



Newsletter



ShareIT – Trainers in Literacy and Basic Skills Informal Knowledge Transfer

In the United Kingdom, Austria, Germany, Poland, Switzerland and other European countries academic qualifications, trainings and modules for trainers in literacy and basic skills provision (reading, writing, numeracy, and use of ICT) have been developed and tested over the past years. Evaluations and surveys amongst qualified trainers and evaluations show that there is additional need and demand for the development of structures facilitating the implementation of methods for informal professionalization of basic skills trainers.

Experiences gained by education providers show that methods of informal professionalisation such

as mutual counselling and peer learning, giving feedback, job-shadowing, and collaboration of pedagogical personnel and trainers prove to be highly efficient if applied. The lack of specific process know-how and tools, as well as a lack of adequate resources, often prevent basic skills providers from implementing such methods or tools.

Although digital literacy is obviously developing to be THE basic skill for the future, and Social Media and Web 2.0 tools are readily available to facilitate cost- and time-effective professional exchange, trainers do not use or are not trained to use these tools.

What we aim to provide:

- a training exchange
- an online Platform for physical and professional exchange
- tools to facilitate physical and professional exchange
- a handbook on efficient professional exchange
- systematic linking up basic skills trainers on a transnational level.

In this Issue:

ShareIT`s goal is to meet the demand for the development of structures facilitating the implementation of methods for informal professionalisation of basic skills/adult literacy and numeracy trainers. It will do this by collecting, testing, evaluating, and transferring existing effective on-the-job methods of CPD. We will support networking and informal exchange of professionals with appropriate measures.



Glasgow Clyde College, Scotland: <http://www.glasgowclyde.ac.uk/>

Glasgow Clyde College is a multi-campus college. It has three sites, spanning the South and West of Glasgow and has an annual turnover of approximately €55m. The College was formed in August 2013 following the merger of 3 Glasgow Colleges; Anniesland, Cardonald and Langside and comprises over 1,000 staff. There are over 10,000 full-time students and 25,000 part-time students. The College aim is to help learners to build on their achievements and gain employment. Glasgow Clyde College has many years of industrial experience and exceptional teaching standards, delivered in modern facilities across 5 Faculties: Engineering and the Built Environment; Business and Finance; Access and Continuing Learning; Creative and Cultural Industries and Health and Well-Being.

The College target groups are varied and cover most areas and employment sectors. We work in partnership with industry, local Community Centres and with a number of voluntary organisations and regeneration agencies, social inclusion groups and housing associations. Glasgow Clyde College has substantial experience of skills training for all learners, including vulnerable target groups, the long-term unemployed, young people, school leavers, lone parents, those with little or no core/basic skills, migrant workers, refugees, Asylum Seekers and Black Minority and Ethnic community groups. The College has also led numerous projects which provide training in Educational and Employment Pathways for people who encounter barriers to learning. Training and support is available to build on basic and/or core skills education, as well as for speakers of other languages. These are delivered through Community-based Training for Employment in conjunction with many community partners.



The Austrian team considering a plate of 'Haggis, neeps and tatties' in Glasgow, Scotland

ShareIT is proceeding well in Scotland, but there is still a lot of work to be done. To help the project achieve a 'Corporate' identity, the Art and Design students in Glasgow Clyde College undertook the design of the corporate logo. The winner was Visual Arts student Eilidh Grant.

From a management perspective the Financial Plans have been implemented to make sure that the project complies with both National and European standards. On research and analysis, a template and questionnaire for the collection and analysis of good practice in informal methods of training of trainers in basic skills education has also been prepared and shared with partners. This was followed up with the implementation strategy for Scotland. All of these helped prepare the way for the first Focus Groups which were held at the beginning and end of May with stakeholders and teachers (trainers) respectively. This is on-going but the initial feedback from both is positive.

The first Focus Group meeting resulted in an invitation from Glasgow's Adult Learning Group to present ShareIT to key providers in Glasgow on 12 June. There is a lot of interest. There will be another meeting in September to take this forward with both stakeholders and their basic skills tutors.

However initial interviews with teacher/trainers has been helpful in identifying their barriers and needs in developing a platform for physical and professional exchange. Finally the ShareIT website is online:

<http://shareit-gmp.eu>

Inspire – Verein für Bildung und Management (AT), Austria:

www.inspire-thinking.at

Inspire is a non-profit organisation and stands for professional concepts and products in the fields of education, culture, creative industries, and labour. We aim to bring together different people, diverse competences, and innovative approaches in projects to best meet our assignments. Inspire's personnel together have more than 15 years of expertise and experience in working with people with a lack of basic skills. The experts involved in ShareIT started as trainers and are now supporting basic skills programme providers on a local, national, and European scale (ESF, LLL Programme). From September 2010 to February 2012, inspire coordinated the Austrian Network of Literacy and Basic Skills Providers and the network project In.Bewegung III, funded by ESF and the Austrian Federal Ministry of Education and Women (BMBWF).

Inspire coordinated the development of a Curriculum for Trainers in Basic Skills provision, which already puts emphasis on informal / practical aspects of training, and coordinated the definition of Quality Standards and self-evaluation tools on quality based on the Balanced Scorecard concept.

Inspire is active in the continuation of the network project, In.Bewegung IV, mainly engaging in dissemination activities (organising the annual Conference "Zukunft Basisbildung" and the project website www.zukunft-basisbildung.at) and continuing measures on quality assurance with the focus on networking activities and further training for Austrian trainers in basic skills (www.praxis-basisbildung.at).

Inspire has been engaged on a European level in Basic Skills within the framework of Grundtvig and Leonardo LPs on Social Media in Literacy and Basic Skills Programmes (SOMEBA), Methods of Attracting Learners to Basis Skills Programmes (MÖAB), and Language and Literacy in Vocational Education and Training (LLIVET)

ShareIT is taking inspire`s engagement in networking and training activities for basic skills trainers to a European level. In order to offer Austrian trainers tailor-made informal training opportunities, a needs analysis was conducted in the form of two focus groups that were held in May this year.

Altogether 6 basic skills providers were attracted to take part in a European trainer exchange which is planned to take place in March 2015. They will send their trainers abroad but also host trainers from participating countries who are eager to exchange experiences with their Austrian colleagues. The training design for the one week exchange programme is underway.

36,6 Competence Centre, Lodz, Poland: www.36and6.pl

36,6 Competence Centre based in Lodz, Poland acts as non-formal educational centre. It is an umbrella institution gathering professionals from many fields, establishing an interdisciplinary Experts Zone for local development through international experience exchange.

The objective of the ShareIT project are in line with 36,6 Competence Centre philosophy, which is to guarantee a work-life balance for every individual from the local society, regardless of age, gender, nationality, cultural background, religious belief, level of education, marital or material status. Balance is understood as local community quality of life, increased through competencies development with the support of well-qualified experts conducting educational, research, cultural and vocational guidance-based activities. Our target group are local society members regardless of age, gender, nationality, cultural background, religious belief, level of education, marital or material status requiring further development to acquire knowledge and skills in order to adaptable to the changeable situation in the labour market on the one hand and so to be included in the local society on the other.

36,6 Competence Centre undertakes various actions to support adult learners. Therefore we decided to take part in ShareIT and established strong links to basic skills trainers and providers. Within the ShareIT project we organized two focus groups which enabled us to engage trainers in basic skills, gain knowledge of the needs of training institutions in terms of developing competences of the teachers/trainers and gather examples of best practice of informal exchange of knowledge.

The first Focus Group gathering decision-makers and managers of training institutions was organized on 7th May 2014. Managers provided feedback and expectations. They will be happy if the trainers could develop communication skills, practical skills and methods of conducting trainings. In their opinion sending and hosting trainers will be beneficial for training institutions – exchange of knowledge between organizations.

On 16th May 2nd the second Focus Group involving teachers (trainers) in basic skills provision was held. It enabled us to gather information from teachers/trainers on current teaching methods of practice and reflection on teaching/training practice. Trainers expressed their expectations towards the project. They are positive about the perspective of exchange of methodologies and practice abroad (new experience), but some are concerned about the problems in communication (if they will be able to communicate effectively) and if the training will interfere with assigned/planned trainings and other obligations.

SVEB Switzerland:
<http://www.alice.ch/de/>

The Swiss Federation for Adult Learning (SVEB) is the umbrella organisation for general and vocational adult learning in Switzerland. Membership of #SVEB includes



private and state schools, associations, regional officials in charge of adult learning, in-company adult learning departments and human resources staff as well as individuals involved in adult learning. SVEB has over 650 members. SVEB has permanent secretariats in Zurich (head-office), Nyon (French), and the Canton of Tessin (Italian).

SVEB develops innovative projects in the field of lifelong learning for various target groups (low skilled workers and adults who lack basic skills, migrants, women and elderly people).

SVEB has been involved for years in several national and international projects for the promotion of basic skills for adults. In this field SVEB is a key player in Switzerland. With its active development of projects in the area of literacy and basic skills in general, SVEB has made a major contribution to the education of the least qualified, sensitization and professionalization in Switzerland.

Furthermore SVEB promotes cooperation among adult learning institutions and creates awareness of the importance of adult learning. ShareIT is an opportunity for trainers to learn from their colleagues abroad thanks to informal learning. Many trainers affiliated with SVEB are interested in broadening their professional and cultural horizon and in networking.



First we conducted desktop research and collected methods of and platforms for informal professional exchange. We have tried to gather the most common methods. A collection of five good practices from the different language areas is the result.

In the context of a needs analysis we had intensive bilateral contact with 9 decision-makers of partner institutions providing basic skills to adults. These decision-makers expressed their expectations and questions regarding ShareIT and suggested trainers who could take part in the exchange. Afterwards the trainers had an opportunity to express their expectations concerning their ShareIT-exchange. So far, 5 trainers are looking forward to going abroad in March 2015.

SBB Stiftung berufliche Bildung (Foundation for vocational trainings).

<http://www.stiftung-berufliche-bildung.de>

SBB is an educational institution in Hamburg. It stands for equal opportunities and integration and has been in operation for over 25 years.

According to its principles of recognizing opportunities and enhancing capabilities the institution prepares the participants in special qualification measures for the labour market. In close co-operation with employers opportunities and strategies are identified and analyzed which allow disadvantaged people to (re)-enter the job market. So the institution creates a bridge between the need for qualified staff especially in Hamburg and career paths of the target group.

The provision of job-related basic skills qualifications has a significant place in the work of SBB. <http://www.stiftung-berufliche-bildung.de/projekte/arbeitsplatzorientierte-grundbildung.html>

As a result of this engagement, the SBB decided to take part in the project ShareIT. In the framework of the ShareIT project the SBB acquired four institutions for co-operation.

All these organisations are members of several institutions operating in the field of migration and social networks.

Arbeit und Leben Hamburg (Work and live Hamburg)
<http://hamburg.arbeitundleben.de>

This is an adult education institution, supported by the German Trade Union. Furthermore these institutions are working in the broad field of basic education and are interested in informal learning. They wish to build up a multinational network dedicated to communication and the interchanging of ideas, teaching materials, peer review and other informal methods of knowledge transfer between the involved organisations and basic skills trainers.

KOM gGmbH (Gemeinnützige Gesellschaft für berufliche Kompetenzentwicklung mbH- development of vocational competence) <http://www.kom-bildung.de/>

The KOM provides job-related trainings to adults and young people in order to support their vocational integration or vocational preparation and to manage their professional qualifications.

The training covers inter alia- German courses for migrants, literacy courses for illiterate foreign and German citizens and vocational (re)-training.

KAROLA e.V.(Internationaler Treffpunkt für Frauen und Mädchen e.V., - international Meeting Point for Women and Girls) <http://www.karola-hamburg.de/>

The institution was founded in 1984. It provides continuous social- and educational trainings to Romani women and their families. In the context of the institution's work the integration of the Romani families will be supported.

As a priority KAROLA e.V. offers literacy courses to Romani women and girls.

SOS Servicestelle für Zugewanderte aus Süd- Osteuropa der Großstadt Mission (Service Agency for immigrants from Eastern Europe).

http://www.grosstadt-mission.de/projekte_jugendhilfe/articles/helping-hands-beratungsstelle-fuer-zugewanderte-roma.html

2014 started the ESF co-financed project „helping hands“. The aim of the project is to improve substantially the living conditions of migrants for greater opportunity to participate in mainstream society.

SOS offers immigrants from Eastern Europe integration support at all important levels. This also includes the broad area of basic skills education.

Arbeit und Leben Hamburg (Work and live Hamburg) <http://www.hamburg.arbeitundleben.de/>

Federation and the Volkshochschule (adult education center) Hamburg.

According to its principle of „further education without frontiers“ Arbeit und Leben aims to motivate socially disadvantaged people (young people, immigrants, people with disabilities) to improve their skills and knowledge. The institution offers a wide range of educational opportunities such as Vocational Guidance and Orientation or training leave.

In the framework of the implementation of project targets the SBB hosted three focus group meetings with the aim of consolidating cooperation.

The close cooperation between SBB and the associated partners will continue.