

Overcoming Learning Obstacles

A/00/B/F/PP-124.015

<http://www.adam-europe.eu/adam/project/view.htm?prj=153>

Project Information

Title: Overcoming Learning Obstacles

Project Number: A/00/B/F/PP-124.015

Year: 2000

Project Type: Pilot Project, project with multiplying effect (2000-2006)

Status: completed

Country: AT-Austria

Marketing Text: This project promotes co-operation and supports the development of new competencies. Special emphasis is laid on the development of key competencies which are required to break through learning barriers at all stages of life and career.

Summary: What is "overcoming learning obstacles"?
"Overcoming learning obstacles" is a pilot project within the framework of the EU programme "Leonardo da Vinci". This project promotes co-operation and supports the development of new competencies. Special emphasis is laid on the development of key competencies which are required to break through learning barriers at all stages of life and career, both for individuals and for entire organisations.

The main goal of the project is a transnational partnership to foster the development and testing of holistic learning strategies which offer the necessary human resource development for efficient knowledge management (especially for older employees and/or development engineers).

The strategy focuses on methods which motivate employees to remove learning obstacles and improves key competencies such as social competence and self-learning competence by applying tools for self-analysis.

An important result will be the compilation of a manual to allow enterprises throughout the EU to test and install, if required, the approved models.

The project was launched by VOESTALPINE AG. The involvement of enterprises from three EU member countries and one applicant and their practical experience gives the project a European dimension.

Description:

Themes: * Enterprise, SME
* Continuous training

Sectors:

Product Types:

Product information:

Projecthomepage:

Project Contractor

Name: voestalpine AG
City: Linz
Country/Region: Upper Austria
Country: AT-Austria
Organization Type: large-scale enterprise (more than 250 employees)
Homepage: <http://www.voest.co.at/life>

Contact Person

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Coordinator

Name: voestalpine AG
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Partner

Partner 1

Name: Tietgen Skolen
City: Odense C
Country/Region: Viborg Amt
Country: DK-Denmark
Organization Type: continuing training institution
Homepage: <http://www.tietgen.dk>

Partner 2

Name: Autoliv GmbH
City: Dachau
Country/Region: Upper Bavaria
Country: DE-Germany
Organization Type: large-scale enterprise (more than 250 employees)
Homepage: <http://www.autoliv.com>

Partner 3

Name: SIM
City: München
Country/Region: Upper Bavaria
Country: DE-Germany
Organization Type: research institution
Homepage: <http://www.sim-sozialforschung.de>

Partner 4

Name: Mandag Morgen
City: Kopenhagen
Country/Region: Kobenhavns Amt
Country: DK-Denmark
Organization Type: research institution
Homepage: <http://www.mm.dk>

Partner

Partner 5

Name: KNO Slovensko
City: Bratislava
Country/Region: Bratislavsky Kraj
Country: SK-Slovakia
Organization Type: continuing training institution
Homepage: <http://www.kno.sk>

Partner 6

Name: List
City: München
Country/Region: Upper Bavaria
Country: DE-Germany
Organization Type: continuing training institution
Homepage: <http://www.list-consulting.de>

Project Files

th189f1.doc

<http://www.adam-europe.eu/prj/153/prj/th189f1.doc>

Products

- 1 Manual
- 2 Final Report - Short Version

Product 'Manual'

Title: Manual

Product Type: website

Marketing Text:

Description: a manual for the practice of HRD-Management

Target group: HR - Manager
Entrepreneurs
Entrepreneurial bodies
Economic institutes

Result: Two companies and four consulting institutes from Austria, Denmark, the Czech Republic and Germany have been working for two years on a project sponsored by the EU. The aim of the project is to develop and test tools and methods for overcoming obstacles to learning, especially for older employees and R&D engineers. The main emphasis is on the development of holistic, sustainable concepts to promote the necessary human resource development. During this period, the importance of "lifelong learning for older employees" has grown significantly as a result of accelerated public discussion about demographic trends and their consequences for an ageing Europe. The outcome of the project includes practical experiences based on a conceptual framework and proven tools that range from acknowledgement meetings for older employees to eight learning modules to promote knowledge management.

A manual documents all the project experiences.

Particularly in the case of lifelong learning for older employees, this reasoning must also be combined with a change in paradigms (ageing means a transformation of abilities, rather than their diminution!). Initiating this paradigmatic change in employees and companies is one of the critical corporate and social challenges of the next decade.

The manual compiled as a result of the project "Overcoming learning obstacles - building and transferring knowledge for R&D engineers and generally for employees over 45" would not exist without the support of the LEONARDO DA VINCI action programme and the active participation of the companies involved.

The dictate of practice-orientation made it necessary to orient each and all of the measures, tools and procedures contained in the manual towards specific business situations during the development and implementation phases. For this purpose, the companies involved selected target groups with an especially high need in the area of "Overcoming learning obstacles - building and transferring knowledge", namely:

- Employees over 45
- Research and development engineers.

Human resource development focuses on the one target group because a longer period of employment also means learning over a longer time span. Older employees are required to learn again how to learn and how to manage knowledge. The other target group contributes significantly to acceleration of innovations within a company.

In principle, the Leonardo Project Team assumes that there is great demand for solutions concerning this issue in many companies. Sooner or later, every enterprise will have to turn its attention to its older employees. Moreover, many companies today are confronted with the necessity of shortening processes and possibly also development periods.

As a consequence, the toolbox is primarily directed to companies that wish to focus on these issues. It is also intended for companies that presently wish to promote the development of other target groups, in which the need for development of

Product 'Manual'

Result: knowledge management competence is especially high. The toolbox contains a sufficient number of learning modules, practical materials and tips for applications, which can be adapted to the specific situation of the respective company.

Area of application:

Homepage:

Product Languages:

product files

lernbarrieren_ueberw.doc

http://www.adam-europe.eu/prj/153/prd/1/1/lernbarrieren_ueberw.doc

overcoming_learning_obs.doc

http://www.adam-europe.eu/prj/153/prd/1/1/overcoming_learning_obs.doc

Product 'Final Report - Short Version'

Title: Final Report - Short Version

Product Type: teaching material

Marketing Text:

Description: The shortened version of the final report contains the chapters 1 and 2 as well as extracts from the chapters 3 to 8.

Target group: employees over 45 and R&D engineers

Result: A manual documents all the project experiences.

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- Research and development engineers.

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Area of application:

Homepage:

Product Languages:

Events

senior skills

Date 23.04.2003

Description Firma GPK (Frau Stückler) und Wiener Zeitung

Target audience Personalmanager

Public Closed event

Contact Information 18:30
Frau Stückler

Time and place Management Club Wien
Wien

Pressekonferenz LIFE

Date 06.02.2003

Description

Target audience Journalisten

Public Closed event

Contact Information
Wolfgang Berger

Time and place
Wien

Lernbarrieren überwinden

Date 06.11.2002

Description

Target audience Personalverantwortliche

Public Closed event

Contact Information 10:00
Wolfgang Berger

Time and place
Industriellenvereinigung

Events

Answers on HRD-Challenges

Date 11.10.2002

Description

Target audience HRD-Manager

Public Closed event

Contact Information 11:00
Michaela Stölzl

Time and place Intercity Hotel
München