

**DigiFind – Enhance Adult Learners Digital Skills  
for Furniture Industry**

**European Report**

**on the Overview of**

**Existing Specific Teaching Methods and Challenges in Training  
Low-Skilled Adults in Digital Skills**

**Partner: UNWE**



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## **Executive Summary**

The DigiFind project aims to support adult trainers in acquiring the necessary competences for teaching digital skills to low skilled adults in Furniture industry, in order to guarantee the future furniture sector sustainable development and to foster their employability, socio-educational and professional development. The objectives include developing training program for trainers, educational materials and innovative instruments for supporting the training on digital skills for low-skilled adult employees in Furniture sector.

The first Intellectual Output (IO1) of the project is focused on defining an appropriate Training Programme for professional development of adult educators, providing training in Digital skills and Industry 4.0 for low-skilled adult learners in Furniture industry, in line with actual needs and challenges related to the adoption of innovative technologies and pedagogies in the education of low skilled adult learners. The research work within this Intellectual Output starts with an overview of the existing specific teaching methods and challenges in training adults in digital skills, and therefore, the main purpose of this document is to present the results from the conducted research by all project partners.

The research methodology includes desk research conducted by all project partners for:

- Collecting and analyzing existing European and national documents, including strategies, regulations, reports, etc., concerning the training of adults in digital skills;
- Identifying existing training programmes and courses, teaching methods and techniques, for adult training in digital skills, at European and National level.

A common template is developed and used by all researchers for the information collection, which is then processed in order to extract the most important knowledge concerning policy and educational aspects of training low-skilled adults in digital skills, including existing specific teaching methods and challenges.

The general conclusions from the performed research reveal that Europe is undergoing a digital transformation and adult learning is a priority because it is the basis for up-skilling, re-skilling, active citizenship and social cohesion. Industry 4.0 and networked production is becoming a must for furniture manufacturers due to the more demanding customers with personalized preferences, the growing complexity of production and the online marketing push. The number of low-skilled adults, employed in Furniture industry and needing further training in digital skills, is high and that is why there is also a strong demand for further training of adult trainers in order to enable them to teach digital skills with more efficient results and using ICT based instruments.

Many relevant documents exist, concerning the training of adults in digital skills, at European, national and regional level, defining the most important characteristic features of low-skilled adults, digital skills and different proficiency levels.

The overview of existing training programmes and courses, teaching methods and techniques, for adult training in digital skills, at European and National level, reveals that most of the training courses and programs on digital skills for adult trainers and learners are provided online, often in interactive format, including both, self-paced learning and tutor-led training and interaction in virtual classrooms. Most of the online courses are using the “learning by doing” model and are combined with real practical experience, including practical homework, tests, projects. Training material provide content in different formats, including text files, images, presentations, video tutorials, case studies, task sharing tools and teacher reviews, multimedia, forum discussions, quizzes, social media, virtual meeting technologies. Very often, the training courses and programmes are organized in a modular structure and are learner/occupation/company tailored, focusing on learners’ individual needs. An important finding is that blended learning, combining online environment and face-to-face training support, also seems to be an effective approach for adult training.

When developing the training program for trainers, the educational materials and innovative instruments for supporting the training on digital skills for low-skilled adult employees in Furniture sector, which is the main goal of the DigiFind project, all these findings should be taken into consideration. A competence-oriented approach is suitable, bearing in mind that key competences are a dynamic combination of the knowledge, skills and attitudes a learner needs to develop. The main challenges include the use of a variety of learning approaches, innovative methods and tools for teaching digital skills, and assessment and validation of competence development. In order to be effective, training for adults should be customized in accordance with their peculiarities, learning modules should be shorter and fostering continued learning, blended offline and online learning should be provided, enhanced with virtual and augmented reality when relevant. Recognize and promote On-the-job training opportunities should be recognized and promoted and informal learning opportunities should be maximized.