



Co-funded by the
Erasmus+ Programme
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CVETNET
Intergenerational
digital learning



NEWSLETTER

July 2021



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Intergenerational
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Companies should address urgently challenges brought by digital transformation in order to successfully adapt to change. Human resources, particularly in SMEs, from the management to every employee will have to update their skills in workplace.

For this purpose, the **CVETNET** project, funded by the European Union Program Erasmus +, seeks to reinforce the capacity of the CVET providers' networks and its members in order to better adapt their organizations and trainers in supporting SMEs reskilling and up-skilling their managers and employees on intergenerational learning and digital transformation.

INDIVIDUAL TRAINING PATHWAYS

CVETNET partners have undertaken a pilot programme for SMEs based on the goals set in the CVETNET project. The consortium partners are completing 100 individual training pathways for SMEs (management staff and/or employees) who need to be reskilled or upskilled in the fields of the digital transformation and intergenerational learning.

The pilot programme foresees a series of interviews with SMEs to identify individual critical skill deficiencies to face digital transformation in their daily working tasks. The main topics that will be covered during the on-line interviews are the employees' competences in digital skills, knowledge, team working, literacy, etc.

At the end of the pilot experience, the CVETNET consortium will elaborate a learning pathway report which will indicate what is the current skills of each SME's staff, - taking part in the pilot experience-, compared to the aimed skills that the SME would like to get, so each SME would identify the potential of reskilling and upskilling process.

Currently, all the partners in Austria, Bulgaria, Czech republic and Spain are implementing this experience.

CVETNET HANDBOOK: Innovative Methodology in digital transformation and intergenerational training in SMEs

CVETNET has developed tools and methodologies that could be applicable to any entrepreneurial sector offering tailor-made support on analysing skills gaps of SMEs managers and their employees in the context of digital transformation and inter-generational learning.

The CVETNET handbook contains an innovative methodology developed on digital transformation and inter-generational training at SMEs, including the assessment and implementation methodologies to elaborate individual CVET training pathways for staff and teams at SMEs.

The Handbook offers CVET providers and trainers a study about the digital challenges among European SMEs, the existing intergenerational and digital gap and how to face it. Secondly, this Handbook offers examples and practical training itineraries in the fields of digitalization and team working. And finally, a potential future framework with the evolving world of work, including workplaces, tasks, jobs and positions. This Handbook is already available in the following languages:

- Spanish
- English
- German

Check the CVETNET HANDBOOK on the following link: <https://www.cvetnet.com/publications/cvetnet-handbook-innovative-methodology-digital-transformation-and-intergenerational>

CVETNET Innovative Materials in the fields of digital transformation and intergenerational learning for trainers

CVETNET fosters innovative learning of key competences in CVET by adapting programme design and assessment. And these training methods respond to the need of SMEs to adapt to a new environment, based on digital transformation and on the plurality of generations working in their teams. The selected techniques, such as the Scape Room, Reverse Mentoring, e-Learning and Peer Learning improve the training in digital skills and in group work between different generations (intergenerational learning), through an innovative and an attractive approach, as a way to offer the Continuous Vocational Training as a more interesting option, both for the growth of individuals and organizations.

These four documents serve as a guide for those trainers, mentors or teachers who want to incorporate new resources to their training dynamics or adapt them. In these guides you will find practical information in order to facilitate the implementation of these dynamics to the different training itineraries.


Check these documents in the following link:

<https://www.cvetnet.com/publications/cvetnet-innovative-materials-fields-digital-transformation-and-intergenerational>

For now, these materials are already available in Spanish:

<https://www.cvetnet.com/news/webinar-spain-introducing-cvetnet-training-innovative-techniques>

I.II. The Objective of the Escape Room in the Training



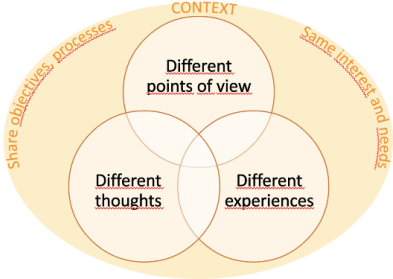
Learning through the Escape Room activity
Promotes a positive attitude
Competence's improvement

Companies
Observe participants

- taking decisions
- working in team
- earning new competences


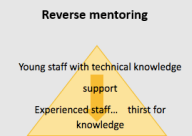
Detecting skills deficiencies

Peer Learning Training Dynamics



I.I. The Meaning of the Reverse mentoring Training Dynamics

What is Mentoring?

| Traditional Mentoring | vs | Reverse mentoring |
|---|----|---|
|  | |  |
| Learning pyramid ...reversed | | |
| MENTOR ↔ MENTEE | | |

What is an e-Learning System?

E-learning system

- CMS (Content Management system)
- LMS (Learning Management System)

What should/can an e-learning system have?

- Webinars
- Virtual Classrooms
- Microlearning
- Gamification → Digital Tools for online training

LATEST CVETNET EVENTS

23th June – Chamber of Commerce of Spain.

“CVETNET, herramientas innovadoras y nuevas oportunidades para el desarrollo profesional de profesores, formadores y mentores de FP”

The webinar was organized by the Spain Chamber with the support of the Chamber of Commerce of Terrassa and was addressed to their respective networks, VET centres, trainers, mentors and to the CVET responsible in the chambers of commerce. In the webinar participated a total of 62 participants.

The CVETNET Webinar in Spain introduced the new training manuals addressed to teachers, trainers and mentors with the aim of contributing to modernizing the role and quality of VET to strengthen the employability of people and the adaptability of SMEs.

The training methods respond to the need of SMEs to adapt to a new environment, based on digital transformation and on the plurality of generations working in their teams. The selected techniques, such as the Scape Room, Reverse Mentoring, e-Learning and Peer Learning improve the training in digital skills and in group work between different generations (intergenerational learning), through an innovative and an attractive approach, as a way to offer the Continuous Vocational Training as a more interesting option, both for the growth of individuals and organizations.



22th July – Czech Republic Chamber of Commerce

Site visit: “Skills for digital transformation in business sector. Key aspects for digital transformation in the company”

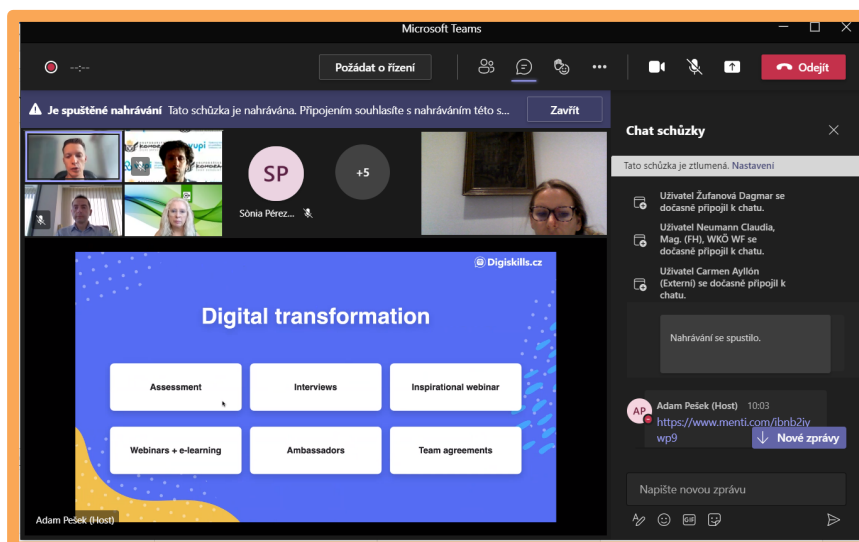
On the 22th of June, the CVETNET consortium held the 2nd Study Visit of the project. However, due to COVID-19, the format for study visit had adapted to an online working session. The Study Visit was organized by the consortium leader, the Czech Republic Chamber of Commerce who invited an expert in SMEs digital transformation, “Adam Pesek”, from “Digiskills” firm.

During the session, the Mr. Pesek presented the Consortium partners how they work with Check companies in the field of digitalisation. Digiskills offers each client/company various digital tools that can increase the company’s productivity in the daily work, according to the priorities and the needs of each company.

First of all, they start with an interview with the company staff, so they can identify the main digital deficits of them. Secondly, Digiskills continues organising an inspirational learning session in order to involve and motivate the company managers that are going to push and lead the digital transformation.

Finally, Digiskills identifies the so-named “Ambassadors” who are the people that will guide all the staff during the digital transformation learning and implementation process.

To finish the working session, Digiskills expert showed a practical example of the possibilities offered by the new digital tools that Digiskills offers to Check SMEs, - Office 365 and Teams -, for the implementation of the new digital strategy.



UPCOMING CVETNET EVENTS

15th of September 2021 – Webinar in Austria by WIFI

WIFI will present the Materials and training dynamics developed by CVETNET to its national network.

24th of August 2021 and 29th of September - Webinar in Czech Republic by the Chamber of Commerce of Czech Republic

The Chamber of Commerce of Czech Republic will present the Materials and training dynamics developed by CVETNET to its national network.

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Cambra de Terrassa



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Industrie- und Handelskammer
Германо-Българска
индустриално-търговска камара

