



## **Diversity Management in Adult Education**

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### **Abstract**

The transformation arising from the second half of the twentieth century brought to the world of education and training a number of consequences, since many “new” groups of learners were incorporated into the education-training system. Thinking about the changes necessary for integration is primarily to question the education dominant models, which means looking at the contexts and circumstances of economic, social and cultural rights.

A growing challenge in education is the management of diversity within groups of learners. The project Learn+ addresses the topic diversity in adult education by creating a model of thinking about teacher's key competencies in education institutions dealing with diverse groups. The results of the research illustrate differences and similarities between partner countries of understanding the main “diversity” problems and bring together a number of terms and structures and useful data on diversity in adult education.

The presented paper demonstrates Learn+ approaches which reflect the following considerations:

Adult learning is very diverse in the way it is delivered, the organizations that deliver it and the teachers/trainers who work within the whole sector what needs to be acknowledged in trainer education.

Managing diversity needs to be a ‘whole organization’ responsibility, building on the support from legislation and fulfilling expectations from inspection processes. All staff within an organization from management to reception, admissions to marketing need to be aware of their responsibility.

Managing diversity should be ‘integral’ to the learning offer as all adults who come into learning have individual needs. Training packages need to take account of this broader spectrum as well as the specific diversity groups.

Where specific diversity groups are concerned, trainers/tutors need to understand their role in ensuring inclusivity. An individual trainer/tutor needs support and back-up from his organization to be able to manage diversity effectively within his own context.