



# RWL 13

## Researching Work & Learning

*in times of change*

## *Conference schedule*

Linköping university, 17-19 June 2024

Time	MONDAY 17 JUNE
8:00-9:00	Registration
9:00-9:30	<b>Opening ceremony</b> <i><b>Speakers:</b></i> Karin Axelsson, Deputy Vice-Chancellor of Linköping university - Asta Cekaite, Pro-Dean of Faculty of Arts and Sciences - Håkan Löfgren, Dean of Faculty of Educational Sciences – Lena Jonasson, Dean of Faculty of Medicine and Health Sciences - <i><b>Chair:</b></i> <i>Andreas Fejes</i> Hasselqvist
9:30-10:30	<b>Keynote: The transformation of anticipatory governance in skilling regimes - Rebecca Ye</b> <i>Chair: Maria Gustavsson</i> Hasselqvist
10:30-11:00	Swedish fika – coffee and bun

	Digitalisation	Migration, ethnicity & intersectionality	Organisational learning, development and change	Vocational education and learning	Professional education	Research method
Room:	Digitalis	Valeriana	Papaver	Salix	Hasselqvist	Belladonna
Chair:	Stephanie Conein	Hongxia Shan	Daniel Lundqvist	Christine Winberg	Pernilla Lundh	Michael Bernhard
11:00-11:30	<i>Symposium</i>  Maintaining skills (not only) for the unexpected - ways to detect and overcome skill decay in highly automated working environments  Discussant: Olga Vogel	Drivers of post migration further education: The case of highly skilled female migrants to Australia  Dominika Ohana, Roslyn Cameron and Syed Mohyuddin	From Tensions to Transformation: Facilitating Learning at the Boundaries for Systemic Change  Hira Javed	VET teachers’ experiences of working with students in need of special support in relation to workplace-based learning  My Olofsson	Perceptions about trust: a phenomenographic study of clinical supervisors in occupational therapy  Pernilla Lundh, Per Palmgren and Terese Stenfors	<i>Symposium</i>  Material Dialectical Methodologies and Their Uses in Studies of Work and Learning in Times of Change  Material Dialectical methodology, a Philosophy of Internal-Relations and their Contribution to Studies of Manufacturing Work-based Learning in Canada  The Material Dialectical Methodological Foundation of a Psychosocietal Approach with insights on Work and Learning amongst Nurses in Norway
11:35-12:05	The problem of skill decay at the workplaces of the chemical and pharmaceutical production  Stephanie Conein  Requirements for an AI-based tool for upskilling potential identification and skill maintenance planning for logistics workers	Leadership Pathways of Skilled Migrant Women in Australia: An Exploratory Study  Mary Classina Okere, Roslyn Cameron and Catheryn Khoo	An integrative literature review concerning organizational change competence  Cathrine Reineholm, Daniel Lundqvist and Andreas Wallo	Managing workplace learning in vocational education and training colleges in South Africa  Penelope Engel-Hills, Christine Winberg and Tuletu Nongauza-Njengele	Apprentice Perspectives: Agency, resilience, and withdrawal in work-based learning provision.  Fran Myers, Sarah Bloomfield and Kristen Reid	A Material Dialectical Methodological Approach to Crisis in Work/Learning Research as Illustrated in Studies of Worker Controlled Cooperative Enterprises in Argentina
12:10-12:40	Julian Decius  What should I do now? Evaluation of a VR-based refresher training in the chemical and pharmaceutical industry  Olga Vogel	Changing Practices and Politics: Immigrants Navigating Professional Pathways to the Healthcare Sectors in Canada  Hongxia Shan, Jiin Yoo and Sophia Ho	Moving Towards Tighter Coupling: Mapping the Micro-Macro Linkages in Canadian University Language Schools  Jo-Anna Pluchino	“I take the knowledge that’s in me and I share it”: How lecturers taught each other to prepare students for a field of practice  Christine Winberg and Sibusiso Mdletshe	Supporting students’ self-empowerment and initiative-taking during WIL in Radiography: The change laboratory methodology  James Garraway, Hesta Fredrich-Nel and Maria Spante	Peter H. Sawchuk, Henning Salling Olesen, and Presha Ramsarup

12:40-13:30	Lunch
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	Digitalisation	Migration, ethnicity & intersectionality	Organisational learning, development and change	Vocational education and learning	Professional education	Learning in work
Room:	Digitalis	Valeriana	Papaver	Salix	Hasselqvist	Belladonna
Chair:	Sarojni Choy	Katherine E. Entigar	Anna Fogelberg Eriksson	Rebecca Ye	Britta Møller	Sheng Yee Zher
13:30-14:00	<b>Professionals' learning for a digitized world of work</b>  Sarojni Choy, Agostinho, Lockyer, Buckley-Walker, Bennett, Littlejohn and Rogerson	<b>Transforming Cultural Spaces: The Role of Community Arts and Transformative Learning in Desminting Migrant Liminality</b>  Marianne Botros	<b>Understanding a local collaborative project to prevent, detect and handle female genital mutilation from an organizational learning perspective</b>  Hanna Li Kusterer, Sara Skoog Waller and Malin Jordal	<i>Symposium</i>  <b>Right competence at the right time – but for whom? The transformation and expansion of higher vocational education</b>  <b>Discussant: Bernd Käßplinger</b>  The Geography of Competence Supply: On Higher Vocational Education and its Locally Rooted Career Paths  <i>Erik Nylander and Margarita Chudnovskaya</i>  Employers' perspectives on engaging in Higher Vocational Education programmes  <i>Johanna Köpsén</i>  Skill versus Merit? A pragmatic sociological analysis of competences in vocational educational research  <i>Rebecca Ye and Erik Nylander</i>	<i>Symposium</i>  <b>The wicked research field of elderly care</b>  <b>Discussant: Maria Gustavsson</b>  Wicked problems as triggers for learning – a micro-perspective on co-production in care work.  <i>Annika Nordin, Sofi Fristedt and Britta Møller</i>  Leadership in elderly care – the implications of a neglected organizational cornerstone  <i>Anja Overgaard Thomassen and Anne-Birgitte Rohwedder</i>  How to understand the concept of 'expansive learning environment' in elderly care?  <i>Charlotte Wegener, Rita Solbakken and Cecilie Høj Anvik</i>	<b>The relationship between workers' aspirations, learning strategies and training motivation</b>  Sheng Yee Zher and Millie Lee  <i>Time for change</i>  <b>Literate Practices in Worklife Histories, Transitions and Learning: Evidence from the Australian context</b>  Laurent Fillietaz  <i>Time for change</i>  <b>Skill Gap, Informal Workplace Learning, and Job Satisfaction Among Workers: A Latent Class Analysis</b>  Chang Sung Jang, Sun Min Ha, Ji Hoon Song and Myunghyun Yoo
14:05-14:35	<b>Sustainable use of digital technology for informal workplace learning</b>  Anne Karhapää, Raija Hämäläinen and Johanna Pöysä-Tarhonen	<b>Silence as Political Speech in Adult Education with Immigrant Students</b>  Katherine E. Entigar	<b>Internal capacity building within the Police organization in Sweden</b>  Johanna Mufic			
14:40-15:10	<b>The Impact of Digital Technologies on Jobs and Skills: Evidence from Singapore</b>  Chia Ying and Sahara Sadik	<b>Exploring Learning Experiences of Afghan Refugees in Canada</b>  Sameer Nizamuddin and Shibao Guo	<b>Emerging learning conditions in the shift from generation to adoption of an organizational innovation process</b>  Agneta Halvarsson Lundkvist and Anna Fogelberg Eriksson			

15:10-15:30	Swedish fika – coffee and bun
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Monday 17 June

	Digitalisation	Migration, ethnicity & intersectionality	Research method	Vocational education and learning	Professional education	Learning in work
<b>Room:</b>	<b>Digitalis</b>	<b>Valeriana</b>	<b>Papaver</b>	<b>Salix</b>	<b>Hasselqvist</b>	<b>Belladonna</b>
<b>Chair:</b>	<b>Gunilla Avby</b>	<b>Barbara Samaluk</b>	<b>Michael Tiemann</b>	<b>Per Andersson</b>	<b>Maria Kvarnström</b>	<b>Marie Kirstejn Aakjær</b>
<b>15:30-16:00</b>	<b>Digital learning and using behavior of students in higher education in Germany - Results of a diary study</b>  Therese Rosemann	<b>Intersectional inequalities in education-to-work transitions</b>  Barbara Samaluk	<b>Surveys and Big Data: Closing the gap?</b>  Michael Tiemann, Robert Helmrich and Jens Dörpinghaus	<b>Recognition of prior learning: How does it fit into the institutional logic of VET systems? The case of Switzerland</b>  Katrin Kraus	<b>Exploring a revised interprofessional learning curriculum in undergraduate health education programs at a medical faculty program</b>  Elin Karlsson, Susanne Kvarnström and Maria Kvarnström	<b>Developmental collective learning: A synthesized framework</b>  Aron Schoug, Jon Ohlsson and Viktoria Rubin
	<i>Time for change</i>					
<b>16:05-16:35</b>	<b>The voices we amplify: a multi-site nested case study design on learning at work</b>  Hayley Keane	<b>Exploitative or facilitative? Comparing immigration-advising professions in Canada and Australia</b>  Yixin Jiang	<b>The performative nature of member-checking</b>  Monique Walsh	<b>Vocational education in Swedish folk high schools</b>  Per Andersson and Anders Hallqvist	<b>Curriculum development as practices in higher education</b>  Ann Reich, Amanda L. Lizier and Jacqui McManus	<b>Jumping into the Deep End: How Israeli Tech Workers Learn and Stay Relevant Throughout Their Careers</b>  Omri Hadara and Yifat Ben-David Kolikanta
	<i>Time for change</i>			<i>Time for change</i>		
<b>16:40-17:10</b>	<b>Supporting preschool teachers' digital literacy: Exploring four cases</b>  Marianne Gallardo and Gunilla Avby	<b>Challenges behind adaptability strategies of vocational education trainers with allophone migrant learners in Logistics</b>  Sabrina Royer		<b>The formulation of the policy of education based on a scientific foundation and proven experience at folk high schools in Sweden</b>  Andreas Ruschkowski and Andreas Fejes	<b>Can Q Methodology bring to light the values that underpin courses that prepare students to work collaboratively as effective health advocates?</b>  Jayne Lysk and Renata Aliani	<b>Assembling Textures of Practice: Expansive-Restrictive Learning Environments at the Thrift Shop</b>  Marie Kirstejn Aakjær and Charlotte Wegener

Time	TUESDAY 18 JUNE
8:30-9:00	Registration
9:00-10:00	<b>Keynote: Green transitions, skills development and evaluation: Insights from the South – Eureta Rosenberg</b> <i>Chair: Andreas Fejes</i> Hasselqvist
10:00-10:30	Swedish fika (coffee and bun) and poster session

	Digitalisation	Migration, ethnicity & intersectionality	Professional work and learning	Vocational education and learning	Professional education	Learning in work
Room:	Digitalis	Valeriana	Papaver	Salix	Hasselqvist	Belladonna
Chair:	Adeline Yuen Sze Goh	Shibao Guo	Nick Hopwood	Sofia Nyström		Christiane Hof
10:30-11:00	Understanding the complexities of learning through the lifecourse in the digital era  Adeline Yuen Sze Goh	Teachers’ Agency: Advocating for Equitable Education Policy for Migrant Children in Alberta Schools  Professor Yan Guo	Analysing interactional practices with colleagues in early childhood education: shifts between assessment and support for professional development  Marianne Zogmal	Twitter data in substantial VET research: Discussing occupations, briefly but thoroughly  Michael Tiemann, Stefan Udelhofen, Jens Dörpinghaus, Danoosh Peachkah and Ali Vahdatnia	<i>Symposium</i>  Student perspectives on education-to-work transitions  Becoming ‘Work-Ready’: The Role of Undergraduate Curriculum and Immaterial Expertise in the Transition to Work	“Just because I carry it well doesn’t mean it is not heavy” – Working and learning within the emergency industry  Saskia Eschenbacher
	<i>Time for change</i>					<i>Time for change</i>
11:05-11:35	Supporting digital intelligence workers engaged in professionalizing self-directed learning practices.  Laurence Lachapelle-Bégin and Didier Paquelin	Combating Racism in Multicultural Canada: Theorizing a Form of New Social Movement Learning  Shibao Guo and Ling Lei	Professional learning to transform multiple aspects of a school: Outcomes of a suite of Change Laboratories  Nick Hopwood	What do students do when they simulate: A study of VET student vocational learning  Sofia Nyström and Song-ee Ahn	<i>Rachel J Wilde</i>  Learning to juggle’ through everyday school-work transitions  <i>Alison Taylor</i>  Learning in unaccredited internships as developing ‘horizontal expertise’	Practices of workplace interactions and their influence on learning and careers of women in STEM jobs  Christiane Hof and Defne Bickin
	<i>Time for change</i>					<i>Time for change</i>
11:40-12:10	Well-being in post-pandemic hybrid expert work: The impact of remote working, basic psychological need satisfaction, and informal workplace learning  Ilmari Puhakka, Petri Nokelainen and Eija Lehtonen	Adult language, literacy and numeracy learning in Aotearoa New Zealand: The benefits of strategic policy making and the consequences of policy vacuums  Gemma Piercy-Cameron	School Leaders’ Professional Learning in Swedish Municipal Adult Education – Improving Their Pedagogical Leadership through Action Research  Ingela Portfelt	Continuing vocational education and training in the light of economic and technological change  Myriam Baum, Marion Thiele, Dominik Becker and Harald Pfeifer	<i>Jelena Popov</i>	Making Intentional Disjuncture the New Workplace (dis)Comfort Zone  Armig Adourian

12:10-13:10	Lunch
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	Digitalisation	Migration, ethnicity & intersectionality	Professional work and learning	Learning for sustainability and green transition	Professional education	Learning in work
<b>Room:</b>	<b>Digitalis</b>	<b>Valeriana</b>	<b>Papaver</b>	<b>Salix</b>	<b>Hasselqvist</b>	<b>Belladonna</b>
<b>Chair:</b>	<b>Marcus Persson</b>	<b>Andreas Fejes</b>	<b>Amanda L. Lizier</b>	<b>Diana Holmqvist</b>	<b>Cecilia Mornata</b>	<b>Andreas Wallo</b>
<b>13:10-13:40</b>	<b>Online Teaching Practices in the Second Language Subject in Municipal Adult Education</b>  Andreas Lagerlöf	<i>Symposium</i>  <b>Migration, learning and social inclusion</b>  Challenges in Migrants' Opportunity Structures in the Swedish Labour Market	<b>Time and its influence on work and learning: a higher education case study</b>  Amanda L. Lizier and Leticia Bairo	<b>Future skill needs for climate change adaptation</b>  Friederike Rausch-Berhie	<b>Reconfiguring Learning in a Disrupted Internship</b>  Shien Chue, Roger Säljö, Priscilla Pang and Yew-Jin Lee	<b>Workplace Learning for Experts in Knowledge-Intensive Industries: A Literature Review</b>  Ann-Charlotte Bivall, Daniel Lundqvist and Andreas Wallo
	<i>Time for change</i>		<i>Time for change</i>			
<b>13:45-14:15</b>	<b>The Use of Artificial Intelligence in Singapore's Training and Adult Education Landscape</b>  Bao Zhen Tan and Aggie Choo	<i>Nedžad Mesic &amp; Andreas Fejes</i>  Teacher ethics and fuzzy boundaries of a professional role  <i>Helena Colliander, Sofia Nyström &amp; Maria Rydell</i>	<b>Split shifts in home care and the concept of working time: a qualitative study from Austria</b>  Karin Sardadvar and Cornelia Reiter	<b>Sustainability in continuing vocational education and training – how to improve the reporting and data system in Germany</b>  Gesa Münchhausen	<b>How to learn architecture on the workplace : an example of distributed tutoring</b>  Cecilia Mornata	<b>A critical review of Work-integrated learning (WIL) through the lens of cultural historical activity theory research (CHAT)</b>  Maria Spante and James Garraway
	<i>Time for change</i>		<i>Time for change</i>			
<b>14:20-14:50</b>	<b>Robotic disinformation and emotional management of unreality in dementia care</b>  Marcus Persson and Elin Thunman	Ethical-methodological challenges in researching newly arrived migrants' experiences of social inclusion  <i>Helena Colliander, Magnus Dahlstedt, Andreas Fejes, Nedžad Mesic, Sofia Nordmark, Sofia Nyström &amp; Maria Rydell</i>	<b>Professional Learning in High-pressure, Time-sensitive, and Unpredictable Scenarios</b>  Ola Lindberg, Oscar Rantatalo and Markus Hällgren	<b>Learning and teaching for sustainability across spaces and contexts in an International Online Masters' program</b>  Diana Holmqvist, Kari Grain, Kapil Regmi, Alison Taylor, Colette February and Natheem Hendricks	<b>A Qualitative Study of Transformative Learning During Internships</b>  Jiunwen (June) Wang, Ivy Chia and Jerry Yap	<b>Workplace learning for critical core skills development: Empirical evidence from Singapore</b>  Bi Xiao Fang and Lena Boo

14:50-15:00	Coffee break
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Tuesday 18 June

	Research method	Policy & social inclusion	Professional work and learning	Learning for sustainability and green transition	Professional education	Learning in work
Room:	Digitalis	Valeriana	Papaver	Salix	Hasselqvist	Belladonna
Chair:	Jelena Popov	Bernd K��pplinger	Cathrine Reineholm	Maria Gustavsson	David Boud	Jessica J. Li
15:00-15:30	<b>Topics and Trajectories of Research on Workplace Learning: Bibliometrics and Topic Modeling</b>  Myunghyun Yoo, Jaehyun Kim, Junghwan Kim and Chang Sung Jang	<b>Adult learning and the world of work: 50 years of public policy in Sweden</b>  Erik Nylander and Kjell Rubenson	<b>The Ideal-typical Professional Identities of Human Resource Practitioners</b>  Lisa Ferm, Andreas Wallo, Cathrine Reineholm and Daniel Lundqvist	<b>VET, technical advancement and green transition in industry – a matter of pace</b>  Maria Gustavsson, Agneta Halvarsson Lundkvist and Daniel Persson Thunqvist	<b>Promoting authenticity in authentic assessment: a critical discussion</b>  David Boud, Rola Ajjawi, Joanna Tai, Margaret Bearman and Mollie Dollinger	<b>Managers learning in times of change: making the relational visible</b>  Amanda L. Lizier, Oriana M. Price and Susanne Francisco
	<i>Time for change</i>					
15:35-16:05	<b>Machine Learning and Human Learning: a socio-cultural and material perspective on their relationship and the implications for researching working and learning</b>  David Guile and Jelena Popov	<b>Mind the Gaps over Time - Change for the Better or the Worse for the low qualified Workers in Europ��</b>  Bernd K��pplinger	<b>HR professionals work with diversity and inclusion in organisations</b>  Susanne Andersson and Camilla Thunborg	<b>Green Transformation: Organizational Change through Political Cleavages</b>  Alison Lam	<b>Embodied learning in maritime safety training</b>  Martin Viktorelius	<b>Learning leadership: a qualitative case study on leadership development inside engineering consulting firms</b>  Jessica J. Li, Andrea Chan and Emily L. Moore
16:10-17:10	<b>Keynote: Making learning, agency and praxis dangerous: escaping dualisms to unleash contribution and daring in the workplace – Nick Hopwood</b> <i>Chair: Madeleine Abrandt Dahlgren</i> Hasselqvist					
18:30	<b>Conference dinner</b> Hotel Ekoxen					

Time	WEDNESDAY 19 JUNE
9:00-10:00	<b>Keynote: Precariousness – consequences of the new normal – Niels Warring</b> <i>Chair: Andreas Fejes Hasselqvist</i>
10:00-10:20	Swedish fika – coffee and bun

	Research method	Policy & social inclusion	Professional work and learning	Learning in work	Professional education	Learning in work
Room:	Digitalis	Valeriana	Papaver	Salix	Hasselqvist	Belladonna
Chair:	Annika Lindh Falk	Chang Sung Jang	Viktor Vesterberg	Eija Lehtonen	Katarina Rozvadska	Michael Bernhard
10:20-10:50	<i>Symposium</i>  Practice architectures of researching work and learning in multiple contexts: Learning from an international collaboration in research on interprofessional learning for health care work  Discussant: Nick Hopwood	Workplace Learning and College Access of Less-Educated Working Learners in the U.S.: Evidence from PIAAC  Junghwan Kim, Jihee Hwang and Chang Sung Jang	Knowledge, power, learning and diversity in recruitment processes: An interrogation of how diversity and inclusion is negotiated between human resource practitioners and hiring managers  Viktor Vesterberg	A typology of approaches to professional learning and development and the utilization of knowledge and skills in post-pandemic multi-location expert work  Eija Lehtonen, Heta Rintala, Ilmari Puhakka and Petri Nokelainen	Postgraduate Business Professionals: 4th Industrial Revolution work readiness  Roslyn Cameron, Shea Fan and Racheal Johns	Doing humor for creating integration opportunities through work: the social and professional guidance of workers with mental illness in work integration social enterprises  Ayla Bimonte
		Time for change				
10:55-11:25	Learning from forming an idea for a collaborative research project  Madeleine Abrandt Dahlgren and Kylie Mansfield  Learning from negotiating frameworks and methods	Incentivising Skills Development through grant funding: The efficacy of a South African Sector Education and Training Authority to transfer funds  Bronwin Abrahams and Mohamed Natheem Hendricks	The “Bluewashing” of Civilian Investigators? Symbolic work, Power, and Learning in the Police  Cassandra Poikela, Alva Lindholm and Ulrika Haake	How mature are your learning efforts?! : A framework for maturity assessment of professional development function in companies  Saeid Safaei Movahhed and Yasamin Javadi Mamaghani	Development of leadership competencies in a military context: Systematic literature review  Felisberto Kiluange and Lenisha Fragoso Baio	Work-life Transitions in Times of Change: Institutional Support Practices in Canada and Germany  Michael Bernhard
		Time for change				
11:30-12:00	Eileen McKinlay, Johanna Dahlberg and Bente Norbye  Learning about our international research team as a practice  Anita Iversen and Linda Gulliver Time for change	When adults learn from youth: Understanding the political implementation of human rights lessons from marginalized young citizens to drive policy and systemic change in Canada  Wraychel Gilmore	Learning professional behaviour for situations involving death - A practice architecture analysis of police death notification training  Maria Liljeholm Bång and Oscar Rantatalo		Biographical Learning Related to the Work of Mature Learners Studying for Education Degrees in the Czech Republic and Germany  Katarina Rozvadska and André Epp	Transformation of Work Processes, Collaboration and Learning through Remote Patient Monitoring  Helena Vallo Hult, Ann Svensson, Lena Aggestam, Livia Norström, Katarina Schoultz and Maria Emilsson

12:10-13:00	Closing discussion and ceremony <i>Chair: Madeleine Abrandt Dahlgren Hasselqvist</i>
13:00-14:00	Lunch



