



Executive Agency, Education, Audiovisual and Culture



# Development of a training path for European Furniture Experts in Designing and Manufacturing of AAL Integrated Furniture for the Care and Support of Elderly and Disabled People.

## VETAAL

Final Report

Public Part

## Project information

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## Executive Summary

Currently, having a job is not only a source of income, but also an important tool to be part of the community for any group, and it is really important that workers have the suitable training to do their work properly and in a safe way. Some job positions have changed a lot during the last years because of technical or social changes. For instance the fast-growing elderly population in Europe requires solutions like AAL (Ambient Assisted Living) to care their needs and improve their quality of life. In fact, furniture has certain features that can improve the non-intrusive monitoring of users and interaction of AAL systems, but in spite of this, actually, workers are not still ready for the right implementation of these systems because there are not training programs. Moreover, most of the designers don't have the required skills, competences or knowledge to create and compose products according actual safety and mechanical needs (CE marked, ISO standards) that these products have to satisfy in order to fulfil legal and safety European regulations because of the lack of training.

VETAAL consortium have recognised that problem and they were working to solve this issue with VETAAL project with the support from the European Commission in the life learning programme sub-programme Leonardo. Their target was to develop a novel curriculum and innovative training material to actual and future furniture professionals in design and manufacturing of AAL furniture for elderly and disabled people with a pilot test to ensure the quality and assessment of the material.

The consortium was working in the development of the training courses divided in four pillars: Basic Concepts on Electronics, Psychology and Needs of Elderly and Disabled , Design and Ergonomics, and Ambient Assisted Living. But for that it had been necessarily the previous steps like a deep desk research, experts committees and questionnaire to determine the skills, knowledge and competence needs in different job positions (blue collar worker, designer, manager and freshman) that the partners have done in their different countries. This task was aimed at identifying the main needs and requirements in participating countries regarding concepts of the learning pillars applied to the Furniture Sector. For that, the methodology the consortium has used for the first steps of the project had involved heterogeneous workers in order to gather information.

These studies mapped all learning outcomes professional needs to acquire in order to cope with the current situation with a qualification profile for partners respective country. Besides their different needs, the research found that the workers have different backgrounds and for that it might be a waste time to repeat some units, therefore, the partners thought about a way to individualize the training paths with previous questions before each unit as well as their job position path.

The different contents had been developed by the partners and an e-learning platform (<http://vetaal.vitecolearning.eu>) had been released, a learning pilot test was implemented to assess these outcomes and to improve the contents, the pilot was performed in Spain, Slovenia and Poland with managers, designers, blue collars and freshman in furniture field. With this pilot outcomes, the course was improved and now it is developed as really useful content with the necessities of the furniture field and split it by learners background and needs.

The consortium was composed by 10 partners from 6 different countries (Austria, Italy, United Kingdom, Spain, Slovenia and Poland) covering a big European area and with an appropriate geographical balance, moreover the partners have complementary expertise about furniture, training and management because some partners are Technical Research Centres, Development Agencies, Chambers of Commerce and Industry, e-learning provider

experts, Institutes for Vocational Education and Training, Universities or Quality Assurances. The whole consortium assures high volume cooperation between bodies and a big network for disseminating the results of the project and providing learning opportunities all over Europe.

This project has an own website (<http://www.vetaal.eu> ) with a public area (which constitute a good platform for dissemination activities and contain all public information of the project) and a private area (which be used as file exchange repository and internal communications tool).

On the whole, VETAAL will benefit the overall European society by training the furniture industry to have more qualified workers in AAL and by providing tools for the aging and disability population sustainability.

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# 1. Project Objectives

The main objective of VETAAL is to address the challenges of the vocational skill mismatch that the new demand of an AAL-integrated Habitat has produced, by the development and validation of a harmonised European curriculum based on the principles of ECVET in the area of design and manufacture of *Smart Support Furniture for Ambient Assisted Living* that integrates e-learning and face-to-face learning to the benefit of experts from the furniture sector or preparing to enter the labour market.

That is because, currently, the care and support of elderly and disabled people is an emerging market for the furniture sector. Nowadays more and more furniture organizations are focusing on this market even integrating AAL (Ambient Assisted Living) systems in their final products producing what is called *Smart Support Furniture for Ambient Assisted Living*. However, it has been found that most of the furniture organizations do not have a skilled staff for designing and manufacturing products for this sector according to the specific safety and mechanical needs (CE marked, ISO Standards, etc) that these products must satisfy in order to fulfil legal and safety European regulations.

VETAAL has the objective of removing definitely the existing lack of knowledge and skills between professionals in the furniture industry related to Ambient Assisted Living and their application in designing and manufacturing of *Smart Support Furniture for Ambient Assisted Living*. VETAAL could allow furniture companies to reinvent themselves in order to satisfy the needs of an ageing population, by introducing AAL technologies with suitable professionals. The competitiveness of the sector could be increased and new enterprises could be created. Moreover, generally, the furniture industry is considered as low-tech, labour-intensive sector, and this project could increase the employability of the workers, considering the AAL market is increasing steadily and there is a lack of qualified personnel

Moreover, VETAAL reinforces the European policy by the delivery a Joint Curriculum in AAL for the furniture sector for addressing the challenges of vocational skills mismatches. The close cooperation of six EU countries will ensure that all outputs are widespread and the trans European cooperation. The whole consortium will assure high volume cooperation between bodies and a big network for disseminating the results of the project and providing learning opportunities all over Europe.

In order to accomplish these broad objectives, the specific objectives of the VETAAL project were:

- **Define skills needs** in the field of AAL and requirements for designing and manufacturing *Smart Support Furniture for Ambient Assisted Living*.
- **Design and develop a Joint Curriculum** on *Smart Support Furniture for Ambient Assisted Living* by implementing innovative methods in e-learning and face-to-face learning.
- **Develop a Multilingual eLearning Platform** (English, Spanish, Polish and Slovenian) for teaching the remote learning part.

- **Involve VET policy makers** contributing to the outcome dissemination to guidance services, representative organisations as well as to relevant national, regional or local authorities, exploiting the project outcomes and recognizing it as a standard VET model, which will ensure a high impact on VET policies.

- **Develop a Memorandum of Understanding:** Defining criteria for memorandum of understanding and recognition of learning outcomes and concluding a MoU to shape future operational partnerships between partners.

These objectives will impact directly to furniture workers and furniture enterprises, and, in addition, elderly people and people with some disability will be benefited because this kind of furniture could improve their quality life.

## 2. Project Approach

VETAAL had finished five important phases. On the first part of the project it was really important the analysis of the furniture field, their workers and their needs. Because, afterwards, the definition of the different training paths and the student project contents were done by the partners in the second phase and the methodology for the different units like e-learning, face-to-face or hands-on sessions.

During this phases the partners was in permanent contact but they had their task distributed according their expertise and background. In the first steps it was necessary to know deeply the real situation in furniture field in relation of *Smart Support Furniture* for defining vocational skills, knowledge and competence mismatches between the different job positions inside the professionals of the furniture.

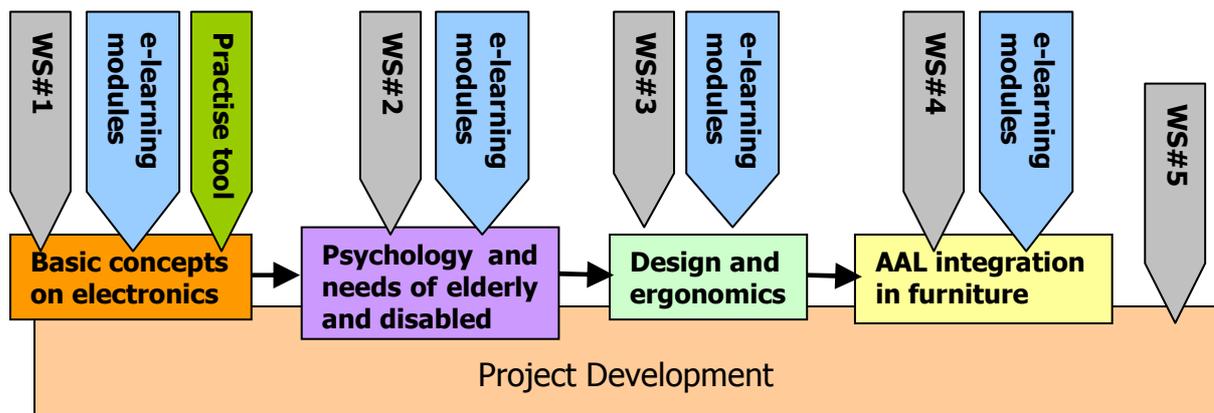
For these purpose, partners have formed expert groups in Slovenia, Poland and Spain with experts, individuals from furniture production companies, individuals who work with elderly people... These expert groups helped the partners to prepare suitable questions to make a questionnaire and to plan and undertake a good desk research.

In relation with this, pillar responsible partners prepared questions to make the questionnaire but the final selection was made by the partner in charge and they send the questionnaire to the professionals from the furniture companies to define the vocational skills mismatches.

Moreover, each project partner carried out a desk research analysis extracting the learning outcomes needed: Knowledge, skills and competences with the same methodology according to the guideline that the task leader had sent to the consortium.

Partnership took into account that they needed the broadest information about the sector and their needs. With this information the different partners could design some learning's framework dividing in four big pillars: Basic Concepts on Electronics, Design and Ergonomics, Psychology and Needs of Elderly and Disabled and AAL Integration in Furniture. But, not only this, because each worker is different and he has different background and needs, partners has develop different training paths (picture below -1) and possibilities (exam previous the units). Each partner was focuses on the definition of the unit contents that are closely related to its expertise, as well as the analysis of the best form of training for every unit.

After that, the partners were developing the different units' content in English to subsequently translate into Spanish, Polish and Slovenian. Each learning pillar comprised several units and a workshop which was delivered at the beginning of each module for addressing questions regarding the module before introducing the current learning, moreover in that workshops were used to collect information about the previous pillar (picture below 1)



Training course – picture 1

In order that the students could practice and internalise new knowledge about electronics, it was developed a student kit with more than 23 elements easy to achieve and step-by-step instructions that every student could follow. At the same time, it was developed by the partnership an e-learning platform which could be used to learn the content everywhere and at their own pace (<http://vetaal.vitecolearning.eu>)

For the consortium it was really important to check and to assess that the produced contents are the suitable ones, and for that, in the last part of the project it was implemented three pilot tests with real workers in Spain, Slovenia and Poland and it was obtain more information and improve the contents.

Moving on to other issues, Quality assurance (QA) was an important lighthouse in the project development and a “Quality and risk plan” was developed at the beginning of the project to ensure its perfect development, moreover, this quality and risk plan was improved constantly during the project. In fact, one partner is constantly attentive to every task that the partners are doing in order to check that it was done with the suitable quality or not. Finally, it was developed a mid-term and a final quality evaluation report with the information that on the project could be obtained.

Talking of **Dissemination and exploitation strategy was ensuring the valorisation** of VETAAL results and was building together a process with a view to optimising the project value. Connected with this, the partnership has made big efforts thinking on the sustainability of the consortium and the utilization of the outcomes after the project has finished. **The dissemination and exploitation strategy was tailoring to each target audience.** In order to have a wider audience and exploitation, the following activities are being carried or it will be carried out:

- **Mass media communication:** Website translated into the languages of the partnership (English, German, Spanish, Polish and Slovenian) and French, e-Newsletters, leaflet and promotional material, press releases, radio and TV.
- **Social Media tools** such as Twitter, Facebook, LoopThing etc.
- Project registered in the **ADAM portal**
- Organization of **Workshops and seminars** tailored to each target group

Furthermore, at the end of the project, it was designed a new brochure and poster in order to use it for explain the outcomes and profit of the project.

### 3. Project Outcomes & Results

VETAAL project has achieved the five specific objectives that it was fixed at the beginning of the project with a really intensive work and commitment between partners who come from complementary fields and different countries. That has meant a final quality document.

The main objective of the project was achieved because it was created and improved a training high-quality material pointed to cover the lack of contents in the furniture industry related to Ambient Assisted Living and their application in designing and manufacturing of Smart Support Furniture for Ambient Assisted Living, and it was done taking into account the different necessities of the diverse profiles inside the field, obtaining different training itineraries for designers, managers, blue collars and freshmen. Moreover, this training material has been checked and improved with 3 training pilots in 3 different countries with a strong furniture industry like Spain, Poland and Slovenia. For that, the material is available in English, Spanish, Polish and Slovenian. Finally it will be possible to make the course in every place of Europe because it was designed to do it by e-learning platform (<http://vetaal.vitecolearning.eu>) and it was checked that the course could be done with success in English for not native speakers.

For achieving these important results, it was done a big research with experts group in Slovenia, Poland and Spain with different backgrounds (individuals from furniture production companies, individuals who work with elderly people, experts for electronics and domestics for AAL, designers for AAL and experts for setting up qualification profiles) during the first steps of the project. It was needed because it is really important to know which ones are the needs inside the field and the requirements for designing and manufacturing Smart Support Furniture for Ambient Assisted Living.

It was developed and used some research methodology and questionnaires for professionals from the furniture companies to define the vocational skills mismatches and it was made desk researches to define what companies have to know about AAL. Later of this the partners did “qualification profiles”, these qualifications will map all learning outcomes professional need to acquire in order to cope with the current situation.

Some projects have failed in similar objectives because the partners had started to work before to know what the needs are. Moreover this project has analysed the vocational skills mismatches and with this information the partners have developed the different profiles about blue collar, designer, manager and students in general.

These were one of the important outcomes of the first part of the project, and indispensable to determine the skills, knowledge and competence needs (learning outcomes) in order to prepare a joint curriculum and afterwards an effective course to acquire that necessities.

With this information Training Paths and Learning Contents had been defined with precision. The paths was designed in terms of the necessary areas of knowledge and optimized to fit the variety of job profiles by providing a core training path, as well as elective training modules to address the specific needs of mentioned job profiles. Moreover, those learning pillars (Basic concepts of electronics, psychology and needs of elderly and disabled, design and ergonomics and AAL) was broken down into smaller and more manageable *training units*.

Finally, design of the training and develop of the content were done by the experts in the partnership with the important aim that every worker could have their own training path in order to achieve their needs depending on their background and previous knowledge with the idea of customizing each training path according the necessities of each worker. This material was developed in English and translated into Spanish, Polish and Slovenian.

An e-learning platform was developed because this course was designed in order that professionals could receive the training at their own pace but with the addition of a student kit development of the hands-on exercise during Basic Concepts on Electronics Module, users will receive a student kit with the necessary components. It will include step-by-step instructions and descriptions that the student can easily follow even if he does not have previous training in electronics.

On the last part of the project, it was tested the training material with real learners in Spain, Poland and Slovenia and it was used their feedback to improve the final material.

With this, the consortium has a complete program to train *European Furniture Experts in Designing and Manufacturing of AAL Integrated Furniture for the Care and Support of Elderly and Disabled People* and this program could be official in the future because it accomplishes every needs detecting in the field. Besides that, each unit has smaller units and the best form of training for every unit (face to face, on-line, slides, video, etc. or a mixture of some).

The project has a Quality assurance plan and different revisions which have made that the final results were highly satisfactory for every partner and stakeholders.

It was made a really important effort to disseminate the different advances of the project with different means: professional fairs, conferences, seminars, professional publications, newspaper, television, e-newsletter and own webpage ([www.vetaal.eu](http://www.vetaal.eu)) in 6 different languages (English, French, German, Polish, Slovenian and Spanish) which it has the objectives, methodology, consortium, news and possibility for being in contact with the partners. Moreover, it was created and printed brochures and posters with the suitable information of the project, and it was developed a scientific poster to be used in professional seminars, finally brochure and poster was updated with a different appearance. The result of this project was disseminated out of Europe in international conferences.

Partnership has made plans to keep working in the project because every partner agrees that it has a really important utility in the field.

This consortium is showing a permanent contact between their partners not only in the official meetings because this project needs an important level of agreement between the partners.

## 4. Partnerships

VETAAL was very careful to choose the right partners in order to develop the most useful partnership because for this project is really important the collaboration between different kinds of organisation with variant backgrounds. In fact, the project consortium consists on EU experts that cover different fields: VET providers, employees and enterprises representatives from the furniture sector and VET policy makers, actually, the whole consortium has assured high volume cooperation between bodies and a big network for disseminating the results of the project and providing learning opportunities all over Europe.

Alliance's geographical diversification ensures the European Perspective, since it is composed by 6 countries: Spain, Poland, Slovenia, United Kingdom, Italy and Austria. The close cooperation of these six EU countries has ensured that all outputs are widespread. It was composed by 10 partners at the beginning which origin is geographically balanced and has the guarantee for the successful dissemination and exploitation of the project results. Specifically, partners come from 3 complementary fields:

1. The world of work: CETEM (Technical Research Centre of Furniture and Wood of The Region of Murcia), CCIS (Wood Processing and Furniture Association), CONFEMADERA (Confederación Española de Empresarios de la Madera) and OIGPM (Polish Chamber of Commerce of Furniture Manufacturers), as they are in direct contact with furniture industries and relevant stakeholders, they had the expertise for skill needs analysis and they play an important role during dissemination, exploitation and pilot test activities. Moreover, they could test if the final content was really useful in furniture field and they assured the sustainability and application of the training material in the real world.
2. The world of VET: WTD (Warsaw University of Life Sciences, Faculty of Wood Technology) and UNIVIE (University of Vienna, Institute for Applied Psychology) are familiar with the joint curriculum design and delivery, on the other hand, VITECO (Vitale Tecnologie Comunicazione) is developing the e-learning platform. These partners were assuring that the contents were transferring knowledge to the learners and in a suitable way. SEARCHLIGHTER participated exclusively by assuring that the project results and its development comply with the expected quality and they has contributed to the consortium in order to obtain learners feedback to improve the learning contents.
3. VET policy Makers. A development office (INFO - Instituto de Fomento de la Región de Murcia) and a body responsible for systems and VET policies at local, regional and national level (NIVET - Institute of the Republic of Slovenia for Vocational Education and Training) were involving in the contribution of the outcome dissemination to guidance services, representative organisations as well as to relevant national, regional or local

authorities, exploiting the project outcomes and recognizing it as a standard VET model, which will ensure a high impact on VET policies.

On the second part of the project, CONFEMADERA due economical issues had to leave the project, but the partnership and coordinator could replace and make their tasks with successful due to their experience.

In this project, the added value of European Cooperation in terms of learning is justified, since VETAAL platform will connect experts and students from the furniture sector across Europe. Users are having the chance of sharing information, knowledge and experiences with other EU users. Also, VETAAL became the first step for collaborations between partners, which is aligned with the purposes of the EC: an approach to enhance the EU cooperation in AAL and its correct integration in the furniture sector.

All VETAAL partners have experience in project management, workgroup coordination, and organisation of national and international events, as well of networking. Several partners have also worked together in previous projects. During this project there were an active collaboration and good understanding and practise to task sharing between them, in fact, most part of the partners are collaborating in new European projects together (Beyond 45, Arture, Ecosilentwood... ) or proposals (IM-Future, SupportAbility, Innovation Dawn...) due the good outcomes and relationship that it was created during VETAAL project.

Apart of this, for the partners involved, the benefit is the Knowledge and skills acquisition related to applying them in their product and manufacturing process.

VETAAL partners had been chosen on the basis of:

- » Previous experience with multinational projects.
- » Harmonised and complementary competences and background in **technological knowledge, pedagogical skills and capabilities in the field of AAL and its integration in furniture, design, ergonomics and Psychology and Needs of Elderly and Disabled**

Furthermore, all partners had a high level of implication in the furniture sector. Additionally, VET providers and Associations have either experience in electronics, AAL and its integration in furniture, design, ergonomics and Psychology and needs of the elderly and disabled. Partners, such as CETEM, CCIS, OIGPM, INFO and NIVET enjoy excellent relations to regional or national authorities in charge of education and work, which forms an excellent basis for mainstreaming the project results at political level. The involved partners are representatives of the major target groups that this project proposes to provide a solution to the threats and concerns to which they are subject.

## 5. Plans for the Future

A successful exploitation is essential in order to achieve long term sustainability of the VETAAL results. For that, it is one of the key objectives of the project and it has done an Exploitation and Sustainability plan in which drafting every partner has collaborated or given suggestions.

The exploitation plan was implemented at a National and European level. The main VETAAL tools and channels of dissemination shall be used for the purpose of exploiting project results (Website, newsletter, events, press releases, dissemination materials (it was done an update poster and brochure at the end of the project), social networks, training sessions and future workshops...).

At a national level, the project was exploited through two main actions:

- web, networking partners communication
- Workshops in order to transmit the importance of being training in furniture adapted to elderly people or collectives with some disability, mainly with electronic device or related with AAL. These workshops will be done with Public administrations, chamber of crafts and experts from the private sector. It was schedule to make a workshop about VETAAL outcomes in the next 55<sup>th</sup> Edition of Yecla furniture´s fair (26<sup>th</sup>-29<sup>th</sup> September 2016) in “CETEM” stand.

At European level, the main exploitation actions are carried out along VETAAL network channels, partner websites, publications, and it will be presented in several conferences and technical workshops. In fact, it will be strengthen because the international character of the partners who are working in different European platforms (INNOVAWOOD, ECAMOB) and some of them (CETEM) is an ESCO stakeholder advisor and this new kind of training and necessities could be taken into account into ESCO classifications.

Finally, a specific media campaign is conducted by OIGPM and other national partners using social channels, press offices and partners websites.

One of the main objectives of the project was guaranteeing their sustainability in the long-term. For that, during the project, it was involved important key organizations and end users in order to check the possibilities of the project, furthermore, VET policy makers were involved too. The entire signals received has given a hint of the possibility of VETAAL e-learning platform or VETAAL material course could be a useful tools in the improvement of training in furniture field and to cover existing lack of knowledge and skills between professionals in AAL in furniture field.

Moreover, it is being studied the possibility of transferring this training into other sectors like construction or electric industry.

On the following years, the consortium are including stakeholders to be involved in future dissemination activities and it will be ensured the maximum sharing and reuse of content of the project.

Furthermore, every partner has planned to do sustainability actions at least in the next two years, for instance, it will be implemented as active course in CETEM and

The outcomes and development of the project will be presented in some of the most important furniture fairs or related fields in the following years:

- 55<sup>th</sup> Yecla´s furniture fair (the eldest one in Spain) at 26<sup>th</sup>-29<sup>th</sup> September
- 55<sup>th</sup> international Home Fair (Sejem Dom) in Ljubljana (Slovenia) at 8<sup>th</sup>-13<sup>th</sup> March
- Meble Polska and Furnica (one of the biggest furniture fairs in Europe) in Poznań (Poland) between 13<sup>th</sup>-16<sup>th</sup> September.

Some parts of the contents will be integrated into public or private studies like: postgraduates courses of the University of Vienna (Gerontology and Social Intervention) in Austria, a secondary educational programs in wood industry in Slovenia or part in a postgraduate master in “Design and industrial organization industrial in the furniture sector” organized by CETEM and Murcia University in Spain.

E-learning platform will continue active in the future as VITECO has compromised.

This material will be used in different international conferences like 8<sup>th</sup> Development Conference of Wood Processing Slovenia or in 23<sup>rd</sup> International Wood machining seminar.

Finally, some of the partners will add this content into their training programme as whole course, for instance CETEM where will be an active course in 2017.

## 6. Contribution to EU policies

The **Programme for EU Action in the Field of Lifelong Learning** (the Lifelong Learning Programme – LLP) aims to contribute through lifelong learning to the development of the EU as an advanced knowledge society, with sustainable economic development, more and better jobs and greater social cohesion. This project addressed clearly this objective because it is aimed to improve some jobs with the appropriate training in order to improve the knowledge and skills of furniture workers, besides that the workers will improve their employability and with better resources and emerging market the competitiveness of the sector could be increased.

VETAAL contributes to achieve some specific objectives of LLP as:

- To contribute to the development of quality lifelong learning and to promote high performance, innovation and a European dimension in systems and practices in the field. It is because VETAAL reinforces this policy by the delivery a Joint Curriculum in AAL for the furniture sector for addressing the challenges of vocational skills mismatches. Furthermore AAL is an innovative approach for furniture companies to be more competitive in the market and satisfying the needs of an aging population. The close cooperation of six EU countries (Austria, Italia, United Kingdom, Spain, Slovenia and Poland) will ensure that all outputs are widespread and the European cooperation.

- To help promote creativity, competitiveness, employability and the growth of an entrepreneurial spirit. Ambient Assisted Living is one of the main innovative technologies that will allow us to live at home longer despite cognitive or physical impediments. VETAAL will allow furniture companies to reinvent themselves in order to satisfy the needs of an ageing population, by introducing AAL technologies. This will increase the competitiveness of the sector and the creation of new enterprises: AAL market is a very promising market for the furniture sector and will generate in 2015 €525.56 million.

- To support the development of innovative ICT-based content, services, pedagogies and practices for Lifelong Learning. VETAAL comprises the architectural design for the customisation of one OSS platform. This platform has to be accessible by all and represent a tool to implement e-learning classes.

VETAAL addresses two Leonardo specific objectives:

- To support participants in training and further training activities in the acquisition and the use of knowledge, skills and qualifications to facilitate personal development, employability and participation in the European labour market. The novel profile will also increase the employability, considering the AAL market is growing steadily and there is a lack of qualified personnel, and they could work safely.

- To support improvements in quality and innovation in vocational education and training systems, institutions and practices. VETAAL is a new way to train furniture workers because they could have their own training path and pace because they will use e-learning methodology and the units could be learnt in home.

Moreover VETAAL addresses two operational objectives at least:

- To improve the quality and to increase the volume of co-operation between institutions or organisations providing learning opportunities, enterprises, social partners and other relevant bodies throughout Europe. The project consortium consists on EU experts that cover different fields: VET providers, employees and enterprises representatives from the furniture sector and VET policy makers, the whole consortium will assure high volume cooperation between bodies and a big network for disseminating the results of the project and providing learning opportunities all over Europe.

- To improve the transparency and recognition of qualifications and competences, including those acquired through non-formal and informal learning. With VETAAL the enterprises could know which profile may have their workers in this specific field and the workers could get the knowledge and skills needed in AAL.

VETAAL also contributes to furthering the horizontal policies of the EU, in particular by LLP Horizontal policies:

- Promoting equality between men and women and contributing to combating all forms of discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. VETAAL does not allow carrying out any type of discrimination based on sex, racial or ethnic origin, religion or belief. The only information the Web-based system manages is related to the job profile and competences, without any other sensitive data or confidential being published. Moreover, it promotes active involvement of older workers in training and sharing activities, because they are the most experienced individuals, and therefore can contribute more than others sharing knowledge.

VETAAL demonstrates complementarily with other policies like Education and Training 2020 Work Programme because it enhances creativity and innovation by implementing the training path in electronics, ambient assisted living and its furniture implementation, in the sense it promotes new ways and methods for the design and manufacturing accessible furniture for people at risk of exclusion. Furthermore the project enhances entrepreneurship because addresses directly the lack of staff with the right qualifications when designing and manufacturing those products.

## 7. Extra Heading/Section

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