

Lifelong learning works both ways

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SUMMARY

As a (public) organisation, it can be a challenge to keep up with the rapidly evolving society. It is imperative to evolve along with the technological, scientific and social changes. This description fits the concept of lifelong learning, which addresses the gap between experienced employees and job starters. As a starter, there are many opportunities which can make it a challenge to decide which job suits you. It can be valuable for an organisation to implement this process in its “life” to thrive along with these developments. Hiring young and diverse employees, for example through a traineeship programme, is one way to implement lifelong learning because of their state-of-the-art knowledge, various backgrounds, and a fresh perspective.

From a trainees’ perspective, this article discusses the benefits of a diverse organisation, how they can be optimally used, how to attract and bind young and diverse people, and how this contributes to lifelong learning. In addition, personal experiences are being shared and the lessons learned from the Dutch Cadastre is presented. Lastly, the paper provides guidance for an organisation on how to actively participate in lifelong learning through the interaction between experienced employees and young starters.

Lifelong learning works both ways. This allows both the trainee and the organisation to benefit from this collaboration. However, both parties should be aware that giving constant attention and effort is necessary; it doesn't happen by itself. Although not all opportunities are being exploited, experience shows that great strides have been made.