



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	Opening ceremony <i>Speakers:</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>Chair: Andreas Fejes</i> Hasselqvist
9:30-10:30	Keynote: The transformation of anticipatory governance in skilling regimes - Rebecca Ye <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 The problem of skill decay at the workplaces of the chemical and pharmaceutical production	[13] Drivers of post migration further education: The case of highly skilled female migrants to Australia Dominika Ohana, Roslyn Cameron and Syed Mohyuddin	[50] From Tensions to Transformation: Facilitating Learning at the Boundaries for Systemic Change Hira Javed	[75] VET teachers' experiences of working with students in need of special support in relation to workplace-based learning My Olofsson	[25] 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
11:35-12:05	<i>Stephanie Conein and Thomas Felkl</i> Requirements for an AI-based tool for upskilling potential identification and skill maintenance planning for logistics workers	[14] Leadership Pathways of Skilled Migrant Women in Australia: An Exploratory Study Mary Classina Okere, Roslyn Cameron and Catheryn Khoo	[51] An integrative literature review concerning organizational change competence Cathrine Reineholm, Daniel Lundqvist and Andreas Wallo	[76] Managing workplace learning in vocational education and training colleges in South Africa Penelope Engel-Hills, Christine Winberg and Tuletu Nongauza-Njengele	[26] Apprentice Perspectives: Agency, resilience, and withdrawal in work-based learning provision. Fran Myers, Sarah Bloomfield and Kristen Reid	The Material Dialectical Methodological Foundation of a Psychosocietal Approach with insights on Work and Learning amongst Nurses in Norway
12:10-12:40	<i>Julian Decius, Annelie Lorber, Hannah Krüger, Vera Hagemann and Katharina Klug</i> What should I do now? Evaluation of a VR-based refresher training in the chemical and pharmaceutical industry <i>Olga Vogel and Annette Kluge</i>	[15] Pathways to Regulated Healthcare Professions: Tripartite Labour of Learning by Skilled Immigrant in Canada Hongxia Shan, Jiin Yoo and Sophia Ho	[52] Moving Towards Tighter Coupling: Mapping the Micro-Macro Linkages in Canadian University Language Schools Jo-Anna Pluchino	[77] "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	[27] Supporting students' self-empowerment and initiative-taking during WIL in Radiography: The change laboratory methodology James Garraway, Hesta Fredrich-Nel and Maria Spante	Learning and work transitioning within sustainability transitions: a dialectical dance <i>Peter H. Sawchuk, Henning Salling Olesen, and Presha Ramsarup</i>

12:40-13:30	Lunch
-------------	-------

	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	<p>[1] Professionals' learning for a digitized world of work</p> <p>Sarojni Choy, Agostinho, Lockyer, Buckley-Walker, Bennett, Littlejohn and Rogerson</p>	<p>[16] Transforming Cultural Spaces: The Role of Community Arts and Transformative Learning in Desmintaling Migrant Liminality</p> <p>Marianne Botros</p>	<p>[53] Understanding a local collaborative project to prevent, detect and handle female genital mutilation from an organizational learning perspective</p> <p>Hanna Li Kusterer, Sara Skoog Waller and Malin Jordal</p>	<p><i>Symposium</i></p> <p>Right competence at the right time – but for whom? The transformation and expansion of higher vocational education</p> <p>Discussant: Bernd Käßplinger</p> <p>The Geography of Competence Supply: On Higher Vocational Education and its Locally Rooted Career Paths</p> <p><i>Erik Nylander and Margarita Chudnovskaya</i></p> <p>Employers' perspectives on engaging in Higher Vocational Education programmes</p> <p><i>Johanna Köpsén</i></p> <p>Skill versus Merit? A pragmatic sociological analysis of competences in vocational educational research</p> <p><i>Rebecca Ye and Erik Nylander</i></p>	<p><i>Symposium</i></p> <p>The wicked research field of elderly care</p> <p>Discussant: Maria Gustavsson</p> <p>Wicked problems as triggers for learning – a micro-perspective on co-production in care work.</p> <p><i>Annika Nordin, Sofi Fristedt and Britta Møller</i></p> <p>Leadership in elderly care – the implications of a neglected organizational cornerstone</p> <p><i>Anja Overgaard Thomassen and Anne-Birgitte Rohwedder</i></p> <p>How to understand the concept of 'expansive learning environment' in elderly care?</p> <p><i>Charlotte Wegener, Rita Solbakken and Cecilie Høj Anvik</i></p>	<p>[56] The relationship between workers' aspirations, learning strategies and training motivation</p> <p>Sheng Yee Zher and Millie Lee</p>
	<i>Time for change</i>					<i>Time for change</i>
14:05-14:35	<p>[2] Sustainable use of digital technology for informal workplace learning</p> <p>Anne Karhapää, Raija Hämäläinen and Johanna Pöysä-Tarhonen</p>	<p>[17] Silence as Political Speech in Adult Education with Immigrant Students</p> <p>Katherine E. Entigar</p>	<p>[54] Internal capacity building within the Police organization in Sweden</p> <p>Johanna Mufic</p>			<p>[57] Literate Practices in Worklife Histories, Transitions and Learning: Evidence from the Australian context</p> <p>Laurent Filliettaz</p>
	<i>Time for change</i>					<i>Time for change</i>
14:40-15:10	<p>[3] The Impact of Digital Technologies on Jobs and Skills: Evidence from Singapore</p> <p>Chia Ying and Sahara Sadik</p>	<p>[18] Exploring Learning Experiences of Afghan Refugees in Canada</p> <p>Sameer Nizamuddin and Shibao Guo</p>	<p>[55] Emerging learning conditions in the shift from generation to adoption of an organizational innovation process</p> <p>Agneta Halvarsson Lundkvist and Anna Fogelberg Eriksson</p>			<p>[58] Skill Gap, Informal Workplace Learning, and Job Satisfaction Among Workers: A Latent Class Analysis</p> <p>Chang Sung Jang, Sun Min Ha, Ji Hoon Song and Myunghyun Yoo</p>

15:10-15:30	Swedish fika – coffee and bun
-------------	-------------------------------

	Digitalisation	Migration, ethnicity & intersectionality	Research method	Vocational education and learning	Professional education	Learning in work
Room:	Digitalis	Valeriana	Papaver	Salix	Hasselqvist	Belladonna
Chair:	Gunilla Avby	Barbara Samaluk	Michael Tiemann	Per Andersson	Maria Kvarnström	Marie Kirstejn Aakjær
15:30-16:00	<p>[5] The voices we amplify: a multi-site nested case study design on learning at work</p> <p>Hayley Keane</p>	<p>[19] Intersectional inequalities in education-to-work transitions</p> <p>Barbara Samaluk</p>	<p>[94] Surveys and Big Data: Closing the gap?</p> <p>Michael Tiemann, Robert Helmrich and Jens Dörpinghaus</p>	<p>[78] Recognition of prior learning: How does it fit into the institutional logic of VET systems? The case of Switzerland</p> <p>Katrin Kraus</p>	<p>[28] Exploring a revised interprofessional learning curriculum in undergraduate health education programs at a medical faculty program</p> <p>Elin Karlsson, Susanne Kvarnström and Maria Kvarnström</p>	<p>[59] Developmental collective learning: A synthesized framework</p> <p>Aron Schoug, Jon Ohlsson and Viktoria Rubin</p>
<i>Time for change</i>						
16:05-16:35	<p>[6] Supporting preschool teachers' digital literacy: Exploring four cases</p> <p>Marianne Gallardo</p>	<p>[20] Exploitative or facilitative? Comparing immigration-advising professions in Canada and Australia</p> <p>Yixin Jiang</p>	<p>[95] The performative nature of member-checking</p> <p>Monique Walsh</p>	<p>[79] Vocational education in Swedish folk high schools</p> <p>Per Andersson and Anders Hallqvist</p>	<p>[29] Curriculum development as practices in higher education</p> <p>Ann Reich, Amanda L. Lizier and Jacqui McManus</p>	<p>[60] Jumping into the Deep End: How Israeli Tech Workers Learn and Stay Relevant Throughout Their Careers</p> <p>Omri Hadara and Yifat Ben-David Kolkanta</p>
<i>Time for change</i>			<i>Time for change</i>			
16:40-17:10		<p>[21] Challenges behind adaptability strategies of vocational education trainers with allophone migrant learners in Logistics</p> <p>Sabrina Royer</p>		<p>[80] The formulation of the policy of education based on a scientific foundation and proven experience at folk high schools in Sweden</p> <p>Andreas Ruschkowski and Andreas Fejes</p>	<p>[30] Can Q Methodology bring to light the values that underpin courses that prepare students to work collaboratively as effective health advocates?</p> <p>Jayne Lysk and Renata Aliani</p>	<p>[61] Assembling Textures of Practice: Expansive-Restrictive Learning Environments at the Thrift Shop</p> <p>Marie Kirstejn Aakjær and Charlotte Wegener</p>

Time	TUESDAY 18 JUNE
8:30-9:00	Registration
9:00-10:00	Keynote: Green transitions, skills development and evaluation: Insights from the South – Eureta Rosenberg Chair: Andreas Fejes 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	Helena Colliander	Christiane Hof
10:30-11:00	[7] Understanding the complexities of learning through the lifecourse in the digital era Adeline Yuen Sze Goh	[22] Teachers' Agency: Advocating for Equitable Education Policy for Migrant Children in Alberta Schools Yan Guo	[39] Analysing interactional practices with colleagues in early childhood education: shifts between assessment and support for professional development Marianne Zogmal	[81] 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 <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'	[62] "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	[8] Supporting digital intelligence workers engaged in professionalizing self-directed learning practices. Laurence Lachapelle-Bégin	[23] Learning in Contemporary Anti-Racism Movements: Making the Socio-Material Matter in Social Movement Learning Shibao Guo and Ling Lei	[40] Professional learning to transform multiple aspects of a school: Outcomes of a suite of Change Laboratories Nick Hopwood	[82] 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'	[63] Empirical Insights into the Influence of Workplace Experiences on Women's Learning and Careers in STEM Jobs Christiane Hof, with the collaboration of Cory Elbrechter and Svenja Uhlemann
	<i>Time for change</i>					<i>Time for change</i>
11:40-12:10	[9] 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	[24] 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	[41] School Leaders' Professional Learning in Swedish Municipal Adult Education – Improving Their Pedagogical Leadership through Action Research Ingela Portfelt	[83] 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>	[64] Making Intentional Disjuncture the New Workplace (dis)Comfort Zone Armig Adourian

12:10-13:10 Lunch

	Digitalisation	Migration, ethnicity & intersectionality	Professional work and learning	Learning for sustainability and green transition	Professional education	Learning in work
Room:	Digitalis	Valeriana	Papaver	Salix	Hasselqvist	Belladonna
Chair:	Marcus Persson	Andreas Fejes	Amanda L. Lizier	Diana Holmqvist	Cecilia Mornata	Andreas Wallo
13:10-13:40	[10] Online Teaching Practices in the Second Language Subject in Municipal Adult Education Andreas Lagerlöf	<i>Symposium</i> Migration, learning and social inclusion Challenges in Migrants' Opportunity Structures in the Swedish Labour Market	[42] Time and its influence on the work and learning of course directors in higher education Amanda L. Lizier and Leticia Bairo	[84] Future skill needs for climate change adaptation Friederike Rausch-Berhie	[31] Reconfiguring Learning in a Disrupted Internship Shien Chue, Roger Säljö, Priscilla Pang and Yew-Jin Lee	[65] Workplace Learning for Experts in Knowledge-Intensive Industries: A Literature Review Ann-Charlotte Bivall, Daniel Lundqvist and Andreas Wallo
	<i>Time for change</i>		<i>Time for change</i>			
13:45-14:15	[11] The Use of Artificial Intelligence in Singapore's Training and Adult Education Landscape Bao Zhen Tan and Aggie Choo	<i>Nedžad Mesic & Andreas Fejes</i> Teacher ethics and fuzzy boundaries of a professional role <i>Helena Colliander, Sofia Nyström & Maria Rydell</i>	[43] Split shifts in home care and the concept of working time: a qualitative study from Austria Karin Sardadvar and Cornelia Reiter	[85] Sustainability in continuing vocational education and training – how to improve the reporting and data system in Germany Gesa Münchhausen	[32] How to learn architecture on the workplace : an example of distributed tutoring Cecilia Mornata	[66] A critical review of Work-integrated learning (WIL) through the lens of cultural historical activity theory research (CHAT) Maria Spante and James Garraway
	<i>Time for change</i>		<i>Time for change</i>			
14:20-14:50	[12] Robotic disinformation and emotional management of unreality in dementia care 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 & Maria Rydell</i>	[44] Professional Learning in High-pressure, Time-sensitive, and Unpredictable Scenarios Ola Lindberg, Oscar Rantatalo and Markus Hällgren	[86] Learning and teaching for sustainability across spaces and contexts in an International Online Masters' program Diana Holmqvist, Kari Grain, Kapil Regmi, Alison Taylor, Colette February and Natheem Hendricks	[33] A Qualitative Study of Transformative Learning During Internships Jiunwen (June) Wang, Ivy Chia and Jerry Yap	[67] Workplace learning for critical core skills development: Empirical evidence from Singapore Bi Xiao Fang and Lena Boo

14:50-15:00 Coffee break

Tuesday 18 June

	Research method	Policy & social inclusion		Learning for sustainability and green transition	Professional education	Learning in work
Room:	Digitalis	Valeriana		Salix	Hasselqvist	Belladonna
Chair:	Jelena Popov	Bernd K�pplinger		Maria Gustavsson	David Boud	Jessica J. Li
15:00-15:30	<p>[96] Topics and Trajectories of Research on Workplace Learning: Bibliometrics and Topic Modeling</p> <p>Myunghyun Yoo, Jaehyun Kim, Junghwan Kim and Chang Sung Jang</p>	<p>[89] Adult learning and the world of work: 50 years of public policy in Sweden</p> <p>Erik Nylander and Kjell Rubenson</p>	<p>[45] The Ideal-typical Professional Identities of Human Resource Practitioners</p> <p>Lisa Ferm, Andreas Wallo, Cathrine Reinholdin and Daniel Lundqvist</p> <p>Moved due to cancellation</p>	<p>[87] VET, technical advancement and green transition in industry – a matter of pace</p> <p>Maria Gustavsson, Agneta Halvarsson Lundkvist and Daniel Persson Thunqvist</p>	<p>[34] Promoting authenticity in authentic assessment: a critical discussion</p> <p>David Boud, Rola Ajjawi, Joanna Tai, Margaret Bearman and Mollie Dollinger</p>	<p>[68] Managers learning in times of change: making the relational visible</p> <p>Amanda L. Lizier, Oriana M. Price and Susanne Francisco</p>
<i>Time for change</i>						
15:35-16:05	<p>[97] Machine Learning and Human Learning: a socio-cultural and material perspective on their relationship and the implications for researching working and learning</p> <p>David Guile and Jelena Popov</p>	<p>[90] Mind the Gaps over Time - Change for the Better or the Worse for the low qualified Workers in Europ�</p> <p>Bernd K�pplinger</p>	<p>[46] HR professionals work with diversity and inclusion in organisations</p> <p>Cancelled</p> <p>Susanne Andersson and Camilla Thunborg</p>	<p>[88] Green Transformation: Organizational Change through Political Cleavages</p> <p>Alison Lam</p>	<p>[35] Instructors’ reflexive body-work in maritime safety training</p> <p>Martin Viktoirelius and Charlott Sellberg</p>	<p>[69] Learning leadership: a qualitative case study on leadership development inside engineering consulting firms</p> <p>Jessica J. Li, Andrea Chan and Emily L. Moore</p>
16:10-17:10	<p>Keynote: An agenda for postabyssal research in workplace learning: Moving towards what ought to be – Nick Hopwood</p> <p><i>Chair: Madeleine Abrandt Dahlgren</i> Hasselqvist</p>					
18:30	<p>Conference dinner Hotel Ekoxen</p>					

Time	WEDNESDAY 19 JUNE
9:00-10:00	Keynote: Precariousness – consequences of the new normal – Niels Warring <i>Chair: Andreas Fejes</i> Hasselqvist
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	Petri Nokelainen	Katarina Rozvadaska	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	[91] 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	[47] 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	[70] 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	[36] Postgraduate Business Professionals: 4th Industrial Revolution work readiness Roslyn Cameron, Shea Fan and Racheal Johns	[72] 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
	Learning from forming an idea for a collaborative research project			<i>Time for change</i>		
10:55-11:25	<i>Madeleine Abrandt Dahlgren and Kylie Mansfield</i> Learning from negotiating frameworks and methods <i>Julie Myers, Eileen McKinlay, Johanna Dahlberg and Bente Norbye</i>	[92] 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	[48] The “Bluewashing” of Civilian Investigators? Symbolic work, Power, and Learning in the Police Cassandra Poikela, Alva Lindholm and Ulrika Haake	[71] How mature are your learning efforts?! : A framework for maturity assessment of professional development function in companies Saeid Safaei Movahhed and Yasamin Javadi Mamaghani	[37] Development of leadership competencies in a military context: Systematic literature review Felisberto Kiluange and Lenisha Fragoso Baio	[73] Work-life Transitions in Times of Change: Institutional Support Practices in Canada and Germany Michael Bernhard
				<i>Time for change</i>		
11:30-12:00	Learning about our international research team as a practice <i>Anita Iversen and Linda Gulliver</i>	[93] 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	[49] Learning professional behaviour for situations involving death - A practice architecture analysis of police death notification training Maria Liljeholm Bång, Isabelle Stjerna Doohan and Oscar Rantatalo	[45] The Ideal-typical Professional Identities of Human Resource Practitioners Lisa Ferm, Andreas Wallo, Cathrine Reineholm and Daniel Lundqvist	[38] Biographical Learning Related to the Work of Mature Learners Studying for Education Degrees in the Czech Republic and Germany Katarina Rozvadaska and André Epp	[74] 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</i> Hasselqvist
13:00-14:00	Lunch

