



Student ePortfolios: John Kilroy Video 1

How do you use ePortfolios?

I work for a company called Harvest Resources. We are a learning and development organisation. So a lot of the work we would do would be going into organisations and helping them to design learning and development programmes for their people. So it could be in the area of management skills or general kind of soft skills. So I guess what we have found over the last, particularly over the last three or four years, that these organisations are looking for us to integrate technology more and more in terms of how we deliver our programmes. And in the past we would have done a lot of stuff like learning logs and personal reflection documents, where we got people to, I guess, capture their learning and their progression as they progressed through maybe a three-month or a four-month or a six-month programme. But what we have started to do now is, we have started to use the concept of ePortfolios to replace that, I suppose, documentation type of approach to that aspect of a programme.

So we found ourselves using ePortfolios more and more now in most of our kind of behavioural change programmes. And we also try and encourage them then to share that with each other. And ePortfolios can range from simple things like online learning logs, where they would go in and capture their personal learning objectives at the start of a programme, and they probably would blog then as the programme progresses. So maybe after a particular development intervention, they will reflect on what they took from that.

The other kind of things we would use it for as well is if there is an element of, not so much assessment from an organisational point of view, but I suppose to evaluate learning transfer back at work. We would always encourage the participants to showcase their ePortfolios to maybe their manager for example. So what we are finding in organisations now is ePortfolios are actually being used as a performance management tool. Now it's not how we positioned them. They are a learning tool. But you will find now that some companies, as part of maybe the normal performance review, the employee will sit down with their manager and part of what they might do is showcase their portfolio. We are seeing an awful lot of that in CPD type work. The other side, I do a good bit of work with job seekers, long-term unemployed. And I have done a lot of work in terms of helping job seekers make that transition from the paper-based CV into the ePortfolio.