



Empowerment Through Understanding: Tackling Barriers in Adult Education

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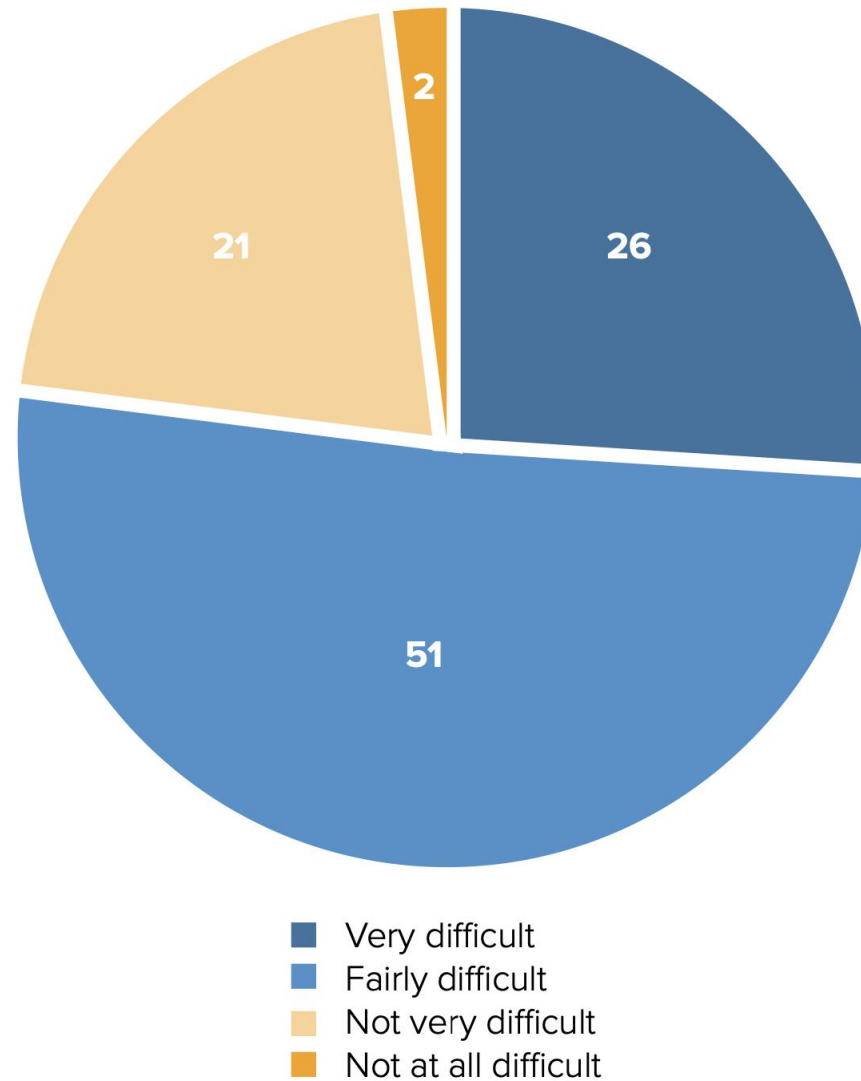
Erasmus+

Enriching lives, opening minds



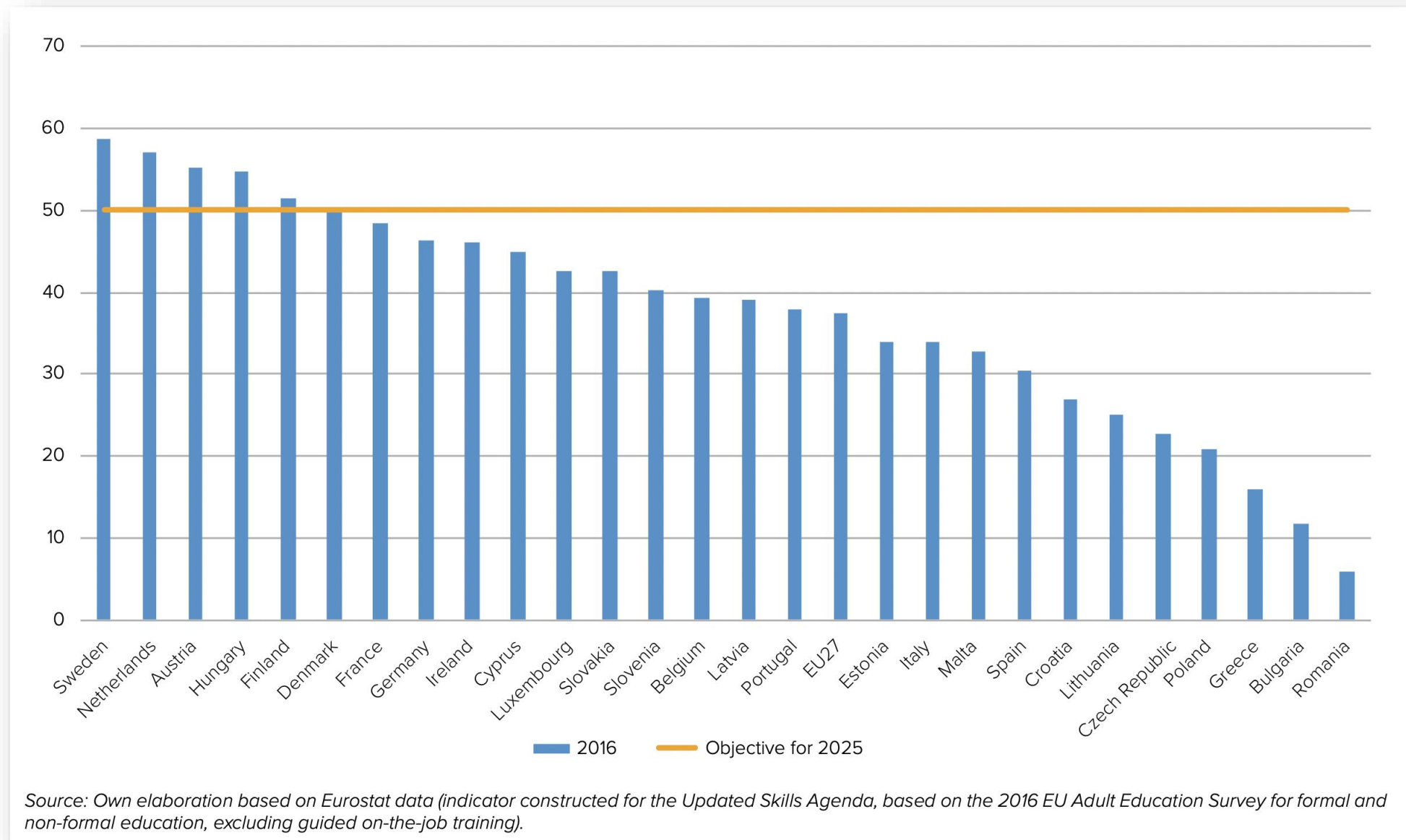
EU companies are already facing some skills shortages

Figure 1: Difficulty finding employees with the required skills (EU-27; %)

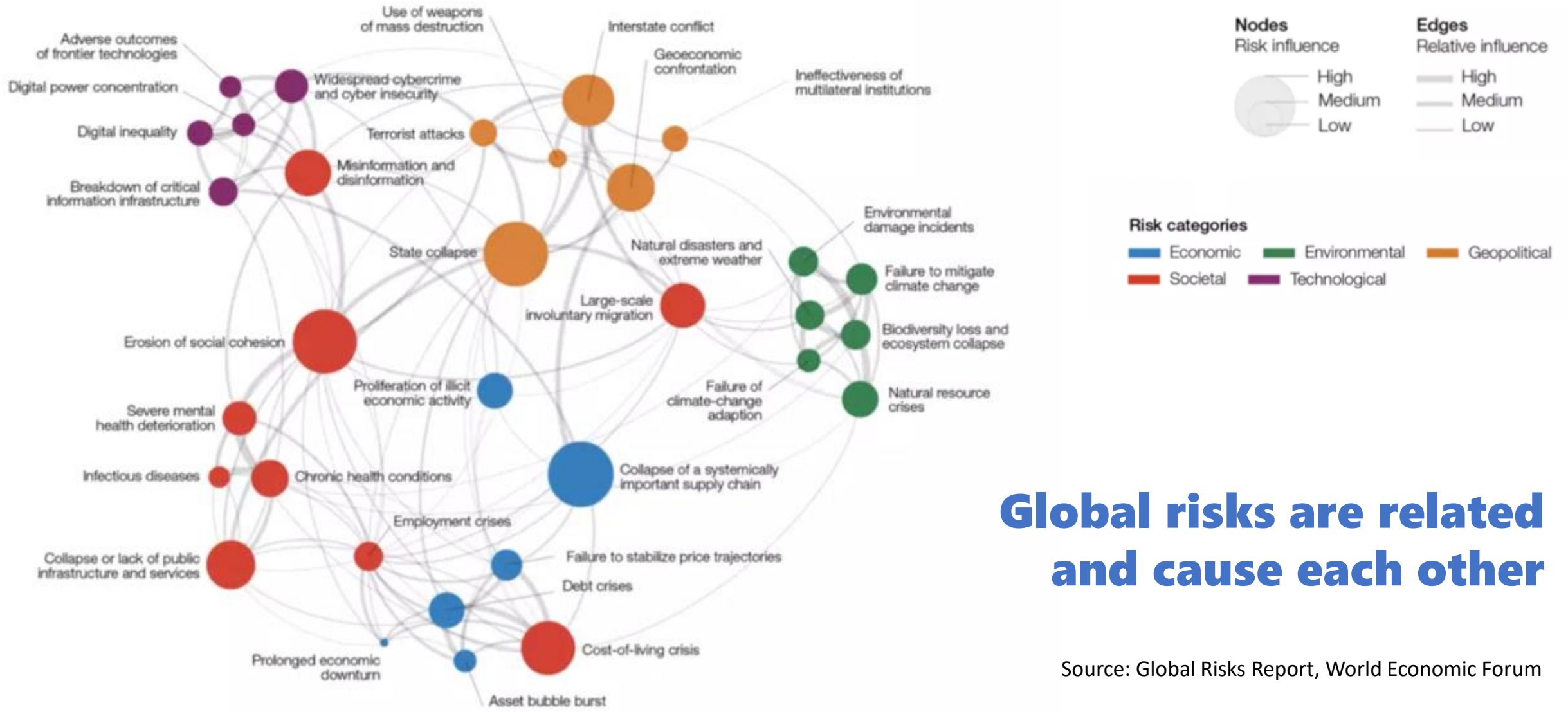


Source: Eurofound and Cedefop (2020), *European Company Survey 2019: Workplace practices unlocking employee potential*, *European Company Survey 2019 series*.

Current state of participation in adult learning



Global risks landscape: an interconnections map



**Global risks are related
and cause each other**



Shift in employee paradigms



Migrant and refugee influx

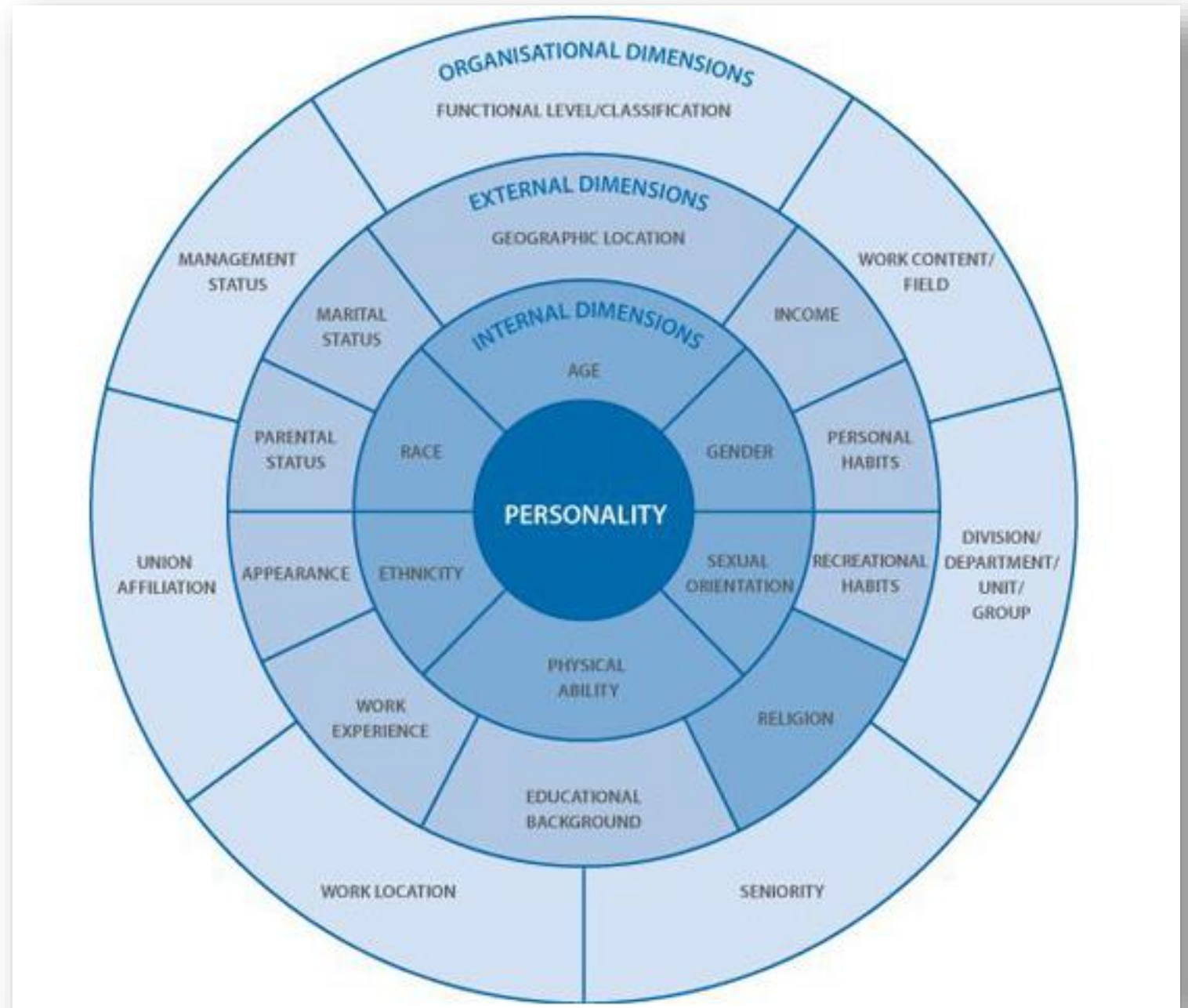


Inclusion and accessibility



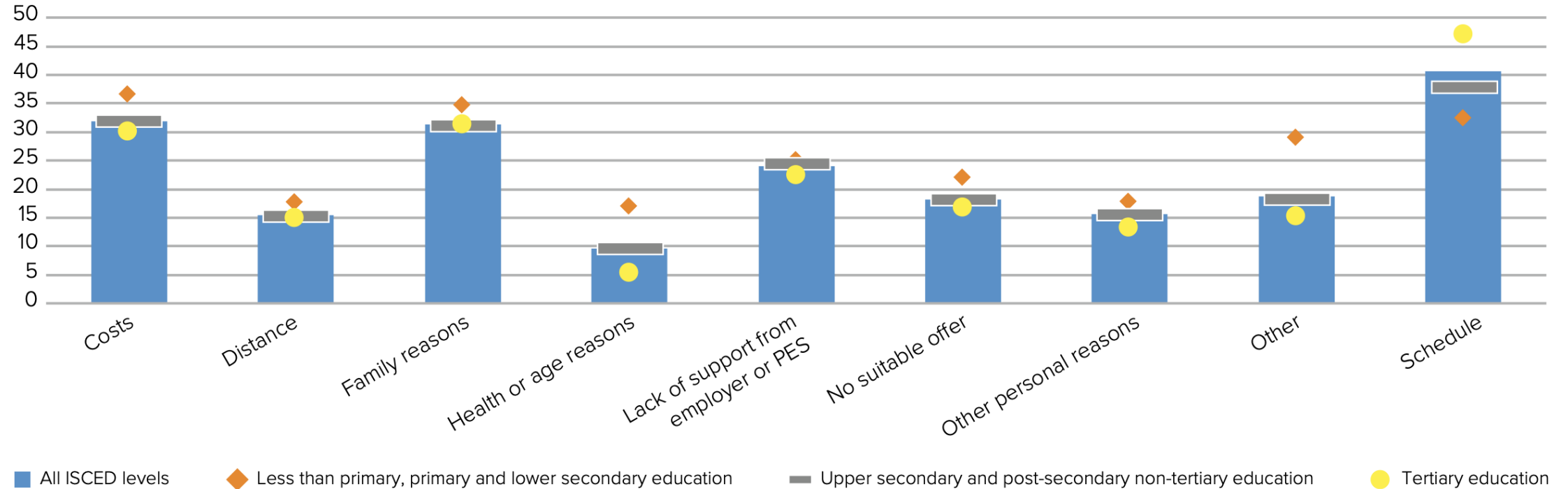
Aging population

Individuals are diverse

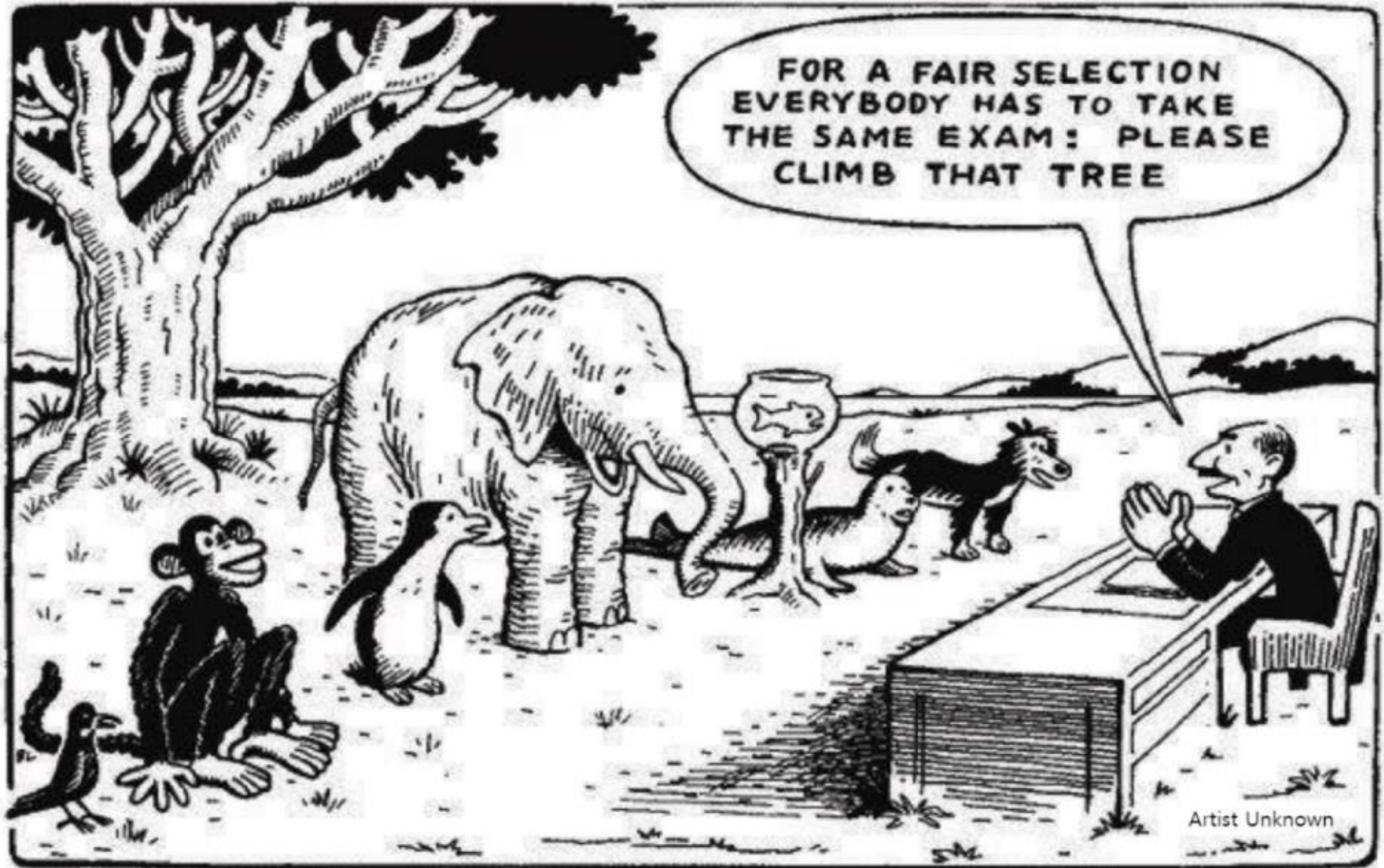


Diversity Wheel (Loden et al. 1991; Gardenswartz et al. 2003)

Population wanting to participate in education and training



Source: Own elaboration based on data from the 2016 Adult Education Survey.



FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE

Artist Unknown

Erasmus+ 21-27 priority «Inclusion and Diversity»

to facilitate the access to the Erasmus+ for people with fewer opportunities, to ensure the putting in place of measures to remove the obstacles that may prevent such access

to provide a strong supportive approach to participants with fewer opportunities, which is the key to help removing the obstacles to their full participation in the Programme

to mainstream inclusion and diversity as a cross-cutting priority and guiding principle, ensuring the offer of inclusive features and mechanisms within the design of the Programmes and the budget allocated to its actions

to contribute to more inclusive societies



Barriers in accessibility and outreach

Disabilities

Health
problems

Barriers linked to
education and
training systems

Cultural
differences

Social barriers

Economic
barriers

Barriers linked
to
discrimination

Geographical
barriers

Accessibility

Accessibility is the practice of making information, activities, and/or environments sensible, meaningful, and usable **for as many people as possible**.



Situational

Temporary

Permanent

Hearing



Loud noise



Ear infection



Complete or
partial hearing
impairment

Sight



Bright sun



Eye surgery



Complete or
partial blindness

Situational

Temporary

Permanent

Mobility



New parent



Injured arm



One arm

Perception



Distractive
circumstances



Lack of sleep



Dyslexia



Most frequently mentioned barriers in adult education sector Erasmus+ projects in Latvia:

- Economic barriers linked to a low standard of living, low income, working adults;
- Geographical barriers linked to living in rural and remote areas such as outermost regions (limited public transport, poor facilities);
- Barriers linked to discrimination mainly to gender and age;
- Cultural differences mainly linked to people with linguistic adaptation and cultural inclusion difficulties.



Group discussion:

1. Discuss each barrier briefly, sharing your experiences and observations:

- Disabilities
- Health problems
- Cultural differences
- Social barriers
- Barriers linked to education & training systems
- Economic barriers
- Barriers linked to discrimination
- Geographical barriers

2. Collectively decide on the 3-4 barriers that most profoundly affect your work

Please share 3-4 barriers that most profoundly affect your work in adult education, but **are not fully addressed.**

Why these barriers are the most significant?



Group discussion:

Discuss solutions at different levels:

- **Individual Level:** What can each educator or staff member do within their capacity to address this barrier?
- **Institutional Level:** What changes can be made at the organizational or institutional level?
- **Policy Level:** Are there recommendations for policy changes or government interventions?



In the middle of difficulty lies opportunity.

Albert Einstein

Erasmus+

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