

Workplace learning: Need for new competences?



Nordic Network for
Adult Learning

Malmö University
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The results emphasize the role of lifelong learning in dealing with the challenges of the labor market

- Strengthen the cooperation between educational institutions, the business community and governments.
- Increase flexibility of the educational offer.
- Expand and improve the system for validation.
- **Strengthen Nordic cooperation and the exchange of experience** for lifelong learning to a greater extent contribute to meeting future skills needs on the labor market.



Share your insights: #NordicWPL

- Conference page, programme and resources



Challenges, clustered

**Adapting individual learning to the
systemic/organisational level**

Practical issues

Competence development

Quality assessment

Culture Rapid change

Adapting individual learning to the systemic/organisational level

- 1 How can L&D provide individual learning solutions that still are scalable?
- 2 1) Transfer of individual learning to organizational and 2) supporting or creating systematic learning cycles in a small organisation
- 3 Moving towards systemic changes that require competence development and, poor resources (time, finances, staff, commitment...) to put new competencies into practice
- 4 To work with bottom-up processes of learning and competence development - and to anchor this approach on the strategic level.
- 5 To ensure transfer (from learning to skills in practice)
- 6 To get more learning activities seamlessly integrated with daily work tasks. Create self-driven learning.
- 7 To maintain a systematic approach when operational tasks must be prioritized.
- 8 Insufficient focus on implementing and revisiting new learning and competencies, following a learning process
- 9 Lack of good constructive metrics for assessing learning
- 10 Consistency and change management
- 11 Team learning. In what ways can we as a L&D organization improve how to work with team learning?

Cluster overview

Adapting individual learning

- 1 How can L&D provide individual learning solutions that still are scalable?
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Practical issues

- 1 Teachers lack time
- 2 That the companies want to offer learning at the workplace/find time to supervise, especially in industries/companies with shortages when staff are already stressed
- 3 Recruitment
- 4 Delivering the right training in the most suitable form for the learners. Finding time for learning and implementing the new knowledge/competencies in the workplace.
- 5 Since my team is very mobile and we hardly ever meet, all of us, face to face possibilities for sharing knowledge and learning from each other is hard. We need to put an effort into this.
- 6 Low study activity
- 7 Time
- 8 To organise learning in the everyday business
- 9 Create learning spaces, time for reflection and action
- 10 Lack of organisational focus and methods. Low prioritization and status also from employees.
- 11 Hybrid learning and time to acquire new skills at the work place
- 12 Motivation and practical implementation
- 13 Recruitment and further training
- 14 Learning to manage and use media format, for example video and podcast in my work
- 15 Lack of time for employees to learn.
- 16 Learning usually gets lower priority than other activities

Competence development

- 1 Convincing the employer to commit to employees' competence development.
- 2 Competence building in the social area
- 3 Convincing the employer to commit to employees' competence development.
- 4 Predicting the needs, working strategically with competence development
- 5 Three things: company understanding of strategic work with competence development; learning barriers from the student perspective and teacher competencies.
- 6 Practical solutions for developing competencies

Culture

- 1 Language Barriers
- 2 Learning culture
- 3 Poor intercultural awareness and competence in monocultural workplaces
- 4 Coaching diverse multicultural teams

Quality assessment

- 1 Evaluation and measuring the impact
- 2 Quality assessment
- 3 To develop best models for participatory, experiences-based learning processes
- 4 Making the learning offer flexible and easily accessible

Rapid change

- 1 Speed of development
- 2 The sense of urgency
- 3 Rapidly changing needs from society versus slow formality in university structures

Our Vision 2030

A **green** Nordic region

Together, we will promote a green transition of our societies and work towards carbon neutrality and a sustainable circular and bio-based economy.

A **competitive** Nordic region

Together, we will promote green growth in the Nordic region based on knowledge, innovation, mobility and digital integration.



The Nordic region will become the most sustainable and integrated region in the world

A **socially sustainable** Nordic region

Together, we will promote an inclusive, equal and interconnected region with shared values and strengthened cultural exchange and welfare.



