

252041 Promote a learning culture in an organisation

Purpose of this Unit Standard

This Unit Standard will be useful to people who are involved in planning, managing and/or implementing training and development within organisations. The Unit Standard will be especially useful to skills development facilitators, training managers and human resource development practitioners.

Learning Assumed To Be In Place and Recognition of Prior Learning

It is assumed that people starting to learn towards this Unit Standard are competent in Communication at NQF Level 4.

Outcomes

SO1: Investigate and analyse the status of the learning culture within the organisation
SO2: Develop strategies for the promotion of a learning culture within the organisation
SO3: Implement strategies to promote a learning culture

SAQA US ID	NQF LEVEL	CREDITS	US TITLE
252041	NQF Level 5	5	Promote a learning culture in an organisation

Duration: 1-Day

Content

Outcome 1

Investigate and analyse the status of the learning culture within the organisation

- Information is gathered from relevant and representative sources. The range of sources utilised is sufficient to confirm the accuracy and validity of the information across the full spectrum of the organisation.
- The analysis defines the extent to which learning is needed within the organisation across levels of work and/or functional work areas.
- The analysis identifies the status of learning and the learning culture in terms of quantitative and qualitative indicators.
- The analysis identifies possible explanations for the current status of the learning culture, whether positive or negative, in terms of historical trends, current influences and future prospects.
- The analysis identifies the potential contribution of learning and development to the attainment of organisational and individual goals.

Outcome 2

Develop strategies for the promotion of a learning culture within the organisation

- Objectives of the promotion strategies are defined in measurable and time bound terms.
- The strategies are sustainable and are defined in terms of key actions, methods, required resources, target audience, timing of actions and potential constraints.
- Strategies are relevant to the needs of the organisation and individuals, and address issues identified in the analysis.
- Strategies cater for various categories of people and learning needs.
- Details are provided of the costs associated with promotion activities. The costs are justified by the identified benefits.
- The strategies are put to stakeholders with supporting arguments for their adoption.

Outcome 3

Implement strategies to promote a learning culture

- Learning and development opportunities are promoted throughout the organisation according to the planned strategies.
- Promotion activities emphasise the benefits of learning and development to individuals and the organisation.
- The promotion facilitates clear understanding of the learning and development needs of the organisation and individuals.
- Promotion of learning is aligned with current skills profiles of individuals, organisation and transformation needs.
- Promotion activities are sustained according to the planned strategies.
- The impact of promotional strategies is evaluated against pre-determined objectives and appropriate changes are implemented as needed.

<https://www.stafftraining.co.za/workshops/252041-promote-a-learning-culture-in-an-organisation>



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