

PRESS RELEASE 7

Innovative Research on Employers' and Employees' Views on Learning in the Workplace

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.

Thus, in the case of the focus groups held with employers, we can highlight that employers shared a wide range of specific activities that could be implemented in-person, but also recognized the potential for transitioning to a blended learning modality. They emphasised the importance of using online tools to enhance employee learning outcomes.

Organisations participating in the focus group are implementing programmes and learning processes tailored to employees' needs and aspirations, focusing on information exchange among employees and improving interdepartmental communication. Employers also encourage employees to take the

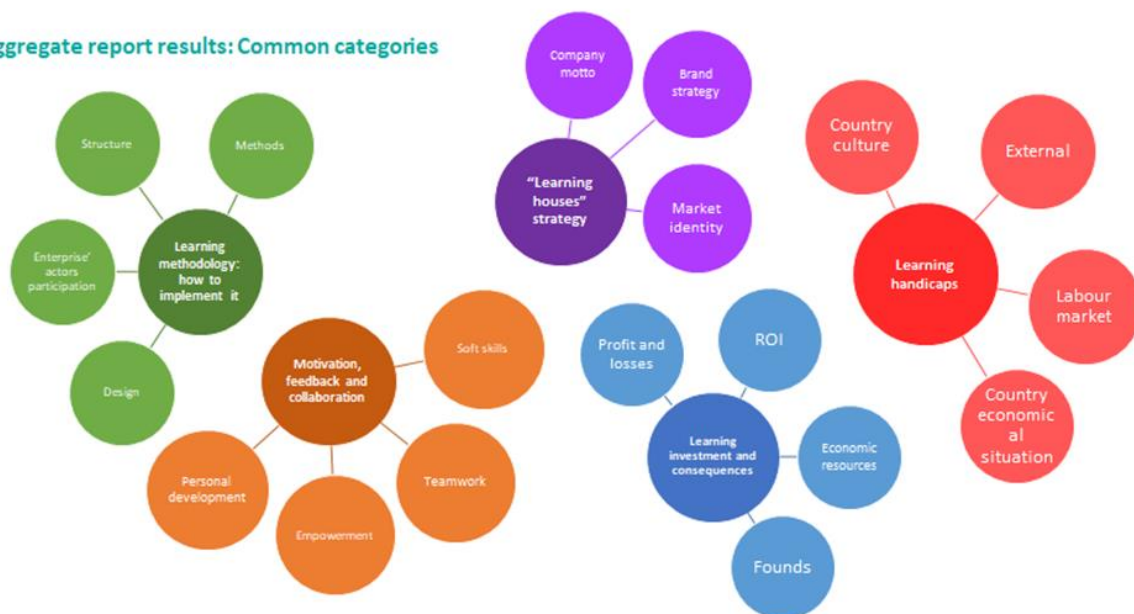
initiative in researching resources on their own, allowing them to suggest topics they are most motivated about or find most necessary.

The common results show that investment, motivation, and collaboration are key factors in implementing a "Learning House" strategy. Participants concluded that investment is crucial for creating a learning space, as it leads to a return on investment (ROI) reflected directly in products and services, improving productivity and competitiveness.

Both employers and employees agreed on the benefits of learning in the workplace, including increased productivity and quality, improved internal feedback, and the development of company strategies for sustainability. However, they also identified barriers such as workload fluctuations, investment challenges, and resistance to change.

To overcome these barriers, employers suggested increased public support in the form of financial bonuses, tax reductions, and salary coverage during training periods. They also called for more reliable information and resources, as well as improved synergies between public and private organisations.

Aggregate report results: Common categories



With regard to the main results of the focus groups conducted with employees, we can point out that employees agreed that an effective learning environment in the workplace should be based on a comprehensive strategy that includes methodology, direct resources investment, motivation, collaboration, and the development of soft skills, emphasising the importance of involving all company actors in the learning process and tailoring learning methodologies to employees' needs and availability.

The focus group participants highlighted the value of in-person learning activities that can easily transition to a hybrid learning model, thanks to the availability of modern tools. They also expressed a preference for activities that improve their soft skills, management abilities, and problem-solving skills, as well as those that foster collaboration and knowledge sharing among colleagues.

Employees identified investment and motivation as crucial factors for the success of learning in the workplace. They believe that investing in human capital leads to innovation, increased market power, and competitiveness, while also contributing to employee well-being.

On the other hand, according to the participants, the main barriers to effective workplace learning include methodology, learning investment, and external handicaps such as market resource limitations and resistance to change.

To overcome these barriers, employees called for increased support from stakeholders, including higher methodology implementation support and more efforts from authorities to address reluctances and obstacles. They also suggested practical resources for learning development, such as certificated learning, interactive learning, and the integration of new technologies to boost modern learning approaches.

The methodology of learning plans and the involvement of all stakeholders in companies have been identified as the foundation for efficient implementation and optimal results in creating a "learning in the workplace" atmosphere.

In conclusion, the main findings tell us that investment is a fundamental complement for executing various actions and establishing a learning identity closely tied to the quality of products and services. Furthermore, the definition of "learning workplaces" is closely linked to targeted processes tailored to employees' needs. Employees are encouraged to enhance the specific areas they want to develop, fostering increased motivation to learn new skills and tools. This, in turn, facilitates knowledge exchange and the creation of synergies that positively impact the products and services offered by companies.

Thus, this activity offers a comprehensive approach by combining both perspectives: practical resources provided by employees and a focus on methodology from the employers.