

Upskilling the Digital Competence of Adult Education Professionals

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The challenge

- ▶ Digital inclusion, for whom?
- ▶ Functional digital competence for all citizens, versus...
- ▶ **Acquiring functional basic skills** in a digital society
- ▶ Identifying the target group and the needs
- ▶ Organizing and delivering the learning provision



Acquiring functional basic skills in a digital society – EPALE discussion

- ▶ Building confidence (Fønix, Norway)
- ▶ Creative approaches (ICT for seniors, NL)
- ▶ The flipped classroom and flexibility (Malta)

Good examples, multiple approaches, «so much out there»



SKILLS PLUS

OBJECTIVE

To 'give adults the opportunity to acquire the basic skills they need to keep up with the demands and changes in modern working life and civil society'

LOCATION

Norway

TYPE OF PROGRAMME

Public

WHO THE TRAINING IS FOR

Adult (16-65 year old) employees

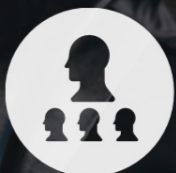
COST

Approximately £20 million (€23 million) per year

LAUNCHED

2005

MAIN BARRIERS ADDRESSED



LEADERSHIP



RESOURCES

WHAT YOU CAN LEARN FROM SKILLS PLUS

- **Incentivise employers to upskill their own workforce** by providing government funding
- **Help employers and individuals identify the skills they need** by developing a regularly-updated competencies framework
- **Ensure that funding isn't wasted**, by establishing a system to approve training programmes that align with employers' key competencies and government objectives

ABOUT SKILLS PLUS

Skills Plus is a government initiative intended to motivate Norwegian employers to upskill their workforce with basic digital skills by providing them with funding for training. The programme is run by the Skills Norway agency, which aims to capitalise on Norway's high levels of internet access by increasing the population's digital skills. They provide a centralised, regularly-updated skill competencies framework and funding for employers to access accredited training programmes for their employees.

HOW IS GOVERNMENT INVOLVED?

The Norwegian Agency for Lifelong Learning (Skills Norway) established the Skills Plus programme to support the development of reading, writing, numeracy and digital skills for adults. The programme is fully funded by the Norwegian government through the Norwegian Ministry of Education and Research.

CHALLENGES

- Skills Plus has not yet been able to evaluate the outcomes of their training programmes, due to insufficient data

OUTCOMES SO FAR

- Over 30,000 participants have received training since 2006
- Demand continues to grow. Participants and government funding have increased every year

NEXT STEPS

- The development of a framework for a digital career guidance system
- The creation of further tools for mapping skills and skills assessments
- A project to map the digital competencies of the population using statistical data
- Measurement of the outcomes of Skills Plus training



**Digital skills
provision in practice**
Examples from
around the world

https://media.nesta.org.uk/documents/Readie_Digital_Skills_booklet_online.pdf

Skills Plus – Digital Competence goals at Level 4

Use of ICT systems

At this level the adult should be able to

- select, use and take advantage of various digital tools to perform familiar and new tasks unaided
- follow recommended routines for safe and secure use, and manage stored information effectively



Searching for and exchanging digital information

At this level the adult should be able to

- select and use different information sources related to complex tasks
- search for, select and register information from ICT-based sources and assess the relevance of content
- be aware of possible reuse of material he/she has published



Production and presentation of digital information

At this level the adult should be able to

- enter, organize, develop, format and link information appropriate for the content and purpose
- master word-processing tools for production, storage and systematization of digital information



- assess and use different methods to organize and present information adapted to the situation and the recipients
- use spreadsheets to develop calculation models
- produce and use presentations with multimedia content



The plight of the teacher

- ▶ Developing own digital competence
- ▶ Mastering new platforms
- ▶ Evaluating existing digital resources
- ▶ Being proactive vs always lagging behind...

- ▶ **DIDACTICS:** which, why, how, when, where



Keep it simple?

- ▶ STL+
- ▶ «Everyday apps»
- ▶ «Praksisnær»
- ▶ Ready-made



Raising the competence of teachers

- ▶ Policy level and governance
- ▶ Resources: time, money, expertise
- ▶ Flexible approaches
- ▶ Addressing the diversity of needs
- ▶ Learning by doing: modes of delivery
- ▶ **Communities of practice: EPALE, SoMe**
- ▶ **Accreditation**



Coming up...

- ▶ The EBSN's Capacity Building Series
- ▶ Unit on digital skills and tools, Q2 2019
- ▶ Target group: policy and decision makers
- ▶ Awareness raising for the need for TT, possible models



Thank you for your attention...

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