

# Knowledge management



WWW - ict

Mid-term workshop 29 September 2003

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- Some statements
- Specific challenges for women
- Paths for recommendations

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### Some statements (# 1/4)

- In ICT professions, the rhythm of technological development requires permanent training.
- All the companies are convinced that training is very important to remain competitive.
  - But training offer by the companies is generally perceived as too scarce.
  - Opportunities for further training seem to be strongly influenced by the size of the organisation. However, even in large companies, conjonctural effect has led to a decrease in training offer and a focus on hard skills (technical).
  - Limited access to training for people in less strategic job.

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### Some statements (# 2/4)

- ICT professionals have a positive attitude towards training.
  - Pleasure of new knowledge, personal development.
  - Fear of knowledge obsolescence.
- Training is often left to individual initiative.
  - Need to find time.
  - Need to select adequate training.
  - Problem of high costs of technical training.
- Development of private skills certification

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### Some statements (# 3/4)

- Learning by-doing is very important.
  - It is important to work on good projects, that allow knowledge development.
  - Problem of activities that do not allow a development of knowledge.
- Great diversity of training trajectories in ICT.
  - Many employees in new activities (Internet and multimedia services) come from non-technical initial curricula.
  - Problem of recognition and valorisation of competences.

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### Some statements (# 4/4)

- New professions are still in construction.
  - Difficult to select the adequate training path.
- Some national differences.
  - Differences in public or semi-public training offer in ICT skills.
- Need of recognition and valorisation of training efforts.
- Difficult to maintain a high permanent investment in training on a whole professional career.
- Training is a challenge for both men and women with some additional difficulties for women.

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## Specific challenges for women

- Problem of interruption (maternity leaves).
- Less training opportunities in less high-tech jobs.
- Limited access to training offer for part-time workers.
- Many women in new professions still in construction.
- Finding time for self-training.

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## Paths for recommendations

- Promoting an equal access to training.
- Promoting organisational models that allow knowledge development for all.
- Encouraging a more structured training offer, eventually organised outside the firm.
- Encouraging recognition mechanisms for self-training.
- Developing career paths that allow a modulation of training efforts on the whole career.
- Preparing newcomers on the labour market to self-training during initial education.

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