



Co-funded by  
the European Union

23 NOVEMBER 2023

*Empowered:  
Empowering Women  
for Better  
Employment*



WISEFOUR



Co-funded by  
the European Union

## EU PROGRAMME

Erasmus+

**ACTION** KA220-ADU - Cooperation partnerships in adult education

**DURATION** Jan 2022- Jan 2024

**NATIONAL AGENCY** RO01 - AGENTIA NATIONALA PENTRU PROGRAME  
COMUNITARE IN DOMENIUL EDUCATIEI SI FORMARII  
PROFESIONALE

*EMPOWERED  
EMPOWERING WOMEN FOR BETTER EMPLOYMENT*





Co-funded by  
the European Union



## THE CONSORTIUM



**Romania**  
NGO-NPO focused  
on **education and  
training** with a  
social,  
humanitarian  
impact



Municipality of  
Castiglione del Lago,  
in **Italy**, focused on  
culture, **social  
entrepreneurship** and  
European **active  
citizenship**.



### **Greece**

A leading **start-up enabling platform** for tech-oriented products & services, a digital transformation accelerator for corporations and a tech education hub

### **Portugal**

Consulting company specialised in **Human Resources** that invests in the performance and upskilling of people's competences, seeking to boost digital and interpersonal maturity in organisations and society.





## THE CONSORTIUM



***Wisefour** is a boutique research and technology agency based in **Cyprus**, providing top notch services to enterprises and Research Centers all over Europe. Its mission is to bring together world-leading institutes and multinational companies across Europe, identifying the on-going innovation and commercialization of the next generation of Key Enabling Technologies (KET's).*

***Wisefour** is exceedingly cross functional, with electrifying in-depth knowledge across several research topics and product lines.*

***Wisefour** has a wide and practical experience in the field of adult education and the exchange of good practices.*

# Empowered Project Results





## EMPOWERED RESULTS

### Tangible Results:

1

A state-of-the-art Report presenting the challenges that women have to face when in need of changing their employment status (either accessing employment or changing career paths)

2

The EMPOWERED Training Programme for women, including digital skills and psychological empowerment

3

A Handbook for AE trainers and providers, career counsellors and CSOs to ensure the sustainability of the project



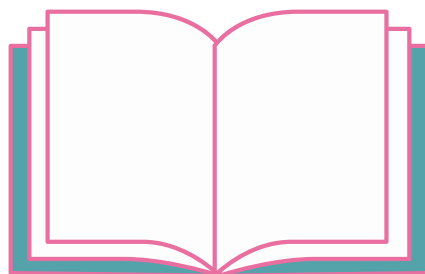
# Empowered Handbook for Teachers and Trainers





## EMPOWERED HANDBOOK

*The **EMPOWERED handbook** for teachers and trainers – is a handbook to guide professionals on how to deliver the EMPOWERED training and on how to create a supportive learning environment according to the characteristics of the target group, with methods to encourage reflective thought and action.*







## EMPOWERED HANDBOOK

### Section 1

- Introduction to the EMPOWERED project
- About the EMPOWERED Training Programme
- Understanding the EMPOWERED Target Audience(s)
- Creating a supportive learning environment for women trying to access employment or change their careers





## EMPOWERED HANDBOOK

# Section 2

- **Module Aim**
- **Training Objectives**
- **Learning Outcomes**
- **Knowledge: Practical Examples and reference material**
- **Skills: Methods for engagement and motivation**
- **Attitudes: Methods for reflective thought and action**
- **Recommendations for further reading/viewing**





## EMPOWERED HANDBOOK

According to the EQF (European Qualification Framework) learning outcomes domains are defined in terms of:

**Knowledge** - The cognitive learning domain that comprises comprehensive, specialised, factual, and theoretical knowledge within a field of work or study, i.e., what they should know.

**Skills** - The practical learning domain that comprises a comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems, i.e., what they should learn to do.

**Attitudes** - The affective learning domain that is related to the exercise of management and supervision in contexts of work or study activities where there is unpredictable change, as well as to the review and development of self and others' performance, i.e., what they will achieve.





# Knowledge

**When presenting the knowledge-based content, trainers should keep several key recommendations in mind to ensure a positive and engaging learning environment for learners:**

**Preparation**

**Time management**

**Clear presentation**

**Facilitation**

**Flexibility**





# Skills

**When presenting activity-based, or workshop activities, trainers should keep several key recommendations in mind to ensure a positive and engaging learning environment for learners:**

**Set clear objectives and expectations**

**Contextualize the activities**

**Promote active learning**

**Model behavior**

**Reinforce key concepts**

**Foster a safe and supportive learning environment**

**Facilitate collaboration and teamwork**

**Provide guidance and resources**

**Connect activities to real-world scenarios**

**Offer Constructive Feedback**

**Follow-up and support**





# Attitudes

When presenting the Attitudes component of each module, trainers should keep several key recommendations in mind to ensure a positive and engaging learning environment for learners:

- Create a safe and supportive environment**
- Encourage self-awareness**
- Use probing questions**
- Connect reflection to action**
- Encourage active participation**
- Provide clear instructions and timeframes**
- Model reflective thinking and practice**
- Make connections to real-life situations**
- Encourage goal setting and action planning**
- Follow up**
- Encourage ongoing reflection**





*Questions?*





WISEFOUR

THANK  
YOU!

