

Theory in practice - the learners perspective



Hans Nylund, pre process manager, Qualified Vocational Education Training- (QVET) former student, former CN Computer programmer in the steel sector, Fire prevention foreman

Emma-Lill Landin, QVET – student, youth leader, trained chef and cuisine service

Hanne Randle – PhD-student and research assistant at APeL

Theory in practice



Learning - an experience

Working and learning

The pedagogical model

Reflection before, in and after action

The use – for the individual and for the company

Developmental opportunities

Pros & cons

Learning - an experience



Live

Theoretical knowledge weighs light when the practice is issuing exams!



What are the benefits of connecting theory with practice?

To learn from practice the value of theoretical knowledge – no bang!

It is easier to digest theoretical stuff in a practice

Both theory and practice is necessary to be able to understand and to develop work tasks

Working and learning



Trainees makes room for the tacit knowledge to come to shape in a practice

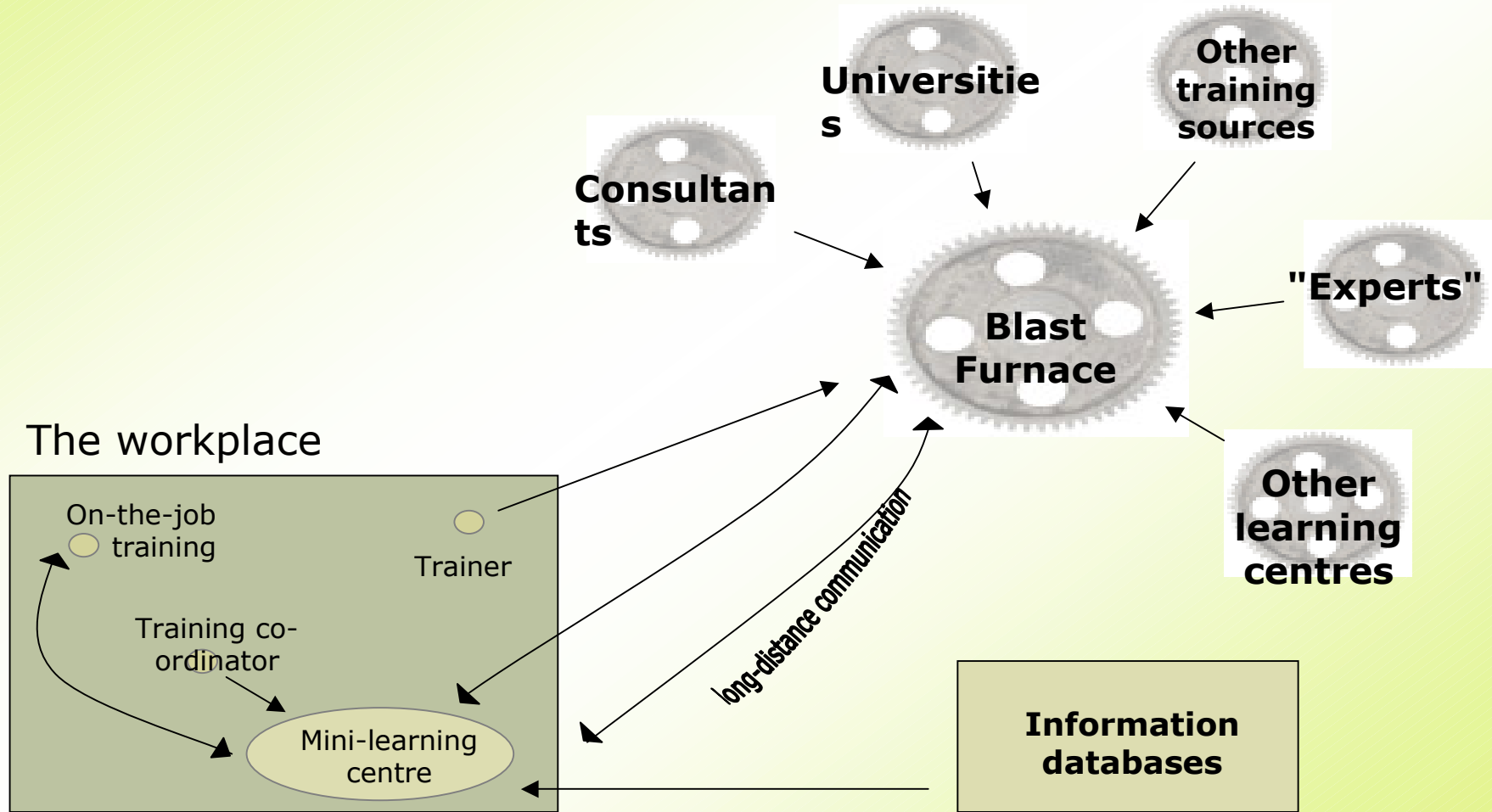
Hear, see, feel

Interactive media for education and training

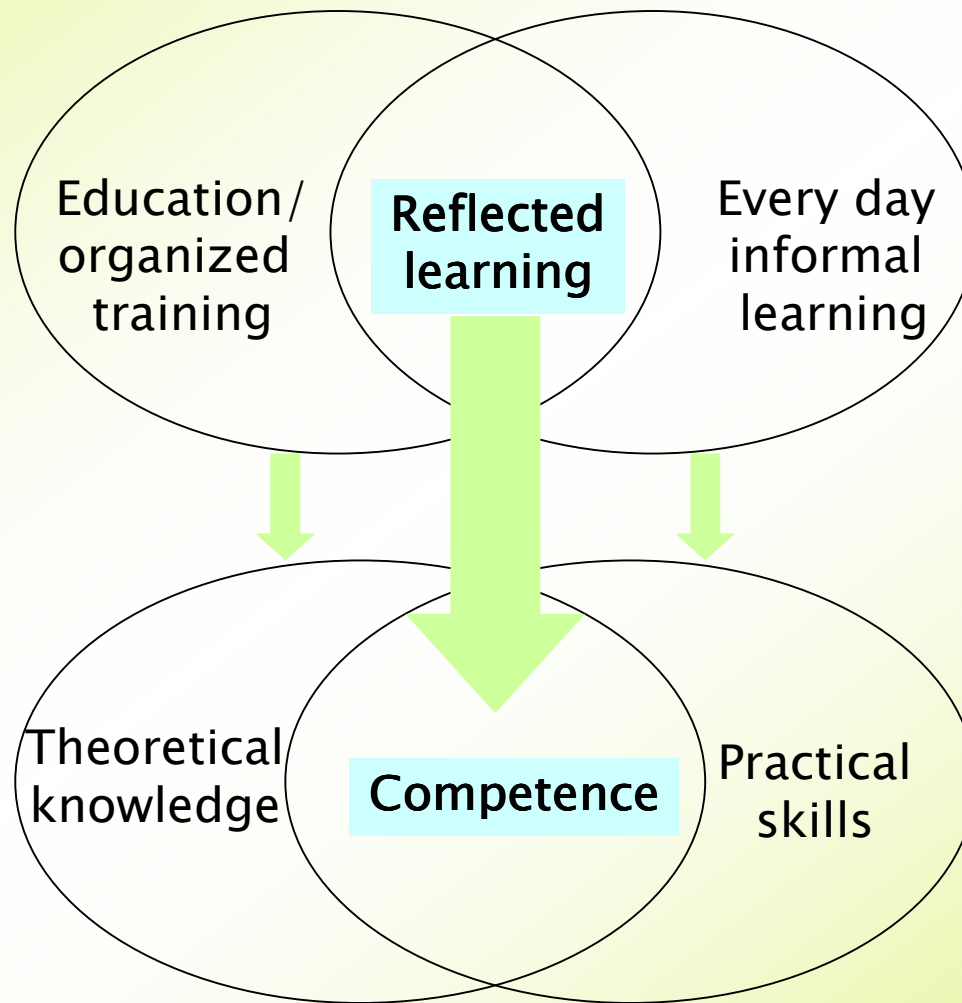
Interactive media is used in practice in work descriptions

The pedagogical model

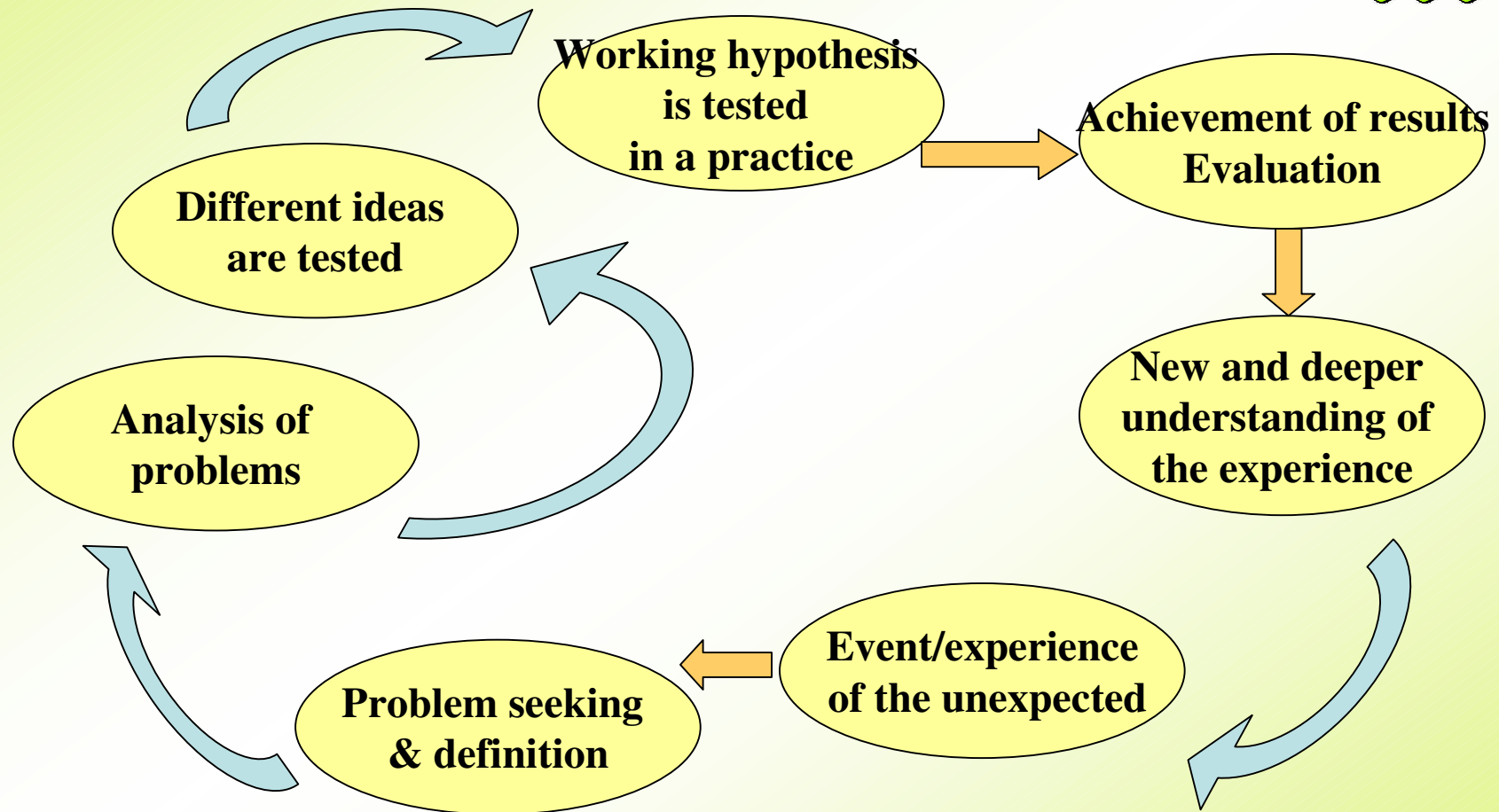
Picture: Bofors Test Center AB, Sweden



Reflected learning and Competency development



Reflection before, in and after action



The use for the individual



**Increased individual trust and confidence –
more education and training makes individual
confidence and trust to grow**

**Increased confidence and trust from others –
informal authority**

Career opportunities

The use for the company



What are the benefits from investing in employee Vocational Education and Training?

Skilled employees creates a safer workplace

Decrease in risk of accidents

Increased competitiveness

The developmental potential is increasing for both the company and for employees

Developmental opportunities



New perspectives and experiences

Development of work contents

Modernisation of the workplace

New problem solving methods and skills – Internet

**Increasing demands and understanding of the
usage of education and training at the workplace –
more employees demands training opportunities**

Pros & cons



Workplace learning – a learning environment

Flexibility – accessibility – resource optimisation

See – hear – feel

Mini learning centre

Learn with and from each other

Company collaboration

**The learning situation – distance, flexibility,
demand based**

Disadvantage – envy – paid to study



**Theoretical knowledge
weighs light when the
practice is issuing exams!**

Questions?