



***Deep In. What Adult Educators Need To Know About Educating Low Educated And Low Skilled Workers - A Handbook Produced By Learnersmot Project Partners***

The Deep In Handbook has been written with in mind the needs of low educated and low skilled workers, decision makers and companies and above all the needs of adult educators preparing for an educational intervention within a company. In today's economy companies keep adapting to rapid changes. Professions and division of work are ever less present since most of workers have to perform a variety of tasks on their own or in a team. Consequently, the old hierarchy of jobs and tasks has been vanishing. Moreover, companies are ever more service and customer oriented. This requires from both workers and decision makers high level of flexibility and adaptability to changes. If they are not able to adapt, their job and company are at risk. In such situation it is impossible to rely only on single workers. On the contrary, decision makers have to trust *all* workers including those who are most vulnerable. They have to be confident that these workers can improve and have potentials.

Education and training address these workers' potentials. Addressing low educated and low skilled workers, adult educators have a complex task to accomplish. They have to animate the learners to enroll in the program. They have to motivate them as to trigger their intrinsic, primary motivation for learning, help them overcome their adversity to learning and changing, maintain them in education persuading them that education is a way for them *to construct their future*. To this end they prepare an educational programme taking into account low educated and low skilled workers' (latent) partial, unstructured knowledge, the core characteristics of functional illiterates, knowing that they dislike writing. *Education for functional illiterates is extremely important*. On one side the

performance of the enterprise is to be developed and on the other side the trust of workers should be increased. Adult educators know that today's society requires writing, reporting, abstract thinking and this is precisely what functionally illiterate workers lack. Adult educators know that writing is closely related to speaking and understanding and are most useful for constructing one's social inclusion. Members of the LearnersMot project have prepared an on-line Handbook to broaden adult educators' knowledge and skills needed for understanding persons in state of functional illiteracy and to work with them.

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