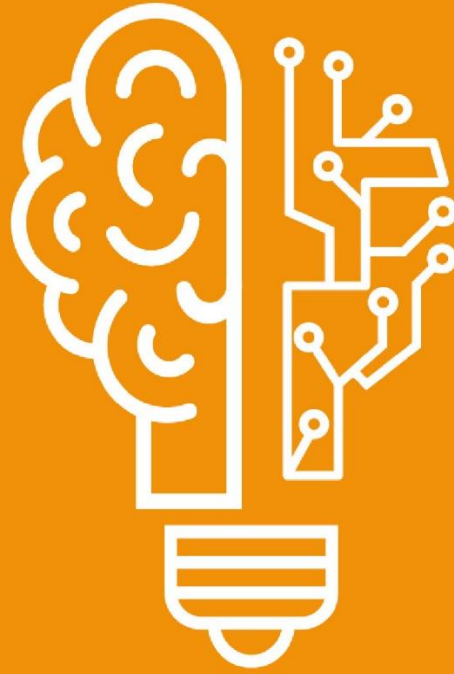




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CVETNET
Intergenerational
digital learning



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 their 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.

INDIVIDUAL TRAINING PATHWAYS

CVETNET partners have carried out a pilot programme for SMEs based on the goals set in the CVETNET project. The consortium partners are completing 100 individual training pathways for SMEs (management staff and/or employees) which need to be reskilled or upskilled in the fields of the digital transformation and intergenerational learning.

The pilot programme foresees a series of interviews with SMEs to identify individual critical skill deficiencies to face digital transformation in their daily working tasks. The main topics that will be covered during the on-line interviews are the employees' competences in digital skills, knowledge, team working, literacy, etc.

Currently, all the partners in Austria, Bulgaria, Czech republic and Spain are implementing this experience and the main results of each country are the following ones:

So far, the Bulgarian Chamber of Commerce has addressed multiple SMEs, 8 of them are on the very last lap of Pilot process, and 5 are being implemented. The SMEs employees work in the following spheres, IT, AI and Robotics, Logistics, International Sales, Web developing, Fashion sector, etc. The foreseen impact of the project is to enhance the role of SMEs and prepare them to better reskill employees at SMEs, contributing to their better employability and adaptability to digital transformation and intergenerational learning.

In Dobrich, 7 SMEs have been interviewed and 11 training paths are being developed.

The Czech Chamber of Commerce is piloting with companies the on-line version of the methodology. The main goal is to evaluate the digital skills of employees and the overall support of digitalisation in the organisation.

The Terrassa Chamber of commerce has completed a total of 24 individual training pathways in Spain.

The outcome of the pilot assessment will be for each involved company a summary report that will show the overall capabilities and gaps in the team, including a comparison of management and employee perspectives. And then one report assessing the competencies and potential training needs of a specific employee.

STUDY VISIT IN SPAIN

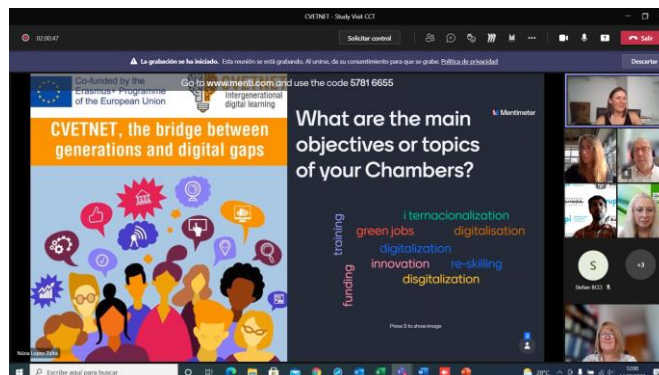
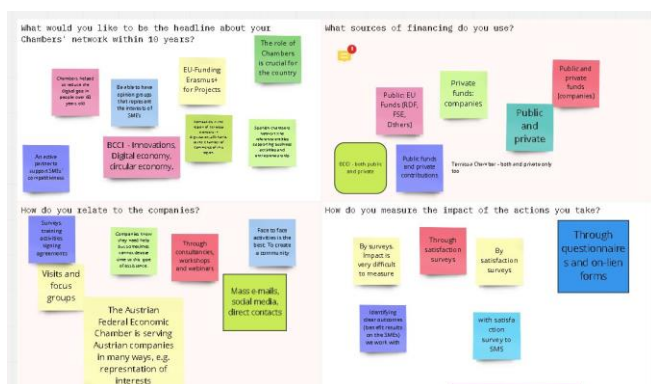
On September 14, the Chamber of Terrassa organized the third Study Visit of the CVETNET project. The main objective of the study visit was to present the relationships between the chamber network and the European public funding. Throughout the Study Visit, the speakers introduced the main concepts to consider when participating in European projects and the main experiences of the Chamber of Spain and the Chamber of Terrassa in this field.

Firstly, the Spain Chamber of Commerce offered a global vision of the relations between the national Chamber and the chamber network, as well as their link with the European funds.

Secondly, the Chamber of Terrassa experts Carles Giner, Sylvia Herrera and Sonia Pérez presented three of the programs implemented by their chamber through European funds TICCÁMARAS, ACELERA PYME and PLATÓ, whose objective is strengthen SMEs in terms of digitalization and intergenerational learning.

Finally, participants of the event completed a mural on the key points of the relationship of their organizations with European funding.

The conclusions can be found in the following image:



STUDY VISIT IN BULGARIA

On October 29, the Bulgarian Chamber of Commerce organized the fourth Study Visit of the CVETNET project. The objective of the study visit was to present the main activities of the chambers in Bulgaria regarding EU funded projects. The speakers invited by Bulgarian partners presented the characteristics of the projects they have implemented and the main results obtained in terms of VET and digital transformation.

Firstly, The Bulgarian Chamber explained the role of the Chamber of Commerce of Bulgaria and the services offered to Bulgarian SMEs, and to the regional network of chambers located around Bulgaria.

Secondly, AHK Bulgaria presented the main services offered by the chamber and its role in Dual VET in the country. After that, the AHK expert, Krassimira Dimitrova, responsible of the EUKI Project (Young Energy Europe), explained different success stories of employee's training to contribute and monitor the energy consumption in their companies.

At the end of the Study Visit, the responsible of projects in the Chamber of Dobrich concluded the Study Visit introducing the topic of Cultural and Natural Heritage in the digital world.

The study visit offered the opportunity to exchange views about different approaches about how chambers of commerce are supporting employability and how they are helping enterprises (employers and workers) to update their competences to the new digital working world.

CVETNET EUROPEAN CONFERENCE

On the 21st of October, the CVETNET project held the European CVETNET conference addressed to SMEs and stakeholders interested in the digital era adaptation and the new intergenerational learning possibilities at work. Experts and representatives from different European organizations shared their knowledge and experiences in the combined fields of life-long learning and digital transformation.

- **Helena Úlovcová, Czech Chamber of Commerce**, highlighted the new challenges in Digital Transformation and the important role of the chambers of commerce/employers for Lifelong -learning in order to success in the technological transformation process.
- **Drahoslav Menčík, EKOPANELY Company**, explained the new materials produced by CVETNET, such as the guidelines for E Learning (Contents and Learning Management systems), peer-learning, reverse mentoring and scape room dynamics, and how these guidelines may help employees to develop their career professional paths (Linear versus Adaptive path).

- **Klaudius Šilhar, Association of Adult Education Institutions in Slovakia**, pointed out the key role of lifelong learning as the only sustainable option for maintaining employment. The results and initiatives already implemented in Slovakia still shows a long way to go in terms of qualification and employment rates.
- **Claudia Neumann, Austrian Economic Chamber (WKO)** explained how technology advances and the business world becomes increasingly complex. The research carried out by CVETNET project confirms a growing demand for soft and interpersonal skills in digital transformation. Therefore, hybrid jobs are increasing in popularity.
- **Robert Ginhör, Know-Center**, presented the huge possibilities of Artificial Intelligence, i.e.: Find the most relevant information, optimise complex processes, predict the future trends, etc. and that specialised companies can help each SME to choose the most adequate solution of Artificial Intelligence for its specific needs.
- **Jan Dolejš, Digiskills Company**, presented the most innovative tips and tricks to support SMEs to face digital transformation encouraging the mind-set changing of a company through the time saving in SMEs daily tasks.
- **Eduardo Moreno, Madrid VET School** explained the value of adult students taking part in VET Schools and how on-line learning is reinforcing digital competences of students before entering to the labour market.
- **Karmen Vranchev German-Bulgarian Chamber of Commerce** presented the results of the survey targeting 660 companies in Bulgaria after the Covid19 crisis. This survey emphasized the need to update the internal communication channels of the companies; to renew the customers' relationships and finally, more flexibility is necessary after Covid.

Close to 70 people attended the conference and vast majority declared that they were very satisfied with the topics and methodologies presented and explained during the conference.

Find the presentations clicking on the following link: <https://www.cvetnet.com/index.php/news/european-conference-digital-transformation-intergenerational-learning>

TRAIN THE TRAINERS MODULES

The CVETNET project has produced new training manuals addressed to teachers, trainers and mentors, with the aim of helping to modernize the role and quality of CVET.

The training methods respond to the need of SMEs to adapt to a new environment, based on digital transformation and on the plurality of generations working in their teams. The selected techniques, such as the Scape Room, Reverse Mentoring, e-Learning and Peer Learning improve the training in digital skills and in group work between different generations (intergenerational learning), through an innovative and an attractive approach, as a way to show the Continuous Vocational Training as a more interesting option.

The training methods are available in English, Czech, German and Spanish. By clicking on the following link, you will be able to download the different versions: <https://www.cvetnet.com/publications/cvetnet-innovative-materials-fields-digital-transformation-and-intergenerational>

After the development of the manuals to better equip teachers, trainers, mentors and/or CVET leaders for future challenges, CVETNET partners organized Train the trainers webinars at national level. This webinars had the aim of upskilling or reskilling teachers, trainers and mentors in the digital transformation of companies as well as in inter-generational learning. The "train the trainers" was initially designed for the CVET members of the networks but it has been opened to in company trainers so there is an optimal exploitation of the project results, and a maximum impact in the participant countries.

So far, CVETNET partners have organized seven webinars in Austria, Czech Republic and Spain. If you missed the webinar, you can check the presentations in, German, Czech and Spanish and the recorded webinars at the following links:

AUSTRIA

- [E-Learning dinamik](#)
- [Peer-Learning dinamik](#)
- [Scape Room dinamik](#)
- [Reverse Mentoring Dinamik](#)
- [Recorded webinar 27.09.21](#)
- [Recorded webinar 28.09.21](#)

CZECH REPUBLIC

- [CVETNET Reverzní mentoring a vzájemné učení](#)
- [CVETNET E-Learning + unikova hra](#)

SPAIN

- [Guía para formadores E-learning](#)
- [Guía para Formadores de Peer-Learning \(Aprendizaje entre Iguales\)](#)
- [Guía para formadores de Reverse Mentoring](#)
- [Guía para Formadores de la Dinámica de Formación “Scape Room”](#)
- [CVETNET Webinar Recorded](#)

Finally, it should be highlighted that CVETNET partners have reached 162 participants (CVET providers and SMEs mainly). In December, Bulgarian CVETNET partners are planning to organize the webinar in order to address to the Bulgarian CVET network.

UPCOMING WEBINARS AND EVENTS

UPCOMING EVENTS		
14/12/2021	Jornada final: Resultados del proyecto europeo CVETNET	Spain Chamber of Commerce
14/12/2021	Webinar: Train the trainers “Peer learning”	WIFI
15/12/2021	Webinar: Train the trainers “Scape Room”	WIFI
16/12/2021	Career paths and motivation in the digital age	WIFI



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Cambra de Terrassa



Deutsch-Bulgarische
Industrie- und Handelskammer
Германо-Българска
индустриално-търговска камара

