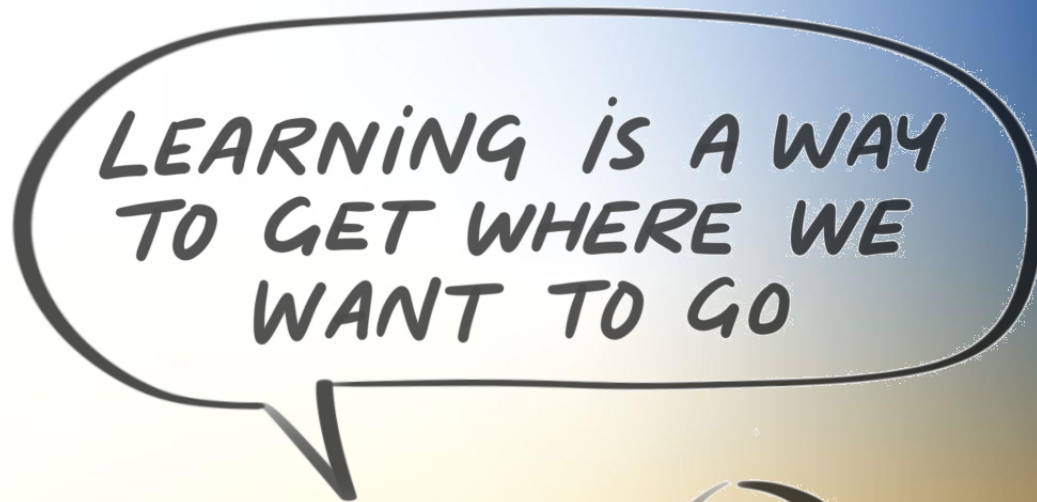
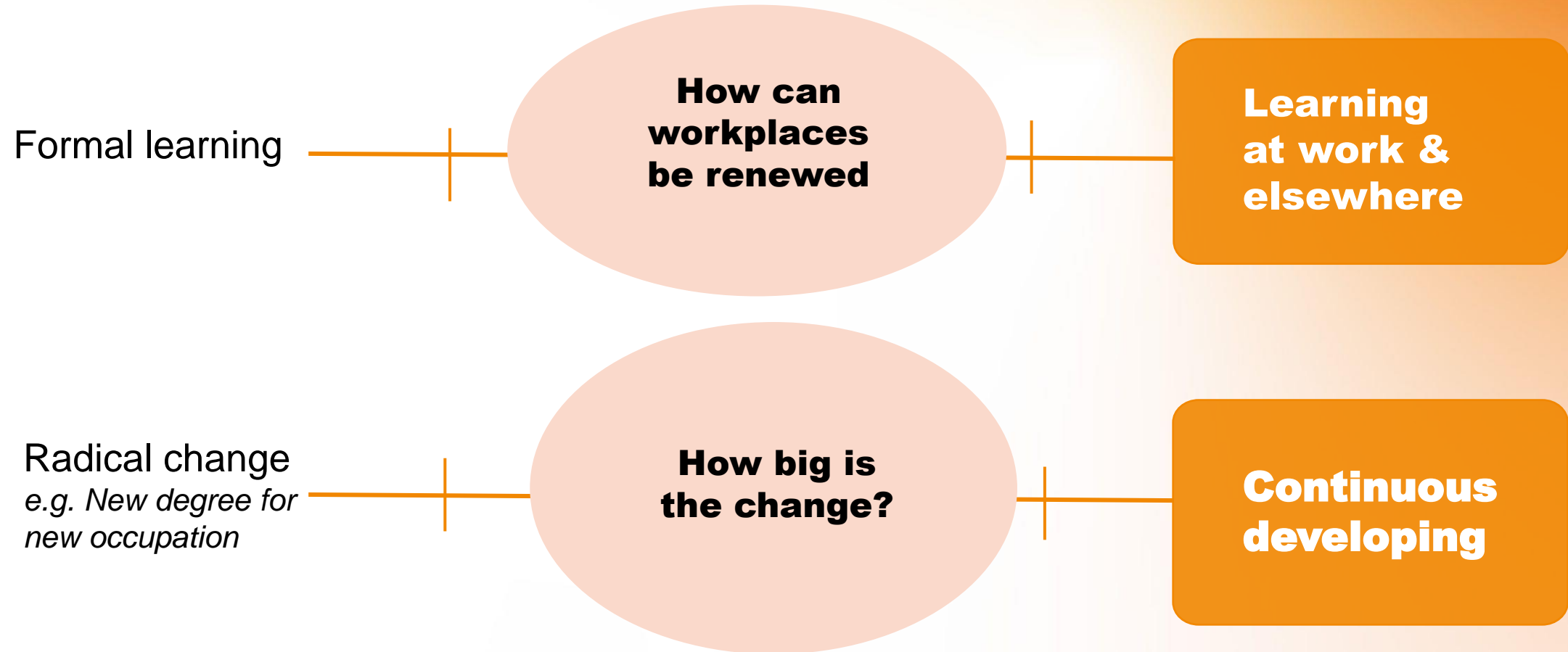


Learning at the workplaces

Malta Skills Council 11.10.2023
Sanna Kulmala, WORK2030-program



WORK2030 focuses on continuous developing



Continuous learning and developing – why not?



1. NO TIME



**2. NO MONEY & OTHER
SUPPORT/RESOURCES**



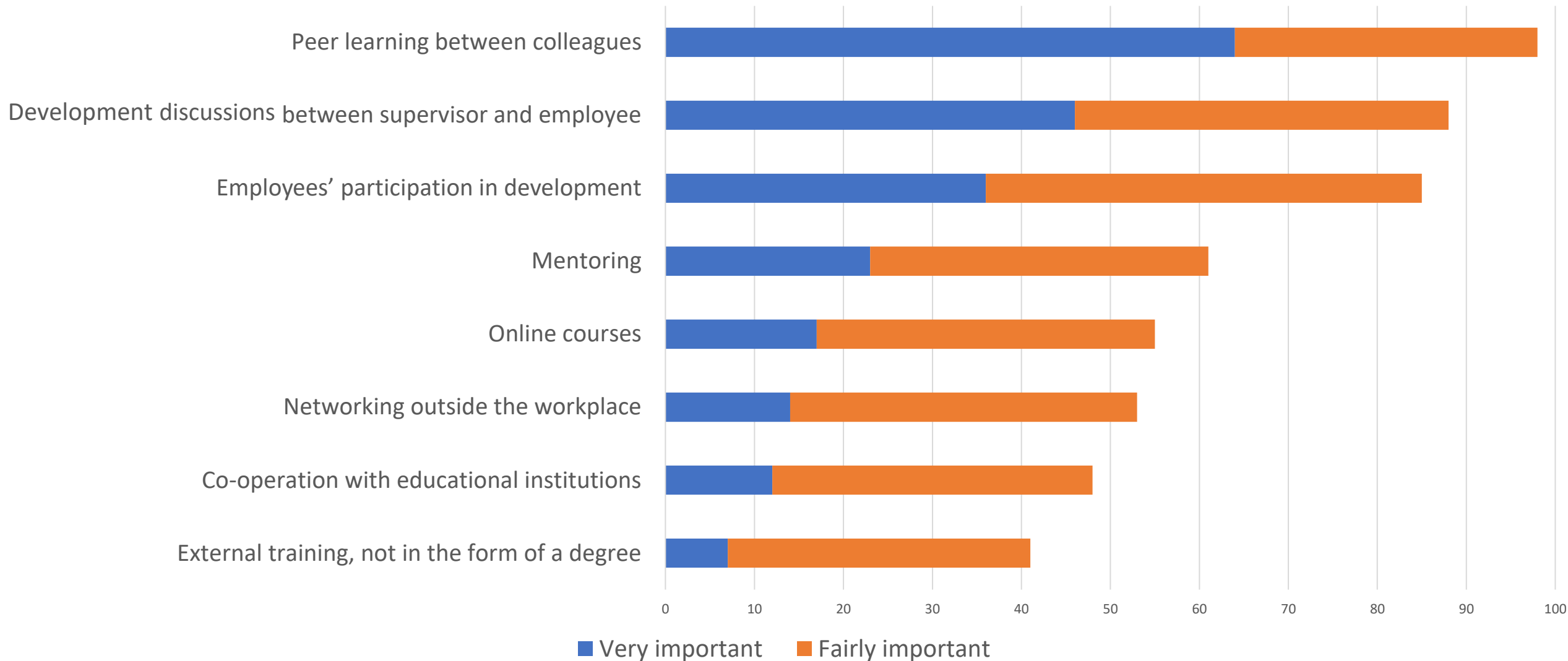
**3. NO TOOLS TO FIGURE
OUT WHAT TO LEARN?**



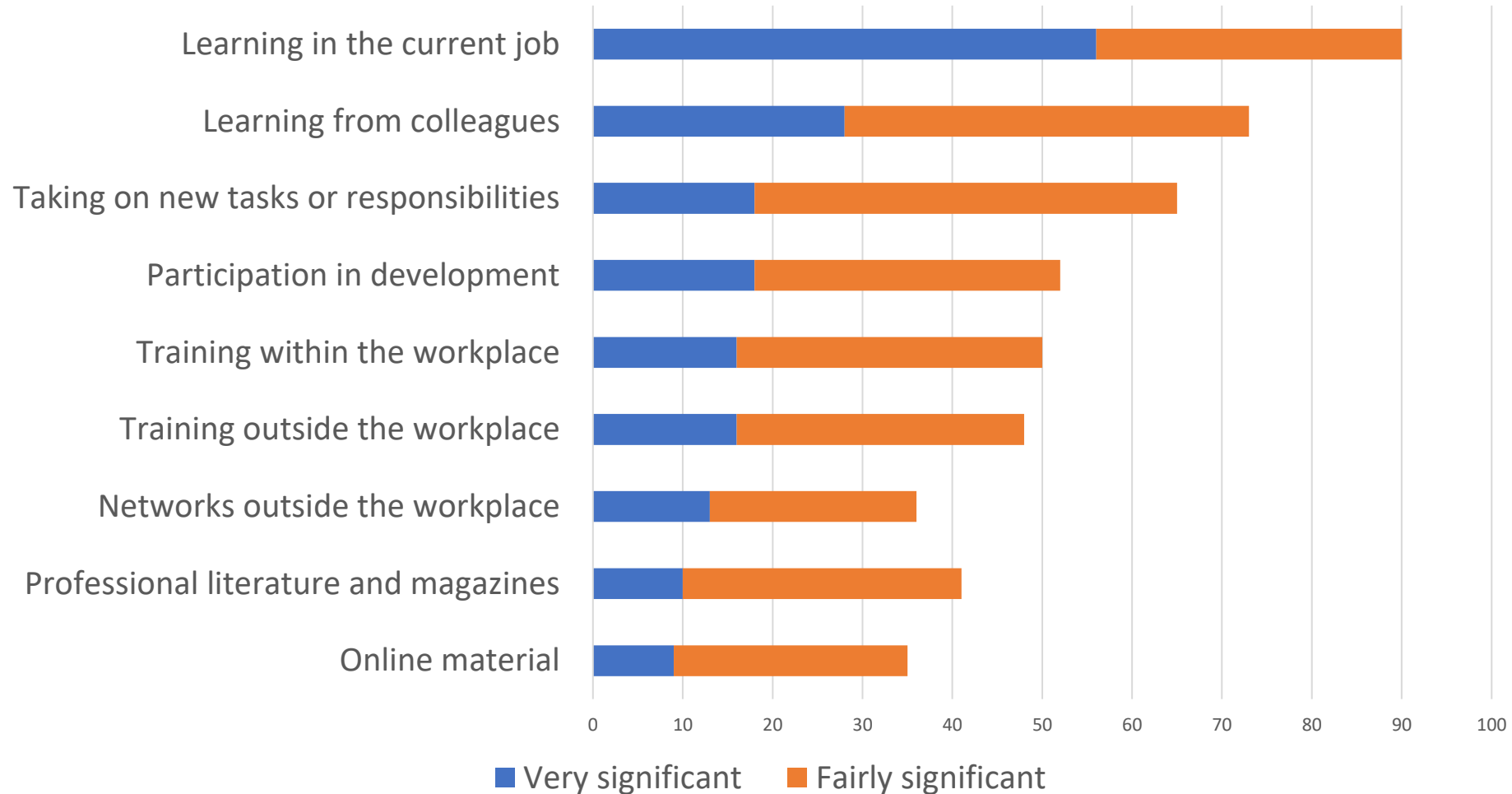
**4. NO TOOLS TO
EXPRESS WHAT YOU
HAVE LEARNED?**

Learning is what happens more and more in human interaction

Importance of measures for developing employees' competencies (perspective of management)



Importance of different measures for developing own competencies (perspective of personnel)



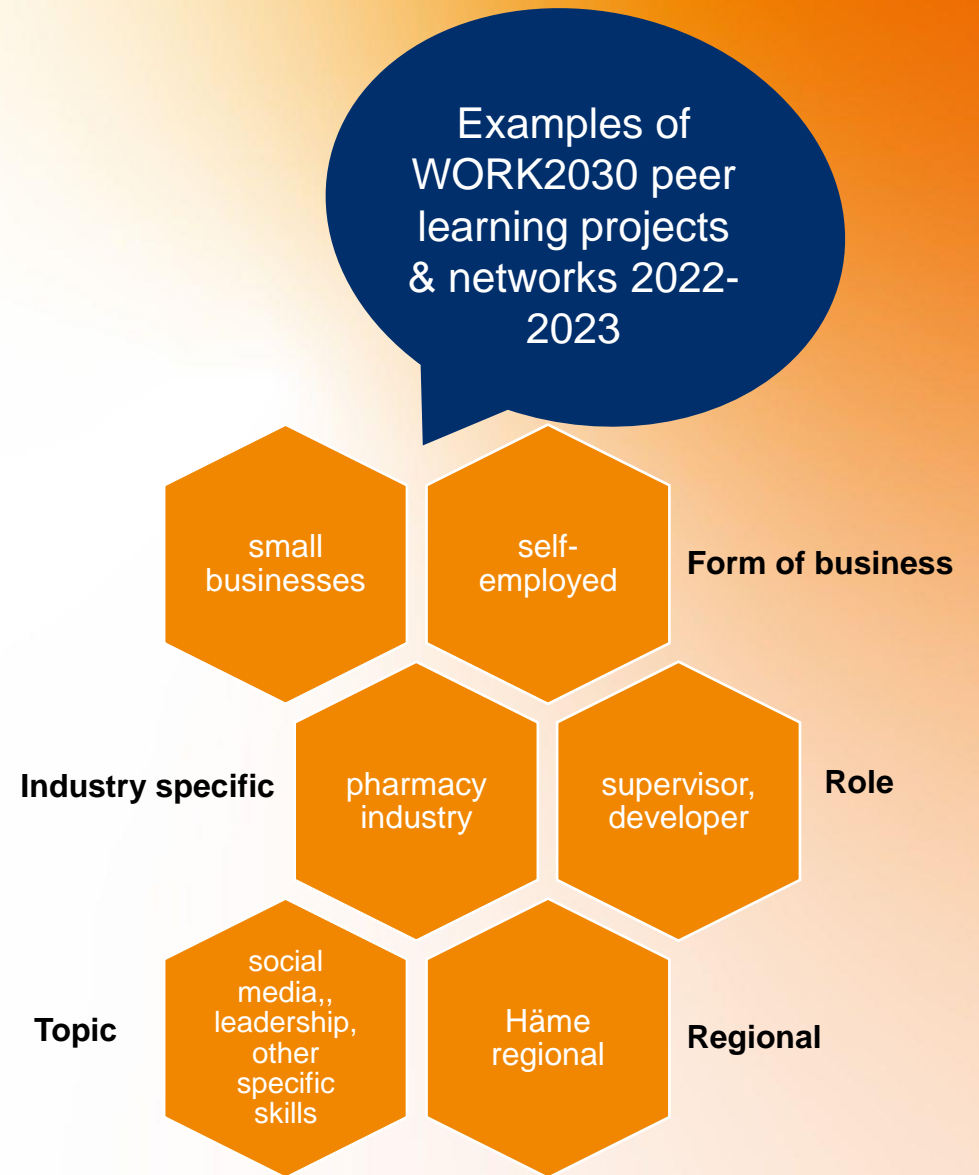
Three ways to support continuous learning and development:

- ① Peer learning networks
- ② Starter kit for learning together
- ③ Future Dialog

1. Peer learning networks

Peer learning networks in practice

- Peer learning is a simple model of learning where participants learn from each other by talking to each other.
- Peer-to-peer learning does not replace existing learning forms in workplaces, but it provides a new relevant form of learning for many people.
- In peer groups, learning and expanding perspectives happens almost as a by-product of these meaningful discussions.
- Peer brings people together, creates meaningful encounters and increase trust between people.
- Diversity in peer learning setups provides a lot of possibilities.



2. Starter kit for learning together in work communities

Starter kit for learning together in work communities

- Starter kit serves work communities who are starting their way to integrate learning as part off the everyday language and operations.
- Starter kit includedes tool that has five inspiring and motivating steps that you can go trough with teams.
- Every five step has 3-5 supporting questions to facilitate the discussion.
- You can use the starter kit as part of a development day or team weeklys.



3. The Future Dialogue -working model

The Future Dialogue -working model

- Future Dialogue helps to increase mutual understanding.
- Future Dialogue is a method for
 - increasing organizations' change capability and foresight expertise,
 - improving labor market functionality and well-being at work.
- The benefits from using the method are
 - continuous dialogue between stakeholders enables a shared vision
 - through consensus, coordinated development work can be initiated and progress effectively.



Thank You

For more information:
www.tyo2030.fi