

**Drivers of learning cultures within organisations: findings from case studies**

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There has been considerable rethinking and restructuring of vocational education and training systems in recent decades as part of the response to the more competitive conditions faced by economies throughout the world. Similarly at an organisational level there has been increased attention to the need for new types of learning on the part of individual employees as well as to the building of a culture of learning in the organisation as a whole. What organisations understand as constituting a "culture of learning" is however often quite diverse and how they go about building such cultures is not as apparent or even very well planned.

This paper will report findings from a study which investigated the approaches used by 6 organisations which have fostered a learning culture orientation amongst employees individually and the organisations more generally. In so doing it will describe the diverse forms of the cultures studied. It will also examine the various factors that have both driven the growth of such cultures and the strategies that have helped in their maintenance.