RESPECTING EMPLOYEE NEEDS AND EMPLOYER REQUIREMENTS

1. Title

Ligo: Support at the workplace (BE)

2. DDSS Gap Addressed

High dropout rates – L5

3. Description of the Reskilling Lab

In the region of Antwerp in Belgium the adult education provider offers a tailor-made program for employees at the workplace. In this second hand shop employees get the possibility to learn based on their needs for their daily work. This prevents that the learning program does not fit to the needs of the employees and also of the employer.

4. Why is this a Good Practice?

Due to the fact that the learners learn skills, which they can immediately use at the workplace they experience the surplus value of the learning environment. Therefore, the dropout rates are rather low. Each individual learner has the possibility to develop his or her own learning route in cooperation with the qualified teacher. This will be person-centred, but on the other hand also meets the requirements of the workplace. Therefore, the management is supportive to ensure that their employees will join the learning environment provided by the adult education provider.

5. Transferability

This way of learning is a general person-centred approach balancing the needs of the employee and the requirements of the employer. Due to the fact that the employer experience the increase of skills of her employees at the workplace the management can be supportive. So therefore, it is important for each start of cooperation to find out what these requirements and needs are.

6. Additional Information (optional)

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

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