



## The Learning Potential of the Workplace

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In this volume "The Learning Potential of the Workplace" we set the task to analyse, describe and explain the conditions of the workplace as a tool for learning. Learning potential is for some experts an individual asset, others see the learning potential in the external conditions in work and work processes; again others see it in the reflection on action by peers, colleagues and experts. Some results are disappointing when the belief is that workplace learning might be the panacea for all life long learning problems; some results are hopeful for those who believe that the workplace is one of the potential places where people can learn specific competencies. The selection of chapters in this volume represent different opinions, visions and methodology to study workplace learning and the effects. The focus is on vocational education and human resource development, so workplace learning as a means to socialize youngsters in work organisations on their way to professionals and workplace learning as means to work, to innovate, to do maintenance work, and to create knowledge.

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