

## Vocational Training via Video-Conference in Corporate Settings

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### **Abstract**

"Constant change" in technology, organisation and qualification requires innovative learning and training possibilities for a continuous and flexible adaptation. On the "best practice" example of distant training arrangements via video-conference in corporate settings it is illustrated, that the success of such training innovations is very much depending on the pedagogical arrangement, while the technical and organisational framework are subordinated. Video-conferences for corporate training have to be precisely designed and elaborated in interdisciplinary teams, to consider organisational needs and to adjust effectively and practically qualification gaps of different target groups (managers, clerks, workers). The example summarises the prerequisites, the technical, organisational and pedagogical arrangement of a training course via video-conference involving five plants and about 200 learners. To minimise the economical risk of such a complex learning system critical factors for the instructional design, the handling of technology, the organisation and management are illustrated.

### **Constant Change in Technology, Organisation and Qualification**

In recent years economic development, reflected in changing labour markets and an increasing demand for new skills and new flexibility in education and vocational training, in conjunction with advances in information technology and telematics infrastructures, has precipitated the expansion of computer based (distant) learning and training applications. The perceived benefits from the application of new technologies to education and training focused on an increasing access to education and training provisions, enhancing the adaptability of the workforce through flexibility and "just in time" delivery.

The interdependency between organisational and technological innovation are creating new potentials for computer based networking and learning. New telecommunication developments make value added training capabilities possible, which are able to face the demands and necessity of organisational needs as well as the flexible adaptation of "constant change" within continuous improving processes.