



ORGANISATIONS
INTO Learning Workplaces

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

EMPLOYEES

**Are you an employee?
Would you like to benefit from
learning opportunities in your workplace?**

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 employees benefit from the LEARN outcomes?

LEARN is the project for you!

1. The development of a learning culture in your workplace will give you the opportunity to **self-develop** and **improve your on-the-job and transversal skills**.
2. Your participation in the pilot workshops of the project will help you develop a positive attitude towards Learning Workplaces which will support you in achieving your learning goals.
3. Achieving your learning goals will lead, among others, to the **validation of your key transversal skills** through an assessment tool which will be developed according to the ISO standards, without any cost for you. Therefore, participation in the project also means an **ISO17024 certification!**

In which LEARN activities can employees be involved?

1. Participation in focus groups for employees 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 two pilot workshops for employees:
 - a. "Employee Positive Attitude Towards Learning Workplaces" and
 - b. "Six Top Transversal Skills for Employees".
3. Assessment of your acquired key transversal skills and certification with ISO17024.
4. Participation in the Final Conference of the project for sharing your experience with learning in the workplace and learning the experience of other employees 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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