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# Checklist Family-directed Workplace-learning in Social Economy

Higher Education Institutes and Enterprises  
joining in empowering employees in Social  
Economy

# Checklist Family-directed Workplace-learning in Social Economy

\*Context-specific guidelines for learning@workplace: Call for projects  
Department Education Flemish Government (2011-2012)

\*Project: Guideline Family-directed workplace-learning in Social  
Economy: partners:

- °HUB-Department Family Sciences (coordinator)

- °VOSEC/ CollondSE: umbrella-organisation for support to SE

- ° SE-enterpises: Ateljee, Opnieuw en co, CDJ Services

- °RegionalTechnological Center Vlaams-Brabant

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**Context:** Bachelor Family Sciences: two trajects:

\*Traject Students with life and work experience

\*Traject 'young adults' (traject 'without life and work experience'):

2nd and 3th phase of curriculum:

700 hours Learning @the workplace

2nd phase of curriculum: in **social economy (since 2010-2011)**

**Aim of the project:** validated check-list /guideline for learning@workplace for professional bachelor students (Family Science, Social Work, Orthopedagogy, ...)



**FAMILY**

**WORK**

**WELL-BEING**

**PROSPERITY**

**LEARNING@WORK**

**SOCIAL ECONOMY**

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## Methodology

\*Preparatory phase (october-november 2011):

°Study of Literature: topics:

- Quality assurance in learning@workplace (a.o.: Guideline Flemish Department for Education (2008), Guideline Competences-directed learning@workplace, University Antwerp (2011), Donche et al. (2012) )
- Added values of Social Economy (a.o.: Report on Social Economy in Flanders (VOSEC, 2010))
- Learning climate - conceptualisation (a.o.: Baert, 2006)
- Positive psychology and counseling of employees (a.o.: Cohn, Frederickson, (2009) ; Blondeel (2010) ; Sannen et al. (2011))
- Poverty and diversity in employees of Social Economy (a.o. Report on Poverty in Flanders (2011) ; Report on diversity issues on the workfloor (2010) )
- Regulation of Social Economy in Flanders (a.o policy documents F Vandenbossche).

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## Methodology (continued)

### \*Preparatory phase:

- Stakeholders discussion (practical trainers Family Sciences, VOSEC/CollondSE, HRM-managers SE-companies)

\*Focusgroup on the relationship work-family life in SE and on year-traject of learning @workplace (november 2011)

\*1st phase of testing (10 companies): testing first edition of the guideline (january-february 2012)

\*Intermediate evaluation and writing 2nd edition of the guideline

\*2nd phase of testing (10 companies): testing 2nd edition of the guideline (june 2012)

\*Endevaluation and writing 3d edition of the guideline (august 2012)

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## Checklist: 11 premises

### \*Quality Assurance (1-3)

a.o.: *Discussion on the competencies and learning-targets: matching educational curriculum and enterprise*

*Concretisation of coaching and evaluation process*

*Creating the conditions for the learning motivation of the student*

### \*Social Economy (4-6)

a.o.: Learning along the line of added values of SE

Follow up of the policy making of the government on SE

Learning and coaching of employees along the line of positive



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## Checklist: 11 premises

\*An 'inviting' workplace (7)

a.o.: creating of internal and external learning networks for students

\***Family directed learning** (8-11): implementing results of focus-group:

a.o.: influence of poverty on family context and motivation to work

influence of cultural diversity-issues on motivation to work

influence of family-problems on motivation to work

work as pathway to insurance and family-empowerment



# Family-directed learning at the workplace in social economy

## Structure checklist

<b>I Plan</b>	Preparatory phase of learning at the workplace
<b>II Do</b>	Implementation in year-traject
<b>III Check</b>	Evaluation
<b>and Act (Adjust)</b>	Preparation next traject

# Family -directed learning at the workplace in social economy

Steps in checklist (each check of each phase of the year-traject-cycle leads tot go's)

<b>CHECK</b>	What?
	Who?
	When?
	Remarks?
<b>GO</b>	Theoretical framework
	Input research/literature
	Input focusgroup

**Go:**concrete paper-and click-on electronic resources

# Family-directed learning at the workplace in social economy

## Discovering the Checklist

### Results of project:

\*Checklist (paper- and electronic version):

- validated guideline for family-directed learning@the workplace in SE

- rich click-on list of resources as to SE and quality-management in learning@the workplace

\*Applicable in context of professional bachelors with learning@the workplace traject

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