



VAL.U.E. C.H.A.IN



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Short summary

Free training pathways for the development of digital skills of low-skilled SME workers at risk of marginalization in the current and future labour market in full digital transition. The project is strongly correlated with the objectives of the European Digital Development Agenda.



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Aims and objectives

To support the deployment of a tailored, flexible and quality learning offer for low-skilled / low-qualified adults.

To raise greater awareness and knowledge about the long-term benefits for the system of companies and their main stakeholders (representative associations, trade unions, inter-professional funds, public administrations) when investing on upskilling and reskilling adult workers and in particular those aged over 50.



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Target group

Direct target: low-skilled / low-qualified over 50 workers and/or digitally illiterate adult workers

Indirect target: enterprises



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Activities

Delivering of Training pathways



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Methodologies

After an Ex ante assessment to profile and quantify the competences already possessed by involved individuals (according to DIGI Comp 2.1), the training activities, totally free for the company and the workers, are provided with a modular and flexible approach, customizing the offer according to the specific development/updating needs of each beneficiary's digital skills.



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Tools & Methods

- Guidelines for model implementation
- Digital Skills Assessment Reference Tool
- Training Curricula (on electronic support): provision of three types of courses differentiated by levels of masteryvariable and agreed duration, between 40 and 80 hours.
- Courses are delivered through distance learning, modules are accessible through a dedicated platform.
- Format for Skills Transparency Certificate



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Success factors

- Modularity and asynchronous use allow workers to organize training times according to their own timing and company to combineworkers training and maintenance of production level
- the contents are highly interactive and therefore keep the learner's attention constantly alive
- the reachability of the platform allows the involvement of people who are geographically distant
- the training is certified therefore it can be spent by both the worker and the company
- the training curriculum is relevant as it is based on learning outcomes referable to DIGIComp 2.1



Strengths and weaknesses

- Inter-functional alliance between the main actors of adult learning
- Embed basic digital skills into skills assessment and training offer targeting low skilled adults
- Temporary unavailability of employers/ workers with respect to the timing scheduled in the project work programme



Transferability

The intervention has not yet been transferred to other places.

Nonetheless, lessons learned can be reasonably replicated in other territories, using resources coming from:

- contribution of inter-professional funds for similar interventions
- ad hoc financing by companies, provided for in collective bargaining agreements
- contributions from the National and Regional Operational Plans (ESF)
- institutional funding (Central Government and Regions) for support in the phases of competencies recognition and certification



Sustainability

The Coordinator has been entrusted to draft the text of the National Plan for the Guarantee of Adult population Competences, which should represent the medium-long term programming document whose implementation are entrusted in the relevant public authorities involved in the project, hence the sustainability of the project follow-up.



Impacts



- Impact on direct participants - increase of basic digital skills which can be easily measured
- Impact on enterprises - turn the pilot project into a normal modality of upskilling and reskilling intervention of low-skilled workers;
- Impact on education and training systems - possibility to fine-tune and adjust the processes related to the finalization of the regulatory framework through inputs coming from the "ground"

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Implementing Organisation(s):

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Project website: so far on demand



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