WORKPLACE-BASED QUALIFIED VOCATIONAL TRAINING AND EDUCATION

H. Randle
Working Life Science, Karlstad University, SE-651 88 Karlstad, Sweden
G. Spak
Learning Centre Masugnen, SE-711 31 Lindesberg, Sweden

ABSTRACT

This paper will present how a community learning centre, “Masugnen”, in the middle of Sweden is developing new methods for workplace learning for the explosives sector, which fit the requirements from both employers and students. The basis for learning is the workplace, where learning is based on practice. The learning arena is situated in a real-work situation where problem solving and learning from peers is part of the learning process. The vocational training is supported by theoretical education organised and facilitated by staff from a learning centre. All learning is based on individual needs and documented in individual study plans. Emphasis is put on developing a favourable learning environment where the participants have access to support systems for learning such as a technical infrastructure for learning, personal coaching, study plans, mentoring programmes, trained facilitators in the workplace, study colleagues and peers.

This paper will present how qualified vocational training and education can play an important role in developing arenas for lifelong learning. Workplace learning can develop opportunities for individual development, develop company competitiveness, reduce risk of competence drain when employees retire and promote recruitment of younger employees. The paper is based on experiences from a European project – EUExcert, which has the ambition to develop a European system for qualifications for the Explosives sector.