

## **PRESS RELEASE 9**

### **LEARNiNg at the Workplace**

When we think of learning, most of us think of school and university or career training with a focus on job requirements and career progression. While by some companies, learning is seen as a costly disruption to workplace productivity.

But did you know that learning that happens through work is far more effective than learning outside of work? Many studies in recent years have shown that the workplace can be a really effective, if not the most effective, place for learning. According to the 70:20:10 learning model proposed by Lombardo and Eichinger, 70% of our learning comes from the workplace, 20% comes from observation and guidance from others, and only 10% comes from attending courses or formal learning programs.

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Given the rapid pace of technological developments, globalisation and demographic trends, the need for new knowledge and skills to keep pace with these developments is increasing, work is increasingly linked to learning and skills need to be constantly upgraded to remain relevant through learning in the workplace. It is in the workplace that not only work-related skills are developed, but also the core and transversal skills that make people more resilient to changes in their careers and lives.

Adult workplace training is an attractive way for adults to maintain and update the knowledge and skills they need for life and an effective way for employers to maintain the skills of their employees, motivate their workforce and improve their staff retention. It is a cost-effective and targeted way for Member States to increase their productivity, innovation and modernisation, maintain their competitiveness and employment rates and raise overall skill levels. Adult learning in the workplace also promotes social and economic integration, inclusion, social cohesion and equality.

Unfortunately, however, much of workplace learning is not done on a systematic basis and is not formally organised. Too often it happens accidentally and so some workers benefit while others do not benefit at all. Sometimes it is useful and sometimes it is not.

So how can we make every workplace a learning-friendly environment? How can we ensure that adults acquire and maintain the skills and competences they need to progress both in their careers and at a personal level? How can we make high quality workplace learning available to all?

There is no one-size-fits-all formula for promoting and developing adult learning in the workplace. Workplace learning must become a political priority and be translated into concrete actions to be undertaken by employers, training providers and employees.

One such action is the European project "Towards a Holistic Transformation of Organisations into Learning Workplaces - LEARN", which aims to transform the workplace into a learning environment and working time into an opportunity for continuous improvement. In this way, both the employees themselves, who will have the opportunity to develop skills relevant to their work and at the same time receive ISO17024 certification, and the employers benefit, as through LEARN an ISO certification will be created that will transform organisations and businesses into places of continuous learning.

Start following us to stay up to date with our upcoming activities, and keep visiting our [project website](#) for our deliverables.

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