LEARN, APPLY, REPEAT, STAY

1. Title

Ligo: Workplace literacy (BE)

2. DDSS Gap Addressed

Low learner or employee retention – E3

3. Description of the Reskilling Lab

The cooperation between a company concerning greening and an adult education provider in Antwerp in Belgium ensures a learner-centred approach and retention of employees at the workplace and in their training programme. At the beginning the teacher starts to explore the needed tasks of the employees and with each one them the teacher tries to find out what his or her needs for upscaling of his or her skills are. Based on this the adult employees will be guided in combination with group work and individual guidance.

4. Why is this a Good Practice?

The contents of the training programme is flexible, which ensures a positive result for each of the adult learners in this good practice. The employees have the possibility to use what they have learned at work and evaluate this in the next lesson. Therefore, it is an ongoing cycle of learning by doing, which ensures the learner-centred approach for each of the learners. Besides, they experience that due to their new learned knowledge and skills they will be more productive and are more satisfied in doing their job.

5. Transferability

This active practice-oriented way of learning is transferable to other settings. If one invests in an intensive needs analysis of the needed skills at the workplace and the needed upscaling of skills of each individual adult learner it is possible to develop a constructive learning environment. A learning environment, which will ensure that adult learners will finish this until the end and use the new knowledge and skills at the workplace in a sustainable way.

6. Additional Information

More information: https://www.ligo.be/in-jouw-buurt/antwerpen/

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