

## Project “BasisKomPlus – strengthening basic skills at the workplace”

### (BasisKomPlus – Basiskompetenz am Arbeitsplatz stärken)

ARBEIT UND LEBEN is a German nationwide association<sup>1</sup>, founded by the Unions and the Volkshochschulen, an organization of social and political education. One important aim is to offer diverse education opportunities especially to trainees and employees. Generally, AL particularly aims to reach underprivileged young people and adults who benefit less from the education and training system. Therefore, AL is engaged in the field of basic education since 2012<sup>2</sup>. The project BKP is part of the “Dekade für Alphabetisierung und Grundbildung” (2016-2026) of the Federal Ministry of Education and Research (BMBWF).<sup>3</sup>

### Why workplace basic education ?

Globalization, demographic change and technological change pose major challenges for companies and employees. Employees must use computers, answer e-mails, understand safety instructions, communicate with customers, or complete digital documentation. This also applies to industries with "simple" jobs, where many low-skilled workers work: in the hotel and restaurant industry, in warehousing and logistics, in the construction industry or in the service sector.

Based on the latest „LEO Studie“ of the university of Hamburg<sup>4</sup> we know that there are 6.2 Million adults in Germany who have severe problems in reading and writing. More than 62% of them are employed, many of them are to be found in the above mentioned branches. Also are these employees less in focus of vocational education and training activities of companies.

### Project goals

BasisKomPlus aims to reach employees and implement individual training courses who improve both literacy and basic skills like e.g. communication skills, digital skills or workers participation skills.

Also, BasisKomPlus develops different strategies to inform and sensitize multipliers groups within and beyond companies. Unions are an important access and work councils are important „key persons“ to support basic education in companies.

---

<sup>1</sup> The „Bundesarbeitskreis AL“ as umbrella association, 14 regional associations und more than 150 local organizations ([www.arbeitundleben.de](http://www.arbeitundleben.de)).

<sup>2</sup> 2012-2015: Basiskom and 2016-2020 BasisKomPlus; [www.basiskom.de](http://www.basiskom.de)

<sup>3</sup> [www.alphadekade.de](http://www.alphadekade.de)

<sup>4</sup> The „Dekade für Alphabetisierung und Grundbildung“ 2016-2026 aims to rise the literacy level within Germany by implementing a variety of projects, 12 of them focussing on workplace basic education. [www.alphadekade.de](http://www.alphadekade.de)

## Project characteristics

- Basic workplace education is being developed with all important stakeholders in **social partnership**: management, work councils, human resource development and workers themselves are involved
- **Training courses take place within companies**; due to this all trainings consider individual working conditions such as shifts etc. and lead to a high motivation and percentage of participation
- Training courses combine literacy with real workplace situations, requirements and learner's interests (**contextualised learning**)
- **Participative approach**: special instruments („BetriebsCheck“ and „BasisKompetenzCheck“) have been developed to structure and guide the needs assessment and the process with stakeholders and employees, the approach is highly participative

## Workplace basic education: WIN – WIN for companies and employees

We know that information and sensitization of multipliers on literacy in and outside companies supports the sustainable implementation of basic education as a regular part of human resource development. A lot of people and also multipliers are not aware of the fact that literacy is an important issue in Germany and other industrialized countries.

Workplace basic education leads to a mutual understanding of learning needs and opens up new education spaces for employees.

Since 2012, AL implemented cooperations with more than 200 companies, 60% small and medium enterprises and reached nearly 3.000 employees. The workplace is an excellent place to reach people to improve literacy skills and support positive learning experience. This also leads to a higher individual motivation towards life long learning in general.

Workplace basic education is moreover an important initiative against labour shortage. Especially for small and medium enterprises and branches and regions who suffer from labour shortage it supports staff retention and staff qualification.

## Contact information

Bundesarbeitskreis ARBEIT UND LEBEN  
Anke Frey, Coordination BasisKomPlus  
Robertstr. 5a  
42108 Wuppertal  
E-Mail: [frey@arbeitundleben.de](mailto:frey@arbeitundleben.de)  
[www.arbeitundleben.de](http://www.arbeitundleben.de)  
[www.basiskom.de](http://www.basiskom.de)