

# In Search of Missing Links in Disseminating Good Practice – Experiences of a Work Reform Programme in Finland

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This article examines learning and good practice dissemination in the light of the evolution and experience of the Finnish Workplace Development Programme (TYKES), which has been running from 1996 in Finland, and will complete its third term in 2009. The emphasis will be on the new project concept used in the second term of the Programme, namely *learning networks*. The concept of “good practice” is critically examined, and some ideas, pointing out to a need to pay due attention to the quality and learning spaces of “everyday small loops of learning”, in trying to bridge the “dissemination gap”, often identified in programme and project learning, are examined in the light of a feasibility study of a new TYKES-financed learning network project, PEERS, led by the author.

**Key words:** Workplace development, work reform programmes, good practice dissemination

## 1. The Finnish context and TYKES

The Finnish Workplace Development Programme – TYKES – has been now running for over 12 years – a commendable achievement of sustainability in the Finnish context for a purely policy-based programme (as opposed to a permanent institution, agency or fund). Programmes, which have proliferated especially since Finland joined the EU in 1995, have, according to national evaluations, tended to have weak internal learning mechanisms (to harness