

SEAL – Seniors' Learning Value (2019-2022)

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“Who trains in small and medium enterprises: characteristics, needs and way to support” [Cedefop 2015] pointed out that trainers in companies have so far received little attention and as their potential multiplier and leverage effect on increasing participation and quality on VET offer remains unspoken.

The diversification of competences standards for CVET trainers, as well as the heterogeneity of the approaches for in-company training, act as a brake on the transnational mobility of these profiles, reducing the potential for growth of these professions.

SEAL -Seniors' Learning Value is an **ERASMUS+ KA2 Project** aimed at designing and experimenting, with new methods, the recruitment and training of trainers and mentors among senior workers, who can thus develop skills and competences according to a personalised learning pathway and act as a learning facilitator with potential empowered functions in peer and informal learning processes in SME-Small & Medium-sized Enterprises- and in Feedback Loop Systems .

The SEAL project is aimed to emerge the know-how represented by senior workers, that is to say workers with a very advanced levels of technical competences, that can be strategically employed to facilitate and strengthen the processes of in-company training and/or work-based learning for different potential beneficiaries.

The SEAL project objectives are:

- the design and experimentation of a training pathway and of personalised qualification strategies,
- the development of integrated services at a local level related and functional to the role of the Senior Learning Facilitator, such as: recruitment, training, assessment and evaluation services,
- the recognition and validation of results obtained in non-formal environments through work experience and/or in-company training,
- the implementation of certification systems able to highlight the value of Senior workers' experience visible and available, within the company and the related economic system.

The Project will lead to the **definition of the professional profile of Senior Learning Facilitator**, spendable both in the organization of origin (e.g. in SMES for apprenticeship training or continuous training in a company) and in other contexts or systems that use work-based learning approaches (VET Provider, Territorial Research Centres, Competence Centres, etc.).

The SEAL Consortium integrates six partners with relevant expertise in university social responsibility, community engagement and service learning: [Sistemi Formativi Confindustria](#) (IT) - coordinator, [University Politehnica of Bucharest](#) (RO), [CIS- Business Management School](#) (IT), [FH JOANNEUM University of Applied Sciences](#) (AT), [ARGO](#) (IT), [The Janusz Korczak Pedagogical University of Warsaw](#) (PL) and [Formation et Insertion Professionnelle de L'Academie de Grenoble](#) (FR).

For more details, see <http://www.seal-erasmus.eu>