



# 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
<b>70 percent</b>	<p><b>Informal</b></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"> <li>• Shadowing</li> <li>• Websites</li> <li>• Stretch assignment</li> </ul>
<b>20 percent</b>	<p><b>Social</b></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"> <li>• Mentoring</li> <li>• Performance support</li> <li>• Communities of practice</li> <li>• Rotations</li> </ul>
<b>10 percent</b>	<p><b>Formal</b></p> <p>A structured learning experience like in a classroom and in training programs</p>	<ul style="list-style-type: none"> <li>• Classroom training</li> <li>• E-learning</li> <li>• Workshops</li> </ul>

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

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

## Examples of Blended Learning Using the 3-33 Framework

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