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I engage, therefore I learn: How to promote continuous learning at work?

Continuous learning during a career or at work often requires the individual to be active. Engagement in learning is a multidimensional phenomenon involving cognitive (motivation), emotional (e.g. feelings and attitudes), behavioural (participation and ways of learning), and agentic (proactive actions to promote learning) engagement. The aim of the study was to analyse engagement in continuous learning at work and to describe the factors that enhance it. The data for the study consist of individual interviews with social- and service-sector employees (N=31). The theory-guided analysis of the interviews was based on dimensions of engagement, which were further investigated by data-driven qualitative content analysis. The results showed that an individual's engagement in continuous learning at work is shaped by the individual and the environment. It is therefore important for workplaces to consider and support both the individual's capacity to engage in continuous learning (including life situation, well-being) and the organisation's and community's capacity to support the individuals and the community as a whole. The results suggest that the important ways to strengthen continuous learning at work relate to motivating learning, promoting positive feelings and successes associated with learning at the individual and community level, leading and organising work and learning, and supporting individuals' self-directed learning and agency.

Keywords: continuous learning, workplace learning, engagement