Advancing Digital Empowerment
of Libraries in Europe

Case studies template
PR2

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Library presenting the case study (Name, city, website and contact details)	Nikola Furnadzhiev Regional library, Pazardzhik, Bulgaria Website: https://libpz.eu/ General email: libnf@abv.bg
Title of the case study	Andragogy – A virtual learning environment for librarians
Area of ADELE tool illustrated by the case study *Please underline the selected area*	☐ *Management* ☐ *Infrastructure, Equipment and Support* x *Continuing Professional Development* ☐ *Self-reflection on digital competences* ☐ *Learning opportunities on digital competences for users* x *Collaboration, Networking, and Community*
Description of the experience: aim, methods and outcomes	Main objectives of the training: training in andragogy for librarians in a virtual learning environment in Bulgarian, Lithuanian, Latvian or English; to improve the andragogical competences of librarians; to apply novel and innovative tools of learning and give the opportunity to librarians to create their own learning materials and become a mentor/advisor to other librarians; to establish the library as an organisation supporting and conducting non-formal learning and to strengthen international cooperation in the field of andragogy, non-formal education and lifelong learning. The training in andragogy in a virtual environment is composed of 4 modules: principles and curriculum; methods of teaching and learning for adults; effective communication and working with the target audiences of libraries. The methods of reaching the target group are through an online platform with thematic modules, additional resources and tools for self-testing of the acquired knowledge. The virtual learning environment allows librarians to acquire new knowledge in the field of andragogy regardless of time, financial and geographical barriers. One of the main advantages is that they will be able to communicate with each other, share their experiences and help each other in the learning process. Upon successful completion of the training, a certificate is issued.
Resources needed to implement the idea Please, provide any link and/or send them in attachment	The resources needed to implement the idea are hosting, internet, ICT equipment, a prototype of Moodle, an online forum, a tutor, a mentor to answer learners' questions online, curriculum development, learning content and online educational resources on the topic, a translator for videos recorded in other languages, photos, tables, charts, etc. available online.
Target groups	Librarians, library science teachers, university librarians, teachers in various types of learning centers, departmental librarians, factory librarians, hospital librarians, archivists, etc.
	Lifelong learning is becoming increasingly important for the functioning

Elements of innovation	and development of the individual and society. Adult learners strive through learning to achieve personal development, professional realization, satisfaction of socio-cultural needs, improvement of communication skills, etc. The idea is that librarians themselves can act as content creators and mentors to other colleagues. It is an innovative approach to learning. Librarians have not previously participated in practical training in andragogy through a distance learning system. Due to geographical and financial constraints, rural librarians were unable to participate before. This idea is a great opportunity for all librarians to acquire new skills without any restrictions, as well as to communicate with other users. This tool is already widely used and especially useful for application in community centers, libraries and other institutions that are oriented towards the education of adults. We rely on a virtual environment with digital educational resources and easy access.
Tips to other library staff using this idea	Suggestions: ● Add competences of various type and complexity, expanding the scope of knowledge and soft skills acquired ● Expand target groups; ● Keep open the possibility to upgrade the resources on the different subjects of training; ● Provide a dark mode for viewing the platform to reduce eye strain.
Keywords	#librarianskills #adults
References	Website: http://go-andragogy.eu/