



PILIP is an international project of 12 partners with different backgrounds from 5 countries. They combined their knowledge and strengths in order to better understand the phenomenon of informal learning within organisations. CLR and Philips took the initiative for this project.

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### THE PROJECT PARTNERS:



The project was financed with support from the European Commission. The authors alone are responsible for this publication. The Commission cannot be held liable for the use of the information contained therein.



INFORMAL  
LEARNING AS  
A RESOURCE  
FOR YOUR  
ORGANISATION

A broad deployability of employees and the innovative power of organisations rank high on everyone's agenda, so it is important to keep the knowledge and skills of employees up to date at all times. However, training all too often gets marginalised by other priorities.

Making better use of opportunities for informal learning is one method that can help extricate us from this impasse. Research has shown that more than 90% of the learning a human being does in his or her lifetime occurs informally. Learning while working is thus a major source of knowledge development.

In addition it offers a wide range of other advantages.

Unfortunately, "informal learning" seems to be a rather elusive phenomenon. The PILIP project has tried to change this and offers a model and a toolbox for getting a better handle on informal learning.

## WHAT IS INFORMAL LEARNING?

To be clear: informal learning is hardly something new. It has existed since time immemorial, including in the workplace. Informal learning is distinguished from (non-)formal learning by the fact that no learning objectives are established in advance and the learning appears to take place in a spontaneous, relaxed and almost happenstance manner. Informal learning is often an implicit processing of work experiences, and this makes it difficult to track and measure informal learning results. Yet it is altogether possible to get a good grip on informal learning processes, to measure and benefit from them.

## WHAT CAN INFORMAL LEARNING DELIVER?

There is a growing understanding that we cannot rely solely on traditional, school-based learning, but that we must also look at other ways of learning in order to adequately prepare employees for the job market. Learning 'at' and 'through' work is an indispensable element in this endeavour, and ideally should be encouraged throughout an individual's entire (working) life.

### Informal learning in the workplace

- > means that knowledge can be transferred more effectively (the impact is twice as great as with formal learning);
- > takes place implicitly, by everyone and even in the smallest interventions or actions;
- > is only truly valuable for the organisation if the HR manager and the line manager play a role in the whole process.



## RESULTS OF THE PROJECT?



The partners in the PILIP project gathered existing information and knowledge on the subject of informal learning and conducted field research. They bundled together existing theories, practices and instruments and by means of a handy model made them available for HR managers. This toolbox is accessible as a website for everyone, so that organisations which have discovered the opportunities of informal learning can promote 'lifelong learning' and contribute to the mobility and creativity of their employees.



## VISIT [WWW.INFORMALLEARNING.NET](http://WWW.INFORMALLEARNING.NET) WHERE YOU'LL FIND ...

- > a handy model that links theory and practice with one another and thus facilitates interventions in the organisation;
- > a quickscan to rapidly analyse your workplace and raise awareness of informal learning;
- > tips and tools for getting down to work right away (e.g. coach-the-coach, learning networks, experience certificates);
- > best practices with regard to informal learning;
- > and much more interesting information on informal learning.

In practice, informal learning can deliver a number of benefits.  
Check out what it can mean for your organisation:

better knowledge transfer - greater motivation of employees - minimisation of productivity loss - lower thresholds for learning - combining learning with the daily work routine - sharing of knowledge among employees - low costs - ...