

Workplace based Certified Training and Education

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Learning – barriers and opportunities

- ◆ Work – a safe place?
- ◆ Technological changes, skilled workforce, autonomous workers
- ◆ Sector specific basic education and training
- ◆ Recruitment and long-term planning
- ◆ Skills drain – retiring workforce
- ◆ Lifelong learning strategies responding to global competition – why?
- ◆ Workplaces becomes learning arenas – how?



Workplace learning

- ◆ Learning for work, in work and at work
- ◆ Demand-led education and training
- ◆ Collaboration with stakeholder groups
- ◆ Theoretical education and everyday practice
- ◆ Realistic & safe environment for practical training
- ◆ Social practice develops learning demands
- ◆ Develops individuals and companies
- ◆ Certified vocational education & training



Facilitator - enabler

- ◆ A strategic and legitimate role
- ◆ Link between companies and education agencies
- ◆ Promotes learning as part of company development
- ◆ Employee with specific skills and a genuine interest in learning



Organising workplace learning as part of strategic planning

Teachers, instructors, facilitators

**Participants,
students**

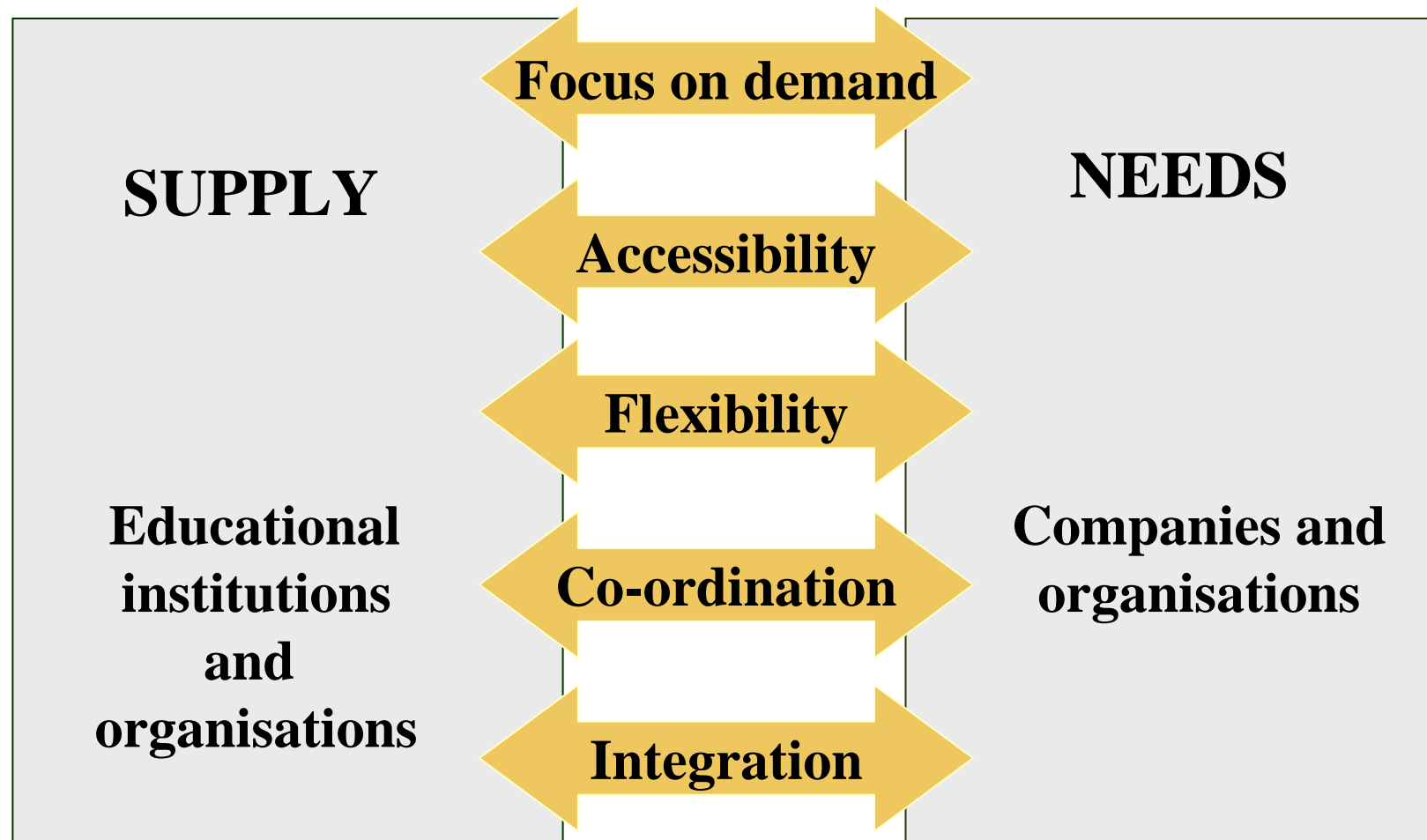
Enabler

Company management

Integrated learning leading to company development



Bridging over the gap



Example of workplace learning

- ◆ EUExcert - explosives sector
- ◆ Certified Vocational Education and Training
- ◆ Broker – a community service
- ◆ Study plans
- ◆ Flexible learning
- ◆ Practical training
- ◆ Distance learning techniques
- ◆ Mini-learning centres
- ◆ Infrastructure and support for learning
- ◆ Certificate



Becoming an experienced worker

- ◆ Career choice/boost – in the industry
- ◆ Changing gender structures
- ◆ Learning the logics of practice at work and from theory
- ◆ Support structures
- ◆ Situated learning – colleagues
- ◆ Developing work
- ◆ Qualifications - employability



The learning process

