

**ORGANISATIONS**  
INTO Learning Workplaces

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



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## LEARN

### The project at a glance

Learn aims to develop a strategic approach for the transformation of organisations into Learning Workplaces through the design and development of an ISO certification through which organisations that are learning workplaces may be certified.

In order to get the certification, organisations need to perform specific activities or use specific tools that are included in the certification scheme. These activities take into consideration important issues identified in the building blocks identified by E&T 2020 Working Group on Adult Learning. Additionally, they take into account both the needs of employers for learning (linked to the strategic objectives of the organization) as well as the needs of employees for different forms of learning (development of transversal skills etc).

Through the certification, an additional motive is provided to the organizations to get transformed into Learning Workplaces.



## Specific objectives

### The specific objectives of the Learn are:

1. Develop an ISO certification for the organisations that get transformed into Learning Workplaces
2. Identify /design activities that an organisation should perform to become a Learning Workplace and include those in the certification scheme. Ensure that activities respond both to the needs of the organisations as well as the needs of the learners.
3. Develop a positive attitude through the use of specialised workshops to organisations and employees as far as learning in the workplace is concerned so that both sides can support the process.
4. Focus on the development of transversal skills in the workplace initially through classroom learning (basic development) and then through the implementation of other learning activities
5. Validate the development of key transversal skills through the use of an assessment tool (ISO17024 assessment)
6. Develop a network of consultants that will act as project ambassadors and lead organisations into their transformation to learning workplaces

## The project at a glance

### NEEDS ANALYSIS

Research and analysis of results

- Identification of attitudes of employers and employees towards learning workplaces

### PRACTICE

Development and pilot testing of results

- Development of activities to be included in the certification
- Development of a positive attitude for employers on the importance of transformation into Learning Workplace
- Development of a positive attitude of Employees towards Learning Workplaces
- Development of the transversal skills of employees and validation (15017024)
- Development of the certification
- Pilot testing of the certification

### POLICY MAKING

Dissemination and Exploitation of results

- Dissemination and exploitation of results
- Meetings with policy makers
- Conversion of the certificate into national standard and European Standard

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graph LR; A((Implementation of research to identify the views of Employers and Employees as far as learning in the workplace is concerned)) --> B((Design and development of activities that will lead to the transformation of organisations into Learning workplaces as well as the necessary tools for their implementation)); B --> C[ ];
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Implementation  
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Design and  
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implementation

The objective of this activity is twofold.

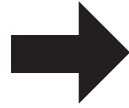
- To identify the attitudes of employers and employees as far as learning in the workplace is concerned.
- To identify possible activities that could be implemented to support learning in the workplace.

The main characteristics of this system include:

- Flexibility and adaptability: The system will be flexible and adaptable to different types and sizes of organisations
- **For the organisation:** Alignment with the organisation's strategy and goals
- **For the employees:** Provision of a lifelong learning pathway for learners (not only for the tasks involved in the current job)
- Motives for the organisation (an ISO certification)
- Motives at the employees (17024 ISO on transversal competences and a passport of achievement)

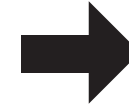
This approach will include a set of processes and activities (aligned with the ten building blocks) that will lead to this holistic transformation of organisations accompanied by all necessary tools. These processes and activities will be incorporated in a certification scheme that will lead to an ISO certificate to be provided to organisations complying with the standard.

**Development  
of a positive attitude  
for employers on the  
importance  
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Development  
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(15017024)



**Development  
and pilot application  
of the certification for  
organisations**

This is achieved through design and implementation of workshops as well as attitude measuring of employers before and after the workshops

This is achieved through the design and implementation of workshops both on the development of transversal skills as well as on the development of positive attitude towards learning workplaces. Transversal skills will be certified through ISO17024.

Based on the experience of the above activities the standard for the organisations will be designed and pilot tested

Coordinator :

**MMC** Mediterranean  
Management Centre

Partners :



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