

Learning Frameworks Reference Guide

There are two frameworks for describing blended learning that currently occur in the workplace.

70-20-10 Framework

Percentage	Type of Learning	Examples
70 percent	<p>Informal</p> <p>An informal learning experience that enables learners to apply new skills soon after a training to increase the chances of making a lasting behavioral change</p>	<ul style="list-style-type: none"> • Shadowing • Websites • Stretch assignment
20 percent	<p>Social</p> <p>An informal learning experience like a coaching session that equips learners with tools and ideas on how to implement the knowledge they've gained from formal training</p>	<ul style="list-style-type: none"> • Mentoring • Performance support • Communities of practice • Rotations
10 percent	<p>Formal</p> <p>A structured learning experience like in a classroom and in training programs</p>	<ul style="list-style-type: none"> • Classroom training • E-learning • Workshops

Examples of Blended Learning Using the 70-20-10 Framework

- Reading articles and exploring websites **(informal, 70 percent)**
- Weekly check-ins with a manager **(social, 20 percent)**
- Online classes **(formal, 10 percent)**

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3-33 Framework

Percentage	Type of Learning	Advantages	Examples
33 percent	<p>Formal</p> <p>Formal learning is a structured learning experience.</p>	<ul style="list-style-type: none"> • Uses accurate and up-to-date content • Includes a variety of learning methods to appeal to all 	<ul style="list-style-type: none"> • Virtual classrooms • E-learning • Performance reviews • Conferences • Game-based learning • Physical classrooms • Roadshows
33 percent	<p>Informal</p> <p>Informal learning is unscheduled and an impromptu way that people learn.</p>	<ul style="list-style-type: none"> • Can occur in the workplace at the time learning is needed • Is highly relevant and more personal 	<ul style="list-style-type: none"> • Mentoring • Articles • Books • Websites • Podcasts • Coaching • Shadowing

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Percentage	Type of Learning	Advantages	Examples
33 percent	<p>Social</p> <p>Social learning enables the transfer of knowledge or skills when individuals learn from one another.</p>	<ul style="list-style-type: none"> • Supports collaboration in a constantly changing environment • Helps build relationships 	<ul style="list-style-type: none"> • Blogs • Comments • Ratings • User-generated content • Discussions • Videos • Wikis • Tagging

Examples of Blended Learning Using the 3-33 Framework

- Virtual classrooms (**formal, 33 percent**)
- Podcasts (**informal, 33 percent**)
- Wikis (**social, 33 percent**)