

**Project:** Learning by doing Box  
**Program:** ERASMUS +  
**Call for proposals:** Strategic Partnership for Vocational Training/ Education

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## DESCRIPTION OF THE PROJECT

**Year of application:** 2016

**Project leader:**

- Régie des Ecrivains

**Partners:**

- Social companies
- Training organizations

**Project start:** Nov 2016

**Duration:** 24 months

**Maximum subsidies:**

- Around 150 000 €/ year

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**CONTACTS:**

**(Fr) Agnès Guth Costa:**

[direction@regiedesecrivains.com](mailto:direction@regiedesecrivains.com)

00 33 6 74 57 70 80

**(Fr) Pierre Hoerter:**

[main-verte@wanadoo.fr](mailto:main-verte@wanadoo.fr)

00 33 6 07 11 31 12

### CONTEXT NOTE

An organisation is said to be learning when its structure and functioning foster collaborative learning, while developing the logic of professionalization and qualification.

A learning company is characterized by the will to offer progress pathways to its employees or trainees in a structured way and without undermining the work quality.

Work situations are taken advantage of in the purpose of learning. We emphasize networking (company and training organization) and capitalization, and the exchanges and communication tend to new postures of training players. Performing activities reflects knowledge, learning outcomes and professional attitudes.

The assessment is part of current practice; it is considered as a source of knowledge and could also be performed in a work situation. The managers, heavily involved, attempt to bring coherence between training management and skills management. Skills recognition fosters skills acquired in a formal or informal way.

5 characteristics of the management concept of the learning organization:

1. The definition of the strategy is based on experimentation and the creation of a learning environment and recognition of learning outcomes
2. The information system promotes understanding of the situation, responsibility and initiative
3. The exchanges between players (colleagues, tutors, supervisors, managers, ...) are favoured
4. The companies promote responsibility and learning
5. Learning is also performed through exchanges between companies.

Implement a learning company is not easy. It presupposes a clear and deliberate Management's decision to *put an individual in the core of its values and its organization, promoting responsibility and enhancement of its individual or collective potential. In this regard, the purpose is to define and to implement structures (work organization), systems (particularly in terms of performance and skills management) and behaviours leading to and strengthening these values.*

However, it is not only about a friendly system, but an approach based on the principle that *everyone is able to take on real responsibilities and to progress every day.* The important thing is that the process respects the individuals, their different rhythms and personalities in relation to individual missions and objectives, and especially in order to fulfil a common mission that everyone can join.

Moreover, the unemployment rate of unqualified people is triple as high as of people who have a degree. The diploma remains the main asset in a professional world, whether to enter the labour market or to progress. The situation is very difficult for those who leave the school system without qualification, especially in a system that values the degree over the work experience.

Therefore, the continuous process of development and renewal of knowledge is identified as a strong European challenge called 'long-life learning'. In this regard, different types of continuous training, either at employer's or at individual initiative, exist at European level: the European Qualification Framework (EQF), European Credit system for Vocational Education and Training (ECVET) and the European Credit Transfer and Accumulation System (ECTS).

The transnational partners of the project 'Learning by doing Box' have already worked for a decade, either through reflexion or implementation of pedagogical methods and tools, aiming at technical supervisors and people with low level of qualification or with disabilities. The idea is to promote the acquisition of individual and collective skills in order to transform knowledge into social and professional value.

**CHALLENGES**

The Learning by doing Box is an innovative device which purpose is to provide a European reference framework for companies and organizations that deal with learners or wish to professionalise or to certify their employees; and thus provide a framework guarantying well being and sustainability at the workplace or in the job.

The Learning by doing Box aims at promoting the development of individual and/or collective skills. This box reintroduces the training nature of the work. It aims at implementing and at supervising the creation, diffusion and assimilation of know-how and operating procedure. This is why, it tends to employ professional training practice based on local resources (experiential situation, tutoring, ...) rather than on traditional pedagogical tools (paper, programmed training).

The Learning by doing Box will:

- Raise awareness and convince entrepreneurs about the win-win character of the workplace training
- define the workplace learning mode and its components
- promote the positioning of players: learner, tutor, supervisor, coach, manager
- provide the methodology for implementation of individualized education programs
- provide the methodology for assessing skills in a real work situation
- provide know-how for submitting applications to competent authorities in order to allow certification
- provide interactive educational tools adapted to specific needs of learners and companies, in link with regulatory, economic, social and cultural characteristics of partner countries
- present a computer database system for recording skills and abilities linked to learning outcomes
- produce support tools for workplace training and assessment pathways.

The Learning by doing Box is primarily intended to people who do not have any prerequisites to access training or who are resistant to classical training, or eventually, those for whom the academic training mode is not recommended. It is also the privileged way to bring in new skills for new jobs that are not covered by the traditional training offer.

### **OBJECTIVES**

Develop a Learning by doing Box in order to provide to companies the necessary know-how through a complete device and in order to carry out the workplace training and assessment intended to exposed people.

The project Learning by doing Box will provide following approaches to the players of the workplace-training device:

- how to explain and to imply the manager in his leading role at every key step of the implementation of training and assessment in the workplace
- how to guide the Manager in charge of the implementation of the workplace training method and this in link with the forward planning of recruitments
- how to provide a method and pedagogical materials to the tutor in order to accompany the learner in his workplace training and assessment pathway
- how to involve the learner and to develop its power to act in the framework of his pathway of workplace training and assessment.

The project Learning by doing Box will provide a methodology for implementation and management of workplace training pathways, as follows:

- Prepare companies (members of the Board of directors, managers, supervisors, colleagues, ...) to deal with trainees or employees in view of the workplace learning
- Identify job profile(s)
- Identify main activities of the job profile
- Identify the framework and logistical components
- Work on the transfer of gestures, meaning of the act, necessary knowledge, repeating the gesture until its autonomous implementation according to the rules
- Identify the malfunctions in order to demonstrate and to explain the gesture once again
- Provide the tools of transfer of know how and of know-how-to-be
- Train the learner to self-assessment (of his own work)
- Guide the learner's searches of additional information and when using existing educational tools
- Encourage the learner's anticipation and taking sensible initiatives.

The project Learning by doing Box will provide working methodology in networks, thus serving learners' training and assessment pathways, as follows:

- Identify the skill that will have to be completed by another tutor or training organization
- Make the link between internal and external stakeholders likely to respond to the limits as part of training
- Clarify each one's role in order to work in a transparent way.

The project Learning by doing Box will provide a methodology for implementation assessment in the workplace, as follows:

- Make the link with existing professional occupational guidelines
- Assess the levels of certifications for a positive approach
- Identify certification organizations
- Prepare the learner to a certification process
- Provide identification and assessment tools, professionalism indicators.

#### **POTENTIAL PARTENRS**

A cluster bringing together on each territory:

- France: Régie des Ecrivains – Social company  
Solivers – Social company  
– Training organization
- Belgium: PLOPE – Training Centre of work-linked training for people with specific needs  
CALIF – Association of training providers and training companies through work
- Poland: Regional centre of social policy (in Poznan)
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**ARCHITECTURE OF THE PROJECT**

**Phase 1:** Analysis and comparison of existing practices in each partner country

*Objective 1:* To evaluate Learning by doing methods, educational tools and workplace training in order to have a view on the existing and to coordinate the implementation of a learning organization

*Objective 2:* To structure the partnership around clusters on each territory and in each partner country in order to encourage the implementation of the workplace training and to ensure its legal, administrative and financial sustainability

**Phase 2:** Development of a European workplace training and assessment device for companies and training organizations

*Objective 1:* To implement common methods for each type of player (manager, Human resources manager, supervisor, learner) in order to understand the process and its challenges, to develop good practices of workplace training and assessment (ECVET)

*Objective 2:* To develop technical processes for all players for the implementation of training and assessment practices (educational tools, explanation of the meaning, interaction between players)

**Phase 3:** Development and creation of interactive methodological and educational tools for each player (terms of service, prototyping)

*Objective 1:* To create methodological and operational tools for managers and Human resources managers in order to guide them in the development of best practices for the management of training in the workplace (job profiles, occupational professional guidelines, ...)

*Objective 2:* Create interactive educational tools for supervisors and learners in order to support the implementation of the training in the workplace and the acquisition of skills and of know-how-to-be

**Phase 4:** Experimentation of the device in several activity sectors with Human resources managers, 20 supervisors and 100 learners

*Objective 1:* To train and support Human resources manager from each partner organization for the implementation of training programs (professional occupational guidelines, training program, skills portfolio)

*Objective 2:* To train supervisors to the practical performance of training in the workplace with learners

*Objective 3:* To train learners in the workplace in several activity sectors

**Phase 5:** Assessment of the device with all the stakeholders in order to adjust the device and assessment in the workplace for companies

*Objective 1:* To develop an assessment methodology, create questionnaires according to target publics, perform an analysis to adjust the device and to highlight the key assets in order to ensure the success of the Learning by doing Box

**Phase 6:** Communication, enhancement and dissemination of the Learning by doing Box on each territory

*Objective 1:* To develop communication tools for the Learning by doing Box and for the communication of the project

*Objective 2:* To disseminate the Learning by doing Box on each territory with companies, training organizations and funders of vocational training



**EXPECTED RESULTS**

The expected impact of the Learning by doing Box is the creation of a European device dedicated to companies and organizations in order to provide training and evaluation in the workplace for trainees and employees.

The expected outcome of the project is to develop a Learning by doing Box in order to facilitate access to training and recognition of skills for people of low qualification.

