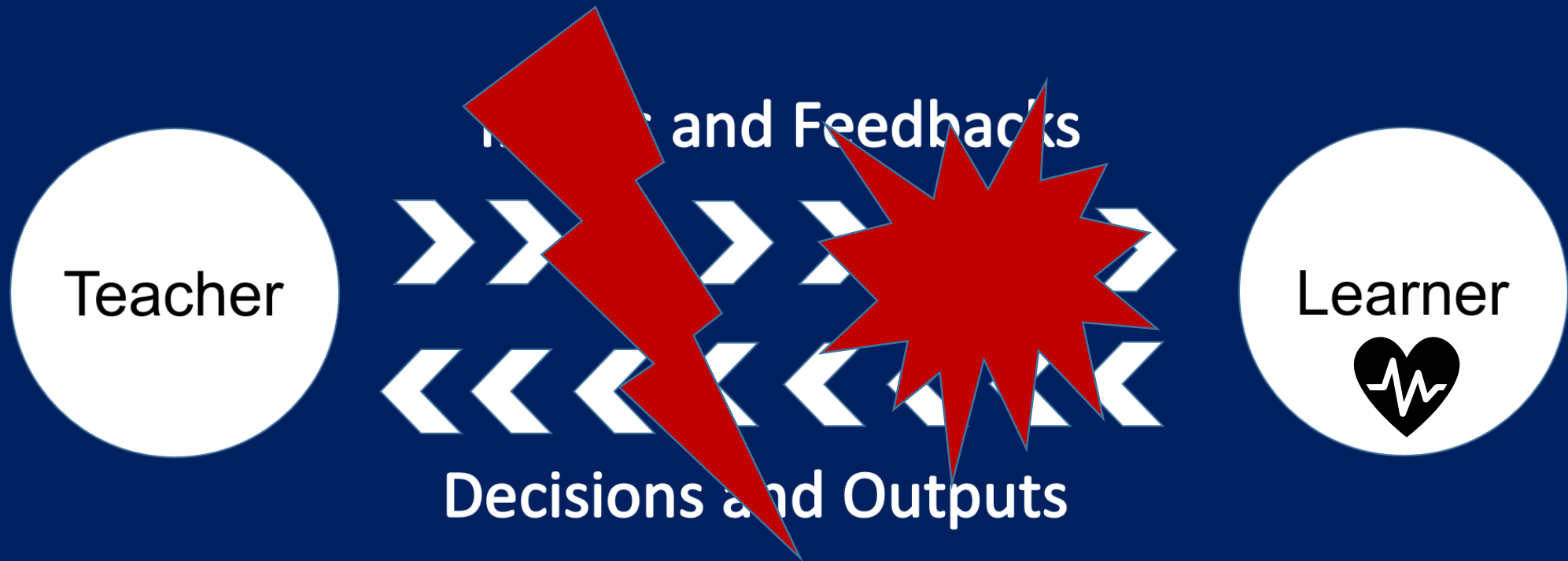
However, the predominant focus in academia is on publishing work.

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

1ST

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.

2ND

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.

3RD

Managers would benefit from cognitive and emotional training to understand learners and employees and support their needs.

4TH

Managers would benefit from communication training to share knowledge.

5TH

A robust justice system is needed in research and education to promote a more just society, human rights and dignity at work.

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1. This is my personal experience in academia. The findings presented are facts that have happened to me in academia.
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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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