

edvance
WORKPLACE EDUCATION

Learner-centred – being responsive

Respecting the mana and cultural backgrounds and the wider educational and societal context (including employment).

Having a values-based framework based on respect for professional relationships with learners.

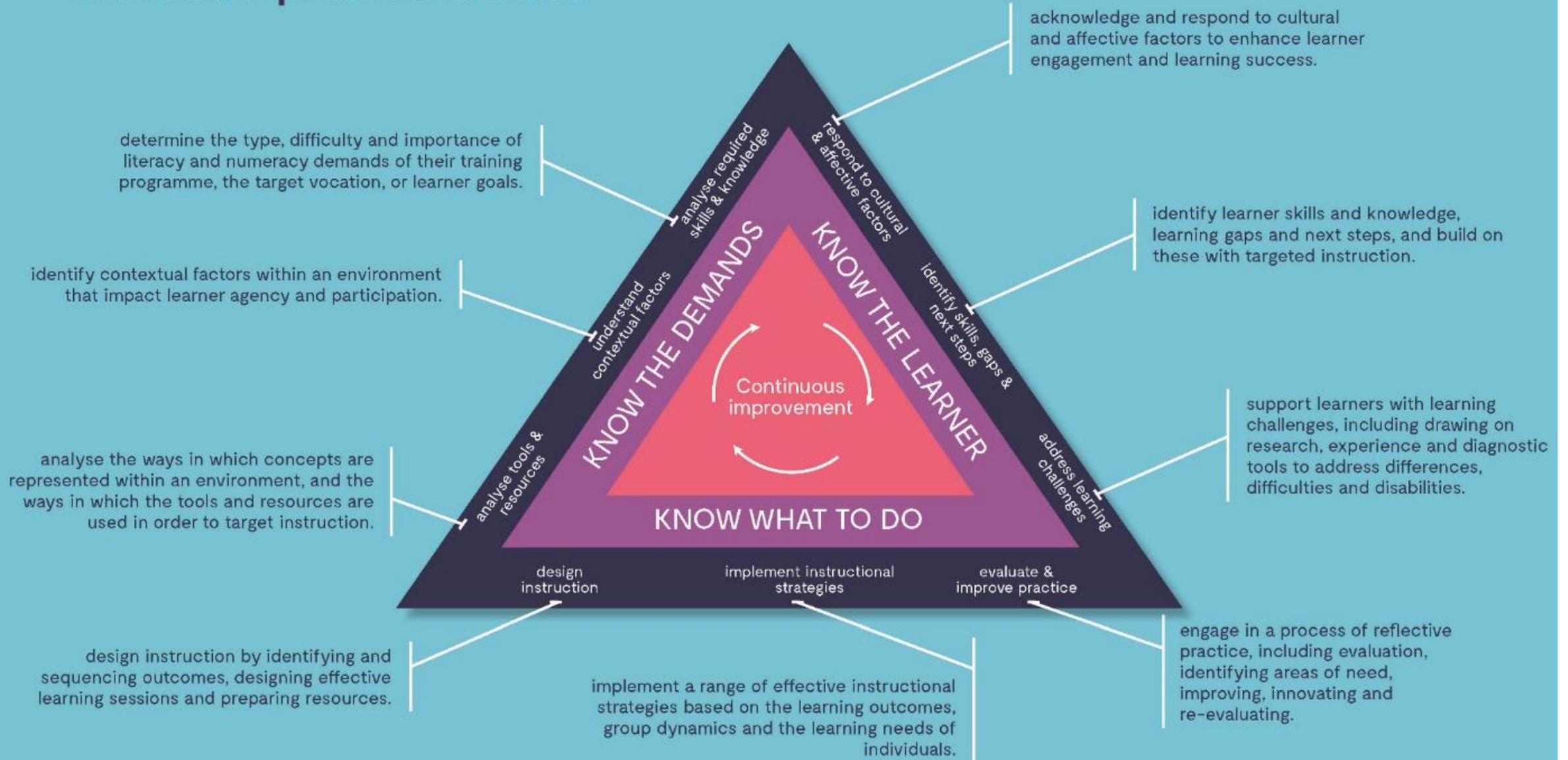
Understanding and responding to goals and aspirations for learning

Giving learners agency



ALN Effective Practice Model

Effective practitioners...



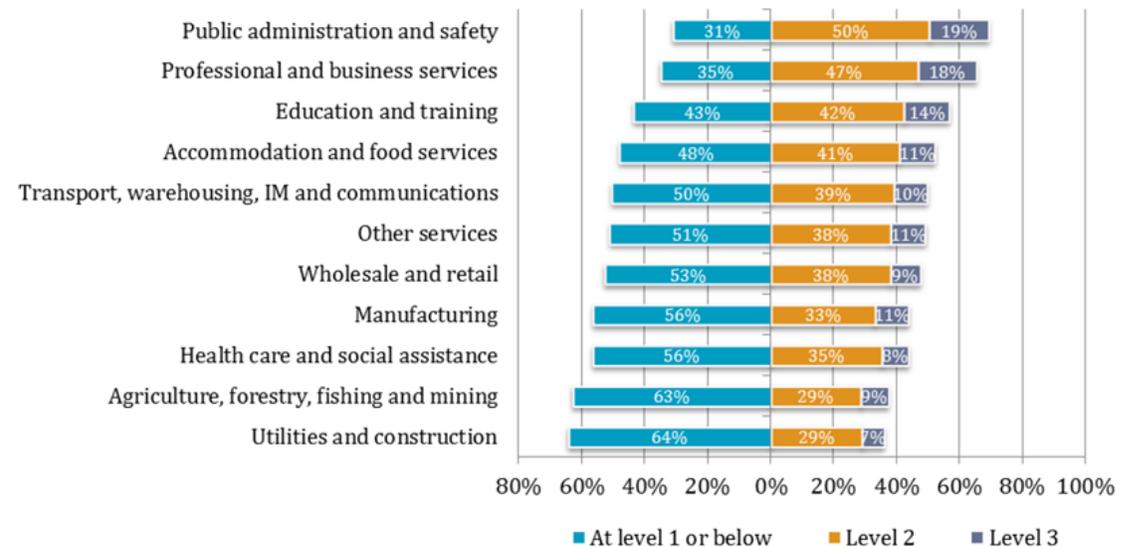
Is what we do learner-centred? We try....

- PTE, NZQA registered, TEC funded
- Skilled trainers – cultural competency, minimum NCALNE (Voc) + other teaching qualifications
- Matching trainer to trainee group eg. by Māori for Māori where possible
- Goals/needs' assessment with employers and trainees
- Formative assessment activities – assessment for learning
- Deliberately working to improve how we work with neurodiverse learners – DFQM
- Tailored programme and content – immediately relevant to employment/social context/learner goals

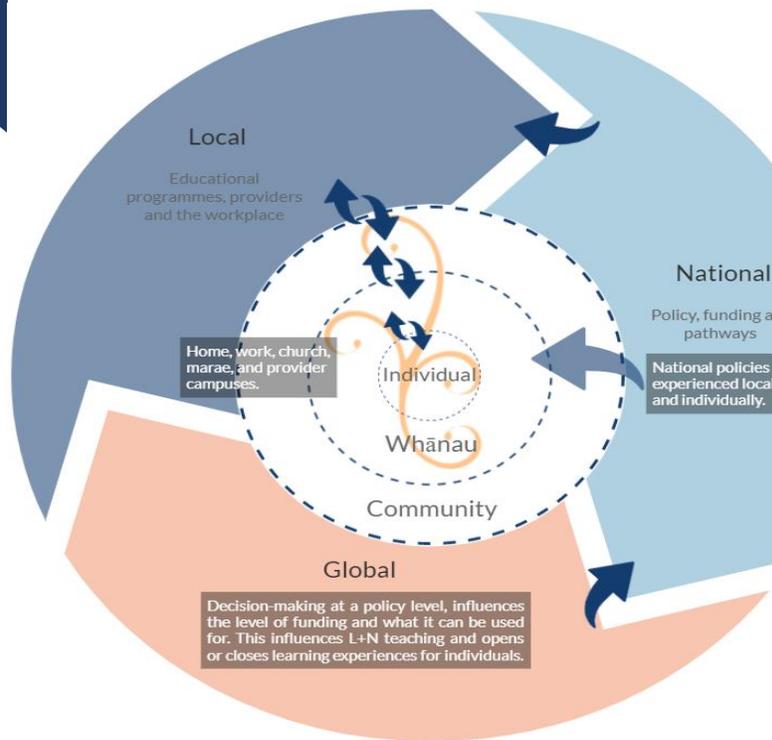
Is what we do learner-centred? We try....

‘literacy, numeracy, or literacy and numeracy training that is specific, rather than embedded within the programme (TEC rules)’

Figure 15: Problem solving levels and industry



The model



- Skill ecosystems – dynamic
- Global shifts in technology & climate change
- The economy & employment context
- The arrows?

Case study 1: Learner-centred?

Large logistics company rolling out a new app.

Technology, L & N skill gaps

HR nominate trainees

Variable support from manager/supervisors

No sick cover – high absenteeism

Results

I feeling happy to spend my time to learn more English word and Linfox rules. I am now comfortable to speak in English especially my manager and supervisors.

100% said they enjoyed the programme

100% said they achieved their personal goals

100% said they achieved the programme goals

100% said they would like to do further learning

72%	Achieved a Significant Gain in Writing
81 %	Achieved a Significant Gain in Reading
72 %	Achieved a Significant Gain in Numeracy

Case study 1: Learner-centred

Large manufacturing company – rolling out Lean

Workplace communication and team leadership

HR asked for volunteers

High level of support from manager/supervisors

High engagement and attendance

Results

I learned a lot about communication, when to speak and when to listen.

These are not just skills I will take into my job but everyday life. They are skills within how I communicate in a number of different scenarios and relationships.

How to work with an upset/angry customer.

I am slowly learning to speak up in meetings.

I've become more effective with communication by email.

100 %

Made *Progress or Significant Gain* in at least one area

78 %

Made *Progress or Significant Gain* in more than one area

100 %

Made *Progress or Significant Gain* in Writing

61 %

Made *Significant Gain* in Listening or Speaking

