

Maximising Skills for jobs

Basic Skills in the Workplace- projects with Jotun

- Jotun has received Basic Skills support in cooperation with Folkeuniversitetet in two rounds;
- 2011 : NOK 477.000
- 2012 : NOK 545.000
- Overall training includes approximately 110 employees

PROGRAM FOR
BASISKOMPETANSE
I ARBEIDSLIVET

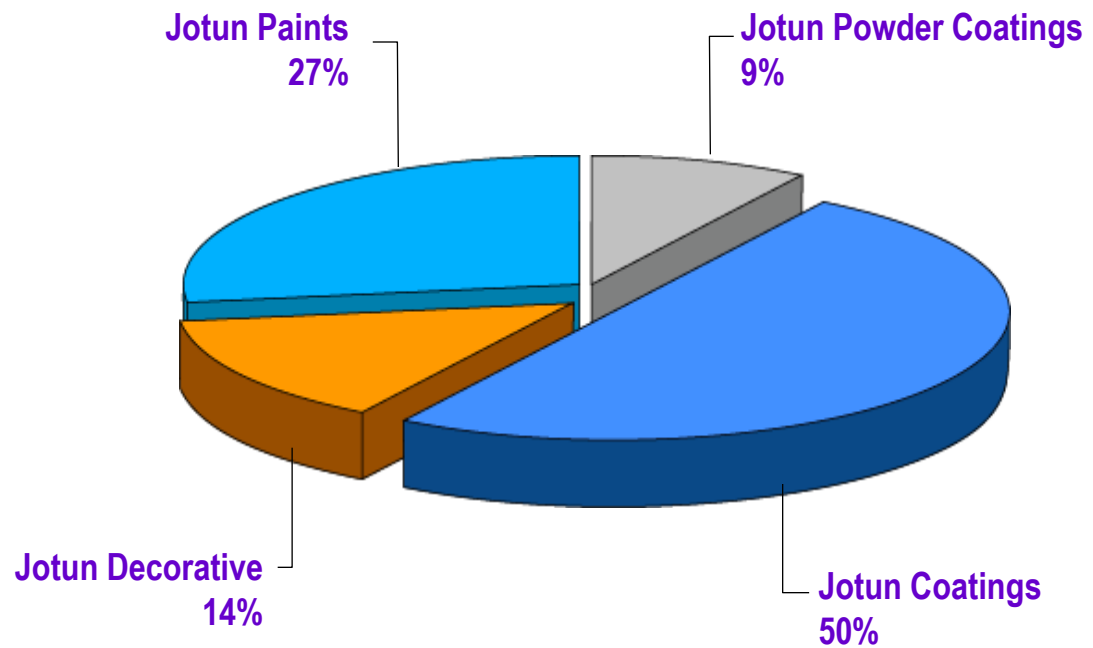
[Søk midler](#)



- One of the world's largest paint factories
- A turnover of NOK 14.7 billion
- 39 factories and more than 9,000 employees worldwide
- Headquarters in Sandefjord - 950 employees in Norway



Business areas



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Starting point

Construction of a new plant
and moving from the old
factory in March 2012



Operators will no longer tick off paper prescriptions for each ingredient. It will be controlled via computer. We will maintain the same accuracy, but do it automatically!

Jan Helge Eriksen – Technical Director



Challenges affecting competency

- From manual production to a first-class digitised production plant
- Low / no staff turn-over - many employees with a long service record within the company
- Many employees with low basic education
- Individual Training Plans with demands for employees in production to hold a vocational certificate

Focus of the Certification

- Chemistry and process disciplines
- Logistics
- Manufacturing Techniques
- The importance of having a certificate is one of the key factors in relation to exclusion from the labour force

"To find oneself unemployed with or without certification, can be compared to a footballer finding themselves on a wet grass pitch with or without studs under their boots"

Magne Løwe – NAV Telemark

Challenges

- Motivation
- IT skills
- Arithmetic
- Writing / Reading

Motivation

Personal Starting Point	Needs in relation to new work situation
«Bottom of the class»	New work tasks
Low basic education	New technology
A long time since school / bad experiences with schooling	Need for change
Fear of change	
Show Offs / Idle and passive behaviour/ Disruptive conduct	
Reading and Writing difficulties	

IT Skills

Personal Starting Point	Needs in relation to new work situation
<p>No or few IT skills</p> <p>Unfamiliarity with computer language / fear of doing something wrong</p> <p>Refusal to use computers; "There are so many problems with the computer!"</p> <p>"Everything was better before!"</p> <p>"Have just started using the mobile phone."</p>	<p>Finding relevant forms on-line; all prescriptions and job descriptions are digitized</p> <p>Closed process control and automation</p> <p>Internal computer systems</p> <p>General training in Microsoft Office products</p>

Arithmetic

Personal Starting Point	Needs in relation to new work situation
<p>Few or no practical skills</p> <p>Fear of figures /number blindness</p> <p>Do not like maths. "The wife arranges everything like that!"</p> <p>Do not need mathematics in everyday life</p>	<p>Amounts, weights and measures. "From tonnes to kilograms"</p> <p>Percentage calculation and understanding. Simple calculations.</p> <p>Area / volume</p> <p>Numeracy</p>

Reading / Writing

Personal Starting Point	Needs in relation to new work situation
Few or no practical skills	Reports and prescriptions
Reading and writing difficulties	Technical tables / datasheets
Reads and writes only short messages	Manuals and user guides. Health and Safety
Concentration difficulties	Security Procedures
	Teamwork / communication
	Certification: Subject literature/ exam-task

Planning

- Information
- Defining and Mapping of problem areas
- Motivation - creating safe collaborative arenas
- Strengthening self-image
- Building motivation towards the goal;
Vocational certification

Implementation

- Use of internal trainees as instructors
- Use of the company as a learning arena
- Customised training / flexibility / individual tailoring
- Examination situation



Success Criteria

- Information and motivation
- Anchoring training in the corporate environment
- Strengthen training in basic skills and training relating to learning objectives
- Personalisation / adaptation to the needs of the employees



Thank you for your attention



- kunnskap gir muligheter