

Saxony-Anhalt regional conference: “Changes in the workplace – what role does basic education have to fulfil?”

Workshop A “Projects for workplace-related basic education”

This workshop focussed on the presentation of two projects concerning workplace-related basic education:

1. **AlphaGrund II**, Dr Sigrid Schöpfer-Grabe, German Economic Institute
 2. **BasisKomPlus**, Susan Paeschke, Arbeit und Leben DGB/VHS NRW e.V.
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1. AlphaGrund II

The AlphaGrund project develops carefully tailored further education measures for personnel who need to improve their basic skills. The project is supported by its partners the German Economic Institute Cologne (IW Köln) and economic training institutes in eight German federal states.

Dr Sigrid Schöpfer-Grabe has been a Senior Researcher for projects focussing on workplace-related basic education at the German Economic Institute Cologne since 2008 (in the joint project “Creating opportunities – literacy and basic education in the context of the economy and the labour market” and “AlphaGrund”). She has been responsible for the AlphaGrund project since 2015.

Dr Schöpfer-Grabe presented a representative company survey that was carried out by the German Economic Institute Cologne as part of their AlphaGrund project. This survey provided new information about the provision of basic education within the framework of on-the-job training for low-skilled personnel. An important finding from the study was that the lower the level of professional qualification, the higher the risk of unemployment. The study showed that four out of five companies had offered further education opportunities for low-skilled workers in the last five years. In a little less than a third of companies, these opportunities comprised basic education programmes; companies primarily offer safety training and specific technical training, whilst, in contrast, the promotion of literacy skills is very rare (3.9%). According to Ms Schöpfer-Grabe, one reason for this is that work-based education programmes tend to be needs-oriented and focussed on specific technical skills or knowledge. However, she also explained that, if it could be shown that operational processes were being hampered by a lack of basic skills within the workforce, companies would become more willing to rectify this.

The key to AlphaGrund’s success are their tailor-made programmes, needs assessments, complementary part-time training courses, flexible, demand-based scheduling, small study groups and a sensitive approach to publicising the programmes. After all, the better the programme is adapted to suit the specific needs of a company, the more likely the implementation is to be successful. In order to ensure that high-quality programmes are delivered, the project members worked in cooperation with the Committee of German Economic Training Institutes (Arbeitsgemeinschaft der Bildungswerke der Deutschen Wirtschaft) to develop a quality seal for work-based basic education, which is initially aimed at economic training institutes.

2. BasisKomPlus

Only a few HR managers are aware of the need for basic education within their company, despite the fact that this need is often very high. The BasisKomPlus project aims to establish basic education as a core element of staff development.

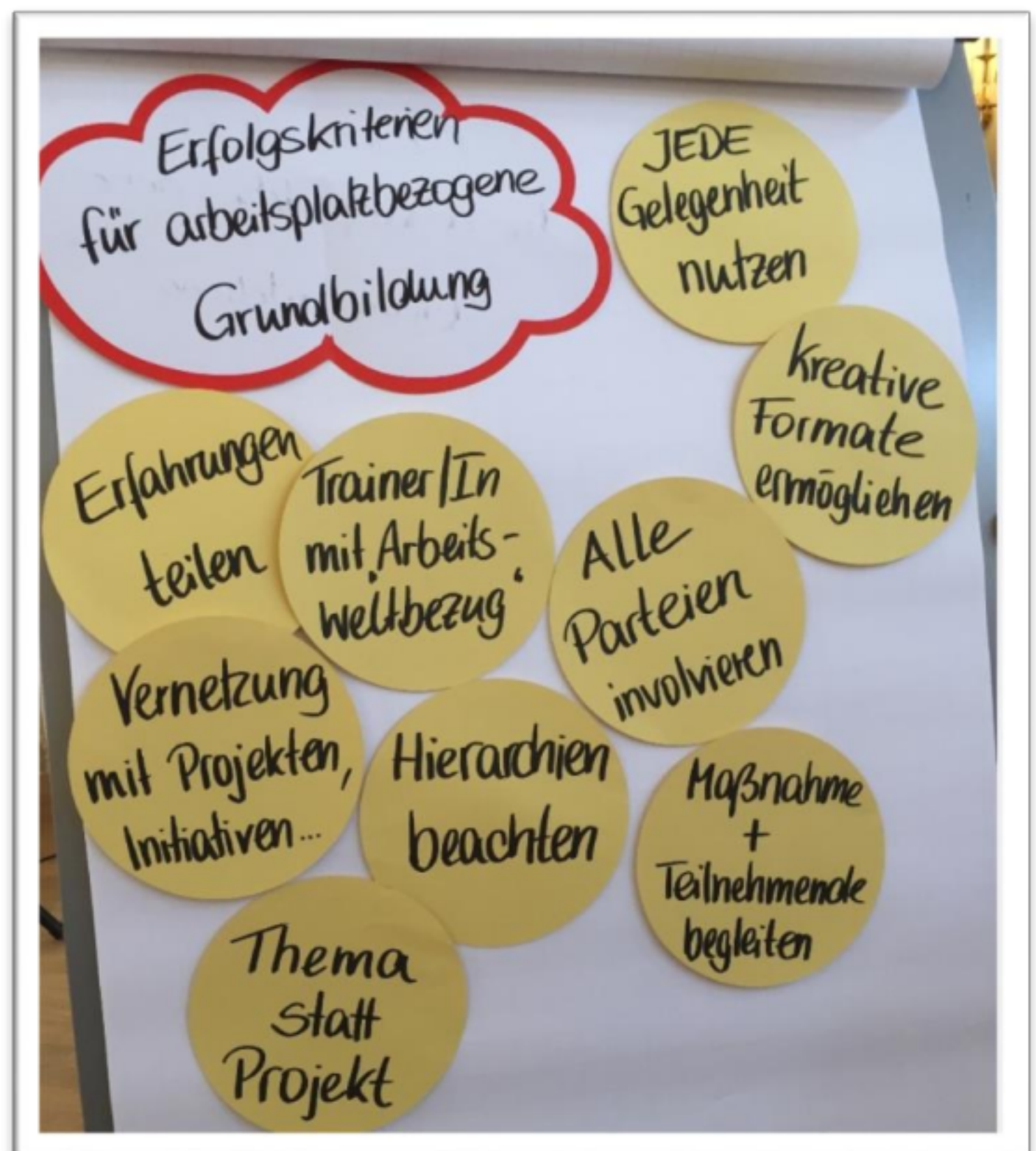
Susan Paeschke is the deputy regional managing director of Arbeit und Leben e.V. (Working and Living registered society) in North Rhine-Westphalia and is responsible for the BasisKomPlus project.

Together with her colleague Emily Hall, Susan Paeschke explained how opportunities are being sought to reach out to staff with a need for basic education in the aftermath of the 'leo shock'. In this context, the BasisKomPlus project focusses on the approaches of the German Trade Union Confederation (Deutschen Gewerkschaftsbunds or DGB), which is able to reach those affected within a company by way of their works councils. The project aims to raise awareness about the issue of literacy and basic education, create a climate of acceptance and implement specific measures. In North Rhine-Westphalia, the project leaders are working to raise awareness among managing directors and HR managers, works councils, union workplace representatives, employers' associations, health insurance providers and job centres. They set up information stands, give presentations at works meetings, develop workshop formats and train trade union workplace representatives.

"What are the most important requirements for successful implementation within a company?" Susan Paeschke put this question to the audience and received many different answers: It is paramount not to simply provide ready-made solutions, but that efforts are made to understand a company's individual needs, that commercial interests are taken into consideration so that work processes can continue to run smoothly. Too much bureaucracy is a deterrent.

Currently, the range of services offered by BasisKomPlus in North Rhine-Westphalia comprises individual coaching work, courses and mentoring processes. Examples of specific measures include basic computer skills courses, documentation courses (e.g. in the care sector) or communication training. These programmes do not compete with courses offered by adult education centres, but have been developed in close collaboration with the centres, who also provide training staff.

The plenary also gave answers to the question "What are the criteria for success for workplace-based basic education?": Training staff should have an understanding of and connection to the working environment, participants should receive individual support, creative programmes should be developed and the various stakeholder groups within the workplace should also be involved in the process. The project has worked on the basis of these recommendations for many years.



2016

WEITERARBEIT

mit
bestehenden Unternehmen

neue Zugänge
durch Empfehlung

Vorträge

auf
Betriebsversammlungen:
thematische
Schwerpunkte

erweiterter
Grundabfahrbegriff:
neue
Anspracheformen

Schulungen
für SBV

weiter sensibilisieren,
aber erste Erfolge der
Sensibilisierung sind zu sehen

BasisKom

VHS

2013

Grundbildung 1.
als Querschnittsthema in
alle Arbeitsbereiche
integriert

Klinken putzen
&
jede Bühne nutzen 2.

alle Kontakte zu
GF/PL
Arbeitgeber-
verbände
Gremien
Kranken-
kassen
BA /
JobCenter

DGB-Regionen
Einzelgewerkschaften
Gew.-sekretariate
Gremien

Betriebsräte/
Gremien
+ SBV

gewerkschaftliche
Vertrauensleute
im Betrieb

Konzepte
für
Hauptamtlichen-
Weiterbildung

Workshops
auf
gewerkschaftlichen
Konferenzen

Module
für
BR-Grundlagen-
Seminare

Teamenden-
Qualifizierung
Thema:
Belastung
Ladungssprache

aktivierte
Infostände
intern/extern

Schulungen
für gewerksch.
Vertrauensleute,
Teamende

Vorträge auf
Betriebsversammlungen