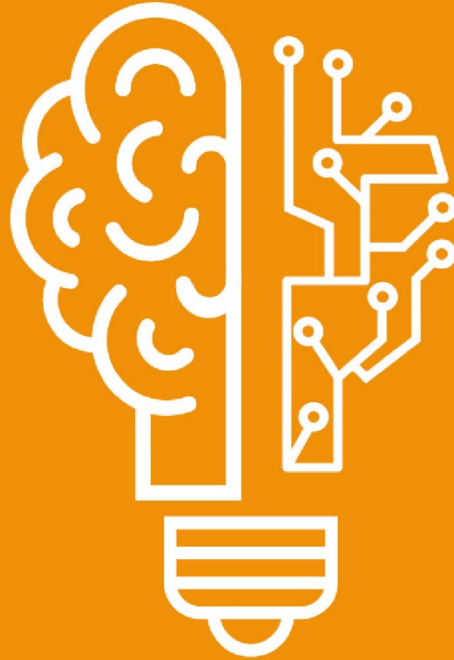




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CVETNET
Intergenerational
digital learning



NEWSLETTER



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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 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. Please find below, some good practices and relevant tools to cope with the current changes.

BEST PRACTICES

As a way to build National networks capacities, **CVETNET** has developed a Mutual Learning Report that includes a collection of good practices from every country shared among **CVETNET** partners, as an example of this is the Henkel case:

Henkel introduced a new approach by launching a global, company-wide digital upskilling initiative to reach the challenging demands that digitalization poses on the workforce.

The first step was a profound analysis of the status quo. Based on anonymous online self-assessments, Henkel evaluated the employees' digital skills. The results helped Henkel to understand how digitally capable the employees are and what kind of trainings they need.

And based on the results, Henkel developed tailored training recommendations, matching the "ideal future skill set-up". Then, trainings are focused on aspects such as analytics, eCommerce or sourcing the future work force. This encourages a constant upskilling and learning on-demand, while perfectly responding to the users' individual needs.

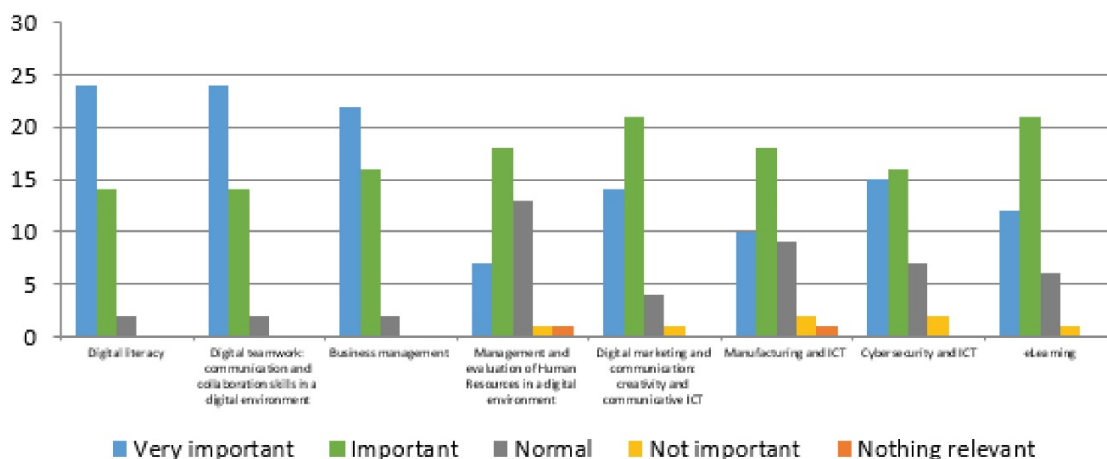
SURVEY RESULTS: EDUCATIONAL NEEDS FOR DIGITAL LITERACY IN SMEs and COVID-19 CRISIS IMPACT

During the situation caused by COVID-19, digital skills have become fundamental skills when it comes to maintaining activity in companies. For this reason, CVETNET partners have researched the conditions and digital resources offered by companies and the satisfaction of their employees. Some of the conclusions about the impact of COVID-19 and the lockdown were the following:

- Adaptability has been different between sectors, but in general, there is greater satisfaction than expected in areas of internal management, payments and adaptation to teleworking.
- There has been less satisfaction in the areas of sales (customer relationship), new markets and cybersecurity.

In this environment of continuous digital transformation, CVETNET partners have focused on knowing about what are the digital skills that SME managers and employees consider essential to be adapted to the new market needs:

Which of the following digital skills do you consider essential for your employees / team?



Regarding the perception of team-working among different age groups of SMEs and the degree of transfer of experience and digital knowledge among employees:

- In 72% of cases, younger employees have helped older employees to adapt to a new environment.
- Almost 90% consider that acquiring new digital skills is a matter of attitude and not of age.

In addition, the results conclude that, 83% of companies prefer to train digitally current employees to hire new employees with better digital skills and the most demanded option for training is "Blended learning".

If there is a need to improve digital skills, you prefer ...



CVETNET E-LEARNING GUIDE FOR TRAINERS

Individualized digital learning opportunities are in demand. The Internet makes possible to offer lessons via web meeting, screen video or learning platforms that are flexible in terms of time and space. Trainers skilled in this modern learning concept are the learning guides of the future, however trainers must be experienced in this area.

E Learning requires its own didactics and methodology. Only if there is a clear concept behind a learning unit, it can work. This means, however, that trainers must be familiar with different eLearning concepts, they should be able to use these concepts in a situation-specific way and align their learning modules accordingly.

The CVETNET E-learning guide for trainers includes the following main items:

- A Checklist recommendations of Quality Criteria for e-Learning
- Measurement indicators to evaluate online training:
- A Lexicon list about the e-Learning main terms.

EVENTS THAT TOOK PLACE THIS AUTUMN

28 Oct – Chamber of Commerce of Terrassa

“Digitalize Your Business. Make it cybersecurity”

In a context in which companies are in the process of digitalization and, moreover, have been immersed in an exceptional situation: the health crisis of COVID-19, it is very important to have a #NegoCibersegur. This webinar explored some of the highlights of the “Digitalize Your Business. Make it cybersecurity” and also explained how to telework in a protected environment. In this way, cybersecurity was seen as an added value that nurtures companies and professionals to not only maintain security, but also gain digital trust.

11 Nov – Chamber of Commerce of Spain

“CVETNET, connecting generations through digitalization”

After the situation caused by COVID-19, the Chamber of Spain found useful the presentation to the chamber network and others the main results obtained in the survey on digital skills in SMEs and the impact of COVID on their activity. A global analysis was also carried out on CVETNET with the aim of generating engagement among the participants and keeping them informed of all the news and resources that the project creates. Finally, two chamber programs related to digital skills and e-learning were presented.

11 Nov – Czech Republic Chamber of Commerce

“The Strategy of the Chamber of Commerce of the Czech Republic for vocational education”

The Czech Chamber of Commerce with this seminar tried to motivate young people to start their own businesses and supports start-ups e.g. enables their initial phase of Entrepreneurship and mobility, which aims at gaining knowledge from successful foreigner counterparts. Also, it was introduced how the Czech Chamber supports continuing vocational training as well as use of National Register of Qualifications as a tool of recognition and validation of informal and non – formal learning.

12 Nov – The Austrian Federal Economic Chamber

“Digital skills in times of covid-19”

More than 40% of jobs in Europe will change dramatically as a result of digitization. In order to be able to cope with these current events with regard to COVID19, the professional training and further education (VET) of all companies should be adapted to the needs of the labour market. Continuing professional development (CVET) will be crucial in meeting the new challenges accordingly. For this purpose, WIFI International carried out a survey among SMEs together with 7 training providers and companies from Austria, Bulgaria, the Czech Republic and Spain as part of the Erasmus + project CVETNET. In addition to the survey results, best practice examples from the field of digitization and intergenerational learning were presented as part of the European Vocational Skills Week 2020.

16 Nov – Chamber of Commerce of Dobrich

“CVETNET, an European project to promote digital skills and intergenerational learning”

The purpose of the webinar was to present CVETNET Project and the results of the survey on digitalization of European companies during Covid-19 crisis. The seminar motivated the necessity to increase the digital skills for online communication and the competences for security and data protection in SMEs.

25 Nov – AHK Bulgarien

“Improving digital skills in companies”

During the webinar the basic digital activities for business were presented in order to update the recently business changes such as business barriers, SMEs concerns and the main gaps in digital skills in the companies. Also, it was presented useful strategies and items to develop digital awareness and a digital strategy for those companies that are starting their digital transformation.

26 Nov – Chamber of Commerce of Bulgaria

“Objectives of the CVETNET project, results of a study on the use of digital technologies in current conditions, synergy with other projects”

The webinar was intended for all stakeholders who are implementing various digital tools to facilitate the remote working process in the current crisis.

During the online meeting was presented the main objectives of the project and the feedback from the Bulgarian companies that were interviewed by BCCI. The BCCI is also working on other projects that give priority to digitalization in the work process. Their synergy with the CVETNET project was also presented during the webinar.

LATEST EVENTS

19 Jan 2021 - Chamber of Commerce of Terrassa

“Is it possible to telework 100% remotely?”

In this webinar, it was possible to delve into the benefits, limitations and tools to consider in the transformation into a virtual company.

Check the following link to know more details:

<https://www.cambraterrassa.org/webinar-es-possible-teletreballar-de-manera-remota-al-100/>



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