



# Looking into the future: towards learning conducive work environments

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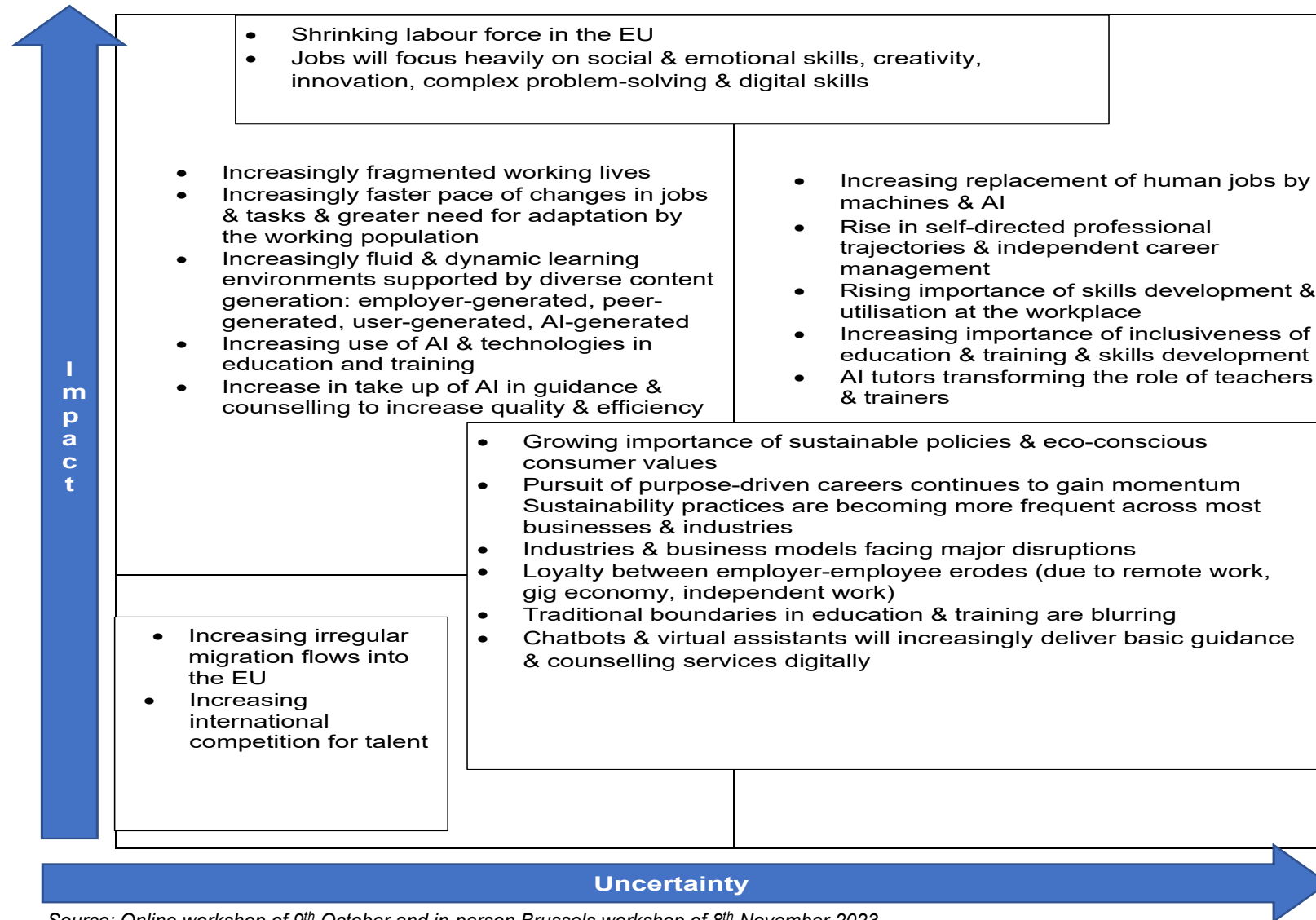
Cedefop – EESC Policy Learning Forum on UPs, 6-7 February, 2024



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# Trends of relevance for continuous up/re-skilling of adults



Source: Online workshop of 9<sup>th</sup> October and in-person Brussels workshop of 8<sup>th</sup> November 2023

# Unlocking the potential of workplaces as learning venues

## European Company Survey (2019, 2020):

- ❖ Skills development, challenging jobs and higher autonomy are positively correlated with higher workers' well-being and companies' performance and innovation capacity
- ❖ The benefits of skills utilization become even more crucial during times of uncertainty, as evidenced during the COVID-19 crisis. Empowering workers pays dividends when businesses need maximum adaptability.
- ❖ Overall, optimizing human capital utilization boosts productivity, innovation, employee well-being and organizational resilience – delivering wide socioeconomic benefits.

**Presently, less than 20% of companies take advantage of boosting business performance through higher investment in skills development**

# Learning conducive work environments: key characteristics

- ❖ Cultural Shift: From Fixed to Growth Mindset
- ❖ Integrated Learning with Work: Break Silos
- ❖ Leadership Support: Demonstrate Commitment
- ❖ Flexible Work Structures: Remote and Flexible Work Policies
- ❖ Technology Integration: Leverage Learning Technologies
- ❖ Personalized Learning Paths: Individualized Development Plans
- ❖ Recognition of Informal Learning: Acknowledge On-the-Job Learning
- ❖ Continuous Feedback and Coaching: Regular Performance Feedback
- ❖ Peer Learning and Collaboration: Encourage Knowledge Sharing
- ❖ Career Path Visibility: Transparent Career Paths
- ❖ Upskilling and Reskilling Programs: Proactive Training Initiatives
- ❖ Recognition and Rewards: Incentivize Learning
- ❖ Diversity and Inclusion: Inclusive Learning Opportunities
- ❖ Investment in Employee Well-being: Work-Life Balance
- ❖ Agile Organizational Structure: Flexibility in Roles





# Learning conducive work environments: a collective responsibility

Encourage  
learning during work hours  
Influencing  
Talent Development Strategies  
Advocate  
for worker representation in decision-making  
Address  
discrimination in learning benefits  
Provide  
support for career development

Invest in research and development  
Develop  
legislation supporting work-life balance  
Provide financial support and incentives  
Support  
research on future skills

Shape  
the organizational culture  
Encourage  
innovation through learning  
Support organisational restructuring  
Advocate for a learning culture  
**Develop  
partnerships**

Promoting Diversity and Inclusion in Organizations  
Networking and Collaboration  
Promoting Ethical Leadership

Considering the changing skill needs and shrinking labour force what is the role of your organisation in advancing learning conducive work environments?

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# Thank you

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