

What, if anything, is a training/learning culture?

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This session explores the usefulness and validity of the construct 'a training/learning culture' in researching and understanding (and in recommending and marketing VET programs or policies) for enterprises and communities. It begins with a brief presentation from the four projects that NREC funded for 2000 under the research theme 'training/learning culture':

- Building a learning and training culture: the experience of five OECD countries – Peter Kearns and George Papadopoulos;
- Case studies of organisations with established learning cultures – Robyn Johnston and Geof Hawke;
- Factors influencing the implementation of training in selected industries – Lee Ridoutt;
- What convinces enterprises to value training and what does not? a study in using case studies to grow an Australian training/learning culture – Jane Figgis (for the WA Consortium).

The point of the session, however, is to stimulate a general discussion about the subject. Some of the issues which will, necessarily, be addressed include: how do we define a culture that uses training and learning effectively? what are the stages in getting enterprises, individuals and communities interested in training and learning? is there an important difference between training and learning? how to understand the role of micro-cultures in an organisation and their relation(s) to the overall culture?

Theme: translating research into practice

Key words: enterprise training/learning culture