



A DIGITAL SKILLS TOOL KIT FOR LOW SKILLED ADULTS
FOCUSING ON WOMEN RE-ENTERING THE LABOUR MARKET

**IO6: DIGITAL UPSKILLING PATHWAY PROGRAMME:
implementation, evaluation and validation using
the OPEN BADGES eco-system**

P1 – CIVIC - UK

Project Coordinator: CIVIC COMPUTING

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Project information

Project acronym: eSkills4all

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Introduction

The 'eSkills4All' project aims to empower low digitally skilled adults, with a special focus on women to learn new skills that can help them get a job or to better perform their current career.

At the point of this report, the project is closing to its completion and has come a long and fruitful way since its first kick-off meeting in 2017. Therefore, we are in a position to disseminate our research, our results, the online learning platform and its system of Open Badges validation, for each of the 5 corresponding modules.

By March 2020, we had organised and successfully executed pilots in Scotland, Cyprus, Romania and Luxembourg. CIVIC ran an online session on the 20th of December 2019 with 12 ladies over the age of 40 who were all looking to better their careers. 2 trainers from Nerda hosted in-class training on the 25th of November 2019 to 35 participants, 34 of which were women and 1 was a man on Romania. Wide organised 2 pilot trainings in Luxembourg divided between 4 mornings in both French and English with attendance in accordance with its core mission. The sessions took place on February 4th and 5th (French) and 11th and 12th (English) 2020. There were organized as two consecutive half-day trainings. A total of 22 women attended the sessions which refreshed their digital skills and gained their "Problem Solving" and "Online Safety" e-Badges by using the e-Skills4All platform. Emphasys Centre in cooperation with ANT1 organised pilot testing from the 4th until the 8th of November 2019 with 20 participants and 4 trainers (2 members of Emphasys & 2 members of ANT1).

The trainings were based on the last intellectual output whose final outcome was the

Eskills4All learning platform, with the 5 learning modules:

1. Problem Solving
2. Digital Content Creation
3. Communication and collaboration
4. Online safety
5. Information and data literacy

Each partner focused on a particular Module to make sure that our results covered the whole course.

The online platform <https://academy.eskills4all.eu/> hosts all the modules. These can be accessed freely and are available in all partners languages: English, French, Greek and Romanian. The process of using the platform is fairly easy and involves three practical steps: user registration, accessing of the learning material and the certification via open badges. The procedure put in place for the gaining of Open Badges is a practical one, involving the following steps which were explained and presented to participants during the trainings: self-assessment before the module presentation, the module-based training and the final open badge assessment.

The purpose of the pilot sessions and their performance

The purpose of these sessions was the dissemination and endorsement of the project's results, to present the platform to a wider audience and find future participants and local stakeholders promoting digital literacy for adults, willing to disseminate the concept proposed by the project's outcome.

Impact

The impact of the project's activities on the main target group was significant:

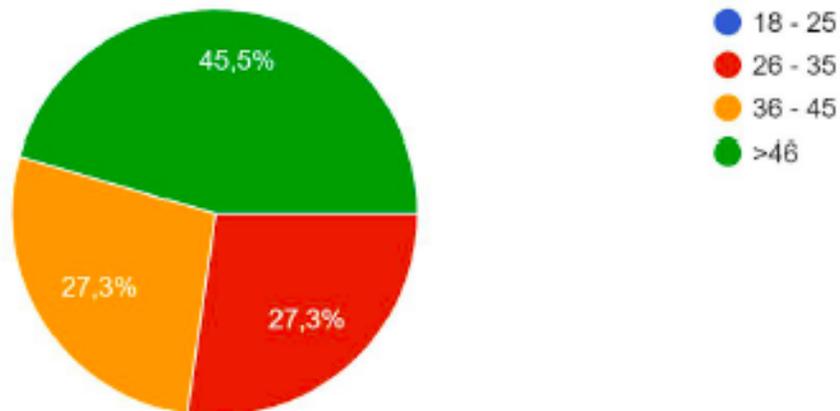
- Career guidance and orientation.
- Their motivation to follow a career in the digital field was increased, as well as their understanding of the importance of having a high level of digital competences in any job or career.
- Their learning capacity in relation to other subjects such as problem-solving, soft skills was developed as part of the activities.
- Their CV's and profiles are strengthened as they now have validated digital and employability skills through the recognition mechanism being adopted with the Open Badges system while transparency, transferability and permeability in other fields are enabled.
- A great collaboration with the Cyprus Refugees Council and UNCHR (United Nations High Commissioner for Refugees) and is listed as one of the main stakeholders of the project.

[Here](#) is a sample of the activities that happened around the e-skills training, with a testimonial from a participant.

Analysis of Results

This section combines the results of all partners sessions to give us a clearer understanding of whether our Training Course is useful for our Target Audience and if they thought the training was successful or not. In total, we trained 89 people during the pilots and nearly 3/4 of attendees responded to the evaluation forms (66 responses).

Age



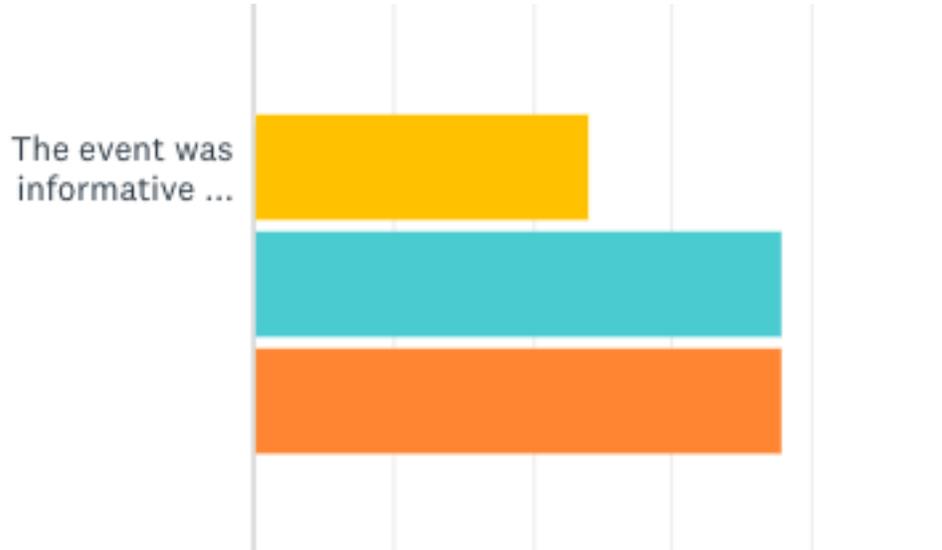
The results show that almost half of our participants were over 46 which we are delighted with as this was the group that we were aiming for. No attendees were 18 – 25 and the rest were equally between 26 and 45. Regarding the employment status, it was an optional field to respond, however, we estimate that around 30% were unemployed and the rest were employed but looking to upgrade their digital skills in order to advance in their careers.

Participants were also asked about their ICT skills. 90% said they had poor ICT skills and the rest said they were average or Competent.

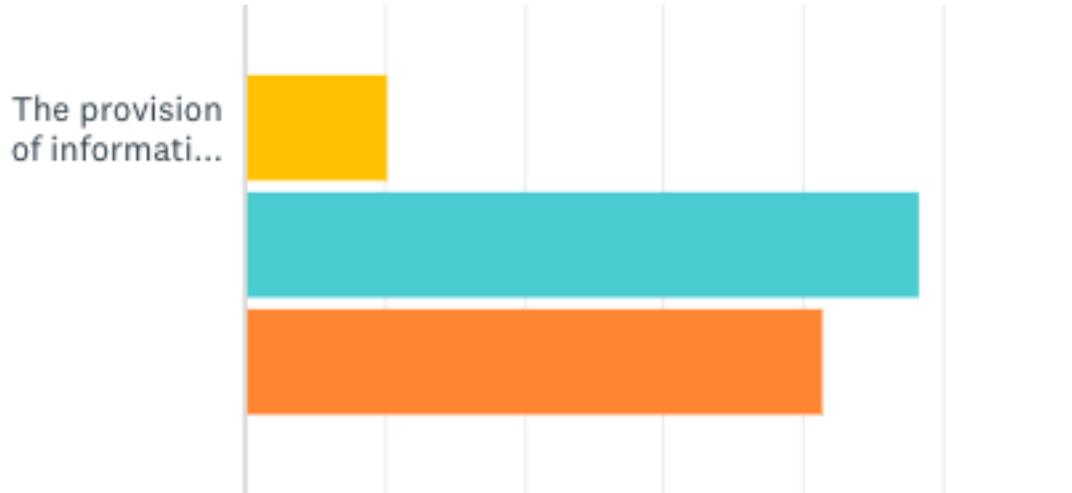
Questions regarding the Pilot sessions

In this section, we asked participants to evaluate the training. Everyone either said that they Strongly Agree (Orange), Agree (Blue) or are Neutral (yellow).

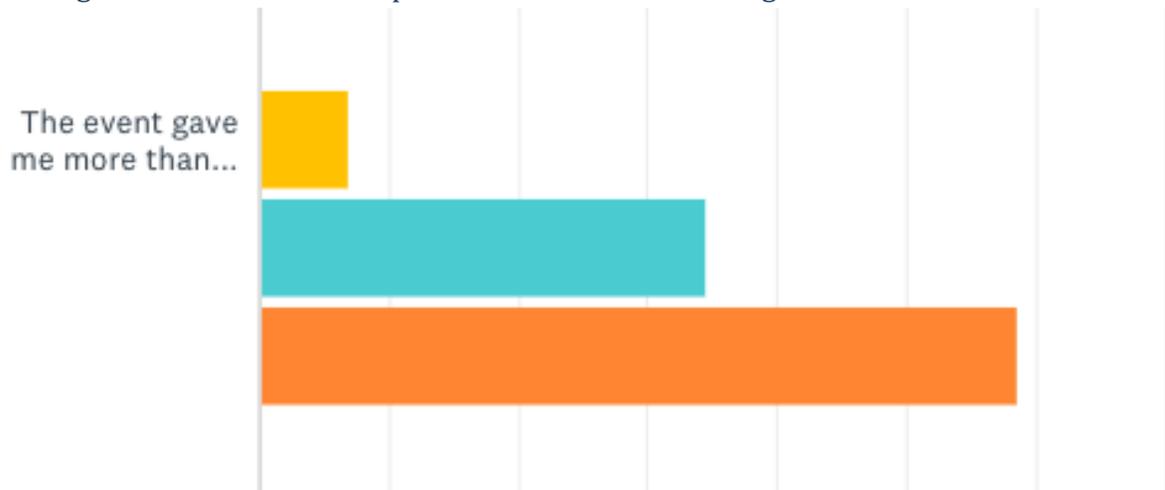
The event was informative:



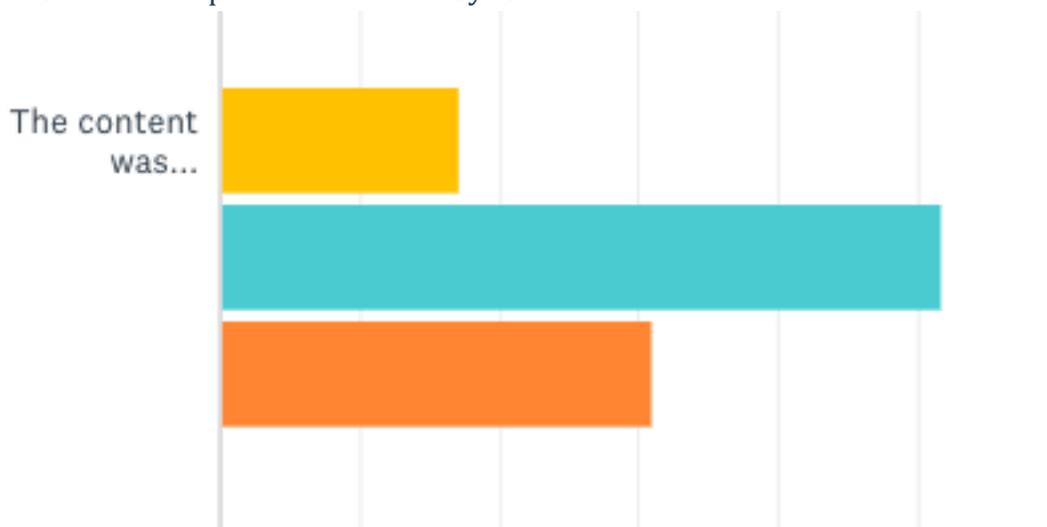
The provision of information during the event was useful:



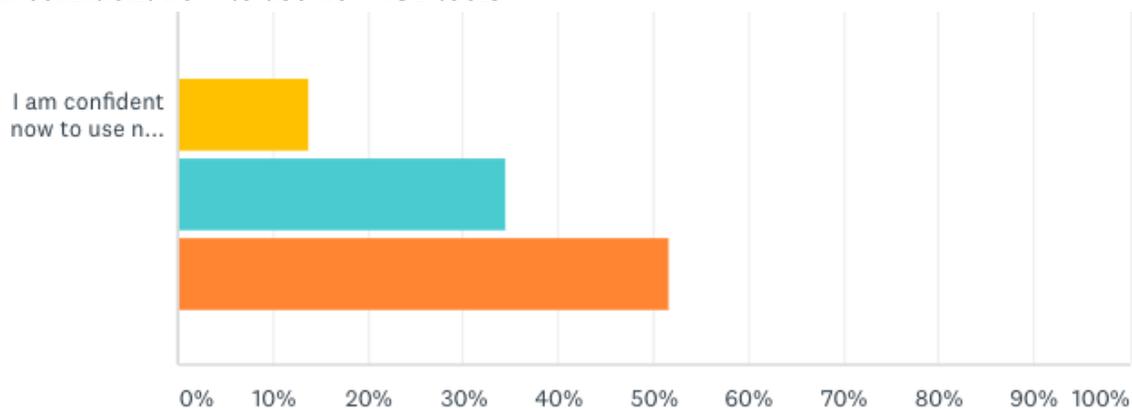
The event gave me more than I expected in terms of knowledge and skills:



The content was comprehensive and easy to follow:



I am confident now to use new ICT tools:



You can see from these results that the majority of participants benefited from the pilot training. I believe the trainers were really strong in going through the content and making it easy to understand. Nearly all participants agreed that the event gave more than they expected which we are delighted about. We want these participants to go away and use this as a tool to improve themselves at their own pace.

An area where a higher percentage stayed neutral was the when asked if the even was informative. It's possible that people thought the training was too long and some even had to drop off early.

Overall the responses about the training was really positive and nearly everyone felt comfortable to use new ICT tools afterwards.

Please give us your feedback with regards the overall organisation of the sessions

Here are some questions and answered received during the pilots:

What did you like the most of the info day?

- It was very good that we discussed about our needs
- Very good organisations
- Constructive
- When we talked about our cultures
- Good, everything are well organized, friendly environment
- Excellent
- The trainer

Do you have any comments regarding the improvement of the day?

- No
- Maybe too long

Are you positive about the program's aims and its sustainability?

- Yes I am positive
- Really positive about the program's aims and its sustainability

Other comments

- No any other comments during info days because this is an excellent ICT training centre, peaceful environment, etc. All very good
- Great job guys
- Loved it
- Good job
- Enjoyed the course
- Will use in future. Thank you

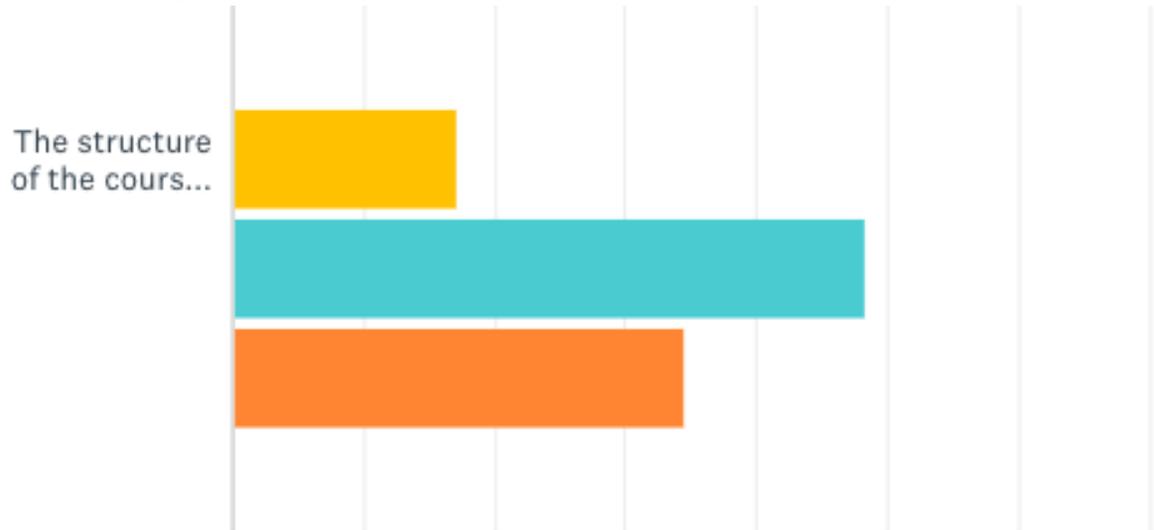
The e-platform was user-friendly and easy to use



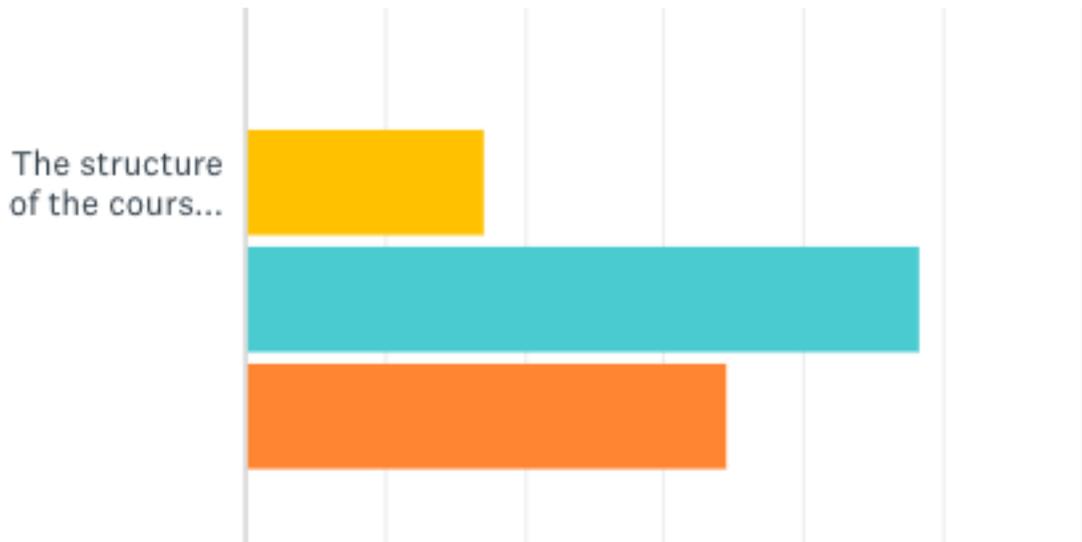
The e-platform contained relevant learning resources



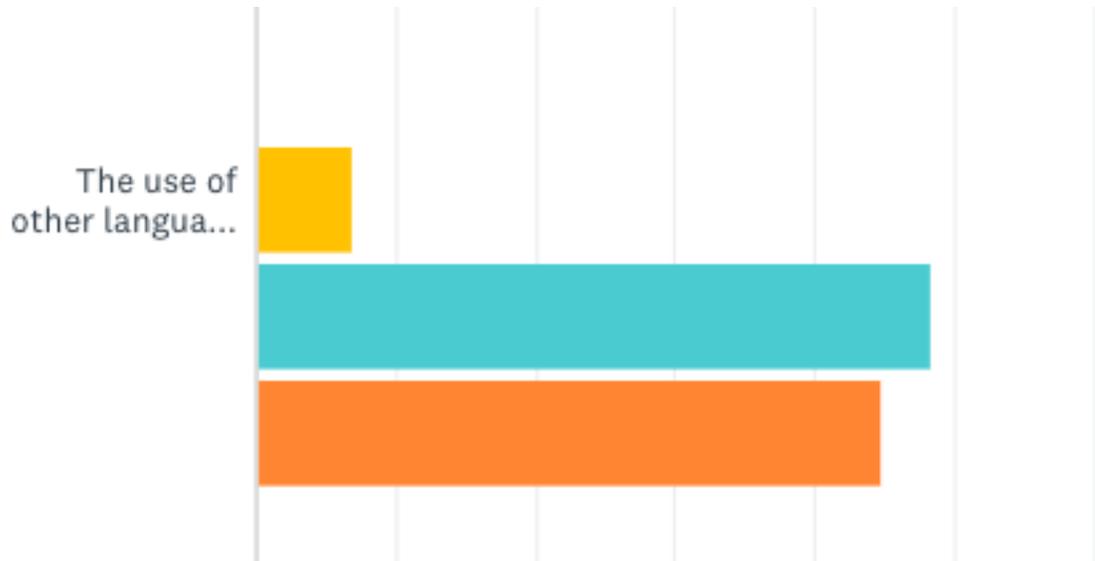
Registration and navigation within the platform was easy



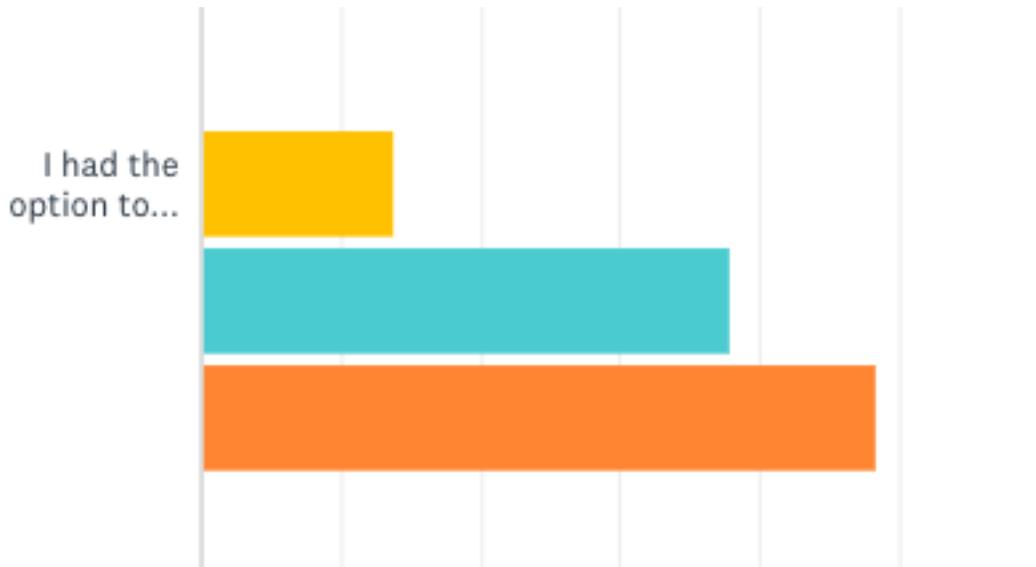
The structure of the course is understandable



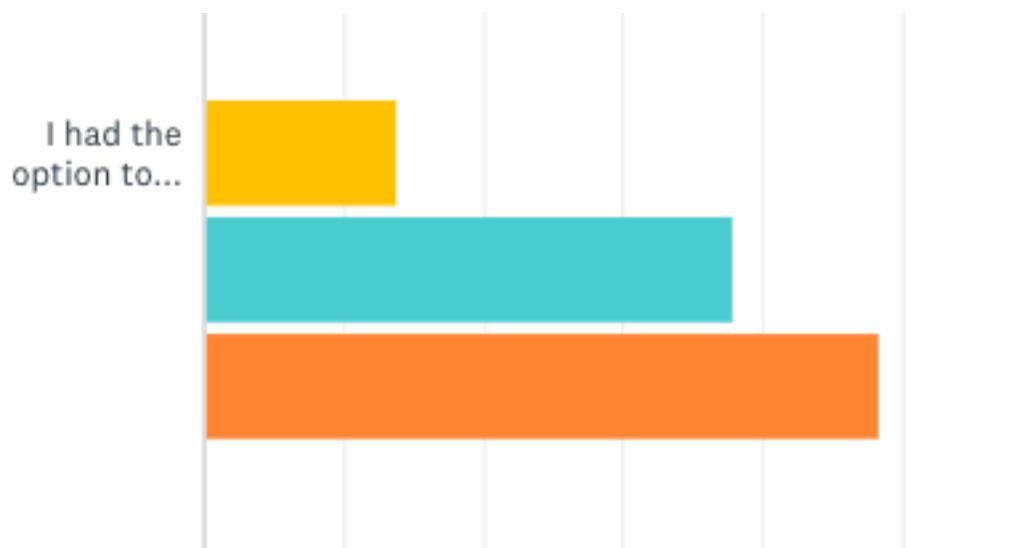
The use of other languages for the modules was really helpful



I had the option to choose which module to take



I feel confident on using e-learning platform again for my educational needs



Once again, the results were very positive with participants agreeing that the platform is easy to use, it is easy to register, that the structure of the course is understandable and that they would feel confident using the platform outside of the training.

When asked if it was beneficial having the courses in different languages, even those from the UK agreed it is useful because it means they can practice different languages while learning. They really seen this as an added extra.

Can you see any weaknesses/challenges regarding the structure and the design of the platform?

- Challenging because everything was new for me
- I see some challenges regarding the structure of the platform because It is totally new for me
- More languages available
- Yes, to keep learning more about eskills
- Everything was clear

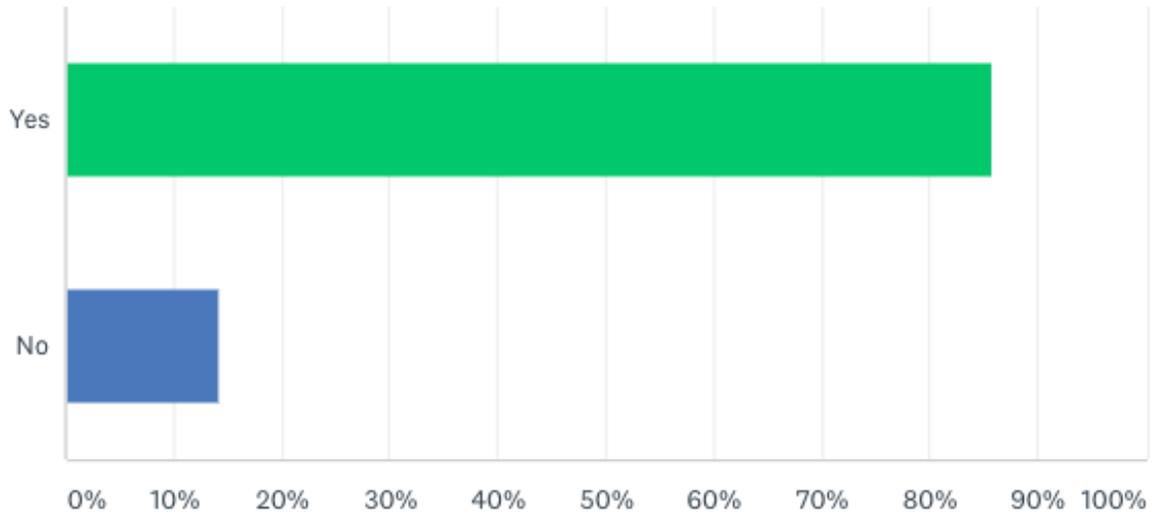
Which strengths can you identify with regards the platform?

- Friendly
- Good structure
- Very good
- Fine

Will the addition of a discussion board be helpful? In what sense?

- Very helpful
- Want to learn more. Thanks
- Really useful, thank you

When asked if they will recommend the platform to others;



When asked if they will recommend the platform to others 85% said that they would.

Conclusion

To sum up, the training in overall went very well. 85% of participants showed a huge interest in participating in further trainings and the feedback was positive from all participants. No particular issues were detected with regards to the training, platform or activities that were organized. Thus, the groups that were formed, got on very well amongst them and some are registered at the ONE STOP SUPPORT CENTRE which offers weekly training sessions and anyone can come to the Emphasys premises and ask any kind of advice or receive more information.

In accordance with the feedback received from our organization on the local level, as well as the general feedback, 'eskills4All' is an extremely useful platform in the current digital context and especially for adult women looking to improve in an accessible manner their digital skills.

We were happy to reach to an audience of women who were in need for these kinds of training and also looking for extra support when it comes to find employment and upgrade their digital skills to secure new jobs in the future.

It seems that the curriculum offered by the platform matched the expectations of the learners. Participations to the pilot created a real dynamic for learners and reinforce our capacity to reach to unemployed women with new trainings.

[Here](#) is a sample of the activities that happened around the e-skills training, with a testimonial from a participant.