

Project milestones

Regional analyses about the relevance of a healthy learning environment within SMEs in 6 European countries

Research included analysis of the secondary data and direct inquiries with 69 SMEs in total. Based on regional reports a comparative report was developed

Creation of a training package

The training package contains a Personal Development Plan (PDP) and a Strategic Health Development Plan for SMEs

Training of Learning Promoters

From January to April 2013, workshops were carried out in Germany, Italy, Romania, Poland and UK in order to train future Learning Promoters

Final conference will take place in Edinburgh, UK, on the 25th of September 2013

The aim of the conference will be to present the HLS Package as a valuable resource that helps SMEs to implement a healthy working environment which facilitates employees to learn.

EU disclaimer

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Further information

Visit our website: <http://www.healthylearning.eu>

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Healthy learning in SMEs project



Lifelong
Learning
Programme

About the project

“Healthy Learning in SMEs” (HLS) is a project funded with support from the Lifelong Learning Programme, lasting from October 2011 to September 2013.

The aim of the project is to improve the competitiveness and productivity of European Small and Medium-sized Enterprises (SMEs) by increasing awareness of the importance of sustainable workplace learning.

SMEs are often not aware of the fact that learning at the workplace requires certain prerequisites, such as satisfied employees and a healthy social environment (it has to be pointed out that by using the term “health” we take the definition of the World Health Organization stating that “health is a state of complete physical, mental and social wellbeing and not merely the absence of disease and infirmity”).

To foster reflection on these issues and support SMEs in the development of a workplace environment which promotes learning and wellbeing, the project has created a training package which is built around questions such as:

- What makes learning at the workplace possible?
- What could improve and support learning at the workplace?
- What are the main obstacles to the learning process?

The aim of the training package is to promote the creation of “Learning Promoters” in SMEs and provide them with the knowledge, skills and support tools necessary to perform their role in the company.

The materials and tools developed provide an overview of the steps to take in order to implement a healthy working and learning environment, and define prerequisites, tasks and roles



Project objectives

In particular the project has the following objectives:

The aim of the project is to improve the competitiveness and productivity of European Small and Medium-sized Enterprises (SMEs) by increasing awareness of the importance of sustainable workplace learning.

- To raise awareness within SMEs of learning at the workplace.
- To raise awareness and train SMEs in setting up prerequisites for learning at the workplace.
- To establish the prerequisites and to find ways for sustainable learning environment in their workplace.
- To improve the general health of employees in SMEs.
- To ensure the competitiveness of the SMEs.

Products

These are some of the products, we developed:

- Regional reports on the healthy learning environment within SMEs (for each country represented in the project – DE, IT, RO, PL, TR, ES, UK).
- The relevance of Healthy Learning Environment within European SMEs. Comparative Report.
- HLS package (including course framework, curriculum, health check), which helps SMEs implement a healthy working environment which facilitates employees to learn. The materials that form the package include evaluation tools and action plans in all partner languages.
- Promotional film.

Once the products are finalised they will be available on our website for download.

The focus of the project is on the process of learning and not on how learning takes place.

The aim is to create a learning environment that promotes and improves all forms of learning activities relevant to the SME.