

# Tailored training and work-based learning

**Session B at PLF on Upskilling Pathways  
7-8 February Brussels**

ibw Austria – Research & Development in VET  
Mag. Kurt SCHMID  
[schmid@ibw.at](mailto:schmid@ibw.at)

*Session A: Outreach, guidance and skills assessment*  
*Session C: Validation and recognition*

## **WBL for upskilling: options & challenges**

**Training setting: simulation or real world of work?!**

**⇒ Consequences with respect to ...**

**... learning environment (classroom, dual, internships?)**

**... training provider: public, civic (NGOs), private (companies)!**

**... investment (& benefit)**

**... role of public bodies (provider, supporter [in cash / in kind]?)**

**... individual entitlements & welfare measures**

**... timing & content (learner needs and/or company demands?)**

**... access & recognition of existing skills / prior learning**

**(what target groups/individuals will be addressed? Can be reached?)**

**... formal, non-formal, informal upskilling => degrees/credentials?**

# WBL for upskilling: chances & risks

## CHANCE to ...

- ... better address needs, expectations, self-confidence, learning styles etc.
- ... foster employment prospects “after upskilling”

## RISK of ...

- ... leaving out some target groups / individuals due to
  - language (migration background) & negative ascriptions
  - didactics (work load & stress)
  - content & benefits (diverging between private provider & individuals)
  - organisational complexities
- ...
- ... private under-investment

=> WBL as one important route to upskilling (others: AE, 2<sup>nd</sup> chance...)

=> how to design an integral portfolio approach?

**ThanX a lot 4 Your Attention!!!**

**1. What features does “tailored training” need to have to attract adults back into the education and training? Are there certain forms of organisation of education and training more suitable than others in attracting adults back into the education and training?**

**2. What are the challenges in designing “tailored training”?**

**3. Who are the promoters of “tailored training” and what are the challenges in co-operating with the training providers, if any?**