

## 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 strategically ensure that the learning of their employees is continuous and it involves transversal and not only job-specific or technical skills' development, while also validating employees' key transversal skills through an ISO-certified assessment tool.

### 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, and the implementation of specialised workshops for Employer representatives and Employees, so that both sides can support the process.
- Development of transversal skills in the workplace, primarily through classroom learning (basic development through 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

### What's inside this issue

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## Benefits to

### Employers

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

### Employees

An effective set of 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 becomes an important learning environment; through these activities, the Employees will be able to develop not only job-related skills but also basic transversal competences which make people more effective at work and resilient to changes in their career and life.

## Consortium meetings

Finally! For the first time ever since the launch of the LEARN project back in January 2020, the partners met in person in Nicosia, Cyprus, on 21-22 October 2022. That was the 7th transnational project meeting, but since it was the first one implemented with physical presence, the partners were so overwhelmed to finally greet each other from close, 'safe' distance. During those 2 days, they brainstormed on the success factors in cultivating a positive attitude towards Learning Workplaces among Employers, on the most appropriate activities that organisations need to implement in order to get transformed into Learning Workplaces, and on the different elements of the certification regulation for Learning Workplaces to be developed within the LEARN project.

Two more consortium meetings were held during this period but in online format: on the 21st of September 2021 and on the 3rd of February 2022.

## Transforming the workplace: making the Employers aware

- What comes to your mind when hearing the words 'Learning Workplace'?
- Do you see any value in transforming your organisation into a Learning Workplace?
- Are you ready to shift your business into a constantly learning zone?

These were among the many questions with which Employers were confronted in a series of workshops held by the LEARN partners in Cyprus, Greece, Spain, France, and Austria with the use of training material developed to this end. Employers from different industries and sectors participated in a casual, interactive, and fun-learning discussion in order to become aware of the significance of establishing a learning culture in the workplace and the benefits that derive from transforming their organisation into a Learning Workplace.

The Attitude Test for Employers, designed by the LEARN partners to assist in this direction, measures the attitude of Employers towards this transformation process. This test provides a systematic means of evaluating their thoughts, ideas, and attitudes, so as to identify 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.

A set of such Attitude Tests have been developed for both Employers and Employees.

## Transformation activities in preparation

Adult learning in the workplace should take into account the needs of Employers, while the learning of Employees needs to be relevant to organisations' strategy and goals. At the same time, it should address the needs and expectations of Employees.

The activities which can transform a workplace into a Learning Workplace have been almost finalised. After a series of interactive online workshops and a huge amount of brainstorming and work, the LEARN transformation activities were:

- designed;
- developed;
- classified;
- reviewed; and
- evaluated.

All the activities underwent a thorough development process aligned with the ten Building Blocks of Adult Learning in the Workplace (ET2020 Working Group on Adult Learning 2016-2018) and accompanied by a number of tools to assist in the transformation process. At the same time, special attention was placed to being flexible and adaptable to different types and sizes of organisations; aligned with organisations' strategy and goals; ensuring a lifelong learning pathway for the learners; and, lastly, 'rewarding' both the organisations and the Employees through an ISO certification.

## Transforming the workplace: getting the Employees prepared

The LEARN partners have also identified the transversal skills that are most commonly asked by the Employers:

- communication;
- teambuilding;
- resilience and time management;
- personal leadership and entrepreneurial mindset;
- responsibility and ethical practicing; and
- learning to learn.

Currently, training material for the development of these skills is being created and workshops for Employees will follow in all the countries of the consortium. Along with this training, there will be workshops for raising awareness among the Employees and evaluating their attitude towards this transformation. The Employees will be offered the opportunity to get certified with ISO17024 after taking an assessment on the specific skills.

## Project website and social media

***Keep visiting our [project website](#) to stay up to date with our activities and, of course, follow us on [Facebook](#) and on [LinkedIn](#).***

## 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, Greece, Spain, France, and Austria.

**Coordinator:**



**Partners:**



Αναπτυξιακή Εταιρία  
Επιμελητήριου Λάρισας



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