

HIGHLIGHTED

FLOURISH

The project results are
now available!
The FLOURISH
Conference in Portugal
was a success!

COLED

Collaborative Learning Environment
for Engineering Education

CoLED's National Webinar
in Portugal and the
International Final
Conference!

AIDLEARN

Training, Research-Action and Consulting Company, which has been operating at national and European level since 2003, dedicated to design, implementation and evaluation of studies, projects and training activities that favour individual and/or organizational development. It is a training entity certified by **DGERT** ((Directorate General for Employment and Labour Relations) in various areas of education and training.

Find out more about AidLearn and follow us!



Newsletter AidLearn

The publication of the **AidLearn Newsletter** is addressed to partners and customers of the company's networks.

It aims to:

- Promote business activity;
- Keep in touch with all stakeholders;
- Provide useful and timely information.

In this 19th edition (January 2021), we will present the main news about national and international projects coordinated by AidLearn or developed in partnership, from October to December 2020.

The Erasmus + FLOURISH project aims to support the adoption of organizational innovation by SMEs across the EU by developing, piloting and implementing a holistic and innovative coaching methodology, using a multi-level approach: individual, group and organizational. **Learn more at:**



All the materials are now available in the partnership languages!



The Erasmus+ project *FLOURISH – Facilitating Organisational Innovation* is nearing its finish line. It was developed by a partnership of six organizations from five different European countries, and based on the model of organisational intervention developed by [APGICO](#).

The project's results, available in the official partnership languages: Bulgarian, English, Hungarian, Lithuanian, Polish, and Portuguese, can be accessed [here](#).

Results

- *FLOURISH Organisational Innovation Coach Profile for SMEs* – describes the importance of coaching towards the development of innovation in SMEs, defines who is the innovation coach, what are their tasks and responsibilities, as well as the knowledge and competencies they should have;
- *FLOURISH Curriculum, Course And Manual For Learners* – The Curriculum presents the Course for training Innovation Coaches for SMEs in detail. The Manual defines concepts and terms used in the course, the content of each module, proposing activities and structuring ways of knowledge evaluation.
- *FLOURISH Educational Video* – aimed at recalling and reinforcing the knowledge and skills acquired during the FLOURISH training course. It's available with subtitles in 13 languages (EN, BG, PL, HU, PT, LT, DE, FI, ES, HR, RU, RS, UA) on the project's [website](#) and [YouTube channel](#).
- *FLOURISH Guide For VET Providers And Compendium Of Good Practices* – The Guide is aimed at supporting VET providers in the process of using the FLOURISH training content. The Compendium presents 23 diverse examples of organisational innovation in SMEs that can be used during the FLOURISH training.

The final FLOURISH Conference in Portugal was done in online format on October 29th, 2020.

This conference served, firstly, to present the FLOURISH results, but also as a place for reflection in which experts, partners, and innovative organisations could share their knowledge, experience, and methodological and training approaches on organisational innovation.

The Good Practices Panel was particularly well received by the 71 participants. In it Biosphere Portugal, IDTOUR, LUGIT, and UBIWHERE - the last three having resulted from applied research projects and strategic consulting in the area of Tourism done at the Universidade de Aveiro (Aveiro University) - presented the innovative solutions they implemented and the results achieved.

In the FLOURISH Compendium of Good Practices, 23 companies' organisational innovation practices are described in detail and these can serve as inspiration for other companies that want to find new paths and strategies towards a better performance and/or improving work satisfaction.

The conference had very positive participant reviews. They found it very useful, enlightening, and enriching. The results were unanimously considered to be excellent, and the vast majority of participants mentioned they will use the FLOURISH results.



AGENDA	
10:00	Boas-vindas M^a Helena Antunes ; AidLearn, Entidade Parceira
10:05-10:45	Inovação Organizacional José Brandão , FL7 - Consultores, Lda., Especialista em Inovação Organizacional e Tecnológica
10:45-11:05	Projeto Flourish Fernando Sousa , APGICO, Entidade Parceira
11:05-11:25	Painel: Best Practices Flourish Patrícia Araújo , Biosphere Portugal Carlos Costa , IDTOUR
11:25-11:35	Inovação e Formação Profissional Ant^a Silva Pina , CTP, Avaliador Externo Flourish
11:35-12:00	Perguntas & Respostas Encerramento

Inscrição gratuita Obrigatória
<https://zoom.us/join/zoom/register/tjUqd-6grjwGtcMeQBuuN33cJKnrTctOHeb>
 Após inscrição, receberá e-mail de confirmação com informações sobre como entrar no evento.



FLOURISH PROJECT

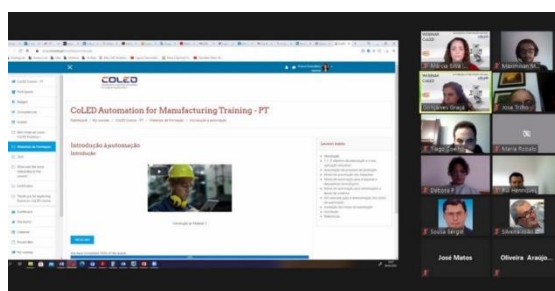
Coordinator: European Center for Quality Ltd. (Bulgaria)

Partners:

- ✓ Associação Portuguesa de Criatividade e Inovação (Portugal)
- ✓ AidLearn, Consultoria em Recursos Humanos Lda. (Portugal)
- ✓ Spoleczna Akademia Nauk (Poland)
- ✓ Kauno mokslo ir technologijų parkas (Lithuania)
- ✓ Csongrad Country Chamber of Commerce and Industry (Hungary)



Webinar CoLED Automation and Robotisation in SMEs!



CoLED \ Collaborative Learning Environment for Engineering Education, a project co-financed by the Erasmus+ programme, is nearing its end and, thus, it was time to present and disseminate the CoLED Blended Training. Automation & Robotisation (AGR) require a proactive attitude and a quick and adapted response to technological development and human capital from SMEs. The CoLED blended training course provides SMEs human resources with technical competencies on AGR and new technologies that aid and serve towards the development of the industrial sector and promote the collaborative learning through training solutions supported by ICT and integrated in a e-Learning platform.

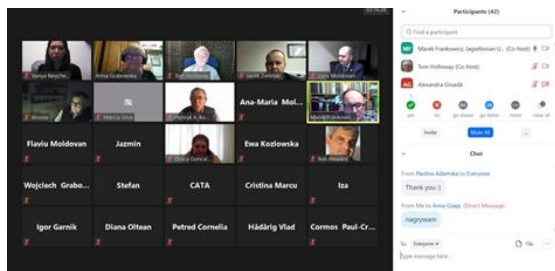
The CoLED WEBINAR | AUTOMATION AND ROBOTISATION IN SMEs happened at the national level in Portugal on December 17th, 2020. 38 people interested in the Automation and Robotisation in SMEs theme attended the event.

The webinar started with “CoLED “Collaborative Learning Environment for Engineering Education” project” in which Márcia Silva presented the project’s objective, the partner organisation, and the products developed throughout these 27 months. Afterwards, Graça Gonçalves presented the “CoLED “Collaborative Learning Environment for Engineering Education” Course & Platform”.

The CoLED Webinar ended with the screening of 2 interviews, created within the CHAIN project, illustrating how modernisation and digitalisation of SMEs is paramount towards responding to the Industry 4.0 "revolution".

The CoLED Webinar participants showed great satisfaction with it, with 94% stating they considered the presentatons as added value to their professional pathway, and 89% saying they plan to use the CoLED resources.

You can watch the recording of the CoLED Webinar (only available in Portuguese) [here!](#)



Additionally, the CoLED final conference started on a face-to-face format on December 24th and then online on December 28th. It had 24 guest speakers and 42 participants attended through Zoom.

You can watch the video recordings of CoLED's final conference [here!](#)

We would also like to take this opportunity to remind you of the innovative results of the CoLED project that are currently available in English and will soon be available in the partnership languages (BG, PL, PT, RO) as well.

- [CoLED Teaching Methodology](#)- describes the blended learning methodology of the CoLED project. The training model provides the pedagogical framework for the CoLED course implementation and provides detailed information about the principles of adult education; e-learning principles; the individual learning pathway; peer-to-peer learning; and tutoring. It also describes the learning objectives and training content of the CoLED course and suggests relevant learning activities.
- [CoLED Guidelines](#)- provide a summarized description of the portal functionalities and of the CoLED training materials. They serve as a user's guide for the CoLED platform, but also cover the structure and content of the e-learning platform, the applied training methodology and the transferability of the CoLED course.
- [Collaborative Training Platform](#)- innovative collaborative learning environment customized and adapted to the needs of the target groups. The platform supports collaborative learning and is already available in all the project languages. It hosts the CoLED course as well as introductory courses on Moodle and Moodle Cloud as well as information and materials of CoLED events.
- [CoLED Automation for Manufacturing Training](#)- The CoLED course on Automation for manufacturing is a practice oriented, transferable and re-designable training and assessment resource for people interested in introducing solutions for automation and robotics. It is directed at entrepreneurs and employees of enterprises, future entrepreneurs and students who want to develop business in manufacturing sector. It is available in the [Collaborative Training Platform](#).

COLED PROJECT

Coordinator: Przemysław Instytut Automatyki i Pomiarów PIAP (Poland)

Partners:

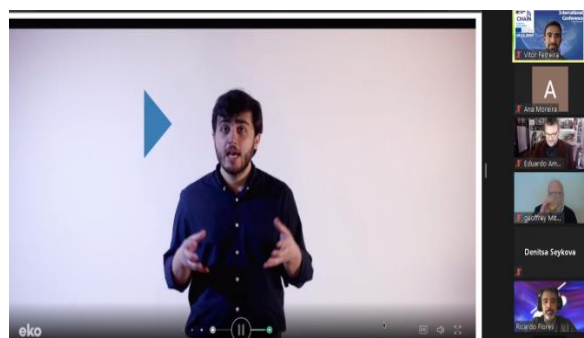
- ✓ AidLearn, Consultoria e Recursos Humanos Lda. (Portugal)
- ✓ PRO-MED sp. z o. o. (Poland)
- ✓ European Center for Quality (Bulgaria)
- ✓ Universitatea Petru Maior (Romania)



CHAIN Conference SME 4.0 2020

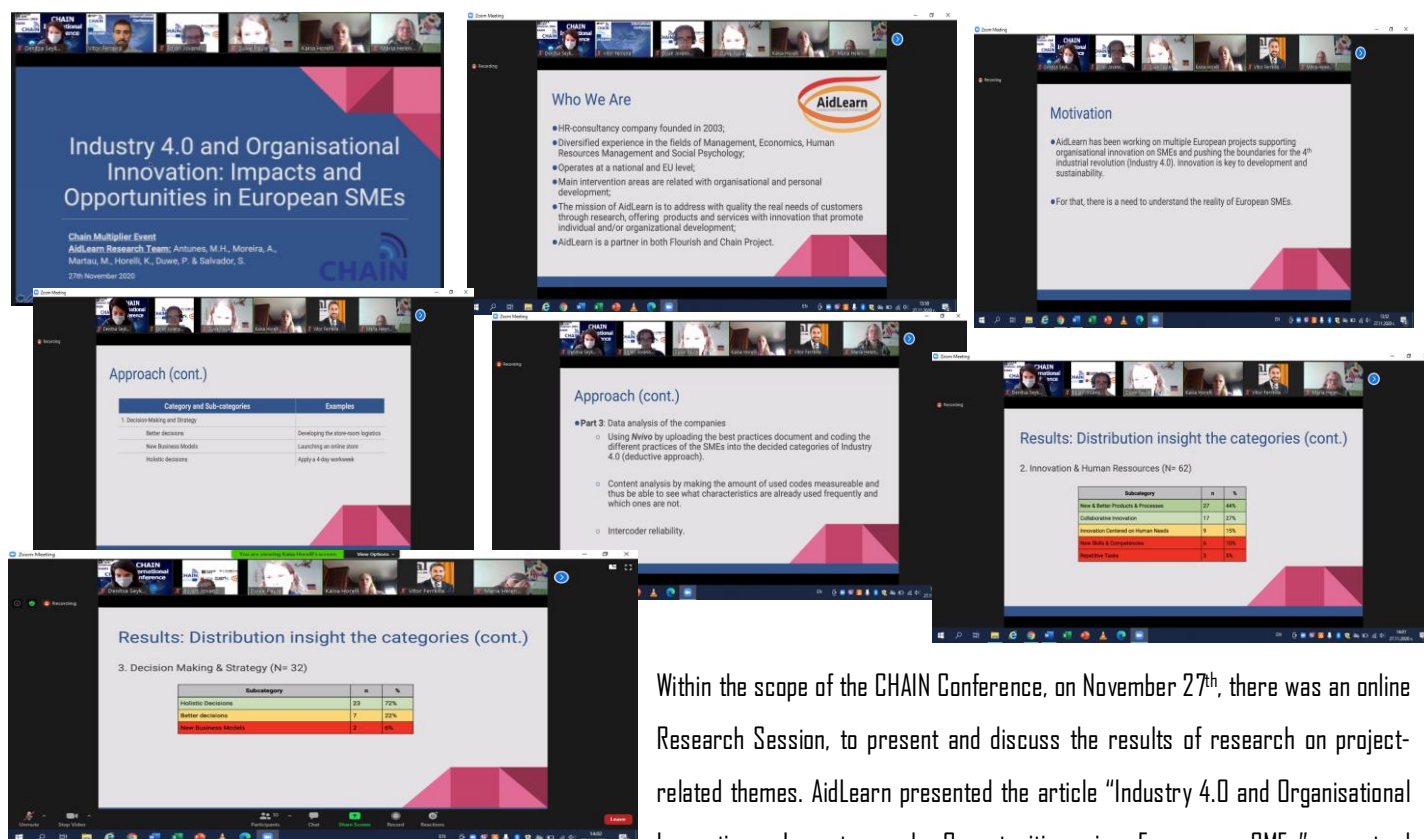
In the project's final phase, it was time for the CHAIN Conference, organised by the Instituto Politécnico de Leiria (Leiria's Polytechnic Institute) and conducted online on November 26th, 2020. It was designed as an international platform to present the results and as an opportunity for researchers, academics, professionals, and enthusiasts, capable of accelerating the adaptation of methods, tools, and techniques of Industry 4.0 (I.4.0) in SMEs, to discuss, network, and collaborate with each other.

AidLearn, responsible for the conception and production of the CHAIN interactive documentary took the opportunity to present it for the very first time. It was created in a non-linear way and combines text, audio, films, photos, and infographics that aid the construction of a discourse connected to the knowledge and reality of European SMEs in the digital economy and can serve as a foundation for the acquisition of new competences required by I.4.0. The narrative moves forward according to user interaction in the public interface, it is available in five languages EN | PT | FR | BG | DE.



All the CHAIN products will soon be available on its [website!](http://www.aidlearn.pt)

Research Session



Within the scope of the CHAIN Conference, on November 27th, there was an online Research Session, to present and discuss the results of research on project-related themes. AidLearn presented the article "Industry 4.0 and Organisational Innovation: Impacts and Opportunities in European SMEs", centred on a qualitative analysis of the FLOURISH good practices and framed by the CHAIN rationale, towards answering the following research question:

"To what extent the implemented innovation strategies allow to confirm/infirm that the analysed SMEs are on board (on the way) to the 4th industrial revolution (Industry 4.0 - I4.0) that is fundamentally transforming the way we live, work and relate?"

CHAIN PROJECT

Coordinator: Instituto Politécnico de Leiria (Portugal)

Partners:

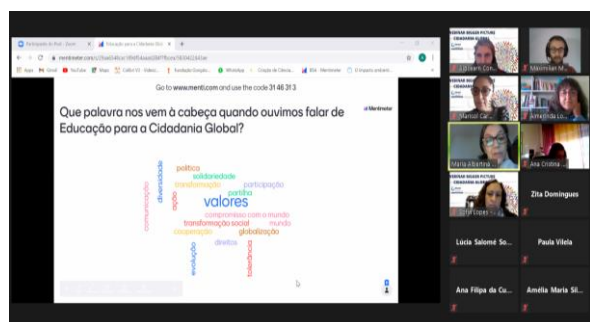
- ✓ FH JOANNEUM University Of Applied Sciences (Austria)
- ✓ ESTIA - Institute of Technology (France)
- ✓ European Center for Quality Ltd. (Bulgaria)
- ✓ AidLearn, Consultoria em Recursos Humanos (Portugal)



Human Rights and Global Education highlighted during the Bigger Picture webinar!

The Bigger Picture project also had events happening, one per partner country, to present the final products. In Portugal's case, the event was conducted in an online format: a Webinar!

This webinar, on December 3rd, was also a Short-Term Action, in collaboration with CENFORMA, directed to teachers and had an attendance of 28 people. Considering the project's theme, there was discussion on globalisation, the Global World, their definitions and how one can promote Global Education for a mature audience (i.e. Adult Education). This is because, despite the great number of Global Education initiatives offered by schools within Compulsory Education, there is a need for education on this theme targeted at adults.



The project's results were presented during this webinar and are available on the [project's website](#). Some active methodologies for Human Rights Education directed to adults were presented and discussed.

We would also like to highlight the presentations by Dr. Albertina Raposo (IPBeja and RECJ member) and Dr. Sofia Lopes (AIDGLOBAL) on the pathways of Global Citizenship education in Portugal and the availability of various online resources for education on this theme.

Participants rated the event highly, considered the project's products very useful, particularly the Guide of resources in Global Education within other themes, and the Guide for conducting Workshops on the theme, as these are useful products that are seldom created and/or made available.

One of the main results of the Bigger Picture project is the online course for Adult Educators which will soon be available in all the partner languages (EN, PT, IT, LT), and can be accessed [here](#).

THE BIGGER PICTURE PROJECT

Coordinator: Global Learning & Skills Partnership (United Kingdom)

Partners:

- ✓ AidLearn, Consultoria e Recursos Humanos, Lda. (Portugal)
- ✓ Morley College (United Kingdom)
- ✓ Prometeo (Italy)
- ✓ The Association of Estonian Adult Educators ANDRAS (Estonia)
- ✓ Universidad de Sevilla (Spain)
- ✓ IFAID Aquitaine (France)



Inside-T Documentaries available in the project's YouTube!

Inside-T has been releasing its documentaries on the project's [YouTube channel](#)!

There you can meet tourism enterprises inspired by intergenerational learning, that care for the protection of natural and cultural heritage, and sustainable development in rural areas.

You can learn both Portuguese cases: [A pensão David](#), located in the area the hot springs of São Pedro do Sul which is in the owner David Homem's family for two generations; and [a Casa Cerro da Correia](#), located in the heart of Serra da Estrela; both under the authorship of AidLearn.

Both of Estonia's videos are also available: [Haabjameister](#), in which the art of creating dugout boats is discussed; and [Metsikud maitused](#), a company that promotes the use of wild and semi-wild food products. One of Ireland's videos is also available: [Glendowen](#), in which a company uses Donegal tweed to create clothes, fashion accessories, and home décor. Finally, one of Romania's videos is also available: [Baile Călacea](#) which is a tourism and health resort using the hot springs of Călacea.

The last two Inside-t videos will be available on the project's YouTube soon!



Curriculum validation and 3rd Transnational Project Meeting

The validation of the Inside-T Curriculum was done on October 26th, this is an important step to assure the quality and appropriateness of the project's products.

AidLearn's team was present in the online workshop where invited experts representing the target groups served as Focus Group and contributed with their reflections and suggestions towards improving the final version of the Curriculum.



The 3rd Transnational Project Meeting was done in online format on December 7th, 2020.

The partnership did the balance of the completed activities, discussed the improvements to be made, and planned and decided upon the next steps to take!

PROJETO INSIDE-T

Coordinator: Domínio Vivo – Formação e Consultoria Lda (Portugal)

Partners:

- ✓ AidLearn, Consultoria em Recursos Humanos, Lda. (Portugal)
- ✓ Confederação do Turismo de Portugal (Portugal)
- ✓ Universitatea Politehnica Timisoara (Romania)
- ✓ Innovation and Management Centre Limited (Ireland)
- ✓ Karuskose OÜ (Estonia)



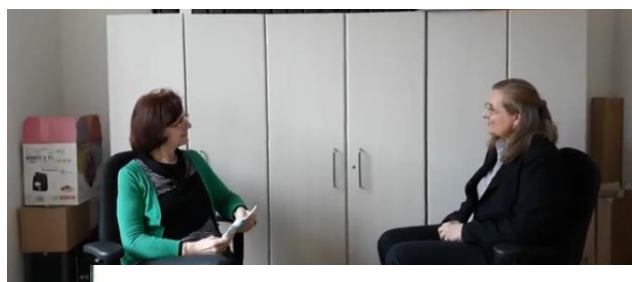
SPIDW is an Erasmus + project to exchange best practices in adult education. The priorities focus on expanding and developing the skills of educators, open education and innovative digital practices for social inclusion. [Learn more at:](#)



SPIDW videos now available on AidLearn's Youtube!

The videos produced by AidLearn within the SPIDW project are now available on [SPIDW- YouTube](#):

- [SPIDW Training in Augsburg](#).
- [Lisbon City Games](#) – made from the PowerPoint created [UTIL](#)'s students on the gardens of [Museu Nacional do Traje](#) (Costume National Museum).
- [Effects of the pandemic on the daily routine of an elderly lady](#) – interview done by Ana Josué to her mother during the online SPIDW Cinema Workshop.
- [Senior digital competencies](#) – interview done by Laura Schafer with David Stephens, centred on the digital competencies and active ageing.



SPIDW PROJECT

Coordinator: EureCons Förderagentur GmbH (Germany)

Partners:

- ✓ AidLearn, Consultoria e Recursos Humanos, Lda. (Portugal)
- ✓ PRO-MED sp. z o. o. (Poland)
- ✓ Slovenian Third Age University (Slovenia)
- ✓ Balkan Agency for Sustainable Development (Bulgaria)
- ✓ Spolupracou pre lepsiu buducnost - Velky Meder (Slovakia)
- ✓ Association for Intercultural Dialogue (Romania)

Erasmus + project that aims to improve the sustainability of micro and small companies in the EU,
focusing on tourism. *Learn more at:*



Have you checked the results of the Sustain-T project?

If you are a MSE (i.e. Micro and Small Enterprises) in the tourism sector, and you care about learning more on how to ensure your business' sustainability, don't forget about the Sustain-T materials! They can be very useful!

You can learn more sustainability strategies from them!

Access the Sustain-T contents [here](#), including its [Online Platform](#)!



SUSTAIN-T PROJECT

Coordinator: Universitat Autònoma de Barcelona (Spain)

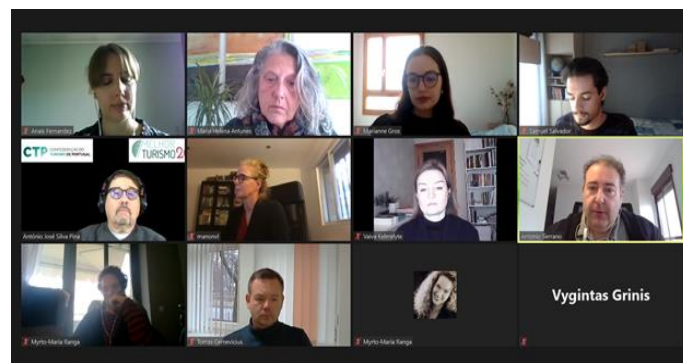
Parceiros:

- ✓ AidLearn, Consultoria e Recursos Humanos, Lda. (Portugal)
- ✓ LUISS Business School (Italy)
- ✓ European Center for Quality Ltd. (Bulgaria)
- ✓ Total Innovation EU (United Kingdom)
- ✓ Chamber of Commerce and Industry Csongrád County (Hungary)
- ✓ Confederação do Turismo de Portugal (Portugal)

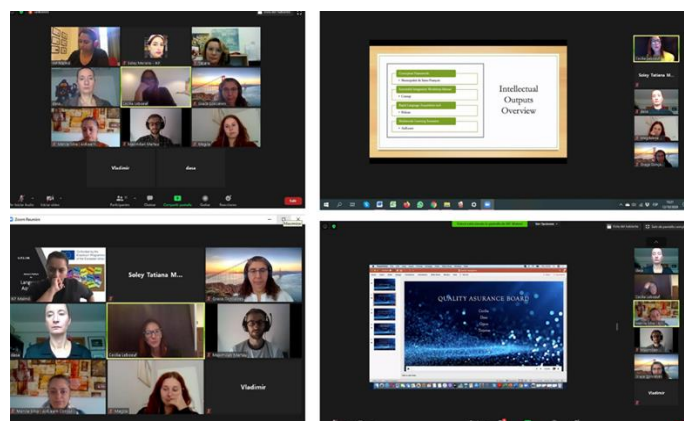
New Projects (1)!!!

And it is time to talk about new challenges! Some of these projects already had their first meetings but still lack a website, social networks, or logo. However we are able to give you a little info on them!

- **eSilverTour - Digital Marketing Competencies Development for Silver Tourism Expert** Project on tourism for seniors. It is coordinated by E-SENIORS: INITIATION DES SENIORS AUX NTIC ASSOCIATION (France), and, besides AidLearn (Portugal), the partners are EOLAS S.L. (Spain), VIESOJI ISTAIGA KAUNO MOKSLO IR TECHNOLOGIJU PARKAS (Lithuania), Confederação do Turismo de Portugal (Portugal) and 50 + HELLAS ASTIKI ME KERDOSKOPIKIETAIRIA (Greece). The first meeting was on November 17th, 2020.



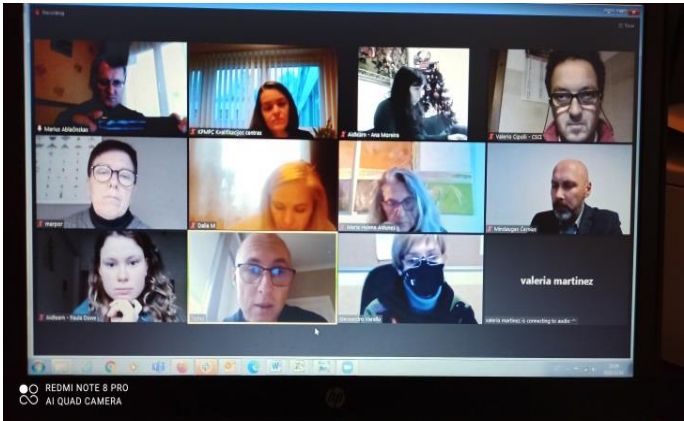
- **UPSIM - Upskilling Paths for Social Integration of Migrants** Project on the development of transversal and linguistic competencies for migrant women. It is coordinated by IKF (Sweden) and the partners are AidLearn (Portugal), Coneqt (Denmark), Spolek Pelican (Czech Republic), and Municipalité de Saint-François - France (France). The first project meeting was on October 12th-15th.



- **GainKids - Global Citizenship for Kids** Project on Global Citizenship targeted to pre-schoolers and based on the Convention on the Rights of the Child. It is coordinated by APEI - Associação de Profissionais de Educação de Infância (Portugal), and the partners are AidLearn (Portugal), Association of Human Rights Educators - AHEAD (Spain), ASSOCIAZIONE CULTURALE PICCABULLA (Italy), UNIWERSYTET LODZKI (Poland), and the INSTITUTO POLITECNICO DE BRAGANÇA (Portugal). The first meeting was on November 26th and 27th.



New Projects (2)!!!

- EC4NAMI - Establishment of a coordinated and collaborative network on migrant issues in Europe:** Project on the creation of a collaborative network in Europe for the social inclusion of migrants and refugees. AidLearn assumes the role of specialized consulting to support Lithuania on the development of strategies for this objective. It is coordinated by KVALIFIKACIJŲ IR PROFESINIO MOKYMO PLETROS CENTRAS (Lithuania), and the partners are VIESOJI ISTAIGA VILNIAUS JERUZALĖS DARBO RINKOS MOKYMO CENTRAS (Lithuania), Lithuanian Conflict Prevention Association (Lithuania), berami berufliche Integration e.V. (Germany), Stiftelsen Litorina Folkhögskola i Karlskrona (Sweden), Consorzio Scuola Comunità Impresa (Italy) and AidLearn (Portugal). The launch project meeting was on December 4th, and the first steps to take in the project were discussed.
 
- ECO-Hosting - Réseau européen des éco-hébergeurs en milieu naturel:** Project on environmental sustainability in tourism. It is coordinated by SUD CONCEPT (France), and the partners are AidLearn (Portugal), Molise verso il 2000 srl (Italy), Mesogeiaiko Kentro Perivallontos (Greece) and KARPOS KENTRO EKPAIDEYTIKON DRASEONKAI DIAPOLITISMIKHS EPIKOINONIAS (Greece).
- ECOS - RE creation - Expanding Competences of Seniors:** Project on sharing good practices between adult educators working with seniors at risk of social exclusion. It is coordinated by Poleski Ośrodek Sztuki (Poland) and the partners are AidLearn (Portugal), PRO-MED sp. z o. o. (Poland), Norrköping stadsmuseum (Sweden), Die Wiener Volkshochschulen GmbH (Austria), e Galileo.it S.r.l. (Italy).



We would also like to mention that the new Erasmus+ Programme 2021-2027 will soon start!

More opportunities for innovation, mobility, learning, and network collaboration!!!



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