



LEARN: Towards a Holistic Transformation of Organisations into Learning Workplaces

LEARN at a glance

LEARN aims to develop an ISO certification for the workplaces which will strategically ensure that the learning of their employees is continuous and it involves not only job-specific or technical skills but also transversal competences' development. Also, an ISO-certified assessment tool will be developed for the validation of employees' key transversal competences.

LEARN specific objectives

- Development of an ISO certification for the organisations which get transformed into Learning Workplaces.
- Identification/design of activities which an organisation should perform to become a Learning Workplace to be included in the certification scheme for organisations.
- Development of 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 employer representatives and employees so that both sides can support the process.
- Development of transversal competences 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.
- Validation of employees' key transversal skills through the development of an assessment tool leading to an ISO17024 certification.
- Development of a network of consultants to act as project ambassadors and lead the organisations to their transformation into Learning Workplaces.

LEARN
was launched in
January
2020
and will be
completed in
December
2022

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Benefits to

Employers

A well-branded certification for organisations which will get transformed into Learning Workplaces.

Employees

A set of effective activities which will facilitate the continuous learning of employees in the workplace. As employees spend a large amount of their time at work, the workplace should be an important learning environment for them; through LEARN activities, employees will be able to develop not only job-related skills but also basic transversal competences which make people more effective and resilient to changes in their career and life.

Consortium meetings

Unfortunately, as the COVID-19 pandemic extends, the LEARN partners continue to meet online. Two more consortium meetings were organised during the first half of 2021, on 17 March and 15 July respectively. In these meetings, the cultivation of a positive attitude for Employers and Employees towards the transformation of organisations into Learning Workplaces through the development of training material and the implementation of awareness-raising and training workshops were discussed. A lot of brainstorming and ideas were also thrown on the table regarding the activities that will actually transform the workplaces into Learning Workplaces.

Attitude tests

Do employees value working for an organisation ready to be transformed into a Learning Workplace? Are organisations ready to be transformed into Learning Workplaces? Two tests have been developed, the one addressed to Employees and the other to Employers, to measure their attitude towards this transformation process. These tests provide a systematic means of testing their thoughts, ideas, and attitudes with regards to this process, with the aim of identifying the extent to which they believe that this transformation will contribute to their personal and professional development on the one hand, and their willingness to convert their workplaces into Learning Workplaces on the other hand.

Both attitude tests (for Employees and for Employers) can be found [here](#).

Transformation activities

The consortium is now in the process of finalising the design and discussing the content of the activities that will lead to the transformation of organisations into Learning Workplaces.

What the LEARN partners have in mind for the activities during this process is:

- flexibility and adaptability, in order to be applicable to different types and sizes of organisations
- alignment with organisations' strategy and goals
- provision of a lifelong learning pathway for learners (with focus not only on the tasks involved in the current job of learners)
- motives for organisations (primarily, an ISO certification)
- motives for the employees (primarily, an ISO17024 on transversal competences)

All the activities to be developed will include a set of processes aligned with the ten building blocks of effective adult learning in the workplace (as identified by the ET 2020 Working Group 2016-2018) that will lead to the holistic transformation of organisations and will be accompanied by all the necessary tools. These processes and activities will be incorporated in a certification scheme leading to an ISO certificate to be granted to organisations complying with the standard.

Project website

*Our project website is now up and running!
Take a look [here](#) and let us know what you think!*

LEARN network

LEARN supports transnational cooperation and mutual learning on forward-looking issues among 5 very experienced VET providers, 4 chambers of commerce and industry, a university as well as a certification company from 5 EU countries: Cyprus (coordinator), Greece, Spain, France and Austria.

Coordinator:



Partners:



Αναπτυξιακή Εταιρία
Επιμελητήριου Λάρισσας



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