

# Work based learning



Basic task of learning at work addresses the issue of employability and lifelong learning. In particular, this applies to companies and industries that are most affected by technological changes when introducing automation and digitization.

Students are not expected to acquire competences for competitive inclusion in work in the school environment.

**Workshop objectives:** To find out "How can a teacher and a company co-create workplace learning in enterprises?"

**Target group:** teachers in higher vocational, higher technical and university programs

**Length:** 1 day

**Implementation:** Workshop with guiding questions for participants in the training, brainstorming

**Number of participants:** 11

# COMPETENCE

**Basic question:**

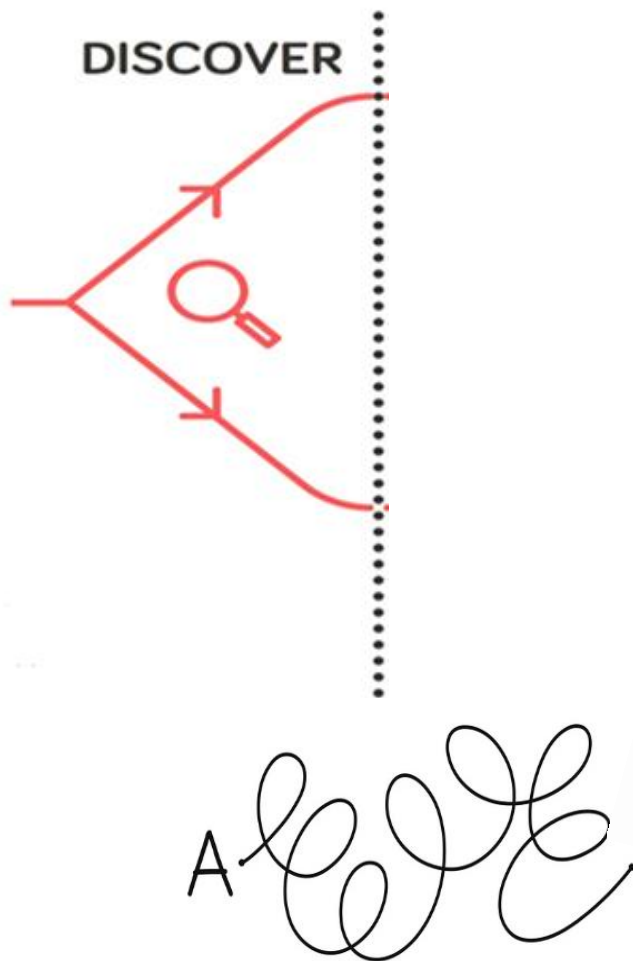
**How can a teacher and a company co-  
create workplace learning in  
enterprises?**

**Answers will help us to find solutions.**

# Answers



# We want to find answers with questions to make solutions easier?



samo 1 ideja  
na listič!!

Kako lahko  
učitelj / podjetje  
soustvarjata  
učenje na  
delovnem mestu v  
podjetjih?

učenje v  
podjetjih

Soustvarjanje

# ***1. Do your educational programs have a prescribed share of practical training/WBL in the company?***

In accordance with the legislation of tertiary education (higher vocational, higher technical and university education), educational programs have basically the following starting points :

- Higher vocational education (duration of the program is 2 years, 40% of WBL and 60% in school),
- Higher technical education (duration 3- 4 years, 10% to 40% of WBL and 90% to 60% in school ),
- University education (duration 3- 4 leta, 0% of WBL).

**Participants confirmed the use of these starting points in the implementation of the programs.**

## 2. What is the actual share of WBL?

### WBL ranges:

- from 40% in higher vocational education, which means 800 hours of WBL
- 1 semester in higher technical education, which means 300 hours of WBL
- 3 months in higher technical education, which means 360 hours of WBL,
- 120 hours of WBL in all throughout the entire study,
- in some cases connection with working environment focuses solely on preparation of seminar papers, company visits, guest lectures from companies, one-day workshops for students, participation in company projects/tenders,....

**Conclusion: school legislation provides opportunities for educational organizations to recognize the meaning of WBL and can integrate it into their educational programs. Educational organizations are completely autonomous in this part.**



### **3. Does the educational organization have a special workplace for organizing WBL?**

**Schools of all participants have organizer of WBL.**

**This means that systematic financing is ensured and there is no reason not to organize implement WBL for their programs.**

## 4. Does the school have education plan and WBL objectives for each student?

**All participants confirmed to have education plans and WBL objectives for all students.**

**This means that practical training is organized systematically with an individual approach.**

## 5. Is the student acquainted with the plan and goals of WBL and how?

All participants confirmed that students are acquainted with the plan and goal of WBL.

### HOW:

- Through organizer of WBL
- Via e-classroom
- Via introduction class before WBL.

General conclusion is that students are familiar with the plan and goals of WBL, but insufficient.

## 6. Does the student have a qualified mentor in a company which is acquainted with the objectives of WBL and how the school provides this?

1. School concludes a tripartite contract between school, company and student for implementation of WBL (objectives are part of the contract).
2. School organizes free training, where mentors are informed about the objectives of WBL. They are trained in the pedagogical, andragogical work of the mentor as well in documentation required to prove practical training.
3. Schools has agreements with companies which provide WBL, or students have opportunity to find another company for WBL and school concludes a tripartite WBL contract.
4. WBL organizer is responsible for informing company mentors about WBL.

## 7. Does the student have an opportunity to work with a school mentor WBL in the company and how?

All participants confirmed that students have an opportunity to work with a school mentor, but everything depends on the student and his/her motivation.

### HOW:

- Consultations with mentors.
- Discussions with mentors about idea / possibility to apply with diploma.

## 8. How school verifies that a company or institution is suitable for providing WBL?

Tertiary education system allows the possibility that employers associations, based on material and HR conditions, verify WBL places for students and publish the list on their websites. This should provide schools and student with good WBL practices. But on the other hand there is no systematic financing for implementation of this solution and schools are forced to look additional solutions as followed:

- Company wishing to participate in WBL must be registered in the branch of education program.
- Company wishing to participate in WBL must have a trained mentor for WBL.
- Verification of WBL places is carried out by the organizer of WBL.
- Schools have their own lists of companies that qualify for WBL implementation.

## 9. Does school have a system for monitoring the student during the WBL and how?

Most (not all) schools have such systems.

### HOW:

- WBL organizer visits the student in company at least once during WBL and interviews the mentor in the company and with the responsible person in the company for students.
- Student prepares a report / journal of his / her work. Mentor approves the report on weekly basis.
- Students have weekly consultations with school mentors about the professional / technical part of WBL.
- Some schools have a poorly established system monitoring students during WBL.

# 10. Does a student who finished WBL has the opportunity to present his experience to other students?

YES – all participants.

## HOW:

- Presentation of the report on school courses.
- Presentation on work meetings organized by students on their own initiative.
- Publication of a short report on completed practical training.
- Submitting a work report / journal to the organizer WBL.



# 11. How to solve the problem of industrial currenc of teachers?

- Continuous visits of experts / guest speakers from a real work environment.
- Organization of professional seminars for teachers.
- Professional excursions / visits for teachers.
- Joint projects, or project tasks involving teachers, companies and students.
- Organization of summer schools with the participation of teachers, students and experts from companies.
- Organization of work practices (WBL) for teachers.
- Call/motvation for diploma works involving students, companies and teachers.

## 12. What should be done that WBL would achieve its purpose?

- Establish a system of incentives (co-financing, tax relief, ...) for companies to participate more often in WBL.
- HR policy / staff planning in companies is more harmonized with students' places in schools.
- Providing quality WBL places for students that will be more in line with plans and objectives of WBL.
- Qualified mentors in companies.
- More diploma works involving students, companies and teachers.
- Longer WBL period.
- Increase the employment opportunities for students via WBL.

## Common conclusions:

1. On the legal basis Slovenia has all possibilities for implementation of WBL in educational programs.
2. Schools of have organizer of WBL .
3. System of a free training of company mentors for carrying out WBL is established.
4. Employers associations should be financed for preparation of quality WBL places, since now the procedure is more or less carried out by the school and the company.
5. Incentives for companies to participate in WBL should be provided.
6. A system for industry currency of techers should be developed and implemented.