Tasks and Responsibilities of the IAG

The **Institute for Work and Health of the German Social Accident Insurance (IAG)** is part of the DGUV Academy in Dresden.

Since 2001, we have been promoting occupational safety & health via:

Training

Research and Consultation

Events

Industry 4.0 and Learning

Existing job profiles will change New job profils will emerge	High speed of changes

Increasing need for training

Knowledge?

Competence!
ability to apply knowledge and skills
to achieve intended results
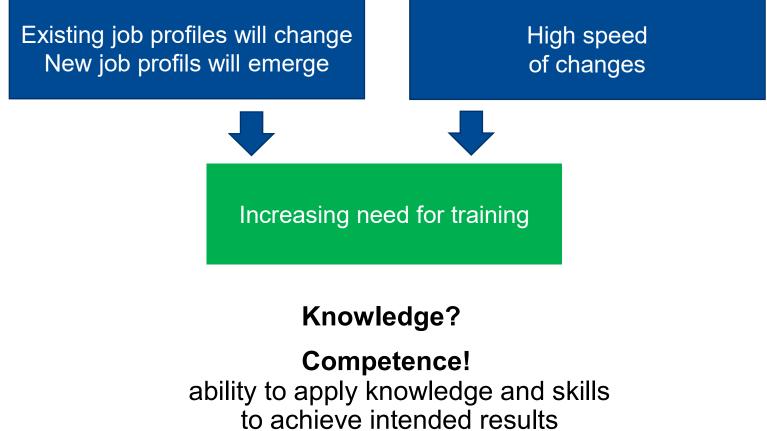ISO/IEC 17024:2012

What competences are needed for the Industry 4.0 era?

Quali competenze sono necessarie per l'era dell'industria 4.0?

1 minute

Competences needed for industry 4.0

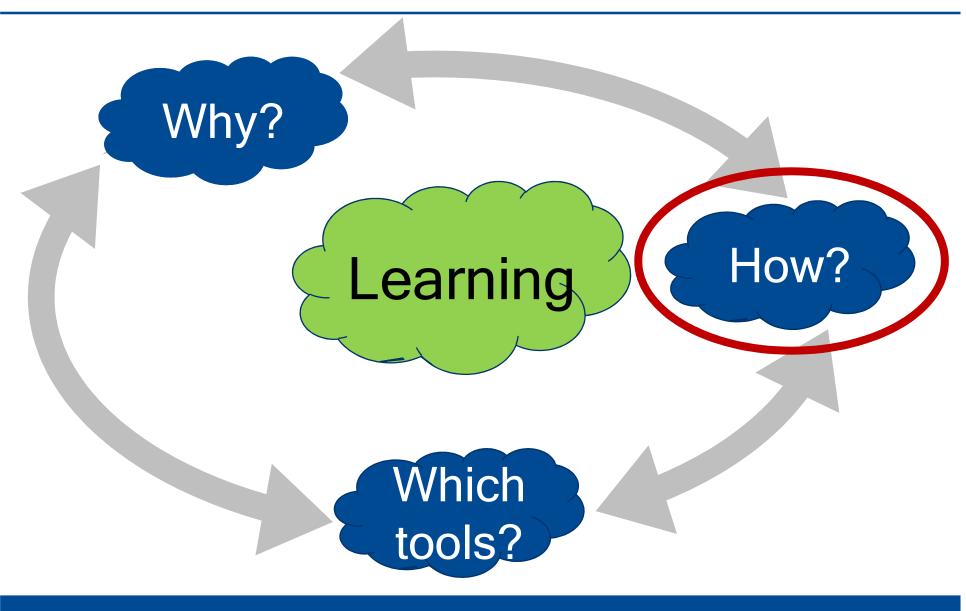| Creativity and Innovation | |
Critical Thinking and Problem Solving	Digital Literacy
Communication	
Collaboration	

Source: lernOS for You Guide (1.4)
https://github.com/cogneon/lernos-for-you/tree/master/en

⇨ **develop competence profiles**
⇨ **determine learning objectives**
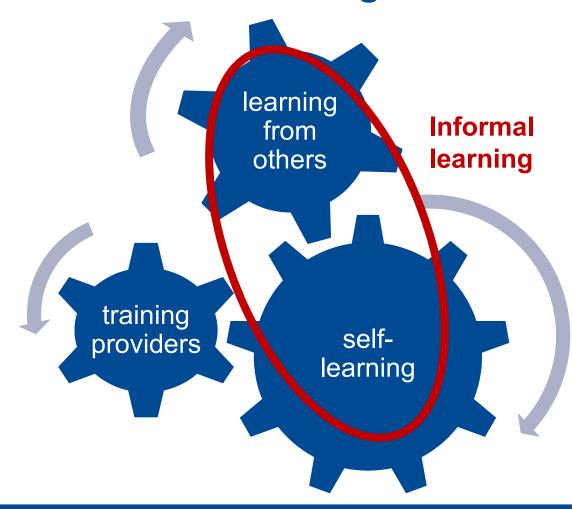
top down + bottom up!

Which competences have you acquired in the last few months?
How did you concretely manage to do that?

Quali competenze ha acquisito negli ultimi mesi?
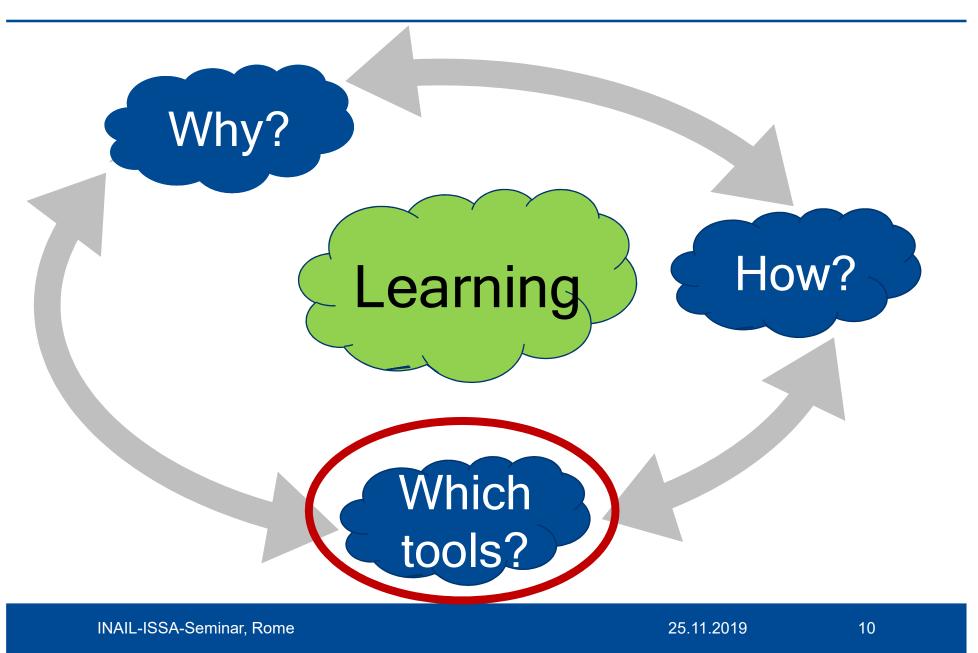**Come siete riusciti a farlo concretamente?**

1 minute

Forms of learning

learning from others

training providers

self-learning

Informal learning

Good learning:

1. **informal + training providers**

2. **work-related**

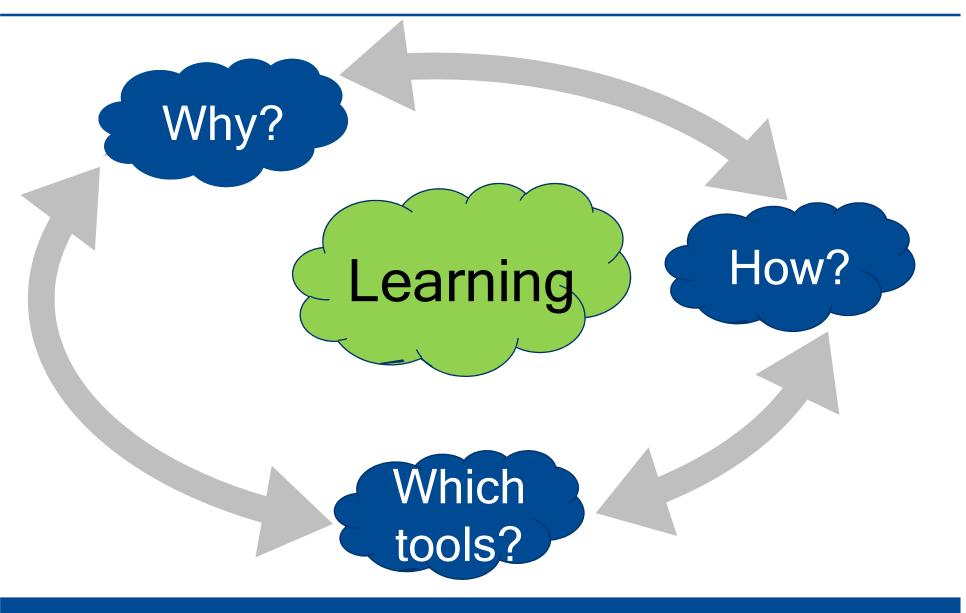3. **support from learning guides / learning facilitators**

4. **activating methods**

Methods and Tools: Examples

Working Out Loud

Barcamp

(Explanatory) Video

Conference

Web Based Training

Seminar

Live Online Seminar

Podcast

Coaching

Online–Communities

Serious game

Webinar

Augmented Reality

Virtual Reality Training

Culture of learning

Involvement of managers

Conditions for learning

RainerSturm / pixelio.de

Learn how to learn

…

New training design for safety professionals in Germany

A comprehensive approach for safety and health

Integration of different learning locations:
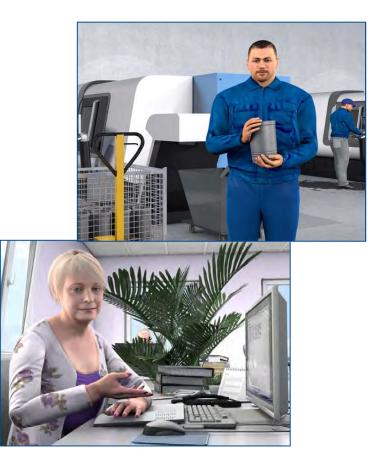# A learning world ("Sifa-Lernwelt")

- Course on a learning platform

- Support of self-organized and self-responsible learning

- Integrates the learning locations:
  - o seminars
  - o self-organized learning
  - o hands-on training

Training within a virtual metalworking company

Real work situations in different areas:

Production – Logistics – Cleaning – Open plan office – Gardening – Assembly activity – Road safety – …

Structure of the training courses

Training field: „Lernfeld" (LF)	Workshop / Seminar (SEM)	Self-organized (online) learning / „Selbstorganisierte Lernzeit" (SOL)	Hands-on training / „Praktikum" (PRA)
LF 1: Introduction to the training course; tasks of the OSH professionals	4 days SEM 1	1 day SOL 1 / 1 day SOL 2	
LF 2: Work system and company's structures and processes	2 days SEM 2		3 days PRA 1
LF 3: Assessment of working conditions / risk assessment	4 days SEM 3 / 2 days SEM 4	3 days SOL 3 / 10 days SOL 4 LEK 1	10 days PRA 2 LEK 2
LF 4: Designing and planning work systems	4 days SEM 5	10 days SOL 5 LEK 3	12 days PRA 3 LEK 4
LF 5: Integrating OSH in company´s structures and processes	2 days SEM 6 / 2 days SEM 7 LEK 5	10 days SOL 6	10 days PRA 4
LF 6: Sector-specific qualification	(Design depending on the sector)		LEK 6

LEK: formal Assessment („Lernerfolgskontrolle")

Key messages

Key Messages

1. Industry 4.0 needs **rapid and continuous learning** to keep pace

2. **Knowledge is not competence**: focus on competence development

3. **Core competences** for industry 4.0: Creativity and Innovation, Critical Thinking and Problem Solving, Communication, Collaboration, Digital Literacy

4. Learning happens in many ways: **self-learning, learning from others, learning with the help of training providers**

5. **Encourage informal learning** in the workplace

6. Learning is an **individual matter**: use different tools

7. It is all about a **good learning culture** in the organisation

Stop talking, start doing

Thank you for your attention.

geralt / pixabay.com