

## **Continuing Engineering Education as Facilitated Work Based Learning**

ELITE, the Competence Centre at Aalborg University for Continuing Engineering Education within Electronics and IT has experienced a demand for CEE as a part of the daily work. To comply with this demand ELITE has successfully developed tailor-made courses for several companies. Inspired by the co-operation with companies in tailoring CEE the idea occurred to apply the pedagogical model of Aalborg University – the problem-oriented and project-organised way of learning – into CEE.

**Facilitated Work Based Learning (FWBL)** is a new way to perform Continuing Engineering Education. The philosophy of FWBL is to transform more than 25 years of experience with Problem-Based Learning into an industrial context. FWBL is for individuals/groups of employees in a given company who in co-operation with the university establish a training programme where the employees at their work continuously go through a well-defined and tailor-made learning process.

The training programme is based on the competence strategy of the company and the optimal solution would be to integrate the training programme in a relevant development projects in the company. The training programme is facilitated and supervised by lecturers from the university.

The aims and vision of Facilitated Work Based Learning is to

- develop new methodical tools for the identification and the description of the needs of competence improvement among engineers and technicians.
- contribute with new research concerning competence improvement as an integrated part of a work life in an organisation
- establish research-based co-operation between companies and the university for the development of models and methods for establishment of Facilitated Work Based Learning
- secure the continuous maintenance and improvement of professional competences among employees in a given company.
- contribute with research concerning pedagogical and didactic methods for handling CEE at university level.
- to assist in communicating knowledge and research as a dynamic process between university and companies.

The expected benefits of Facilitated Work Based Learning are:

- to provide knowledge to busy employees within the industry without necessarily having to spend time on participating in traditional courses.
- to integrate knowledge directly and make it immediately applicable in the job functions of the employee.
- to plan tailor-made learning which matches the competence needs of the company
- to apply the pedagogical model of Aalborg University – the problem-oriented and project-organised way of learning.
- to ensure that the course of learning as far as possible is related to a development project relevant to the company

Facilitated work based learning is currently being tested in a number of empirical case-studies. The findings will be presented in a full paper.

Professor Flemming K. Fink  
Director of Studies, Electronics and IT  
Head of ELITE - Continuing Engineering Education  
Director of UCPBL - UNESCO Global Centre for Problem Based Learning  
Aalborg University DENMARK  
phone: +45 96 35 86 91 - mobile: +45 40 11 04 09 - e-mail fkf@kom.auc.dk