

Comparative need analysis



The SASSI consortium has completed the comparative need analysis that will be available soon on the SASSI website.

The research compares and helps to reflect on the most relevant results coming from the **desk research** and **primary research** carried out by the SASSI partners in their own Countries (United Kingdom, Austria, Germany, Portugal, Slovakia and The Netherlands).

The desk research aimed at getting an updated picture of **what is changing in EU workforce**, taking into account many different elements, such as the demographic profile of the societies, the retirement policies, the level of education among different age classes and the participation of 50+ people in lifelong learning activities.

After this first activity, the partners carried out a primary research and conducted interviews and focus groups to **trainers, human resources managers, adult education experts** to explore the training needs of 50+ people, the actual policies, perceptions and concerns of the employers and possible good practices already applied to empower 50+ employees and job seekers.

Finally, an online multilingual questionnaire addressing **50+ people** has been published and widely advertised, to understand motivation for continuous learning and training, the learning needs and experiences of ageing people.

The comparative need analysis identifies differences and similarities among the partners' Countries. It confirms that, despite a strong awareness about the need of supporting longer working lives, there is a lack of age-responsive approaches in adult education. However, especially from the interviews with the trainers, the consortium got precious insights to finalize the design of the training methodology that can meet the learning needs of 50+ people.

SASSI Pilot Training of Trainers



The SASSI consortium offers a 5-day **Training of Trainers (ToT)** activity for VET providers. The course aims at improving the technical and didactical expertise of the participating trainers in order to enable them to work with groups of mature adults.

The training is scheduled on **September 2016** and will take place in Porto (place to be confirmed). A maximum of 21

trainers can join the course and a grant contribution is available for the participation.

Participation criteria

To be part of this course, trainers should:

- ✪ Live in the United Kingdom, Austria, Germany, Portugal, Slovakia or The Netherlands;
- ✪ Regularly deliver training to mature adults (50+ learners);
- ✪ Have an intermediate/advanced knowledge of the English language;
- ✪ Be interested and commit to attend all parts of the ToT programme.

VET trainers coming from EU Countries different from the ones listed above, can ask to join the ToT programme at their own costs. Otherwise, trainers can also cover their travel and subsistence costs with funds granted under Erasmus+ Key Action 1.

The SASSI ToT is organised on a blended learning format consisting of three components: self-learning, face-to-face week and a follow up phase. The SASSI full programme is planned for a **5-months duration**.

Self-learning (12th to 23rd September 2016)



The trainers will get access to the SASSI hub, where they will find:

- Self-learning resources to explore the topic of age-sensitive training and integrate the information acquired during the face to face course
- A **repository**, to make use of several resources, such as researches, articles, statistics and best practices on age-sensitive training
- **LEVEL5** validation software, to assess personal, social and organisational competence developments in non - and informal learning settings
- An easy tool to create personal **e-portfolios**, where collecting and making visible all evidences of personal skills and competences
- A **virtual space** to describe and share with European colleagues learning projects developed along the line of the SASSI methodology
- **Networking tools**, to share ideas, best practices, news, with adult education specialists throughout Europe

The hub will be accessible soon and its opening will be promptly advertised on the SASSI website www.sassi-project.eu, on the SASSI LinkedIn group (Silver age initiative - age sensitive training strategies) and by the Twitter profile @SASSIproject.

Face-to-face week (26th to 30th September 2016)



The trainers will meet face to face to further explore the content of the self-learning component and to discuss open questions that may have emerged during that phase. In fact, during this week, trainers will be able to **get to know the SASSI methodology in detail** and to learn how to apply it in real training contexts. Besides, participants will be encouraged to share real case studies and challenges related to their own professional practice.

Furthermore, during the face-to-face course, trainers will scope out and design an educational project to be implemented in their professional practice – namely, during the follow-up component of the SASSI ToT.



Follow-up component (1st October 2016 to 31st January 2017)



After the face-to-face week, trainers shall proceed with the **implementation of the designed educational project** in their own country, during their professional activities.

The trained trainers will continue to network, report on their activities and share experiences in the delivering of their educational project via the SASSI Hub.

This process will be monitored by the national partner organisations, who will be contacting the trainers to obtain feedback and clarify potential questions.

For more information about the ToT, please get in touch with the SASSI partners, all the contact details are published on the project's website.



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Silver SAge Initiative

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