



## Student ePortfolios: John Kilroy Video 6

### QA issues

I suppose the privacy is a big one, in terms of, if I'm at work or in an organisation and I'm generating this content and I'm capturing this information, how private is it? OK. And that goes back to your own, I suppose the management systems that the organisation is using, you know, if they are using a learning management system, how secure is that particular system? Particularly if they are putting up their profile, and they might be sharing some of their social networking tools as well. That's definitely an element. And I suppose the other QA around it as well, it depends on the context that it's being used in. Like obviously if it's been used as an assessment tool, it's probably more associated with higher ed and education. It's not necessarily used as an assessment tool in organisations. But it can be used as a performance management tool. And from that perspective it does need, I suppose, that transition from ePortfolio into performance management needs to be managed carefully as well.

Because if you are positioning it as a performance management tool, then there needs to be a criteria against it as well. You need to be very clear with employees around what we want, what we would expect to see in an ePortfolio, and I suppose a lot of the work we would do now is setting up ePortfolio handbook and doing ePortfolio inductions and actually designing an ePortfolio programme or strategy for an organisation as well. And again, it completely depends on how they want to use it. I generally don't encourage organisations to initially use it as a performance management tool. To start off using it as a learning tool, which it is, a learning tool. And keep it very specific for one particular programme as opposed to keeping it for a number of programmes. And let it build from there then. Because it is a big cultural change within an organisation to expect people to start focusing in on creating content and capturing their learning. So it needs, it's kind of small steps to be honest with you. Like kind of, I suppose, act small and kind of think big on it. And that's kind of what we would encourage for organisations to do.