



WORK-BASED LEARNING: EMPLOYERS PREPAREDNESS FOR INVOLVEMENT

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Work-based learning (WBL) is increasingly becoming part of the VET systems in many European countries, related to the latest EU VET policy initiatives and inspired by the results achieved in Germany, Austria, the Netherlands and other countries traditionally implementing WBL and apprenticeship type schemes

The aim of the research is to investigate the **overall preparedness** by companies and their **actual possibilities and challenges** for getting **involved in work-based learning**

Research methods:

- studies of scientific publications
- survey of companies in Latvia on various aspects of work-based learning

For the survey a sample creation was used - companies actively involved in the work of the Employers' Confederation and having long term cooperation with vocational education and training institutions.

In the sample frame **600 companies** were included, responses were received from **246 companies**.

The companies were asked to evaluate various WBL related statements in a **1-10 point scale** in order to get a thorough insight into the companies' **attitude**.

For the analysis of the results the following statistical analysis methods were applied:

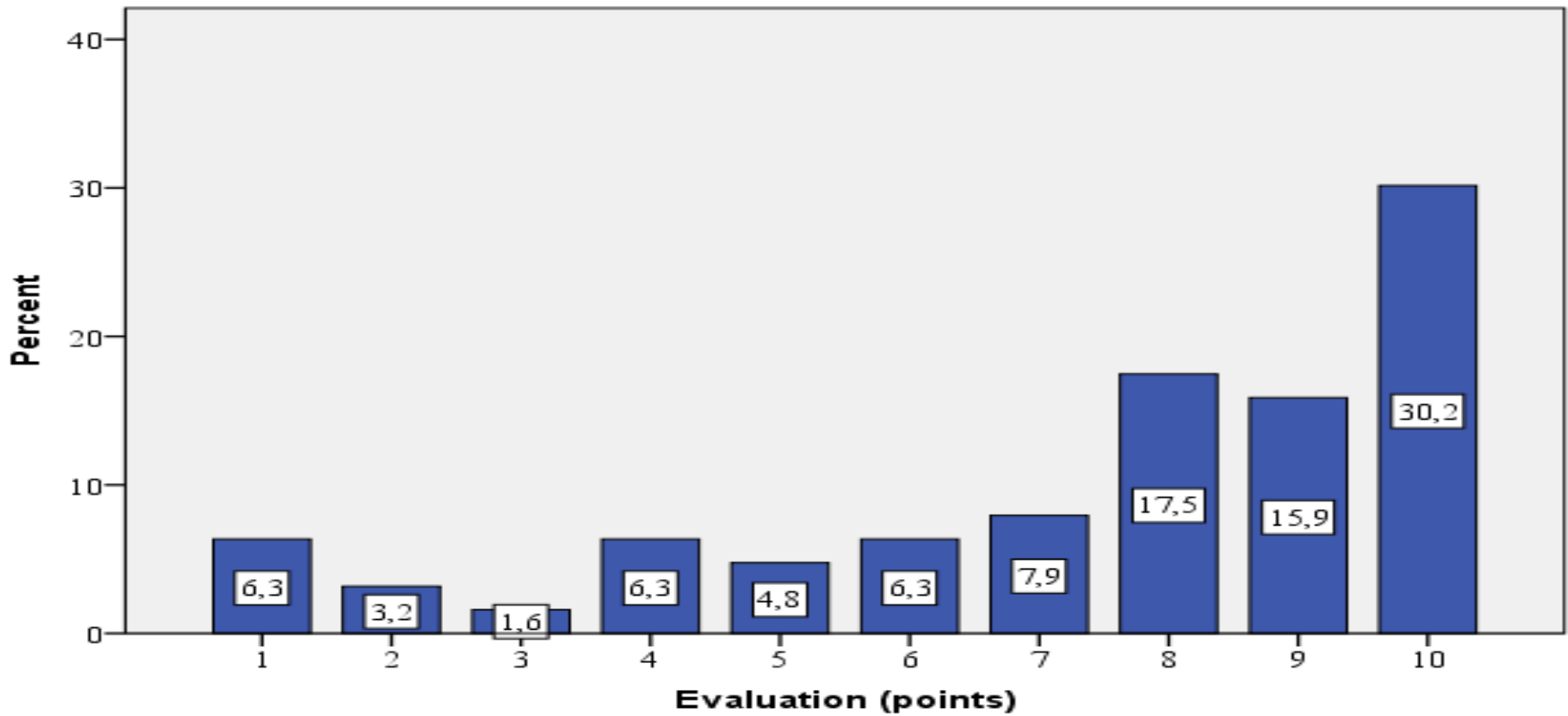
- descriptive statistics – indicators of central tendency or location (arithmetic means, mode, median),
- indicators of variability (variance, standard deviation, standard error of mean).
- cross – tabulations, correlation analysis.

The research results have indicated that many companies, **especially the larger ones, are interested to be involved in the implementation of work-based learning and are aware of the potential benefits and challenges** in relation to this.

| Statistical indicators | Value of statistical indicators |
|---------------------------|---------------------------------|
| N | 246 |
| Mean | <u>7,44</u> |
| Std. Error of Mean | 0,347 |
| Median | <u>8</u> |
| Mode | <u>10</u> |
| Std. Deviation | 2,758 |
| Range | 9 |
| Minimum | 1 |
| Maximum | 10 |

Source: Author's performed survey in 2014, n=77
Evaluation scale 1 – 10, where 1 – do not aware, 10 – very well aware

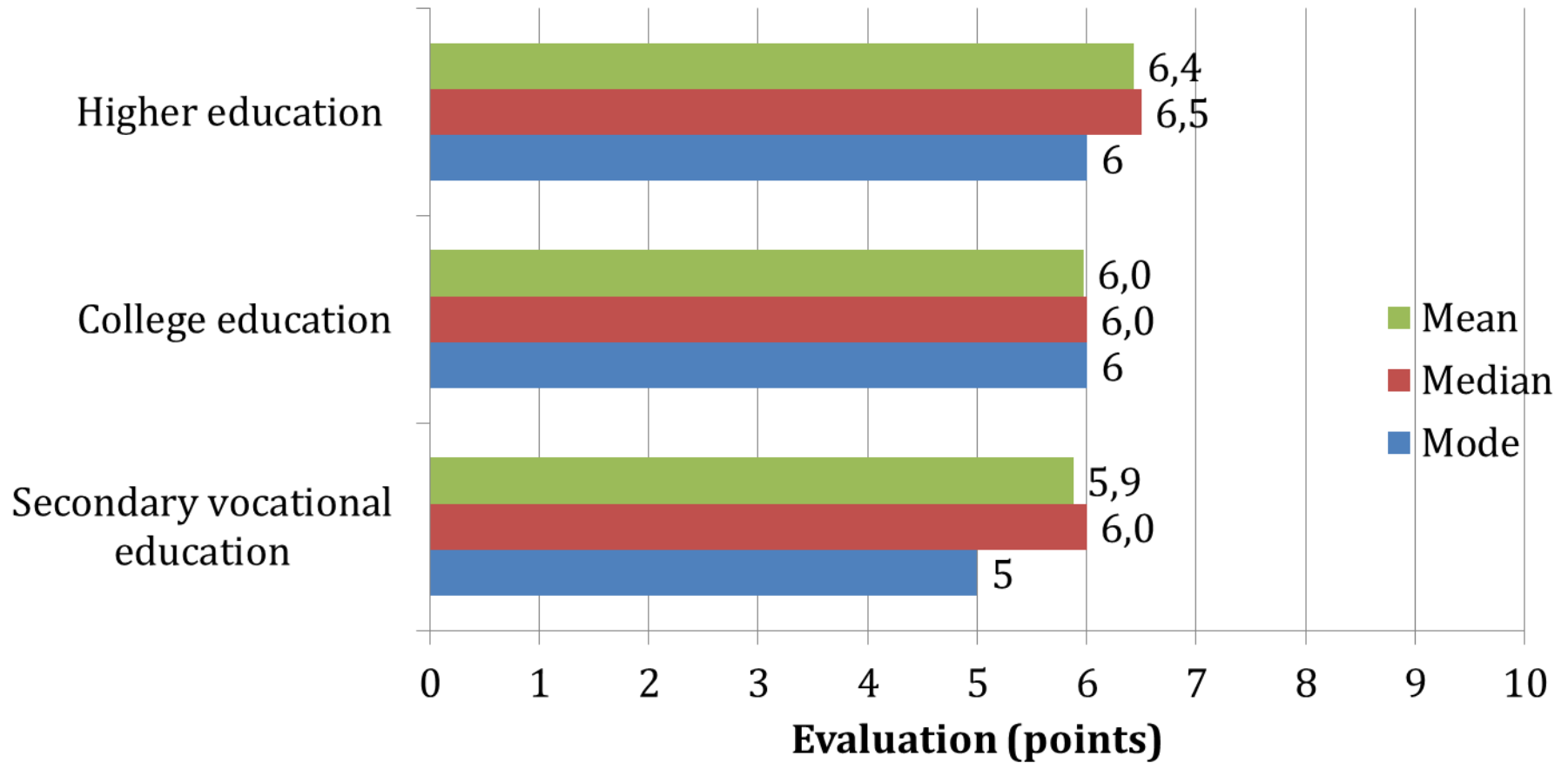
Entrepreneurs and sectors expert's evaluations on statement “Are you aware of the implementation of work based learning (WBL) in VET institutions in Latvia”



Source: Author's performed survey in 2014, n=77

Evaluation scale 1 – 10, where 1 – do not aware, 10 – very well aware

Average assessments of entrepreneurs and sectors expert's evaluations on statements "Specialists with secondary vocational education, college education, higher education are well prepared for work at an enterprise"



Source: Author's performed survey in 2014, n=79
 Evaluation scale 1 – 10, where 1 – do not agree, 10 – fully agree

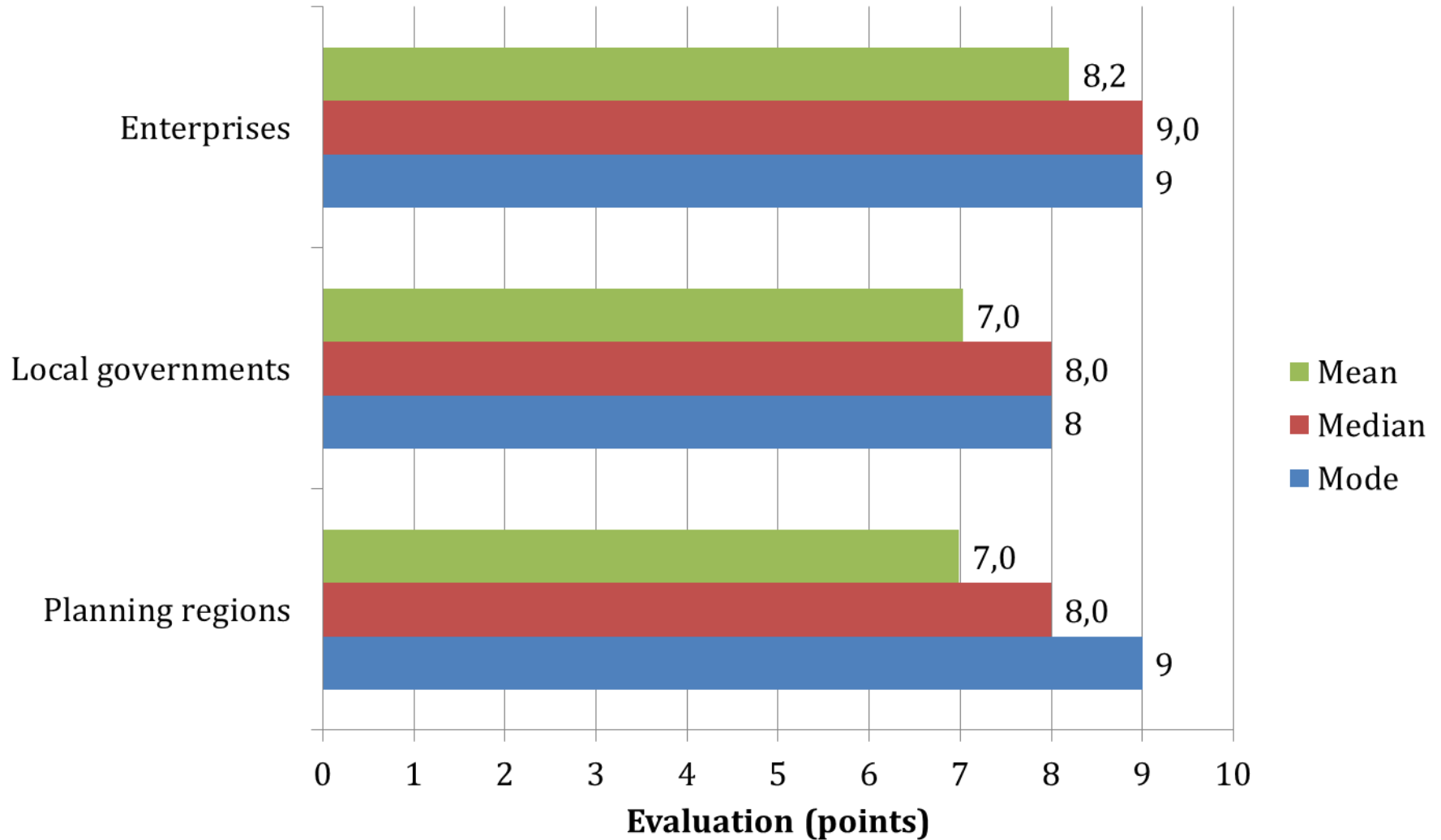
Statistical indicators of entrepreneurs and sectors expert's evaluations on statement "The training by enterprises is more effective than training by VET institutions"

| Statistical indicators | Value of statistical indicators |
|---------------------------|---------------------------------|
| N | 246 |
| Mean | <u>7,57</u> |
| Std. Error of Mean | 0,235 |
| Median | <u>8,00</u> |
| Mode | <u>8</u> |
| Std. Deviation | 1,951 |
| Range | 9 |
| Minimum | 1 |
| Maximum | 10 |

Source: Author's performed survey in 2014, n=79

Evaluation scale 1 – 10, where 1 – do not agree, 10 – fully agree

Average assessments of entrepreneurs and sectors expert's evaluations on statements "The local governments, the planning regions, the enterprises should get more involved in VET"



Source: Author's performed survey in 2014, n=79
 Evaluation scale 1 – 10, where 1 – do not agree, 10 – fully agree

The conclusion has been drawn that reaching out and **information** campaigns on WBL still needs to be strengthened in order to **clarify certain misconceptions** among companies and to raise the overall **awareness**, as well as take on board a greater amount of the **small companies**.



Thank you for your attention!