

# TO SWITCH

## *TOwards Senior Workers' Innovative Training CHallenges*



Co-funded by the  
Erasmus+ Programme  
of the European Union



## About the Project

The project aims to create three intellectual outputs (IO) for the innovation and improvement of training processes, as well as updating trainers and professionals involved in the training of adult workers, in particular those over 50.

The project responds to the challenges posed by profound changes in the work place linked to the digitisation of work and the demand for new skills, ultimately exploring and addressing the effect this has on the growing share of senior workers in the workplace.

The urgency of supporting lifelong learning and training of mature workers is now widely recognised, as is the focus on the mechanisms and motivations for learning and work, which changes with age.

### PROJECT PARTNERS

- PROVINCIA AUTONOMA DI TRENTO, ITALY
- UNIVERSIDAD DE SARAGOZA, SPAIN
- SENIORNETT NORGE, NORWAY
- POLE EMPLOI PACA, FRANCE
- AUTORITATEA NATIONALA PENTRU CALIFICARI-ANC, ROMANIA
- ISTITUTO PER LA RICERCA SOCIALE SCARL, ITALY
- VUC STORSTRØM, DENMARK
- AONTAS, IRELAND

### ASSOCIATED PROJECT PARTNERS

- REGIONE PIEMONTE, ITALY
- REGIONE AUTONOMA FIULI VENEZIA GIULIA, ITALY
- INSTITUTO ARAGONÉS DE SEGURIDAD Y SALUD LABORAL, SPAIN
- REGIONE SJÆLLAND, DENMARK
- CEREQ, FRANCE
- CONFERENZA DELLA SVIZZERA ITALIANA PER LA FORMAZIONE CONTINUA DEGLI ADULTI (CFC), SWITZERLAND

# News

A brief run through of what's been happening on the TO SWITCH Project recently



## Intellectual Output 1 Report- An Innovative New Model for Older Adult's Learning

In December 2021, a research team of TO SWITCH project experts, led by Francesco Marcaletti (Project Manager- UNIZAR) and Manuela Samek (Project Manager IRS) with their colleagues, Tatiana Íñiguez Berrozpe (UNIZAR), Marco Milano (IRS) and Naima Comotti (IRS) completed a report on the first Intellectual Output (IO1) associated with the project. The objective of this Intellectual Output was to analyse, re-elaborate and systematise the theoretical, methodological and application framework of reference for senior worker and older adult training. The IO has developed a model that can be applied to the training of trainers and responds proactively to the lack of a common conceptual paradigm for older adults' learning processes.

This rigorous and novel study explored the principles of andragogy and heutagogy, looking at where these paradigms overlap and support one another. This was done in order to develop a new andragogical conceptual paradigm which reflects the realities of 21st century adult learning and training. This new model provides the foundations for the development of proceeding Intellectual Outputs associated with the project and also provides fascinating reading for all those interested in theories of adult learning. The report then assessed good practices as related to the new andragogic model and used these to formulate an adult trainer competence profile, which will inform further IO's. The trainer profile underlined the importance of subject specific expertise as well as being able to employ transformative learning practices aimed at strengthening learners' capabilities.

Many thanks and congratulations to the authors for producing this high quality and thought-provoking report. The [full report on IO1 of the TO SWITCH project](#) can be accessed on our website.

# Transnational Partner Meeting, Zaragoza 30th & 31st March, 2022

The partners of the TO SWITCH project met in person in March this year in Zaragoza, kindly hosted by colleagues at the University of Zaragoza (UNIZAR). After many months of online meetings, it was wonderful to meet in person again! The partners received copies of the completed IOI Report (see above for more details) and received information on the main findings.



Afterwards, Francesco Marcaletti of UNIZAR took the opportunity to provide an overview of the newly developed training platform to attendees. In an engaging and interactive session, Francesco demonstrated tools that are both complete and in development whilst also getting the partners' feedback on certain elements of the platform. The group also set about planning the training event in Trento in June, 2022. It was agreed to hold a Transnational Partner Meeting concurrently so that partners could travel with trainers and get a sense of how the training programme operates. Many thanks to our partners in Zaragoza for hosting an engaging and productive meeting, and for taking us all to a fantastic Zaragozano restaurant afterwards!



TO SWITCH Partners in Zaragoza

## TO SWITCH in Action in Trento Autumn 2021

Last Autumn the Province of Trento engaged with local stakeholders. These included the age management and active ageing provincial working group as well as representatives of two Trentino inner areas.



The groups met at two online workshops (20th September and 8th November, 2021). The results of the first Intellectual Output (see above for more information) regarding the new andragogical model were presented to participants. Colleagues from Trento also shared insights into the scientific evidence analysed in the IO1 Report literature review, which related to best practice in adult training settings. The aim of the workshops was to raise local actors' awareness and start innovative and experimental engagement. The sharing of such concrete projects in Trentino marginal areas is important in order to overcome the challenges related to demographic changes such as depopulation and the above-average elderly population rate in the region.

## IRS Multiplier Event: Training Senior Workers in the Transition to New Competences March, 2022

This Multiplier Event took place in Italy on 3rd March, 2022, and was coordinated and hosted by TO SWITCH partner Istituto per la Ricerca Sociale (IRS). The aim of the event was to present the new model of older workers' learning and training needs (see IO1 Report information above). The trainers' profile from the IO1 Report was also presented. This event took place in the context of recent developments in the Italian strategy for supporting lifelong learning, namely, the *New Competences Plan* and the *National Strategic Plan for the Development of Competences of the Adult Population*. The event was very well attended with ninety-one participants joining colleagues from IRS online.

# So, what's next for the TO SWITCH project?



Next up is the TO SWITCH partners meeting and three-day training event in Trento, Italy 22nd-25th June. Trainers from each partner country will gather in Trento to take part in training in the use of the TO SWITCH digital platform, this event will last four days from 22nd - 25th June. Participants will receive training in the use of the platform which is hosted on the Moodle Learning Management System.

Participants will also begin to plan out how they will train trainers in their home countries and contexts, as well as receiving further information on the IOI Report. Meanwhile, at the same location, project partners will come together for a Transnational Partners Meeting, all kindly hosted by colleagues from Provincia Autonoma di Trento.

We are looking forward to what promises to be an excellent learning experience for all involved. The event represents the beginning of local level experimentation for the TO SWITCH Project and is an important next step in closing the digital divide for older adults and workers in Europe.

## Multiplier Event in Zaragoza, 29th June 2022

In other important news, our colleagues in the University of Zaragoza will host a multiplier event next month. This event will focus on challenges and tools related to adult and lifelong learning and well-being at work, all in the context of tensions affecting the labour market. See opposite for more details.

**Date:** 29 June (to be confirmed)

**Time:** from 10:00 to 13:00

**Venue:** Faculty of Education of the University of Zaragoza

Live streaming via Google Meet

**Workshop language:** Spanish



**Universidad  
Zaragoza**

# Project Extension Announcement

Last, but certainly not least, TO SWITCH has recently received approval for an extension of the project until 30/06/2023! The extension means we can continue this important and impactful work over the next twelve months.

That's all our updates for now. We are really looking forward to meeting again in Trento, in June to develop this essential project further.

## How to get in touch

If you are interested in learning more about this project, please visit the [TO SWITCH website](#).

Alternatively, reach out to your local representative to receive more information related to this project.

Contact details for all partners and their project managers will be found on the final page of this newsletter.



This project has made several media appearances to date- check out [the library tab on the website](#) to review these mentions in detail.



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