Contents

1 Mimetic Learning in and for Work 1
1.1 Mimetic Learning 2
1.2 Mimesis and Mimetic Learning 3
1.3 Mimetic Learning: Going Beyond Mimesis 5
1.4 Learning Through Work 6
1.5 Mimetic Learning and Work 10
1.6 Conceptual Premises 11
1.6.1 One: Learning and Development as Separate 11
1.6.2 Two: Co-occurrence of Work and Learning 12
1.6.3 Three: Co-occurrence of Learning and Remaking Culture 13
1.6.4 Four: Individuals as Social 14
1.6.5 Five: Social Genesis of Occupational Knowledge 15
1.6.6 Six: Limits of Educational Discourse and Science 15
1.7 Structure and Organisation of Book 16
References 18

2 Learning Through Practice Across Human History 23
2.1 Learning Occupational Practice Across Human History 23
2.2 Learning Through Practice 25
2.3 Historical and Cultural Perspectives 26
2.4 Societal Shaping of Occupations: Two Cases 28
2.4.1 Explaining Learning Through Practice 31
2.4.2 Going Beyond the Discourse of Schooling and Schooled Societies 34
2.5 Learning Through Practice 36
References 37

3 Work-Life Learning as Mimetic 41
3.1 Mimetic Work-Life Learning 41
3.2 Bases for Learning Through Everyday Work Activities 43

Mimetic learning at work
2014

digitalisiert durch
IDS Basel/Bern, im Auftrag der
Schweizerischen Nationalbibliothek

3.3 Mimetic Learning as an Explanatory Conception of Work-Life Learning 45
3.4 Mimetic Processes and Human Cognition: Character and Contributions 47
3.5 Intra- and Inter-Psychological Foundations 50
3.6 Efficacy of Mimetic Learning at Work 53
3.7 Mimetic Learning and Working 56
References 56

4 Supporting Mimetic Learning: Practice Curriculum, Pedagogies and Epistemologies 61
4.1 Developing Occupational Capacities 62
4.2 Interdependence at Work 64
4.3 Practice Curriculum 65
4.3.1 The Lived Experience of a Community 66
4.3.2 Intentional Structuring of Experiences 68
4.4 Practice Pedagogies 72
4.5 Personal Epistemologies 75
4.6 Supporting Mimetic Learning: Practice Curriculum, Pedagogies and Epistemologies 78
References 79

5 Implications for Practice 83
5.1 Implications for Learning Through Work 84
5.2 Goals for Mimetic Learning 85
5.2.1 Identifying and Selecting an Occupation/Specialism 86
5.2.2 Enhancing Mimetic Learning to Identify Suitedness to Occupations and Specialisms 87
5.2.3 Developing Capacities to Practice 88
5.2.4 Enhancing Mimetic Learning to Secure Occupational Capacities 90
5.2.5 Sustaining Occupational Competence Across Working Life 92
5.2.6 Enhancing Mimetic Learning to Sustain Occupational Capacities 95
5.3 Implications for Workplace Practices 96
5.4 Implications for Practices Within Educational Programs 98
5.4.1 Curriculum Practices 98
5.4.2 Pedagogic Practices 100
5.5 Mimetic Learning: Supporting Learning for and Through Work 102
References 102

Index 105