

AERA CONFERENCE

APRIL 2-7 2014

WORKPLACE LEARNING SIG SPRING

NEWSLETTER

EDITOR J. O. BROWN

Come one come all to Philadelphia and this year's AERA Conference. Your Workplace Learning SIG has an exciting line-up of events and presentations. We begin with a Special Session on Wednesday April 2nd, a day before the official conference opening.

Session Title: Comparing Private sector technical training with Public sector degree completion: An Off-site Panel Discussion with Aker Philadelphia Shipyard and the Federal Reserve Bank of Philadelphia on Academia-Industry Partnerships for Workforce Education

Panelists Participants:

- *Margaret Malloch, Victoria University, Chair, Workplace Learning SIG (Session organizer)
- *Rajashi Ghosh, Drexel University, External Relations Officer, Workplace Learning SIG (Visit Leader)
- *Martin Mulder, Wageningen University, Immediate Past Chair and Dissertation Award Committee Chair, Workplace Learning SIG (Participants)
- *Susanne Weber, University of Munich, Secretary, Workplace Learning SIG (Participant)
- *James Bartlett, North Carolina State University, Member, Workplace Learning SIG (Participant)
- *Barbara Miller, Vice President for Workforce Development at Bucks County Community College (Discussant)

In addition, the following individuals have agreed to attend the panel discussion:

- Mike Giantomaso, Senior VP of Human Resources for Aker Philadelphia Shipbuilding
- Dan Rhoads, President & CEO at Rhoads Industries (Supplier to Aker)
- William J. Swahl, former Director of the IBM Shipyard Practice and Center of Excellence
- Steve Hart, Assistant Vice President, Human Resources, Federal Reserve Bank of Philadelphia
- Katherine Rondeau-Fiore, Organizational Learning & Development Professional, Federal Reserve Bank of Philadelphia

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Workplace Learning SIG AERA Sessions April 2014



TRANSPORTATION TO SPECIAL SESSION

The attendees need to meet between 2.30-2.45 pm at 200 Level, Hall E, AERA Conference Registration desk at the Pennsylvania Convention Center on April 2. The shuttle will pick them up from there and take them to the Ayker Shipyard for a tour and the session.

Space is limited so register ASAP. See you there!

Flow of Special Session

1. Aker Shipyard tour from 3 pm to 4.15 pm.
2. Panel Discussion starts around 4: 30 p.m.
3. . Barbara Miller, Vice President for Workforce Development at Bucks County Community College (Discussant) welcomes everyone and requests the Panelists to briefly introduce themselves.
- 4 . Barbara requests the folks from Aker & the Federal Reserve Bank of Philadelphia to first share their Models of academia-industry partnerships for workplace learning and the challenges they have experienced.
- 5 . Based on what Aker & the Federal bank shares, Barbara would articulate some questions for the Panelists (Marg, Martin, Susanne, James) to discuss. The Aker & Federal Bank folks (Mike, Dan, Bill, Steve, and Katherine) join the discussion as well.
6. After about 40 mins of discussion, Barbara would invite the audience to join the conversation and take questions from them for the Panelists..

REGULAR SIG SESSIONS

Thu, April 3, 12:00 to 1:30pm Type—Roundtable Session (5 papers)—, Convention Center, 400 Level, Terrace IV

Chair: Vanessa Hammler Kenon, The University of Texas - San Antonio

1. Opportunities for Principals' Informal Learning: An Integrative Literature Review, *Justin Barbaro, Teachers College, Columbia University
2. Feasibility of Gamification to Foster Learning and Working Motivation: A Design-Based Research Study in Intralogistics, *Michael Sailer, Ludwig-Maximilians-Universität München; *Jan Hense, Ludwig-Maximilians-Universität München; *Heinz Mandl, University of Munich; *Markus Klevers, Technische Universität München



3. Sources and Impact of Vocational Identity, *Viola Katharina Klotz, University of Paderborn; *Esther Winther, University of Paderborn

4. The Role of Improvisation in Organizational Training and Development, *Nicole Buras, Northern Illinois University; *Eric Archer, Northern Illinois University

5. Workplace Learning in a High-Tech Organization: The Relationship Between Self-Directed Learning and Learning Organization Disciplines, *Darren Masier, North Carolina State University; *James E. Bartlett, North Carolina State University

Thu, April 3, 6:15 to 7:45pm, Workplace Learning SIG Business Meeting Convention Center, 100 Level, 108B

Chair: Marg Malloch, Victoria University

Fri, April 4, 8:15 to 10:15am, Type— Paper session (5 papers) Apprenticeships, Vocational Development, and Training Convention Center, 100 Level, 109B

Chair: James E. Bartlett, North Carolina State University

1. Learning Motivation's and Professional Satisfaction's Impact on Remaining Intention Within the Profession, *Sarah Heinzer, University of Fribourg; *Silja Mentele, University of Zurich; *Doreen Holtsch, University of Zurich




2. The Prerequisites' Impact on Commercial Knowledge in the Beginning of Apprentices' Vocational Education and Training, *Doreen Holtsch, University of Zurich; *Silja Mentele, University of Zurich; *Sarah Heinzer, University of Fribourg; *Stephan Schumann, University of Konstanz; *Franz Eberle, University of Zurich

3. Modeling and Measuring Civic-Economical Competence in Commercial Apprenticeship in Switzerland, *Stephan Schumann, University of Konstanz; *Esther Kaufmann, University of Zurich; *Nicole Ackermann, University of Zuerich; *Franz Eberle, University of Zurich

4. Development of a Model of Competencies Required for Sustainable Economic Performance Among Apprentices in Business Education, *Susan Seeber, University of Goettingen; *Christian Michaelis, University of Göttingen

5. The Role of Natural Abilities, Self-Regulative Abilities, and Environmental Conditions in Air Traffic Controllers' Vocational Development, *Laura Pylväs, University of Tampere; *Petri J. Nokelainen, University of Tampere;

*Hilkka Anneli Roisko, University of Tampere



Sat, April 5, 8:15 to 10:15am, Type— Paper session (5 papers) Training and Workplace Learning—Convention Center, 100 Level, 109B

Chair: Leonard George Cairns, Monash University

1. Degrees of Autonomy in Training Participation: What Are the Consequences?, *Andreas Gegenfurtner, Technische Universität München; *Nikola Kosmajac, University of Turku; *Maximilian Knogler, Technische Universität München; *Markus Gebhardt, Technische Universität München

2. Measurement of Intrapreneurship Competence: A Validity Study on Test Items by Trainees' Verbal Protocols and Expert Ratings, *Sandra Trost, University of Munich; *Michaela Wiethe-Körprich, University of Munich; *Susanne D.E. Weber, University of Munich; *Frank Achtenhagen, University of Goettingen

3. Older Workers' Motivation to Continue to Learn: Testing the Expectancy-Value Model of Motivation, *Isabel Raemdonck, Université Catholique de Louvain; *Simon Beusaert, Maastricht University; *Caroline Meurant, Université de Louvain

4. Manifestations of Work Agency in Elderly Care: A Qualitative Interview Study About Nurses' Agentic Efforts at Work, *Michael Goller, University of Paderborn; *Christian Harteis, Paderborn University

5. Workplace Learning Support: How Employees of Differing Age Experience Their Workplace, *Michael Goller, University of Paderborn; *Christian Harteis, Paderborn University

Data, *Ching-Yi Lee, National Academy of Civil Service; *Hsin-Yi Kung, National Changhua University of Education
1. A Framework to Study Professional Learning: French Professional Didactics, *Claire Tourmen, Higher National Institute Of Agricultural Sciences, Food and the Environment (AgroSup Dijon); *Otilia Holgado, University of Sherbrooke

Sat, April 5, 10:35am to 12:05pm, Type— Poster Session (5 papers)—Convention Center, 200 Level, Hall E

1. Better Learning in Practice: The Effect of Mental Contrasting With Implementation Intentions on Successful Internships, *Haske van Vlokhoven, HAN University of Applied Sciences

2. Practice and Policy in the Preparation of Vocational Education and Training Teachers: Impact on Workplace Learning, *Leonard George Cairns, Monash University; *Margaret E. Malloch, Victoria University

3. If You Build It, Will They Come? Creating Successful Professional Online Learning Communities, *Jessica M Vettese, Drexel University; *Rajashi Ghosh, Drexel University

4. A Framework to Study Professional Learning: French Professional Didactics, *Claire Tourmen, Higher National Institute Of Agricultural Sciences, Food and the Environment (AgroSup Dijon); *Otilia Holgado, University of Sherbrooke

5. The Relationship Between Training Self-Efficacy and Training Motivation: Structural Equation Models of Longitudinal Data *Ching-Yi Lee, National Academy of Civil Service; *Hsin-Yi Kung, National Changhua University of Education