

HERMANN NOVAK

Planned to the last detail – but still room for surprises

The wide importance of experience and its influencing factors

Bis ins Detail geplant – Überraschungen nicht ausgeschlossen

Die umfassende Bedeutung von Erfahrung und ihren Einflussgrößen

Berufsbildung in Wissenschaft und Praxis - BWP 34 (2005) 5, p. 22

Since the return of the workplace as a place of learning, vocational education and training has had to contend directly with the dynamic change in the organisation of work and with technical innovations. This means that it is faced with a whole host of new challenges. One of these challenges relates to the fusion of in-company and intra-company work and production processes and the linking of these with overarching work and knowledge networks. Experience led learning and work and the hidden aspects of professional action are essential aspects of vocational learning. The example of a pilot project on learning and work within structures and processes which extend beyond the bounds of a company (purchaser-supplier chains in vehicle manufacture) is used to present the experiences which have been gained.