



ORGANISATIONS
INTO Learning Workplaces

**TOWARDS A HOLISTIC TRANSFORMATION OF
ORGANISATIONS INTO LEARNING WORKPLACES**

EMPLOYERS

**Are you an employer or employer representative?
Would you like to transform your organisation into a Learning Workplace
which will benefit both you and your employees?**

LEARN is the project for you!



What is LEARN about?

LEARN aims to develop a strategic approach to the **transformation of organisations into Learning Workplaces** through the design and development of an **ISO certification** which organisations that will get transformed into Learning Workplaces may receive.

In order to get certified, organisations will need to perform specific activities and use specific tools which will be included in the certification scheme that will be developed. These activities and tools will be aligned with the **10 Building Blocks for Promoting Adult Learning in the Workplace**, as identified by the ET 2020 Working Group 2016-2018 on Adult Learning of the European Commission. Additionally, they will take into consideration both the needs of employers with respect to learning in the workplace (linked to the strategic goals of their organisation) and the needs of employees for different types of learning (including the development of their transversal skills).

This certification is an additional motive for organisations to get transformed into Learning Workplaces.

What are the specific objectives of LEARN?

- 1.** To develop an ISO certification for the organisations which will get transformed into Learning Workplaces.
- 2.** To identify/design activities which an organisation should perform to become a Learning Workplace, responding both to the needs of the organisations and to the needs of the employees, and include them in the certification scheme.
- 3.** To develop a positive attitude towards the transformation of organisations into Learning Workplaces through the design of attitude tests and training material as well as through the implementation of specialised workshops for employers/employer representatives and employees, so that both sides can support the process.
- 4.** To focus on the development of transversal skills in the workplace primarily through classroom learning (basic development through the training material which will be designed) and secondarily through the implementation of other learning activities.
- 5.** To validate the development of employees' key transversal skills through the development of an assessment tool leading to an ISO17024 certification.
- 6.** To develop a network of consultants who will act as project ambassadors and lead the organisations to their transformation into Learning Workplaces.

How can employers and employer representatives benefit from the LEARN outcomes?

LEARN is the project for you!

1. The development of a learning culture in your workplace will give to your employees the opportunity to improve their on-the-job and transversal skills and to your organisation the **potential to stand out**.
2. Your participation in the pilot workshop of the project will help you develop a positive attitude towards the transformation of your organisation into a Learning Workplace which will contribute to your involvement in the transformation activities and to **achieving your strategic goals**.
3. The alignment of your organisation's strategy with the Learning Workplaces approach will lead to its ISO certification.
4. The Learning Workplaces' activities and tools will ensure that the learning in your organisation will be **continuous and comprehensive**.

In which LEARN activities can employers and employer representatives be involved?

1. Participation in focus groups for employers and employer representatives in order to explain your needs and express your opinion on the targeting of Learning Workplaces and the activities that should be implemented in a Learning Workplace.
2. Participation in the pilot workshop for employers and employer representatives: "Employer Positive Attitude Towards the Importance of the Transformation of Organisations into Learning Workplaces".
3. ISO certification of your organisation.
4. Participation in the Final Conference of the project for sharing your experience with learning in the workplace and learning the experience of other employers or employer representatives across Europe.

If you are already intrigued by LEARN, contact the project partners in your country to LEARN how you may participate in the LEARN activities and benefit from the project!

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