



university of
applied sciences

From Work-Based Learning to **WorkPlace Learning!**

WorkPlace Learning!

Agenda:

- What is Workplace Learning
- Where does it come from, why questioned?
- WPL @ NHLStenden: defining & conceptualising
- Indicators and enhancing WPL
- Q & A
- Enhancing WPL workshop

Presenting:

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Internship Master in Educational Sciences -
University of Groningen

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Internship Master in Educational Sciences -
University of Groningen

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Programme Manager Ad's NHL Stenden
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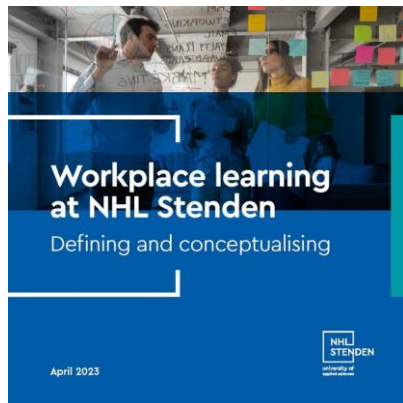
WorkPlace Learning!

This workshop is based on the publication:

“Workplace learning at NHL Stenden”

Defining and conceptualising

Available in Dutch and English: nina.spithost@nhlstenden.com

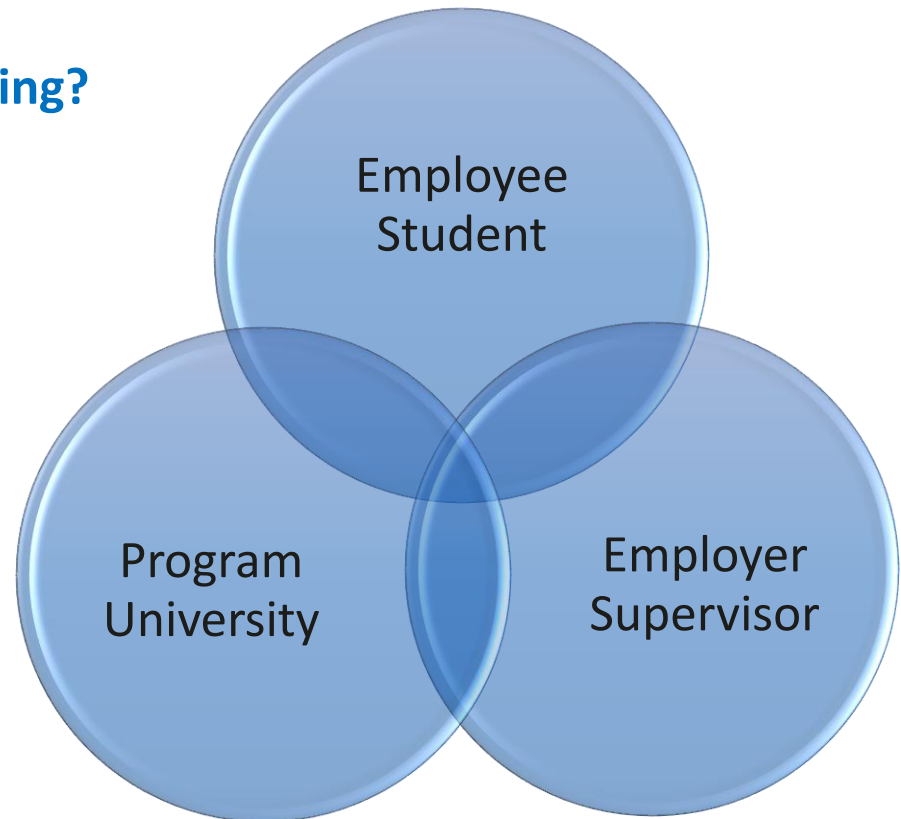


WorkPlace Learning!

What is NOT Workplace Learning?

~~Workbased Learning~~
~~Part-time studies~~
~~Adult education~~
~~Business courses~~
~~Internship-like~~

.....Authentic learning in and
from the real workplace.....



WorkPlace Learning!

“WPL focuses on authentic and vocationally relevant student learning activities at the real workplace. It involves real-life, actual and professionally relevant learning activities in which theoretical and practical knowledge are interconnected. Throughout WPL the student learns from and interacts with professionals in the “real” workplace in close coordination with the lecturers of the university. WPL involves professionals who supervise the student and professionals who are more informally involved in guidance.”



WorkPlace Learning!

Where does it come from?



specific labourmarket

formallearning

universities

research

highereducation

diplomas

whitecollar

theory

job

polytechnics

vocationaleducation

skills bluecollar

certificates

masterapprentice

guildlearning

vet

disciplines

WorkPlace Learning!

Where does it come from?



specific labourmarket

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theory

job

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vocationaleducation

skills bluecollar

certificates

masterapprentice

guildlearning

vet

disciplines

It has always been there.....

WorkPlace Learning!



universities

research

Why is work place learning often questioned?



disciplines

WorkPlace Learning!

Work place learning questioned...



specific labourmarket

universities research
highereducation diplomas

whitecollar

formallearning theory

job
polytechnics

vocationaleducation

skills bluecollar certificates

masterapprentice guildlearning

vet disciplines

Academic drift



WorkPlace Learning!

Vocational drift

job
vocational education
skills blue collar
master apprentice
vet

specific labour market

polytechnics

certificates
guild learning
disciplines

universities research

higher education diplomas

white collar

formal learning theory

Academic drift



WorkPlace Learning!

Vocational drift

Work place learning questioned.....

- quality? level?
- (end) qualifications?
- valued?
- second best
- etc.

Academic drift

job
vocational education
skills blue collar
master apprentice
vet

specific labour market

polytechnics

certificates
guild learning
disciplines

formal learning theory

search
diplomas
white collar



WorkPlace Learning!

Increasing attention for Workplace Learning....

- Division between traditional forms of vocational ed. and higher ed. is blurring
- Fast changing jobs, changing needs, changing roles
- Shortages labourmarket, a need of specialists at every level
- Lifelong Learning i.s.o. division between learning(school) years and working years
- Application of knowledge, projectbased, work based, context of learning
- Competencies, 21 century skills
- Adaptability, agility, continued learning
- Sustainable workforce, circular HRM
- Worth of formal, informal, non formal learning
- Worth of diplomas? microcredentials?
- Blue/ white collar-> red collar, pink collar, gold collar, grey collar, no collar.....,
- Learning / developing to participate economically and socially
- etc.

WorkPlace Learning!

Higher Education Netherlands (binary)

- Research Universities
- Universities of Applied Sciences

NHL Stenden: University of Applied Sciences:

Levels:

Associate degrees (5)

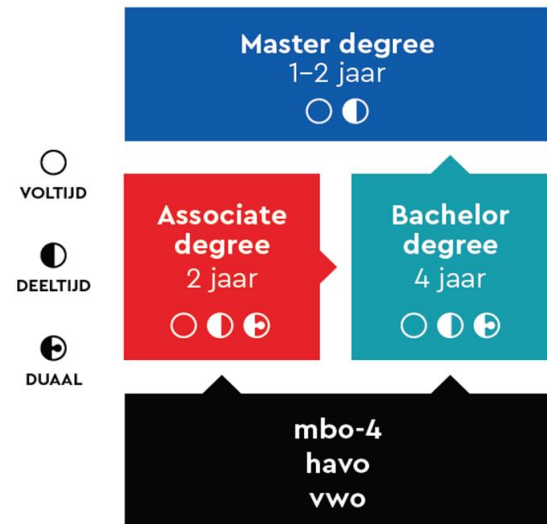
Bachelors(6)

Masters (7)

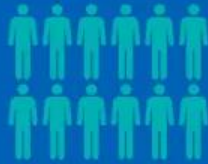
Prof.doct (8)

Study form:

- Fulltime
- Part-time
- Work & study



WorkPlace Learning!



22.000
STUDENTEN

CA 13%
INTERNATIONALE
STUDENTEN



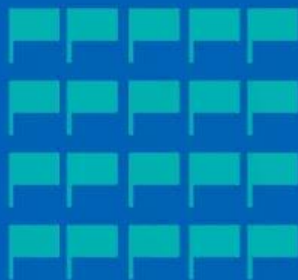
DESIGN
BASED
EDUCATION



14
ACADEMIES

38

LECTORATEN



100+
NATIONALITEITEN



MULTI
CAMPUS
NETWERK

2.500
MEDEWERKERS



21
AD-
OPLEIDINGEN



70
BACHELOR-
OPLEIDINGEN



249
MINORS

21
MASTER-
OPLEIDINGEN

WorkPlace Learning!



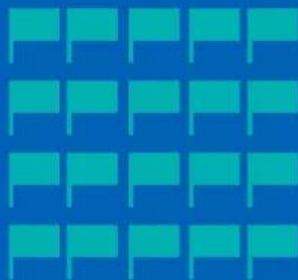
University of Applied Sciences

+

“WPL DNA”

2

STUDENTEN



100+

NATIONALITEITEN

STUDENTEN



MULTI
CAMPUS
NETWORK

2.500

MEDEWERKERS

EDUCATION



21

AD-
OPLEIDINGEN

249

MINORS

30

LECTORATEN

70

BACHELOR-
OPLEIDINGEN

21

MASTER-
OPLEIDINGEN

WorkPlace Learning!

NHL
STENDEN
hogeschool



22.000
STUDENTEN

CA 13%
INTERNATIONALE
STUDENTEN



DESIGN
BASED
EDUCATION



14
ACADEMIES

38
LECTORATEN

DBE: Educational vision & concept

NATIONALITEITEN

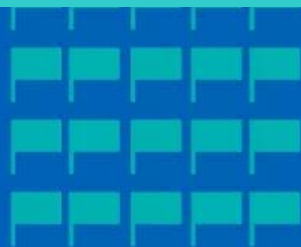
MEDEWERKERS

MINORS

MASTER-
OPLEIDINGEN

WorkPlace Learning!

Bachelors, masters and Associate degrees!



MULTI
CAMPUS
NETWORK

100+
NATIONALITEITEN

2.500
MEDEWERKERS

21
AD-
OPLEIDINGEN

219
MINORS

70
BACHELOR-
OPLEIDINGEN

21
MASTER-
OPLEIDINGEN

WorkPlace Learning!

Team NHL Stenden!



100+
NATIONALITEITEN

CAMPUS
NETWORK

2.500
MEDEWERKERS

249
OPLEIDINGEN

249
MINORS

21
MASTER-
OPLEIDINGEN

21
MASTER-
OPLEIDINGEN

WorkPlace Learning!

Higher Education Netherlands (binary)

- Research Universities
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NHL Stenden: University of Applied Sciences:

Levels:

Associate degrees (5)

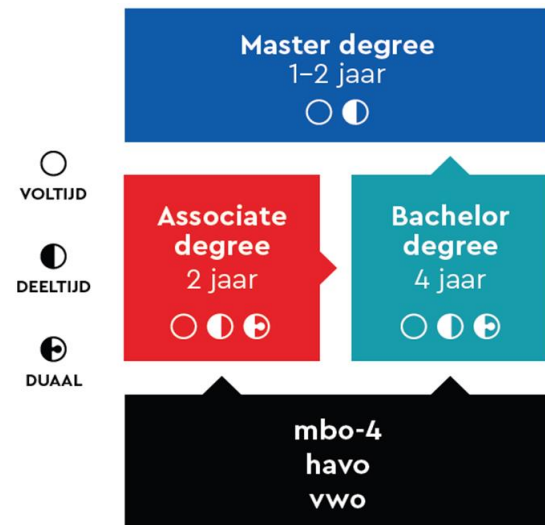
Bachelors(6)

Masters (7)

Prof.doct (8)

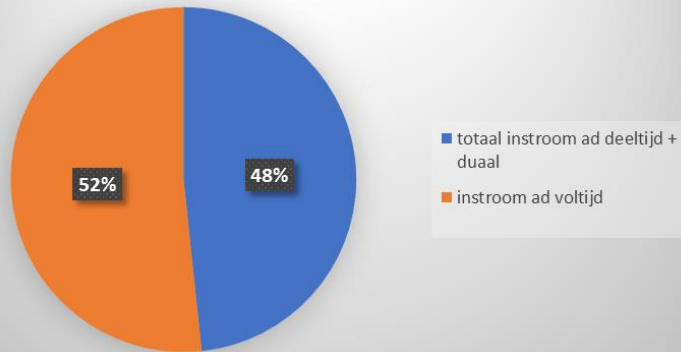
Study form:

- Fulltime
- **Part-time**
- **Work & study**



WorkPlace Learning!

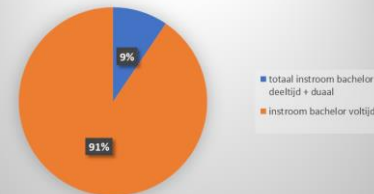
Associate degree 2022



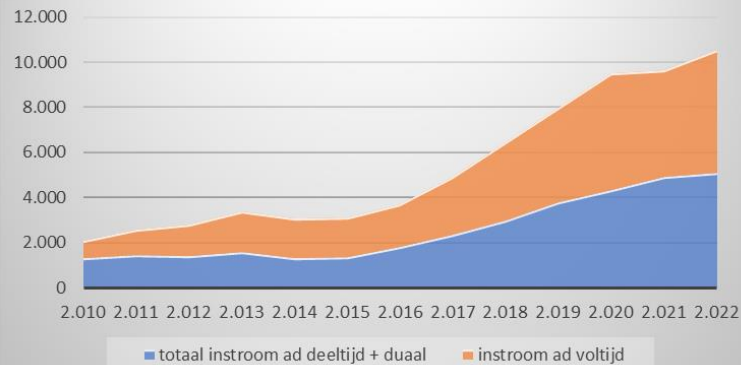
Parttime + Work & Study

Fulltime

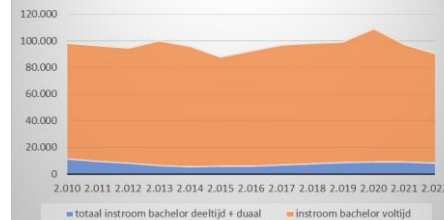
Bachelor 2022



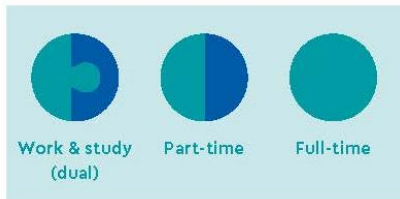
Associate degree



Bachelor

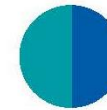


WorkPlace Learning!



Work & study (dual):

Students in a work & study programme at NHL Stenden are salaried employees. Working closely with their employer and the university, they learn as much as possible from their own work, in their own working environment. The hours on campus are often compiled to one day a week or in some cases even one day every two weeks. WPL is integrated throughout (almost) the entire programme, and is actually the basis of learning in the program. The workplace has thus become the primary learning context. For a work & study program a cooperation agreement student, programme and employer (three party agreement) is mandatory.



Part-time courses:

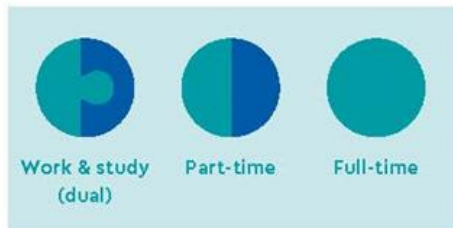
Part-time students often spend only a day or a few short half-days at the college. Part-time students often have a job that is not in all cases related to the field of study. The part-time student spends less time on campus than the full-time student and sometimes needs an additional (but related to the field of study) work context in addition to their own job. This can also be an internship context. WPL therefore often features prominently in part-time programmes. A cooperation agreement between student, programme and employer (tripartite agreement) is not compulsory, but does occur. In principle, a part-time programme can also be followed without such a cooperation agreement.



Full-time courses:

One of the characteristics of a fulltime study is the comparatively large amount of time a student spends on campus. WPL is often the only operationalised direct connection to the workplace. WPL in full-time programmes occurs mainly in a specific phase. Often in the form of internships at the end of full-time programmes.

WorkPlace Learning!



In Work & study courses, the most infused form of Workplace Learning becomes apparent



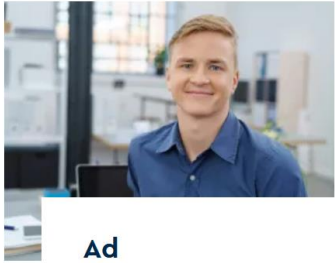
Work & study characteristics

1. The parallel running of a programme and a professional activity /career
2. A structural, institutional and content-based interdependence of the programme and the workplace (as opposed to part-time studies)

Workplace learning

- Work driven
- Real-life workplace assignments
- Mostly on the workplace

WorkPlace Learning!



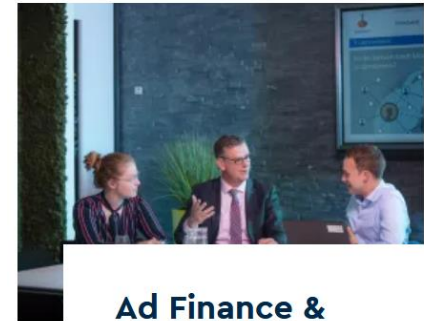
Ad
Commerciële
Economie dual



Ad Maritieme
Techniek dual



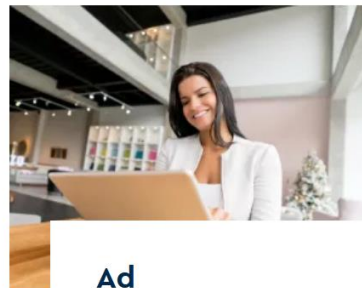
Ad Industriële
Automatisering
en Robotica
dual



Ad Finance &
Control dual



Ad Logistiek en
Economie dual




Ad
Ondernemerschap
en Retail
Management
dual



Hotel Management
Associate degree dual

WorkPlace Learning!



**Workplace learning
at NHL Stenden**

Defining and conceptualising

April 2023

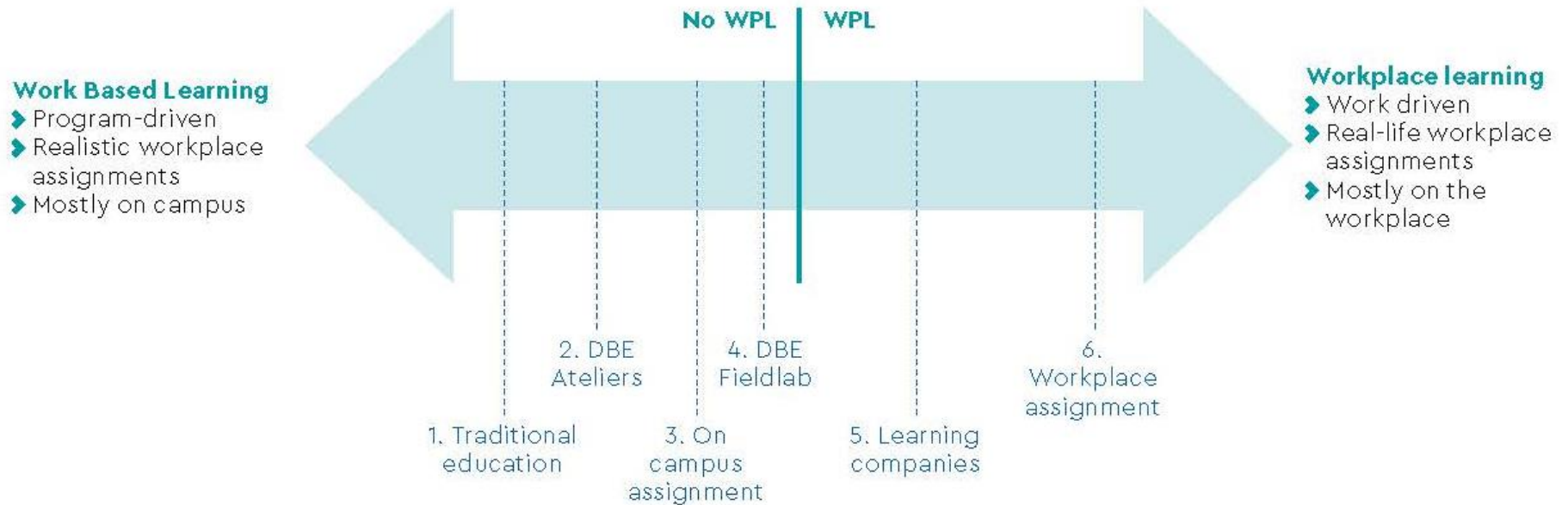
**NHL
STENDEN**
university of
applied sciences

- What is Workplace learning@ NHLStenden?
- Describe/map out WPL-ish concepts
- Define for NHL Stenden
- Conceptualise
- Guide to enhance quality

WorkPlace Learning!

Mapping “WPL-ish” concepts @ NHLStenden

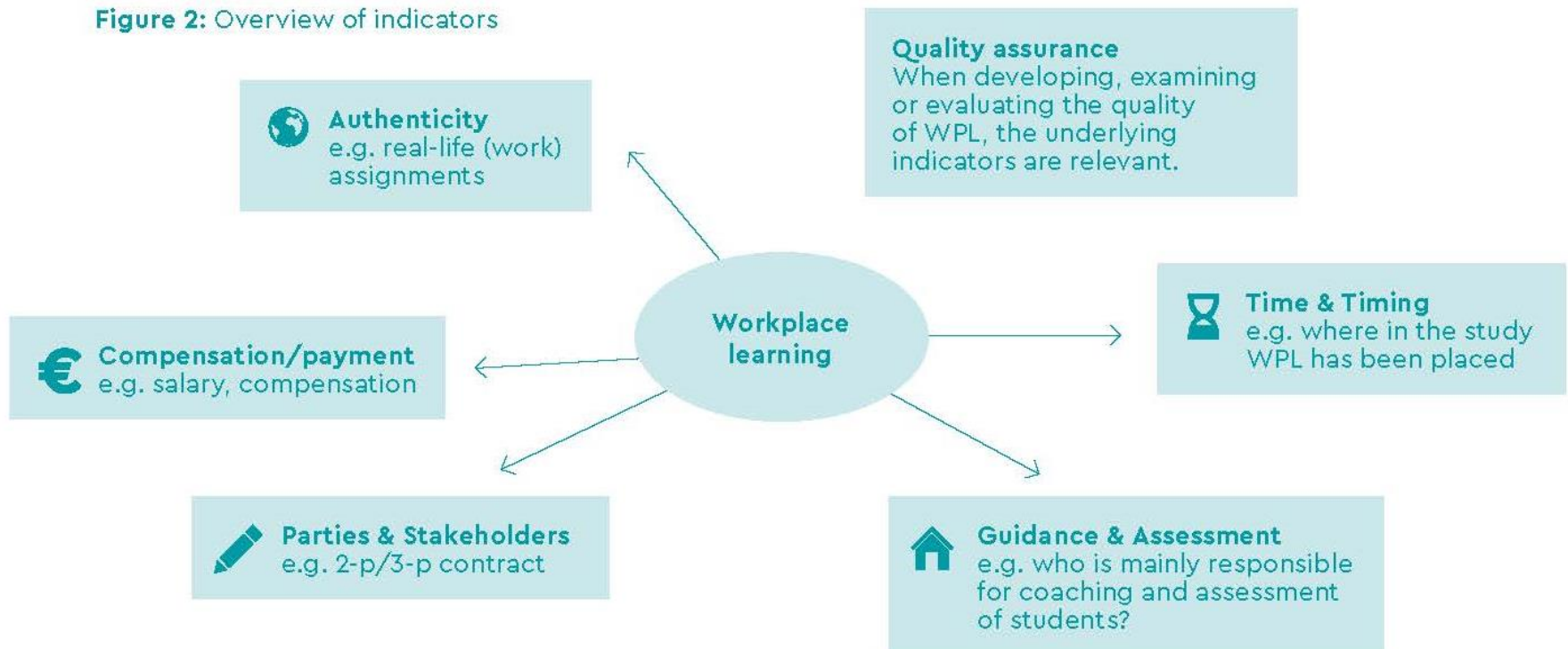
Figure 1: The WPL continuum



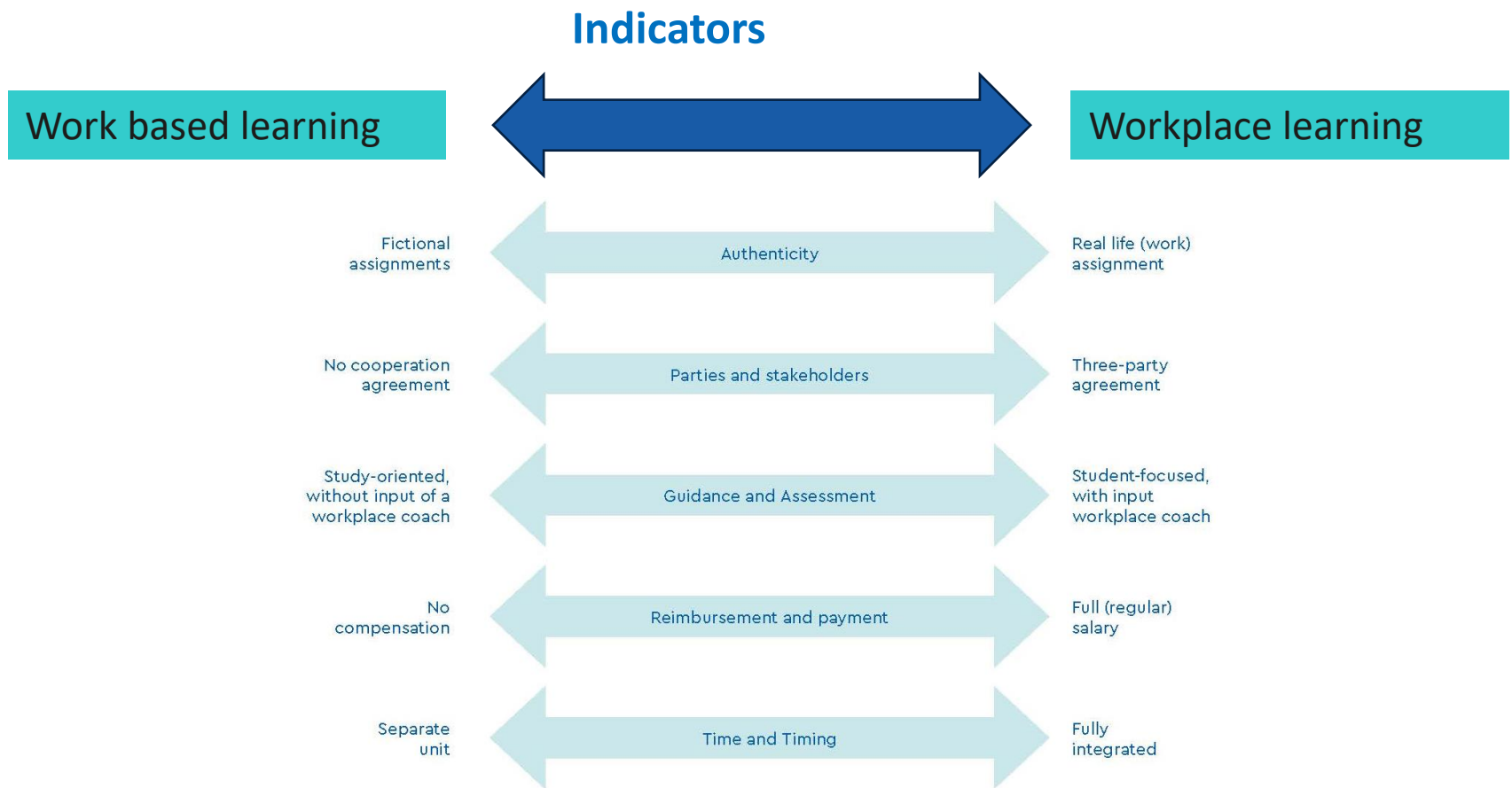
WorkPlace Learning!

Indicators describing Workplace Learning

Figure 2: Overview of indicators



WorkPlace Learning!

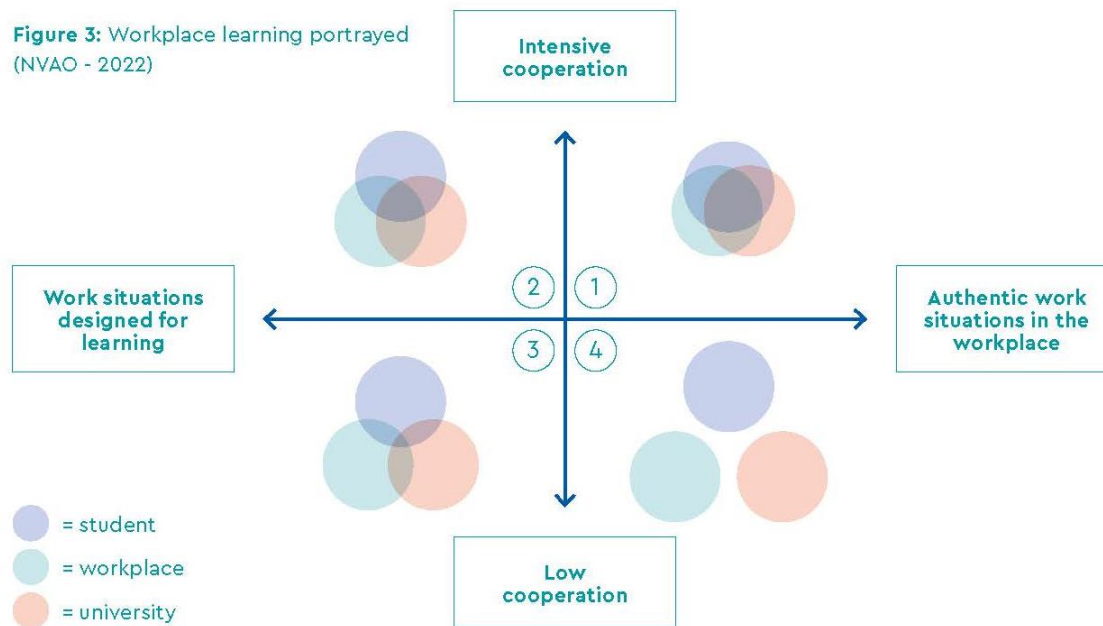


WorkPlace Learning!



On Authenticity.....

Figure 3: Workplace learning portrayed (NVAO - 2022)



Quadrant 1

Here, the programme and the workplace cooperate in such a way that a new practice emerges, with characteristics of both the study and the workplace context.

Quadrant 2

Here, part of the study context is incorporated into the workplace context or vice versa. During their studies students can practise aspects of the profession in a simulated setting or learn to deal with real customers, patients etc. in a constructed setting. In the workplace, students take just-in-time theory lessons or have supervised practice with professional activities.

Quadrant 3

Here, students move back and forth between the study and the workplace context. Tailored (group) interventions such as internship preparation, return days and supervised interviews ensure alignment between study programme and workplace.

Quadrant 4

Here, although the student is working in his job, there is no alignment between a study programme and the workplace.

WorkPlace Learning!

No cooperation agreement



Three-party agreement

On parties and stakeholders....

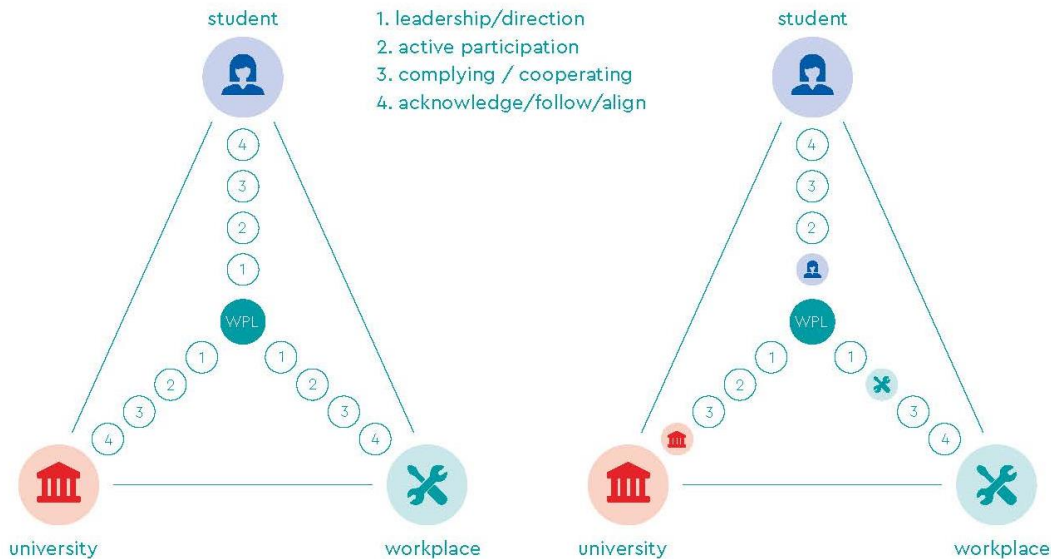


Figure 4: Base model, direction in WPL

1. leadership/direction
2. active participation
3. complying / cooperating
4. acknowledge/follow/align

Figure 5: An example in which the student takes charge of their own learning



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On guidance and assessment.....

Study coach

Workplace coach

Study-oriented,
without input of a
workplace coach



Student-focused,
with input
workplace coach

Role division and co-operation

- coaching, supervision
- feedback on competence and professional products/results
- feedback/ assessments and assessing

--> professionalising of study and workplace coach



WorkPlace Learning!

On reimbursement and payment.....

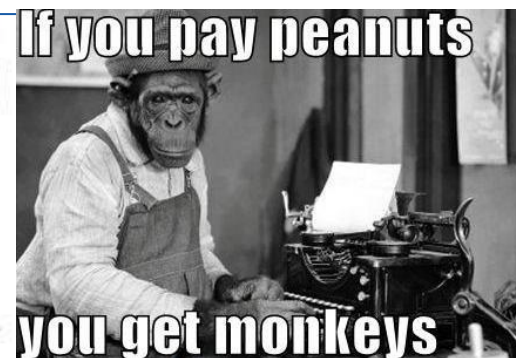
No compensation

Reimbursement and payment

Full (regular) salary



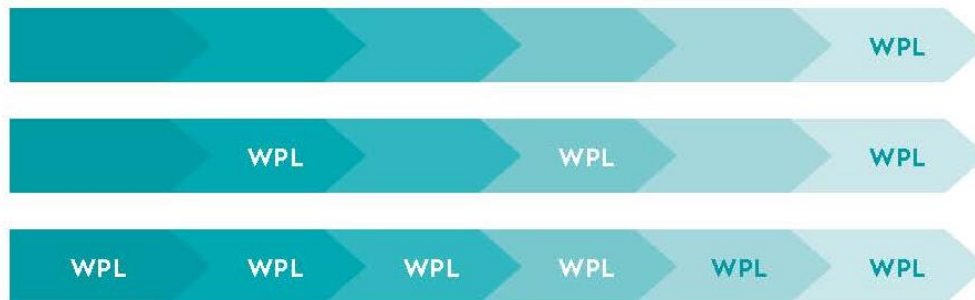
"A low salary sends a message that my work is not valued at its true worth."



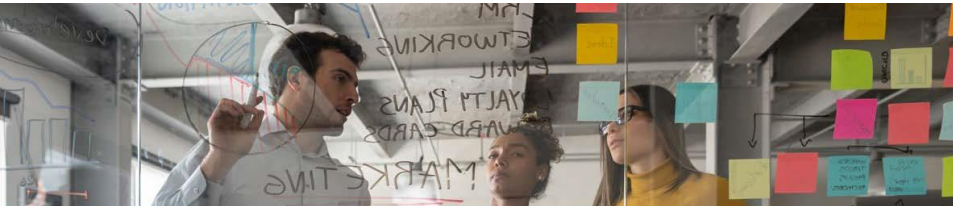
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On timing....

Figure 6: Duration and timing of WPL in various constellations



WorkPlace Learning!



Workplace learning at NHL Stenden

Defining and conceptualising

April 2023

More info:

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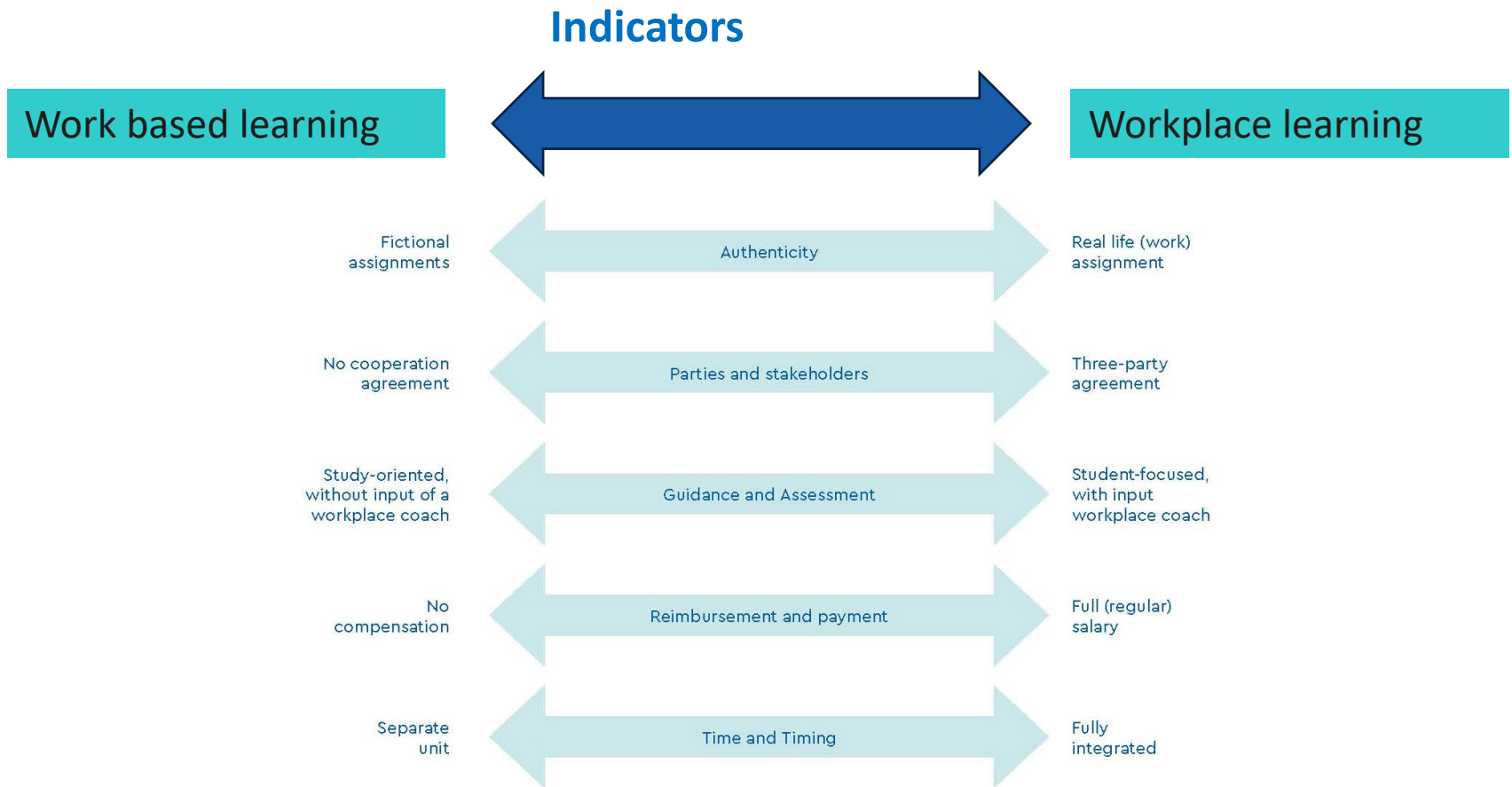
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WorkPlace Learning!

Workplace Learning Workshop

WorkPlace Learning!



**Thank you for
your attention**



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