The state of curation in learning Survey results

Survey open: August to November 2017
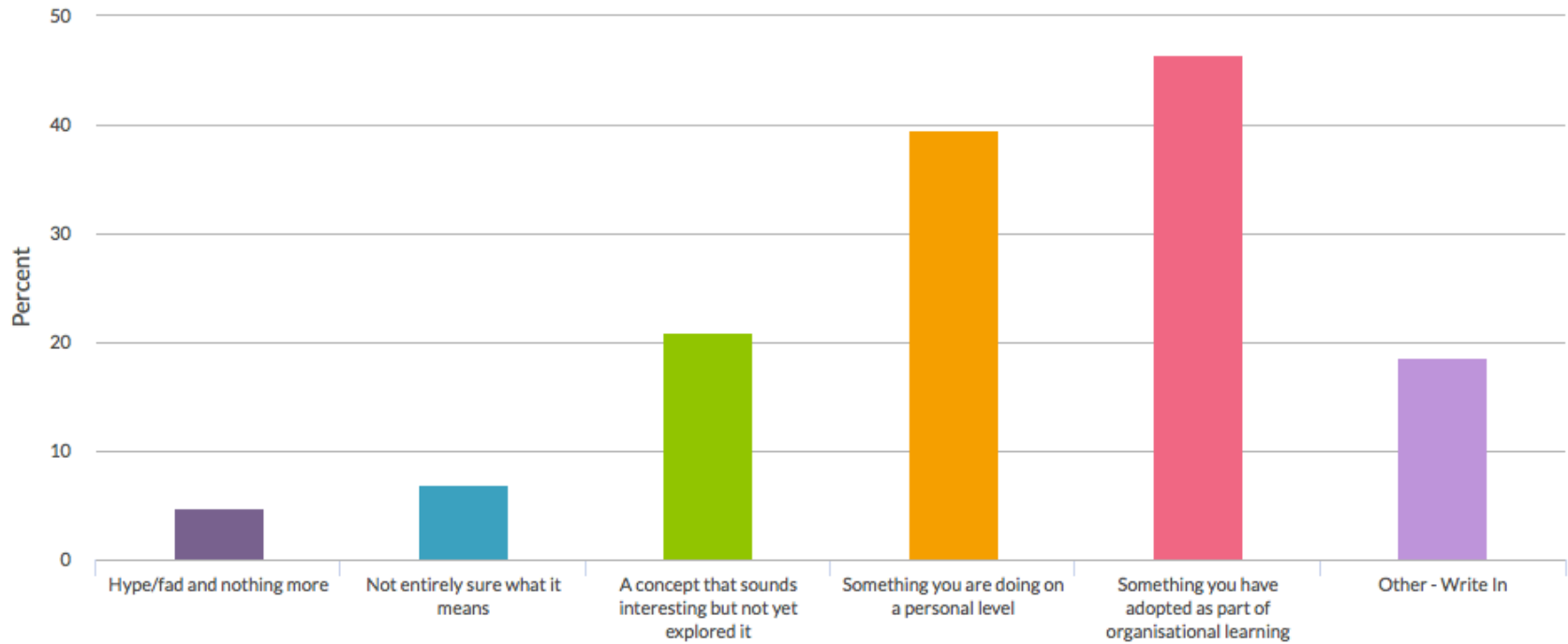Respondents: 43

Thankyou for participating

LearnPatch

1. What does the term curation represent for you? Select as many that apply

Value		Percent	Responses
Hype/fad and nothing more		4.7%	2
Not entirely sure what it means		7.0%	3
A concept that sounds interesting but not yet explored it		20.9%	9
Something you are doing on a personal level		39.5%	17
Something you have adopted as part of organisational learning		46.5%	20
Other - Write In (click to view)		18.6%	8

What does the term curation represent for you? Text responses

Curation happens, but it's not referred to as curation, it's just another training method.

Have dabbled in curation. Would like to do more.

Maybe I've misunderstood but I see citation simply as editorialising content online for learning purposes.
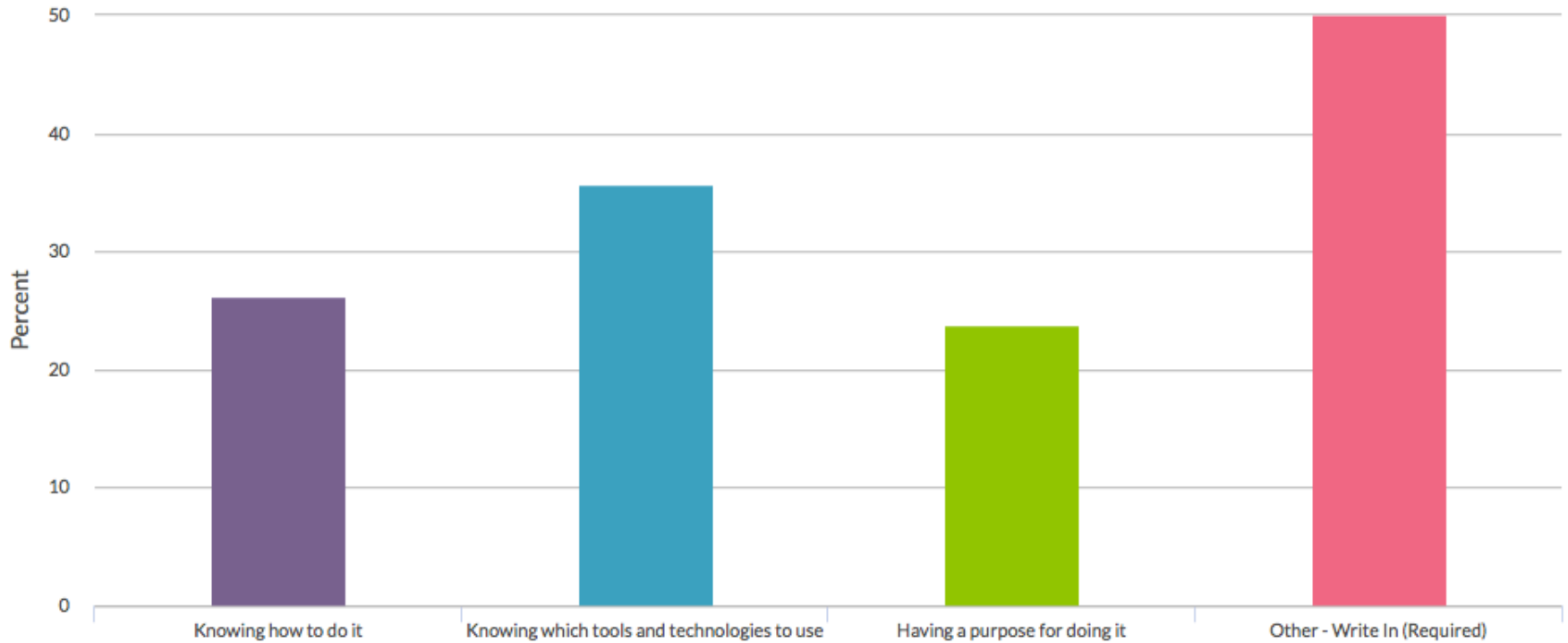
Not quite adopted as yet, are working towards this

Something I am trying to guide the organisation towards

Something I have adopted as part of courses and MOOCs we offer to clients and the public

Something we should be doing.

We use Curatr as an online platform, so we curate for that

2. What stops you curating resources/content?

Value		Percent	Responses
Knowing how to do it		26.2%	11
Knowing which tools and technologies to use		35.7%	15
Having a purpose for doing it		23.8%	10
Other - Write In (Required) (click to view)		50.0%	21

What stops you curating resources/ content? Text responses

Finding relevant content can take as long as recreating it unless you have an effectiVe filter

Getting people involved and stay involved

Having an appropriate platform

I am curating at present and have been for sometime. What sometimes stops me is conflicting priorities with other work.

I am curating topics

I do it - have used Bitly and now just bookmark, not sure its ideal

It can be time consuming to do. Most folk don't see the value in it.

Ive not stopped

Lack of time to invest in a fully effective approach

Learning culture of classrooms and made here

Limited expertise of SME in understanding the need to remove content which has low relevancy

Much/most of the content we deliver is highly operational and currently poorly documented elsewhere, although our new Knowledge Management System (KMS) is rapidly improving this. Currently we tend to create and update our own resources, rather than locate and curate others' content - either because it's not there or because it's inconsistent.

What stops you curating resources/ content? Text responses

Organisational ingrained practices and expectations of L&D

Sourcing appropriate content that complements company values, environment, roles

There is nothing to stop us as such but a lot to do to promote the benefits, guidelines to get the most from curation and learning from others to try to achieve brilliant curation.
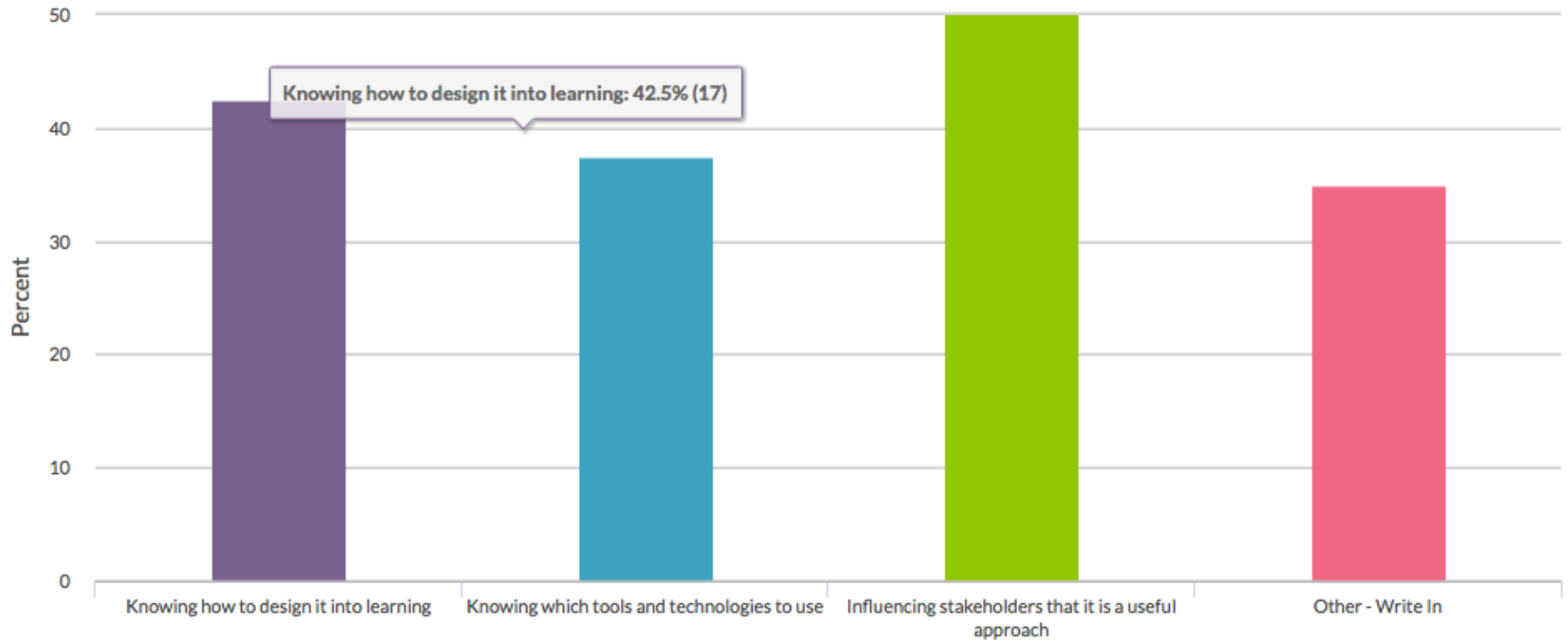
Time.

Verifying credibility, time to critically evaluate source

finding the time /right (relevant content

n/a as I curate

time to find great stuff

3. What stops your organisation using curation in learning?

Knowing how to design it into learning: 42.5% (17)

Value		Percent	Responses
Knowing how to design it into learning		42.5%	17
Knowing which tools and technologies to use		37.5%	15
Influencing stakeholders that it is a useful approach		50.0%	20
Other - Write In (click to view)		35.0%	14

What stops your organisation using curation in learning? Text responses

Finding content that's right and not from competitors.

For all I know, other parts of the business may use curation.

Having an appropriate platform

I think some organisations are still of the view that everything has to be tailormade for their organisation

I'm doing it

It's time consuming to do

Our processes and procedures are poorly/inconsistently mapped, although there is a project under way to map them. Without reliable processes and documentation to curate, creation is a more reliable & consistent approach to our training.

See above.

There is nothing to stop us as such but a lot to do to promote the benefits, guidelines to get the most from curation and learning from others to try to achieve brilliant curation.

There's so much source material

Understanding its value

We started to use it, main reason for not doing it more are resource constraints

What stops clients doing it is a lack of awareness and investment

n/a as we curate

If you are using curation in your organisational L&D, which technologies are you using for curation?

- An online platform (Academy) - trying to sort and organise our library of learning assets so that they support a good user experience (easy to find/use/share) and can demonstrate quality and value.
- Anders Pink. Crowd sourcing
- CrossKnowledge, Social Intranet communities
- Curatr
- Digital Social Content Data
- Extremely basic use of a document management system
- Find or display? Find google/ anders pink Share: creating curated news letters, sharing as resources in the LMS as part of content design
- Flipboard Filtered Scoop it RSS feeds
- Flipboard and Diigo to source and aggregate content. Curatr to distribute curated content in a way that delivers objectives.
- Fuse, intranet pages, email.
- I'm not currently but in past have used Yammer and internal intranet sites or LMS to share curated content. Personally when I curate (not often at mo) I would use linked in to share content
- Internal site with SharePoint, LMS
- Largely manual sourcing of content, brought together in our online learning academies. ID works to "package" the content in suitable topic families and provide additional content.
- Mainly the functionality available in our social intranet tool (which is not specifically for content curation) 1 Moodle Evernote and now Slack for personal curation to support this. Variously Pinterest, Scoop It!, Flipboard, Storify 1 Moodle, yammer, email (e.g. Regular L&D updates).

How are you using curation to support L&D activities?

- Anders Pink. We use user generated content in our courses
- As part of the process for building blended learning programmes. Also to be able to respond promptly to meet ad hoc and individual learning needs. To support my personal learning
- Building courses with curated content. Blogging with content curated
- By course title only, no direct connection to source documents nor added items
- Collaboration on projects Promoting learning in specialist areas To confirm thought leadership To disrupt
- Curated content is pushed to some Fuse communities for learners with something in common, (leaders, involved with a particular product or around our values and behaviours for example). We look for relevant content from Skillsoft for example that links to current organisational activities and push via email, Fuse intranet etc.
- Currently, due to organisational preference as repository and knowledge/experience sharing
- Efficient usage of internal design and development resource - not 'reinventing the wheel' for every single learning intervention. Primarily online content for our online platforms, providing self-led learning 'nuggets'.
- Housing the processes and procedures on our KMS means that we can point our training sessions at KMS content, which is updated as things change. This reduces the burden of maintaining & updating our training materials as time passes, and goes a long way to future-proofing what we do.
- I curate material that is relevant to support certain learning paths/themes. Create blogs from information or make it more relevant to our business. Also just share the same article with credits for where it was published.

How are you using curation to support L&D activities?

- It is a core element that supports all face to face and online learning. 1 It's very much a new development that I have introduced into the organisation, so it's early days. My starting point is to demonstrate its purpose and effectiveness, so have started with issues that have arisen in speaking to first line managers. Specifically, supporting transition into first-line management roles. This is a recognised gap with nothing specifically planned.
- Keeping people updated with latest L&D trends Keeping trainers knowledgeable by curating book summaries
- Links to websites of info and interest are detailed in user handouts
- Might not be the same thing, but I share what I hope are relevant articles or similar on our company Slack channel.
- Part of the blend.
- Pre and post learning, self directed learning
- Provide additional / quality assured resources for self learning or as recommended resources to change complement formal training courses
- Pulling relevant content from the Internet

What are the biggest blockers in your view?

- The volume of resources and how to guide curators around quality and creditability.
- The lack of time and resources to really make the most of curation.
- System / technology restrictions (previous systems bolted onto new)
- Acceptance by the business that this is indeed aligned to learning
- Building & maintaining a personal discipline Some issues of access to technology in different client orgs
- Cynicism from senior managers who have little purchasing influence over L&D provision
- Fear of using technologies that may be seen by employer as a waste of time or abuse of their working time - research versus knowledge Rate of creation of new data Maintaining accessibility to data through links and search results
- Finding credible sources and using them effectively
- Finding quality content
- Finding quality content that is well presented
- Good quality content and stopping from just aggregating content
- I'm not in traditional l&d space or working in staff learning. I provide systems training both online and face to face to our customers. However I'm trying to be more active in my local CIPD group, on linked in and with l&d people I know to keep up with l&d practice. I think curation is easy to do and time efficient, I just don't have the need to do it in my job.
- Inconsistent process/procedure mapping.
- It can be very time consuming to do. Convincing people that's it's worth doing. We don't have dedicated resource to do it.
- Lack of understanding by trainers to remove content from delivery and allow context to be explored in face to face events.
- My experience is that people have not heard about curation, which had led to some skepticism. At best, there has been some bemusement and a lack of understanding as to how it can be effective in meeting specific needs. That said, I have been given scope to implement this approach, and I am very interested to see how well it progresses, as it will be the first time I have used this in a real learning context.

What are the biggest blockers in your view?

- Organisation have only recently progressed to the current development programmes and methods, and at a senior level still have a fear of relinquishing central control of knowledge/skills sharing.

- Organisational attitudes to 'outside' information, and to the technologies that make it easier to share

- People seeing the benefit, taking ownership for own learning and willing to look outside the box. Generation and age range of staff can be a barrier to using some of the more modern ways of learning

- Quality and completeness of content available in open space .. something we aspire to curate for affordable learning

## 7. Is curation going to be a part of your organisational learning strategy in the months/years ahead?

26.2% Unsure

2.4% No

71.4% Yes
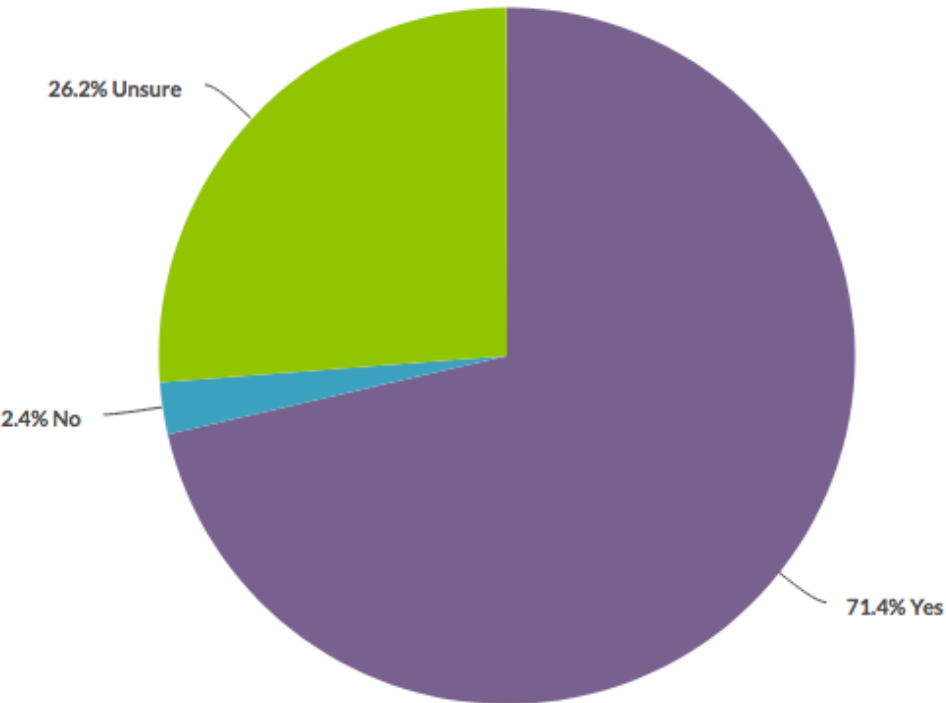
Value		Percent	Responses
Yes		71.4%	30
No		2.4%	1
Unsure		26.2%	11
			Totals: 42

If not, why not

- Fixated on supply of set solutions
- I don't think there is a focus on developing staff
- Organisational restructuring again and downsizing of L&D function. Seen as an expense and not directly value add or revenue generating

9. About you
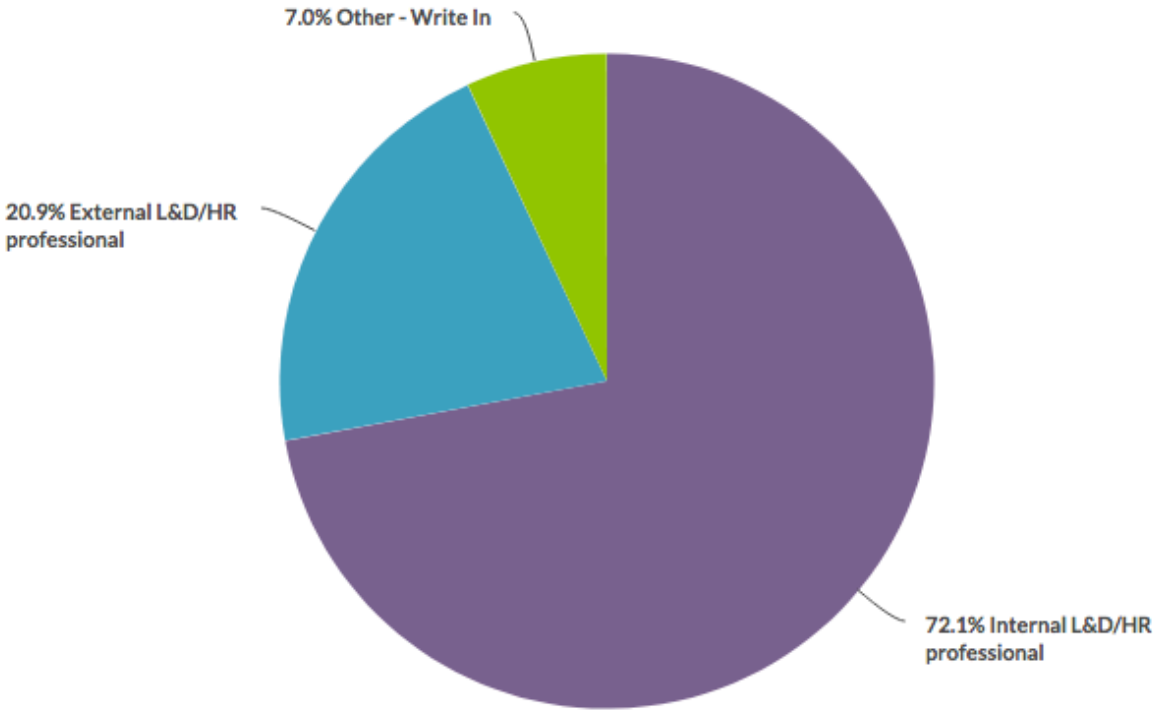
Value		Percent	Responses
Internal L&D/HR professional		72.1%	31
External L&D/HR professional		20.9%	9
Other - Write In (click to view)		7.0%	3
			Totals: 43