

Key needs and goals

This project aims at improving the key competences of adult education professionals and increasing the quality of adult education at European level since adult education staff plays an important role in lifelong learning. Adult education professionals help learners to develop knowledge, skills and attitudes throughout their lives. Therefore, It is very important to develop the professional knowledge and skills of the staff working in the field of adult education, which will make a vital contribution to welfare and social cohesion in Europe.

Statistics show that only a small proportion of adults participates in learning, with large variations between countries. EU average rate of participation in adult learning has been slowly decreasing since 2005. The participation rate of adults in lifelong learning in Poland is 3.7 % , which is also an important issue to be tackled to achieve the commonly agreed target of having at least 15% adult participation in learning by 2020. Increasing fair access and participation in adult education is vital.

Before the application, the staff was applied various questionnaires and skill tests in order to measure their professional knowledge and skills in the field of adult education and to evaluate the quality of trainings carried out in the institution. The results show that staff has some problems in the following areas ;

- Needs analysis of learners
- Preparation of training activities
- Programme development activities
- Testing and evaluation activities
- ICT support activities
- Facilitation of Learning Activities
- Empowerment, Counseling and Guidance activities

According to results obtained from the questionnaires and skill tests , the main objectives in the strategic plan were identified as to improve the professional and personal skills of the staff, to increase the quality of the trainings and provide adults access to high quality education , to professionalize and internationalize the institution and staff. To accomplish this, a broad literature review was conducted on what the key competences are that adult education professionals should possess. Improving the quality of professional knowledge and skills of adult education staff is one of the priorities of the European Union. Member States are now aiming to have an efficient adult education system integrated into the lifelong learning strategy. The European Union has been working for along time to develop a professional profile of adult education staff, to establish a standard and thus to improve the quality of adult education. There is a wide range of academic research on trainers and management competences across Europe, thus there is a consensus on the key competences that adult education staff should have in this field. Key competences for adult education professionals agreed by the member states of the European Union are identified. These key competences are classified as generic competences and specific competences. Unlike other education sectors, it can be clearly seen that the staff working in the field of adult education, especially in terms of trainers, performs a wide range of tasks and activities in almost every field of the educational institution. Likewise, a manager in the management team should be competent in managing an adult educational institution, but he or she must also have some knowledge of how adults learn and different learning methods, styles and techniques. Therefore, all staff in both teaching and management should have the key competences to sustain a professional and personal development and to provide a high quality adult education.

The professional development of people working in education and training is one of the vital measures to improve quality of learning at all levels. In order to achieve a high quality and effective adult education system in accordance with European standards, staff must be supported throughout their careers in order to maintain their professional development, develop new knowledge and be innovative through their reflective practice and research. In addition, it cannot be denied that those who contribute to the knowledge base of society should be encouraged to be lifelong learners themselves.

Improving the key competences of staff is essential for a high quality adult education. Access to high-quality adult learning plays a key role in developing better skills and competences , to overcome economic challenges, meet demands for new skills and to maintain productivity. Learning is also essential for social inclusion, active citizenship and participation in a progressively digitalised economy.