

## 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

*LEARN at a glance*  
*LEARN specific objectives*  
*Five Focus Groups in Austria, Cyprus, France, Greece & Spain*  
*Transforming your organisation into a LEARNING Workplace: are you up to it?*  
*Transforming organisations into Learning Workplaces starts from their people being positive to this Transformation: the role of Employers*  
*Project website and social media*  
*LEARN network*

# Five Focus Groups in Austria, Cyprus, France, Greece & Spain

The LEARN project strives to cultivate a supportive atmosphere in the workplace. It is essential for companies to adopt structured learning plans that directly address the practical needs and aspirations of their employees. By setting clear learning goals and diligently monitoring progress, organisations can ensure a dedicated and empowered workforce. Consequently, by adopting the right learning approaches and providing employees with the necessary resources, companies can foster a culture of continuous improvement and collaboration.

For this purpose, the LEARN project has implemented research to identify the views of employers and employees on learning in the workplace. To this end, the project has successfully held five focus groups in each of the partner countries (i.e. Austria, Cyprus, France, Greece, and Spain), with Fundación Equipo Humano (Spain) being the partner responsible for this activity.

These focus groups have been divided into two types: one for employers and one for employees. Regardless of the profile, project partners introduced both of them to the concept of Learning Workplaces and its benefits. Participants shared their experiences and opinions about challenges and opportunities of this concept in their organisations and working environments.

Following the development of this activity, an aggregated report has been produced with the main results and findings. The full report can be found [here](#).

## Transforming your organisation into a LEARNing Workplace: are you up to it?

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

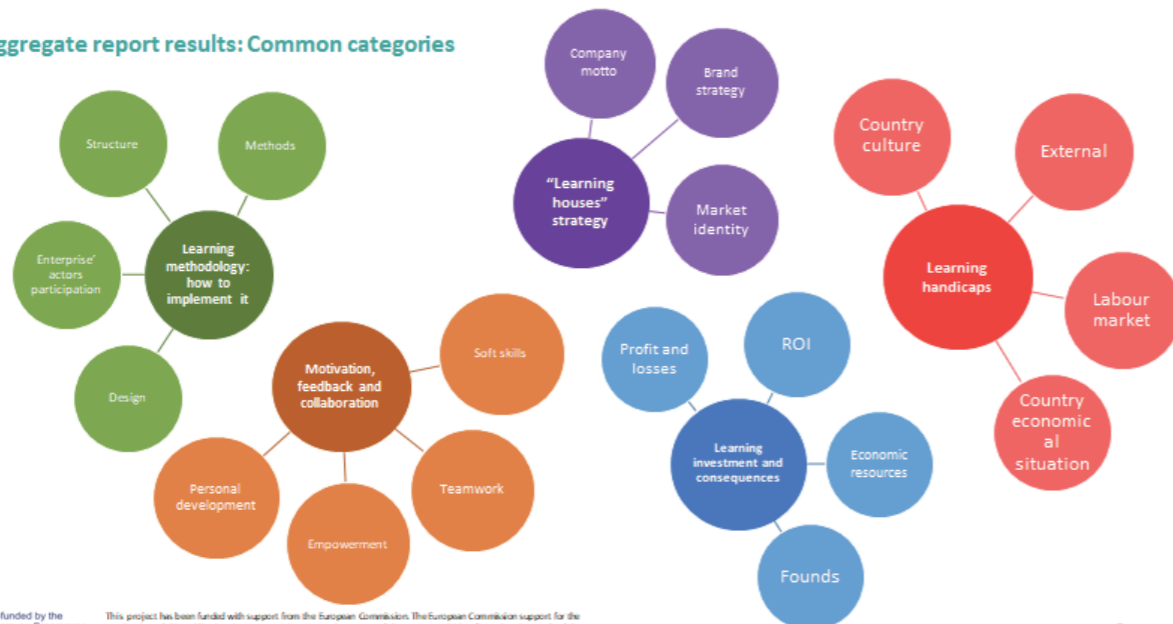
These were among the many questions which Employers were confronted with in a series of 6 workshops held by LEARN partners in Austria, Cyprus and Spain so far.

Owners of businesses, human resource managers, management board members, and other employers from different sectors participated in a casual, interactive and fun-learning discussion in order to become aware on the significance and benefits they can derive from transforming their organization into a Learning Workplace.

The Attitude Test for Employers, especially designed by the LEARN partners, assisted in this direction by measuring their attitude towards this transformation activity. This test can provide a systematic means of testing their thoughts, ideas and attitudes on 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.

A set of such Attitude Tests have been developed (for Employees and for Employers) and can be found [here](#).

### Aggregate report results: Common categories



## Transforming organisations into Learning Workplaces starts from their people being positive to this Transformation: the role of Employers

To transform any organisation into a Learning Workplace, it is important to start with a positive attitude towards the "Learning Workplace" concept. What is an organisation after all? A group of people acting together in pursuit of common goals and objectives. Therefore, cultivating a positive attitude towards the "Learning Workplace" concept among all people in an organisation is key to success.

Through a series of interactive activities undertaken by LEARN project partners in all countries, employers/managers learned important facts about Learning Workplaces and the transformation process, and they also had the opportunity to experience on their own the benefits of such a transformation and possible barriers to it. During a series of workshops, employers/managers deep dived into this concept and exchanged ideas and opinions within the group. This interactive approach resulted in high level of positivity towards workplace learning, not only at an individual level, but also at the overall attitude change level towards embracing the concept of Learning Workplaces. At the same time, the satisfaction level with the whole training process of the 125 employers/managers across the 5 participating countries had achieved the impressive score of 4.57 out of 5 on average, while the average scores on the learning of all participants ranged from 4.38 to 4.62 out of 5.

As depicted in the table below, a significant positive attitude change was observed after the workshops among all 125 participants in Austria, Cyprus, France, Greece, and Spain. The biggest positive change was achieved in Building Block 9: "Assuring the quality of adult learning in the workplace" (by 15.90 % on average), which was one of the main worries of employers before the workshop. This parameter had reached only 3.58 out of 5 points on average before they attended the training – with 5 meaning highest/best score. After the workshop, employers also felt more confident in being able to set up effective monitoring and evaluation systems and to ensure adult learning in their organisations (Building Block 10) (by 15.26%, from 3.62 to 4.03 out of 5 on average).

Figure 1: Average Percentage Change on Building Blocks of Adult Learning in the Workplace and Perceived Impact of Learning Workplaces

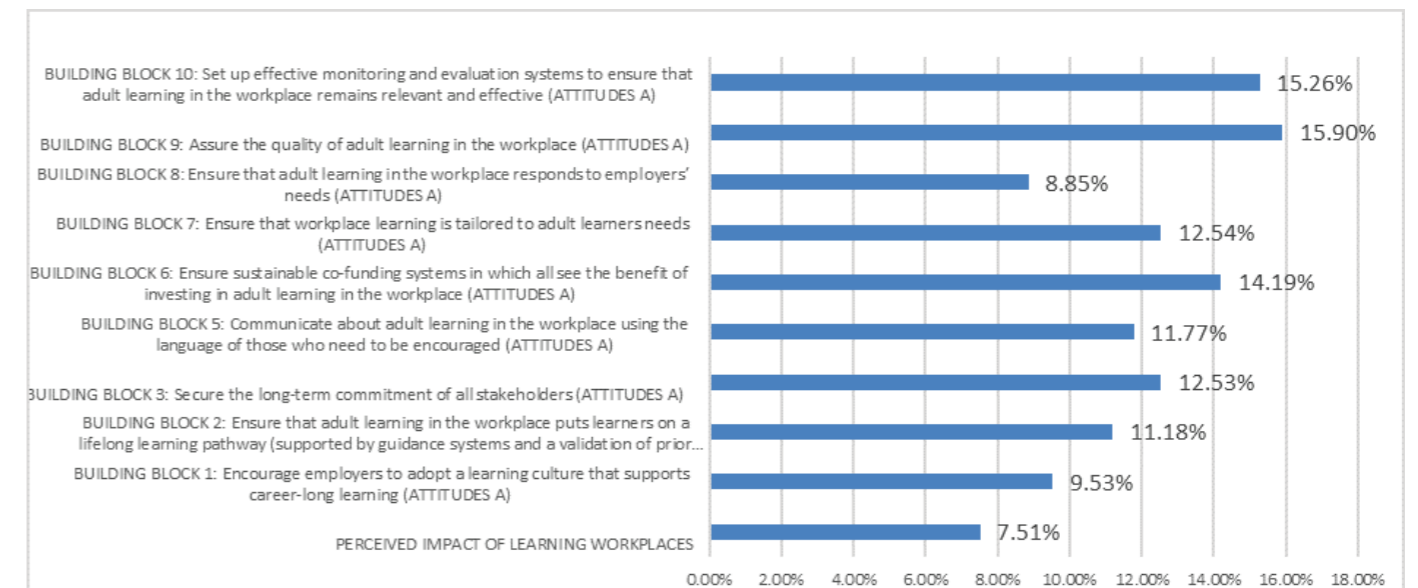


Figure 2: Average Measurements on Building Blocks of Adult Learning in the Workplace and Perceived Impact of Learning Workplaces BEFORE and AFTER the Workshops



## 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:**



The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.