

Soufflearning – An individual approach for Work-based Learning in CVET

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Project: “Work-based Learning in CVET”

Project from 11/2016 – 11/2017 with Hungary, Finland,
Italy and Germany

- Main product: Complex methodological Handbook for WBL in formal VET for adults and on-the-job-training
- detailed description of the method Soufflearning to improve quality in each level of SME and to monitor competencies

“Soufflearning”



Soufflieren
(prompting)



Self-learning

- It is an **In-house training**, the training takes part in the company
- It refers to **real work situations**.
- **It is an individual training, therefore trainees are very motivated.**
- It is adjusted to the individual employee: Each training participant finds out about his/her individual skills and points of optimization.
- Along personal **checklists concrete training goals and learning outcomes are monitored and measured.**

Examples from the Spanish Partners

Participating companies:

Design and installation of kitchen furniture in Badajoz: improve the closing of sales (negotiation skills)

Children's Center in Plasencia: process of informing parents and in controlling conflict situations

Optical Center in Villanueva de la Serena: to establish and strengthen cross-selling techniques.

- Soufflearning process has being highly satisfactory: **Group accompaniment** very productive for partners, because it allows them to design their own methodology in order to improve efficiency based on their practice and the real problems.
- **Individualized accompaniment** has been necessary to work on individual aspects that interfered in office management.
- As a **result**, a better work environment has been created, with better communication, respect and better empathy among partners, alongside with an increase in productivity and efficiency at work.

Strength of the approach of Soufflearning

- The concept can be adapted to local and individual needs and requests, it is highly flexible in scheduling
- It creates positive and attractive training situations
- No long lasting breaks in regular work flow and every day work
- Results and success are visible already after short training
- Taking part creates self confidence (self acquired solutions)
- Methods to monitor and evaluate skills (checklist, talks, workshop, self-assessment, evaluation sheets for all participants)
- Providing a certified train-the-trainer concept

Weakness

- Sometimes companies had difficulties to understand the concept without examples.
- It is easier to convince SMEs with recommendation of employers.
- Travel costs from trainer to company might increase if the distances are very long.
- There is no tracking of success 3 month after the Soufflearning process.
- In the current project, the Hungarian partners did not test the method of Soufflearning yet, one Hungarian VET organization will do this in 2018.