NEEDS ANALYSIS AS THE BASIS FOR FLEXIBLE, PRACTICE-ORIENTED LEARNING

1. Title

Ligo: Workplace literacy (BE)

2. DDSS Gap Addressed

Lack of learner-centred pedagogy – L9

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. At the beginning the teacher started to orientate on the needed tasks of the employees and with each one them the teacher tried to explore his or her needs for upscaling his or her skills. 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.

5. Transferability

This active practice-oriented way of learning is transferable to other settings. If one invest 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 tailor-made learning programmes for all adult learners.

6. Additional Information (optional)

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

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