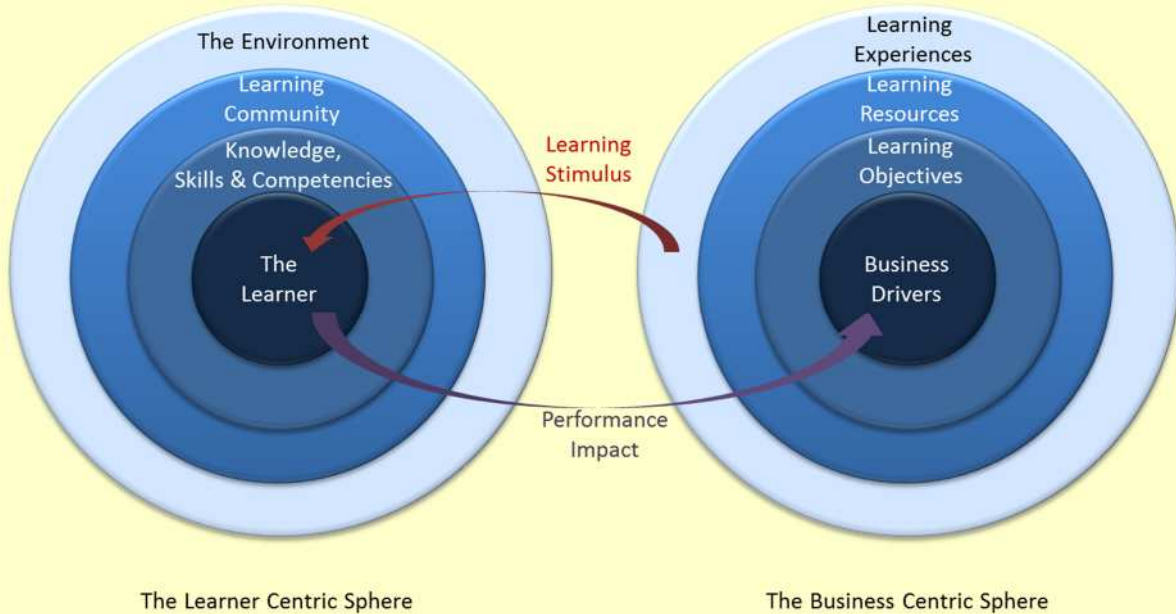# 3GS Architectural Framework for Blended and Continuous Learning

The Continuous Learning System Model

The Learner
- The individual for whom the learning is designed

Knowledge, Skills, and Competencies
- The learner's current and desired knowledge, skills and competencies
- When practiced, the desired level of knowledge skills, and competencies will met the learning objectives and deliver the performance impact

Learning Community
- The individuals that could be available to the learner to support and enrich the learning experience, including peers, other learners, management, coaches, and subject matter experts

The Environment
- The overall environment in which the learner operates, including the support mechanisms, reward and recognition systems, resources, feedback and measurement systems

Business Drivers
- The business reasons for investing in a learning program

Learning Objective
- What a learner should be able to do, or to know, as a result of the learning program
- The impact upon the learner's knowledge, skills, or competencies from the current to the desired state

Learning Resources
- The resources that are available to the learner throughout the learning program

Learning Experiences
- Any activity that is designed to enable or result in learning
- Learning experiences may be formal or informal and may be delivered through any variety of approaches, methods, cadences, and vehicles
- It is the collective learning experiences that comprise the learning program that will met the learning objectives

Learning Stimulus
- Any motivation that will cause the learner to engage in a learning experience

Performance Impact
- The individual and organizational performance impact as a result of the learning program

Designing Learning Experiences

The Continuous Learning Architectural Framework

Phase

Launch — Awareness — Competency — Mastery

Assessment — Application

Reinforcement

Mode

Informational ← → Transformational

Approach

Group-paced   Social

Directed   Time-bounded

Timeless   Exploratory

Individual   Self-paced

Method *How will the learning occur?*	Cadence *When will the learning occur?*	Vehicle *Where will learning occur?*
1. Instruction/Lecture 2. Self-study 3. Research 4. Facilitated discussion 5. Non-facilitated discussion 6. Collaboration 7. Question/Answer 8. Application 9. Case study 10. Simulation 11. Experiential 12. Observation 13. Role-play 14. Gamification 15. Micro-learning 16. Coach 17. Assessment	Synchronous/Live: 1. Scheduled time Asynchronous: 2. At any time (Unbounded) 3. At any time (Bounded) 4. Just-in-time 5. At the time	1. In the physical classroom 2. At a physical seminar 3. In the live-virtual classroom 4. At a webinar 5. With a webcast 6. With a computer: Asynchronous, via the web 7. With a computer: Asynchronous, off-line 8. With a "less-than" mobile A/V device (Phone, TV) 9. With a mobile device (iPad, mobile phone etc.) 10. In the individual work place 11. With print media (Book, manual, instructions)