



## Adults, Data and emerging IDentities



### Advantages of action/goal based learning

#### 1. Performance support

Learning shouldn't stop when a learner leaves the classroom. A goal-based approach can ensure that the learning continues also ensuring that learners are fully supported in attempting to improve their performance.

#### 2. 'Pull' learning

In a pull platform, talent development emphasises on-the-job learning and informal structures rather than a formal training programme. Pull learning gives people the ability to confront challenges and draw out the resources needed to develop solutions.

#### 3. Compliance training

Goal-based learning can be used to ensure that compliance training is being translated into the workplace, as it allows learners to practice and hone behaviours in real time.

#### 4. Refresher training

A goal-based learning approach allows learners to review and identify their weaknesses and practice behaviours that will address and improve those weaknesses at any time.

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