



Europe's Cultures of Workplace Learning  
**New Insights in Training and Public Support  
for Lifelong Learning in Enterprises**



Conference  
Monday, 3 September 2007  
Danube University Krems, Austria

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[www.donau-uni.ac.at/wbbm](http://www.donau-uni.ac.at/wbbm)



Leonardo da Vinci



Education and Culture



BUNDESMINISTERIUM FÜR  
WIRTSCHAFT UND ARBEIT

## > Europe's Cultures of Workplace Learning

# New Insights in Training and Public Support for Lifelong Learning in Enterprises

Throughout Europe, enterprises invest in Human Resource Development (HRD) and training to cope with the challenges of global competition and to gain momentum in the race for innovation. For their employees, regular work place training provides continuity in Lifelong Learning processes, bridges private learning initiatives, increases job satisfaction and improves employability.

Enterprises' training cultures differ greatly both within and between countries. While best performing enterprises develop comprehensive training cultures, most enterprises have only recently begun to take HRD seriously. Differences between countries in average training activities are also important. Until now, little explanation is offered for these differences. Training in enterprises is embedded in country-specific cultures of initial and further education. In particular, organisations that provide training play an important role for the enterprises' training policies. This issue has not been addressed so far.

Learning more about the reasons for different training cultures has been the goal of the Leonardo da Vinci Project [www.trainingineurope.com](http://www.trainingineurope.com). By exploring the European Continuing Vocational Training Survey (CVTS2) and complementary additional surveys and studies, the project seeks new insights useful for practitioners HRD managers, training providers, policy experts and researchers. Within the conference, the project's main findings will be discussed by leading researchers and practitioners working in the field of company training and Lifelong Learning (LLL) policies. Finally, the conference should contribute to a new agenda for public support for company training and further research activities in Europe. The conference invites practitioners in the field of HRD, training and policies on LLL as well as researchers in the fields of Continuing Vocational Education and Adult Education.

All presentations will be in English.

## > Programme

Plenary Morning Session (9:30 – 13:00)

09.30 – 10.00 Ada Pellert (Vice-President, Danube University Krems, Austria)

Welcome and Introduction

Opening Address – **Representative of the Federal Ministry of Economics and Labour, Austria**

10.00 – 10.50 Giorgio Brunello (University of Padua, Italy)

Workplace Training in Europe – **Towards a new economic theory of workplace training**

10.40– 11:30 Alison Fuller (University of Southampton, Great Britain)

Opening the 'Black Box' of Workplace Learning – **What recent research is telling us about the relationship between learning, training and work organisation**

11.40 – 12:10 Coffee Break

12:10 – 13.00 Jörg Markowitsch (3s/Danube University Krems, Austria) and Günter Hefler (3s/Danube University Krems, Austria):

**To Train or Not to Train? – Towards an explanatory framework for differences in training behaviour of enterprises in Europe**

12.30 – 13.00 General discussion

13.00 – 14.30 Lunch

Afternoon Workshops (14:30 – 16:30)

16.30 – 17.00 Coffee Break

17.00 – 18.00 Final Panel Discussion

18:00 – 19:00 Informal Gathering in the FILM BAR on the Campus

### Workshop A: **Making Best Use of Training Potentials – Supporting successful training cultures in Europe's enterprises**

Chair: **Michael Litschka** (Kompetenzzentrum für Humanvermögen, Austria)

To understand enterprises' training activities, it is not sufficient to learn why they do or don't invest in training. It is crucial to understand how enterprises build their success on an outstanding training culture. What do enterprises with high training investments gain from their strategies? How is innovation and training interlinked? How are high training investments embedded in successful HR-strategies?

- > **Giovanna Mazza** (Centro Studi per l'Innovazione di Impresa, Italy):  
How Enterprises Reflect Their Training Needs – Results of a qualitative survey on 140 enterprises in seven European countries
- > **John-Houman Sørensen** (Center for arbejdsmarkedsforskning, Aalborg University, Denmark):  
Training for Innovation – Innovation by Training? Exploring the relationship between training performance and companies innovation activity in Europe
- > **Ralf Mytzek-Zühlke** (Social Science Research Centre Berlin, Germany):  
Institutions and Costs as Drivers for Enterprise Training? An Analysis of the CVTS2-Microdata of Denmark, Germany, Sweden and UK  
Exploring the value of CVTS microdata analysis for analysing training behaviour of enterprises
- > **Thomas Klein** (Infineon Austria):  
Linking Training Activities with Career Pathways

### Workshop B: **Creating New Demands for Training? – Defining training providers' role in enterprise training in Europe**

Chair: **Friederike Behringer** (Federal Institute for Vocational Education and Training, Germany)

Service providers in enterprise training play a major role in the evolution of enterprises' training cultures and the diffusion of innovation. The workshop focuses on the interaction between training providers and enterprises and highlights the followings questions: What are the differences in Europe's training markets? How do training-providers interact with companies in the area of continuing vocational training? What does innovation mean in the field of company training? Which role does consultancy play in order to match demand and supply?

- > **Bernd Käßpinger** (Federal Institute for Vocational Education and Training, Germany):  
Shaping Training in the Interaction of Training Providers and Companies: Results of surveys in seven European countries
- > **M'Hamed Dif** (Centre Régional Associé au Céreq, University Louis Pasteur of Strasbourg, France):  
Volumes and Structures in Europe's Markets for Enterprise Training – Exploring Europe's training statistics
- > **Hermann Studnitzka** (FESTO Didactics Austria):  
Integrating the Social Dimension in Technology Driven Training – New approaches in workplace training
- > **Monika Petermandl** (Vienna University of Economics and Business Administration, Austria):  
A Productive Intersection of Professions – Counsellors as training partners: A process model for excellent cooperation

### Workshop C: **Supporting Workplace Learning – Lessons learned from Europe's' experiences**

Chair: **John Holford** (University of Nottingham, Great Britain)

Within the last decade, throughout Europe, new schemes and instruments to support Lifelong Learning have been launched. The workshop focuses on the experiences of supporting training in the workplace. What are the criteria for success and failure? How do enterprises make use of the public co-funding schemes? How can training market's capacities to provide innovative training solutions be supported? And finally: How can European enterprises and policymakers learn from these varieties of approaches?

- > **Magne Bråthen** (Institute for Labour and Social Research, Norway):  
Measuring Learning at the Workplace – the Norwegian LCM
- > **Jan de Kok** (EIM Business & Policy Research, Netherlands):  
Europe's Universe of Initiatives to Support Training of Employed – A field in evolution
- > **Richard Veleta** (National Institute of Technical and Vocational Education, Czech Republic):  
Many Ways to Reach One Goal – Initiatives to foster enterprise training in seven European countries
- > **Vidmantas Tutlys** (Center for Vocational Education and Research Vytautas Magnus University, Lithuania):  
Diffuse Best Practices Successfully – Promises and challenges in cross-country adaptation of initiatives to foster company training

## Information and Registration

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## Conference fee

including lunch and documentation  
before/after 1st of July 2007  
EUR 120,-/EUR 150,-

[www.trainingineurope.com](http://www.trainingineurope.com)



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# Lifetime Learning.

### Imprint

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