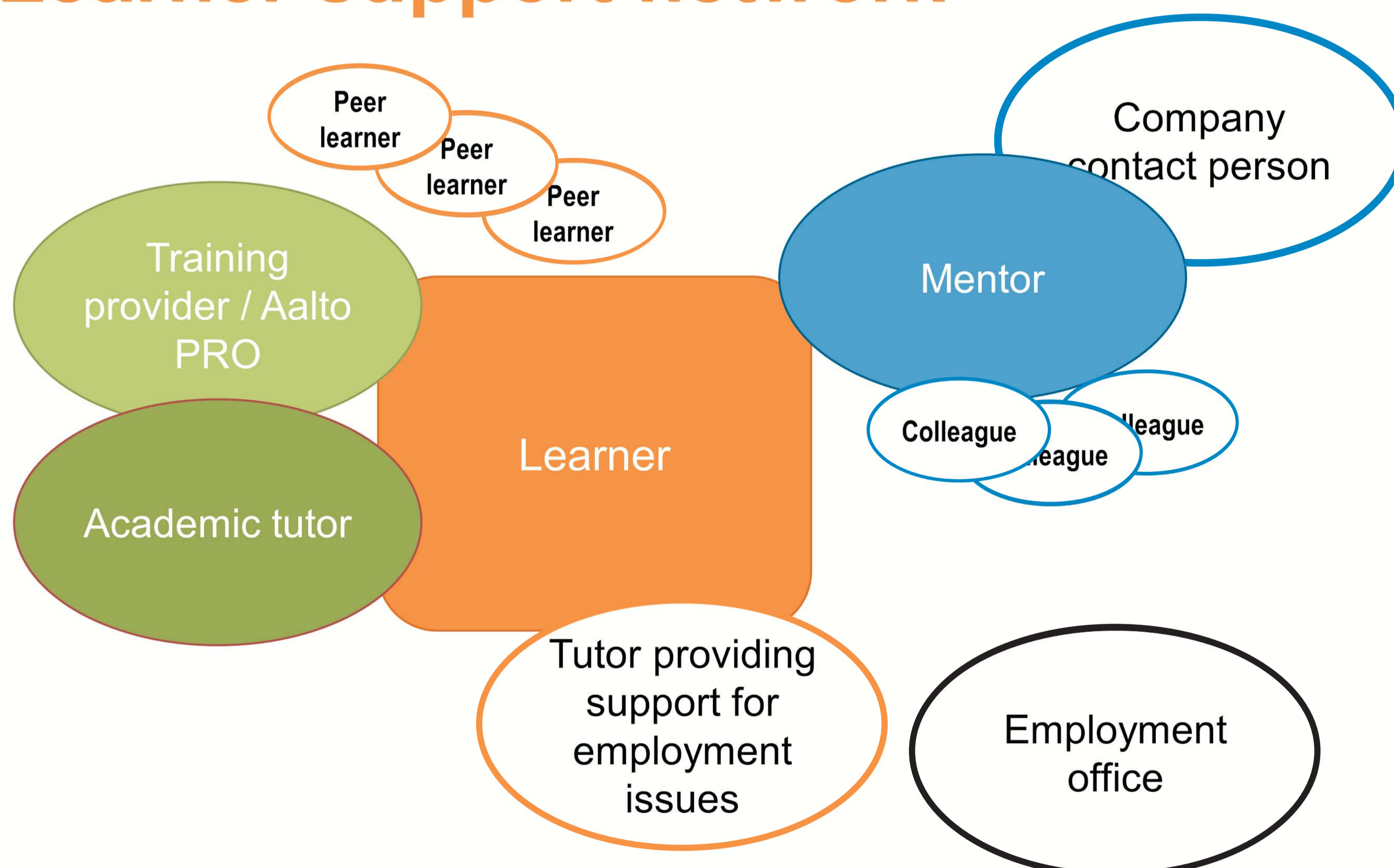


The use of GIS technology

Involvement of stakeholders in planning, implementation, monitoring and improvement of the programme

Marjaana Laurema, Anna-Kaarina Kairamo
Aalto University Professional Development - Aalto PRO

Learner support network



The content and concept of the programme is a result of collaborative development process between Aalto PRO, participants, companies and the paying client "Centre for Economic Development, Transport and the Environment". Evaluation and gathering feedback from all stakeholders takes place through the whole process: planning, implementation, at the end of the programme but also some time after the implementation. This information is used continuously for improvement of the programme.

Planning discussions on the required competences take place with the paying client before it orders the programme. The needs of the company are tracked before starting the placement process. Feedback

for formative and summative evaluation is gathered through the programme using questionnaires, discussion sessions, group work sessions and interviews. Also tutoring sessions between the training manager, company tutor and participant provide useful feedback. Alumni of the programme play an important role in the programme improvement.

The QACEP framework and tools helped to externalise existing tacit knowledge, skills and practices, which is rewarding for staff. They also give data for developing your own work and provide tools for collegial mentoring and tutoring and collaborative development and help in exploiting good practices. They help to

A recruiting training programme in the use of GIS technology is executed by using the Finnish Further Education with Companies (FEC) model. The purpose of the five month programme is to employ the participants in the field of GIS by providing GIS technology university level continuing education.

The programme consists of classroom, distance and work-based learning. Work-based learning covers 70 % of the training. At the end of the training, the company and the programme participant decide together on the participant's future employment in the company. All participants also make a personal project work (4 ECTS).

The programme's societal impact and benefit for the participant are high, as the employment of the participants is successful. This is one of the outputs of the well maintained professional network around the programme. The structure of the programme supports rotation of theory and its' implementation into practice in good balance.

provide good base for communication, discussion and collaborative development of practices.

QACEP tools and report templates will be customised and integrated with Aalto PRO existing tools for planning, reporting and development. Self-evaluation SWOT analysis sums the results of evaluation and will be used e.g. for communicating the strengths, weaknesses and actions for improvement to management of the Aalto PRO.

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