How and where do workers learn?

Citation for published version (APA):

Document status and date:
Published: 01/01/2017

Document Version:
Publisher's PDF, also known as Version of record

Please check the document version of this publication:
• A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher’s website.
• The final author version and the galley proof are versions of the publication after peer review.
• The final published version features the final layout of the paper including the volume, issue and page numbers.

Link to publication

General rights
Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

• Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
• You may not further distribute the material or use it for any profit-making activity or commercial gain
• You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the “Taverne” license above, please follow below link for the End User Agreement:
www.umlib.nl/taverne-license

Take down policy
If you believe that this document breaches copyright please contact us at:
repository@maastrichtuniversity.nl
providing details and we will investigate your claim.

Download date: 28 Nov. 2019
How and where do workers learn?

- Tasks in the workplace: 67%
- Formal training and courses: 12%
- Self-study: 5%
- Informal caring responsibilities: 1%
- Time spent with children: 14%
- Voluntary work: 1%

Source: ROA Lifelong Learning Survey 2017
HOW AND WHERE DO WORKERS LEARN?

**LEARNING AT WORK**

**How do you learn at work?**

- 85% of the time spent on learning activities at work involves informal learning.
- One learns just as much from 8 hours of informal learning as from a course of 8 hours.

**Course participation in the past two years**

There is a growing disparity in course participation between high- and low-educated workers between 2004 and 2017.

- Percentage of workers who participated in a course or training in the past 2 years:
  - Low educated: 63%
  - Medium educated: 53%
  - Highly educated: 39%

A typical course:
- Lasts 3 days of 7 hours
- Leads to a diploma/certificate (79%)
- Relates to occupation-specific skills (54%)
- Is mandatory (41%)
- Is undertaken to achieve career goals (36%)

**Percentage of work time in which one learns from tasks**

- Percentage of work time in which one performs tasks from which one learns (informal learning at work):
  - Low educated: 28%
  - Medium educated: 22%
  - Highly educated: 20%

The amount of informal learning at work has decreased between 2004 and 2017.

**LEARNING OUTSIDE OF WORK**

**Participation in activities outside of work**

- 49% of workers engage in self-study
- They spend on average 3 hours per month on self-study
- Highly educated workers are more likely to engage in self-study (64%) than are low educated workers (33%)

**Percentage of time in which one learns from activities outside of work**

- Highly educated workers learn more from the time they spend with children and from doing community service than workers with a low level of education
- Workers with a low level of education learn more from providing informal care than do highly educated workers

**Source:** ROA Lifelong Learning Survey 2017
About the data:
1. ROA monitors the formal and informal side of learning by the ROA Lifelong Learning Survey (ROA LLL).
2. The survey, which is based on a representative sample of the Dutch labour force, has been carried out in the years 2004, 2007, 2010, 2013 and 2017.
3. The data in this fact sheet relate to individuals who report doing paid work.
4. Time spent learning in the workplace and outside work is self-reported. For learning in the workplace we ask “what is the percentage of the working time you spend on tasks from which you can learn?” and relate the answers to the number of hours worked. For each reported activity outside work (e.g., voluntary work) we ask for the number of hours spent on that activity and “what is the percentage of that time you spend on tasks from which you can learn?”
5. This version of the fact sheet is a revised version of the fact sheet that was published in July 2017.
6. For more information on the project download ROA Lifelong Learning Project.

Contacts:
Didier Fouarge d.fouarge@maastrichtuniversity.nl
Andries de Grip a.degrip@maastrichtuniversity.nl