

Reaching out to specific groups with regard to adult education - focus on workplaces

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Finding people where they are

- Usually, employment rates in Iceland are high and people find it difficult to leave their place of work for further training. Necessary to take the training to them
- The sparse population in the rural areas makes it difficult to offer training to larger groups simultaneously - > many smaller groups or individual training
- Online training is growing colossally – easily accessible and at low costs

Assessment of skills ~~training~~ needs

The Education and Training Service Centre provides assessments of skills needs for different workplaces:

- Different jobs are analysed and “job profiles” are created
- The skills needed for each job are analysed with a focus group
- Job profiles are then processed to yield validation tools and curricula

Training planner for SMEs

Companies can apply for certain hours of service of a training manager who assesses their overall training needs.

- Seven different vocational training funds finance the initiative, which is free to the companies
- This usually takes 2-4 weeks but can be longer or shorter, depending on the size of the company
- The Training Planner analyses the training needs of each company and suggests a training plan which is implemented by the company
- Training costs are partly covered by Vocational training funds owned by the social partners and financed through levies on salary

Example of training in workplaces: Tourism

Several training providers and the Tourism Skills Centre offer a certain training process in tourism workplaces all over Iceland:

- Contract between company, the provider and the Tourism Skills Centre
- Analysis of training needs (Training Planner or on-line survey or meeting, depending of size of the company)
- Training plan
- Assessment of operational parameters (staff turnover etc)
- Implementation of training (on-site, internal and/or digital)
- Assessment of operational parameters (staff turnover etc) – has the training done any good?
- Decisions on further training

Funded partly through labour market initiatives and Ministry of Industries

Online courses

With the Covid-19 crisis, the number of available online courses has multiplied:

- Work related courses offered by e.g. The LLLs and other private training providers.
- The Tourism Skill Centre offers online training for trainers in the tourism sector.
- Courses on general health-care and wellbeing
- Bridges towards studying at upper-secondary and tertiary level e.g. through Validation of Prior Learning (VPL)

Career guidance in the workplace

- Stems from an old LdV project initiated by Peter Plant (from Denmark)
- The Lifelong Learning Centres offer career guidance both at their premises and on workplaces: Guidance professionals give overall presentation at workplaces on the benefits of career guidance and then offer individual appointments there or at the LLL centre
- The main aim is to encourage people to continue learning throughout their lives in order to advance in their career
- Paid by the governmental Education Fund

Continous VET

- Representatives from IDAN regularly visit workplaces in diverse industries where they discuss and assess the training needs for VET professionals
- IDAN offers LLL courses (except in electricity or electronics) according to the development in the field
- The courses often take place in the companies

Reaching out to people with special needs

Several initiatives exist (some examples):

- Fjölmennt offers funding for the training of people with physical and/or mental disabilities. Often offered as individual tailor-made training, even though small groups are trained together through the LLLs.
- Fjölsmiðjan – training centre for young people at crossroads in their lives. They work for a few hours a day and receive some salaries but can (and are encouraged to) study part-time for the same salaries.
- Hugarafl offers mental health education for young people and their families.