

Workplace Learning and Assessment (WLA) Series Insights from Good Practices in Finland

Workshop Programme



Why is Learning Important for Workplaces? Hands on.

Chair

Mr Juha-Matti Mattila, Vocational College Live, Finland

Facilitators

Mr Teemu Tervashonka, Vocational College Live, Finland

Mr Pekka Pakkala, Vocational College Live, Finland

Learning at workplaces

TRAIN-THE-TRAINER WORKSHOP VTC 29.10.2020

Introducing the
experts

Mr. Teemu Tervashonka, Teacher
in Warehouse and Logistics
Vocational Qualification,
Vocational College Live

Mr. Pekka Pakkala, Teacher in
English as Foreign Language,
International Coordinator,
Vocational College Live

Learning at workplaces

An opportunity for a comprehensive and holistic learning environment



Introduction to on-the-job learning

- The brief history of Finnish vocational education – the aftermath of 2nd World War
- Agricultural traditions in Finnish working life- the ethos of hard work
- The idea of scarcity economics as a defining factor of Finnish working life – long and cold winters
- The small size of Finland and its various consequences – “there are not that many of us...”

Personal insights to learning at workplaces

- Mr. Teemu Tervashonka tells about his personal insights and why the learning at workplaces is important
- A previous career in management
- Resource development in the private sector
- Empowerment of employees and stepping outside of comfort zone
- Military background and experiences in Lappland border patrol

Personal insights to learning at workplaces

- Mr Pekka Pakkala tells about his personal insights and why the learning at workplaces is important
- A long career as a teacher of extremely theoretical subject has led to a conclusion that all learning requires a context
- Content-based learning
- The importance of motivation in learning
- The importance of personal development and identity construction

Pedagogical approaches to learning at workplaces

- Skills are not separate entities but tools of implement
- Different sort of motivations are available at work places
- Not all persons are able to learn in a classroom
- For many classroom is an uncomfortable environment
- Flipped learning; first the immersion, then the questions

Case Study: The Balloon Center



Case study: Balloon Center as an on-the-job learning place

- "One day I received a call from Mr. Petri Nieminen..."
- "When opportunity knocks...Serendipity is found in Ilmapalokeskus..."
- The importance of positive attitude in our college
- The environment of Ilmapalokeskus offers great learning environments
- The benefits were mutual; also Balloon Center developed new methods and new awareness through reflection of their organisation
- It is always good for an organisation to have a constructive examination of their activities and chains of command
- The ideology of Ilmapalokeskus as an employer (The interview of Petri Nieminen)

Case Study: The Balloon Center

Interaction and communication between the company representative and the vocational teacher



Case Study: The
Balloon Center
A student at work



Case study: Ilmapalokeskus as an on-the-job learning place for theoretical subjects

- A more comprehensive learning environment and more context for English learning
- More context with the use of English language; a choir of positive voices
- Learning more effective with interdisciplinary teaching

Evaluation

- The traditional evaluation not always valid
- On-the-job learning period as an evaluation tool
- The idea of dynamic evaluation
- School environment versus working life environments
- The idea of holistic evaluation; would you like to have this person as a co-worker?

Challenges

- The transition from school to working life; social seclusion
- Challenges of communication; polite request or an order?
- Challenges of physical endurance; repeated performances
- Challenges in personal life; boundaries of social life



Questions and comments?

Thank You for Your interest!

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