

# **EVIKOMP - a model for workplace learning**

**Experiences, challenges and results.**

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- **Catherine Stolfer Suneson, department manager elderly care, the municipality of Mjölby**

# R&D Center in the region Östergötland in Sweden

The R&D Center is a contractual collaboration between the municipalities in the region and Linköping University

The R&D Center was started in 2000 and since then has published approx. 150 reports linked to various research and development projects.

The R&D Center is part of Linköping Municipality's organization and is under the Social and Care Administration's staff - Department for cross-sectoral development

We have approximately 12 permanent employees and approximately 15 consultants or part time workers from the region.



# What was the situation before Evikomp

- Care and social care staff were away on different types of training/lectures, often only one or two in the group, the topic could for example be based on the responsibilities in the team.
- Compulsory courses such as dental training.
- Other challenges



Education,  
courses

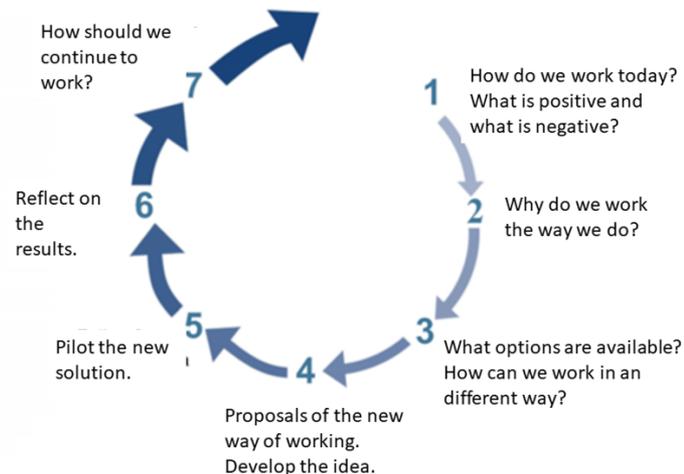


New knowledge, changed  
working methods, increased  
competence

Per Erik Ellström

# How can we improve this process?

- Assignment to R&D Center in Linköping municipality
- Needs analysis
- Workplace learning - > reflective and knowledge-based learning
- Flexibility
- The aim has been to create a model for competence development in care and social care using workplace learning as a method



Per Erik Ellström

## Välkommen till Evikomp

Kompetensutveckling inom vård och omsorg



### Studiebesök

Den här veckan har vi studiebesök från Italien. Våra gäster arbetar inom socialt arbete och är här för erfarenhetsutbyte inom framför allt våldsdokumentation. Ämnet har varit ett av våra fokusområden.

## EVIKOMP

Spår Statistik Hjälp Administration

### Spår

Förvalda Länar Grundläggande Komplexa Spårnings Övriga

<b>Spår 1 - Inomskolningsåret inom läroplanens</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 0 moduler	<b>Spår 2 - Grundläggande skolex och utvärdering med teoretiska perspektiv</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 7 moduler	<b>Spår 3 - Att vara medveten, grundläggande skolex</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 7 moduler
<b>Spår 4 - Utvärderingsprojekt</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 7 moduler	<b>Spår 5 - Att vara medveten och utvärdering</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 7 moduler	<b>Spår 6 - Att vara medveten och utvärdering</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 7 moduler
<b>Spår 7 - Inomskolningsåret</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 7 moduler	<b>Spår 8 - Utvärdering av läroplanens utvärdering</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 0 moduler	<b>Spår 9 - Utvärdering av läroplanens utvärdering</b> Om och under läroplanens utvärdering av läroplanens utvärdering. 0 moduler

**Digital learning platform,**  
operation and development.

**Support for  
the implementation**  
of workplace learning in  
activities, by competence  
coordinators.

**Leadership training**  
in workplace learning,  
development-oriented leadership,  
reflective group discussions  
and co-design.

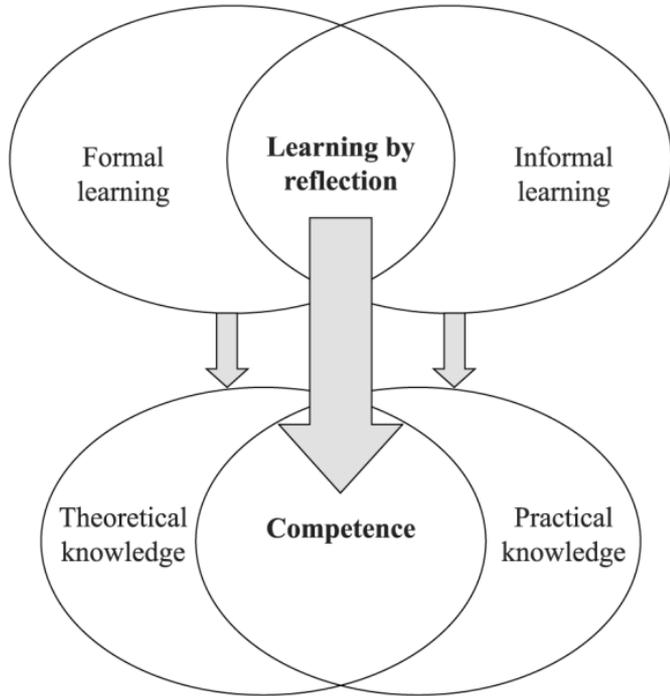
# Our model for competence development

**Learning material**  
in various forms - facts, films,  
reflection exercises, podcasts,  
knowledge tests.

**Professional networks**  
for leaders, educators,  
workplace coordinators,  
assistant nurses and co-design.

**Teacher support**  
in the workplace.

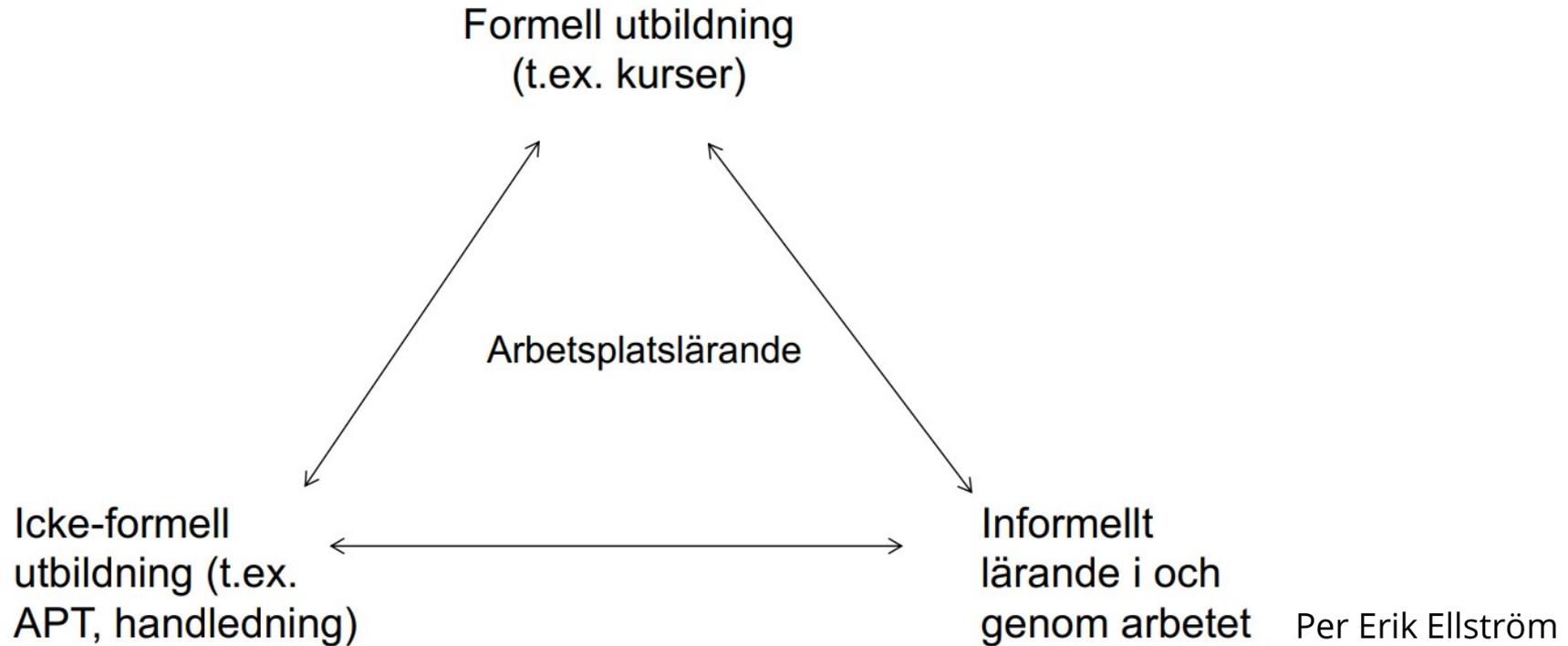
# Workplace learning as a method



Our method for competence development. Happens at the workplace, in the work group, for everyone at the same time.

Challenge: Transferring theory into practical action.

# Workplace learning



# The results

Goals during a first project period: 75 workplaces, 150 managers and 2,500 employees.

Goal setting under Evikomp 2.0: 100 workplaces, 200 managers and 2,500 employees.

How many have participated in total during our four years?

Approx. 600 workplaces, 12,000 participants (employees, managers, legal staff)

**“Everyone gets the same knowledge  
when you learn together.”**

**“There is time to reflect and relate to  
your own work situations.”**

**“You think in a different way now and  
how to proceed when problems arise.”**

**“You can see the results when you  
meet the care takers.”**

# The continued work

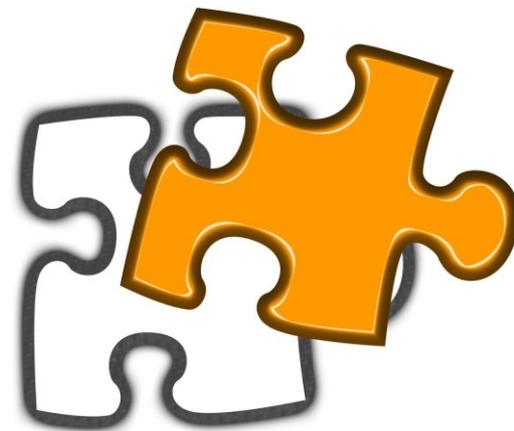
Focus on needs. Don't forget why Evikomp. Goals must be based on needs (not other external pressures)

We can't solve everything

A piece in a bigger puzzle

System change

Co-research



# Important summaries

- Workplace learning in practice
- Co-creation- the needs of the municipalities and the regional care provider guide future development.
- Reflecting in groups and instructing individually
- Bring lessons learned from Evikomp into the pre-study in the national concept of “Yrkesresan Äldresomsorg”