

WORKPLACE LEARNING

Upgrading skills and competence development in and for companies

Group No: 7

Round 1

Type of visit:
VET4/10/2011-6/10/2011
Bielefeld, GermanyWorking language:
EnglishNumber of places: 15
Minimum required: 5

Keywords:

- adult learning
- leadership and management
- lifelong guidance

Organiser(s):

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CATEGORY OF THEMES:

Encourage cooperation between the worlds of education, training and work

WHY?

Enterprises and providers of educational services develop innovative and successful methods and solutions to help reconciliation of family and work life, improve the skills of older workers and make career orientation easier for young people. This is their response to demographic changes and the declining pool of well-skilled employees.

Our institution, the BOW, and educational services provide an innovative network to improve upgrading of individual skills of employees and make best use of human resources. BOW, SMEs, large companies and universities created a working group for personnel development. Exchange of information about current trends and strategies ensures transparency and brings together methods of good practice.

Beyond exchanging concepts, this study visit aims to provide recommendations for improving new strategies in workplace learning.

WHAT?

Participants will learn about:

- new ways of recruiting young talent;
- easing reconciliation of family and work life;
- assessment and development of competences in practice;
- consulting methods and tools of economically-oriented education providers.

HOW?

Participants will:

- discuss human resource development strategies with experts from globally active companies (Phoenix Contact);
- meet consultants who support companies in selecting personnel and qualifying staff;
- visit SME (Hora) and discuss the practice of recruiting young talent and professionals.

WHOM?

- Company training managers,
- directors of education and vocational training institutions, centres or providers,
- directors of guidance centres,
- heads of departments,
- human resource managers,
- owners/managers of SMEs,
- pedagogical or guidance advisers,
- representatives of chambers of commerce/ industry/crafts,
- representatives of education and training networks and associations,
- representatives of educational services, labour offices or guidance centres,
- representatives of employers' organisations,
- representatives of trade unions.

SHORT DESCRIPTION IN THE HOST COUNTRY'S LANGUAGE:

Das BOW und Bildungsträger arbeiten mit vielen Unternehmen zur Erfassung und Weiterentwicklung individueller Kompetenzen der Mitarbeiter zusammen. Ziel ist die optimale Nutzung der Human Resources. Es wurden innovative und erfolgreiche Methoden und Lösungen entwickelt, um die Vereinbarkeit von Familie und Beruf sicher zu stellen, die Qualifikation der älteren Arbeitnehmer zu verbessern sowie die Berufsorientierung von Jugendlichen zu erleichtern. Während des Studienbesuchs stellen wir Strategien der Unternehmen und der Bildungseinrichtungen zur Kompetenzerfassung und -entwicklung vor.

WWW.

www.praktische-personalentwicklung.de – www.bow-online.de
www.hora.de/e/b-a/start/b-a_d.htm – www.phoenixcontact.com
www.bielefeld.ihk.de/english/en/home/