

# Unareitti

## On-the-job language training of nurses with immigrant background

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## Urareitti Project

- Objective: Developing a vocational language training model for health care professionals
- National project: On-the-job language training of nurses with immigrant background in 2016 - 2017

# Individual Needs - Personalised Training of Finnish language

- Taking into consideration individual's language level and needs for development of language and communication skills
- Focusing on communication situations in one's own work tasks
- Development of communication and language skills is shared by the work community and visible to all
- Language learning in an authentic situation ensures more effective outcome
- On-the-job training does not require the participant to take time out of work to attend language training

## Implementation



## Plan for on-the-job training

Approx. 16 hours of guided study during a year/participant:

- Personalised coaching at work in authentic situations
- Personalised teaching session outside work
- Small group training sessions at work in authentic situations
- Small group teaching sessions outside work

# Role of work community in language training

- Language is not static but complex and dynamic
  - it can be observed, used, and learnt with the support of the entire work community
- Successful communication at work is a shared goal for the entire work community

*Work community can aid the language learning of an individual!*

## Practical arrangements

- Flexible and personalised timings and methods for training
- Possible limitations set by work place for language trainer to take part in authentic situations

## Discussion

- Does your institute offer on-the-job language training?
- Does your institute offer personalised coaching for language learning?
- What advantages/challenges do you see for training on-the-job model?



## For more information:



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