

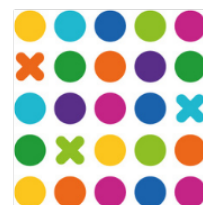


# Deliverable D6.4

## Transferable training programme template

Partner: University of Rzeszow

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## Disclaimer

This project has received funding from the European Union. Nevertheless, the contents of this report reflect solely the views of the authors and do not necessarily represent the official position of the European Union. The European Union cannot be held responsible for any use which may be made of the information contained therein.

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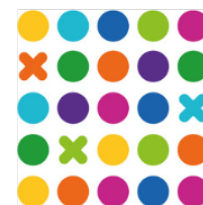


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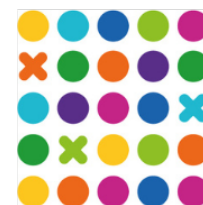
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# WP6 – Training Curriculum

## Introduction

This document is an updated version of Deliverable D6.2 and it reflects the results, evaluations, and best practices emerging from the national training sessions carried out between July and October 2025 by the Care4Care partners. It complements the original training curriculum with insights from the post-training assessment (Deliverable D6.3), integrating evidence-based feedback on content, methodology, and impact.

The primary goal of WP6 (“Training design and delivery”) is designing and delivering training program to empower trade unions, family associations and employers in the sector with knowledge and skills on effective strategies to recognize vulnerabilities of care workers and to improve job quality and contrast discrimination in the care sector. The curriculum specifically aims to: raise awareness within national trade unions and employers’ organisations about the realities of care work and the importance of union engagement in this sector; promote an understanding of the multifaceted vulnerabilities experienced by care workers, to support unionisation and improve collective bargaining coverage; develop practical skills, particularly negotiation and conflict resolution skills among representatives of trade unions and employers’ organisations active in sectors where care work is prevalent; enhance the ability to prevent and resolve interpersonal conflicts, both within institutional care settings and in the context of family-based care arrangements.

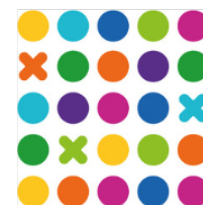
As part of Work Package 6 (WP6), Task 6.2, titled “Design of Training Curriculum” , was developed. This task defined the objectives, structure and methodology of the training module developed under Work Package 6 (Training Design and Delivery). The aim of the training module is to strengthen the role of stakeholders in supporting the rights of care workers, improving the quality of work, and counteracting risks in the care sector.

The training was designed for relevant stakeholders, with a particular focus on trade unions and employers' organisations. However, NGOs and other entities involved in protecting care workers and developing a sustainable care sector were also invited to participate if they expressed an interest.

## Methodology and Knowledge Base

The training curriculum has been developed based on the findings and data collected throughout the CARE4CARE project, using both qualitative and quantitative methods to identify specific training needs of stakeholders.

Part A of the training programme draws on the analytical findings presented in the following project reports:



- WP2: Reports on Job Quality and Inclusive Working Conditions;
- WP3: Reports on Discrimination Mapping;
- WP4: Report on Care Workers' Well-being and Rights Awareness;
- WP5: CARE4CARE Policy Paper;
- WP7: CARE4CARE web platform.

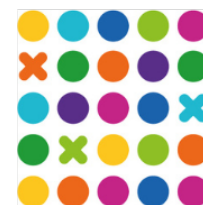
The training aimed to disseminate key findings from Work Packages (WPs) 2-5 and 7, enhance stakeholders' understanding of the legal, social and organisational dimensions of the care sector, and promote transnational learning and dialogue. While maintaining these goals, the updated curriculum now includes a specific focus on areas identified as priorities during the training.

Part A of the curriculum had a mini-module structure and was implemented uniformly across all participating countries to ensure conceptual clarity and consistency of approach.

Part B of the curriculum addressed more specific national training needs, as identified in Task 6.1. Each project partner conducted a contextual analysis using stakeholder interviews, surveys and expert consultations, developing a country-specific component of the training programme to complement the common core.

It is noteworthy that all partners implemented the four common core modules originally outlined in D6.2. The provision of feedback confirmed the modules' relevance and coherence across national contexts. Participants expressed particular appreciation for the sections addressing EU labour law, working conditions, and anti-discrimination principles. The provision of comparative insights across Member States has been demonstrated to enhance understanding and policy reflection.

The Care4Care training curriculum has proven to be effective, inclusive, and adaptable across various contexts. The integration of practical experiences, emotional support elements, and hybrid learning has strengthened participant engagement and the long-term impact of the programme. Therefore, the integration that have followed the delivery and assessment of the trainings in the partner countries are minimal. Overall, the evidence gathered through WP6 confirms that this training approach can serve as a replicable model for future EU-level capacity-building initiatives in the care sector.



## PART A – Core Training Modules

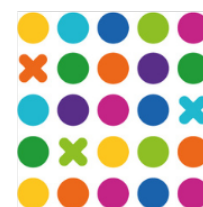
# “Foundations for Improving Job Quality and Combating Discrimination in the Care Sector”

### Introductory session

The training begins with a brief introduction to the project, followed by a session in which participants introduce themselves, their affiliations, and their expectations for the training.

### “Mini-module 1”

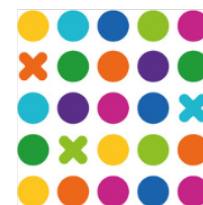
| TITLE           | <b>Job Quality and Inclusive Working Conditions in the Care Sector</b>   |
|-----------------|--|
| <b>AIM</b>      | <p>This mini-module aims to:</p> <ul style="list-style-type: none"> <li>• provide training on working conditions in the care sector in a national and comparative perspective;</li> <li>• identify common challenges and potential improvements across different countries;</li> <li>• highlight the interconnection between labour law and industrial relations in the sector;</li> <li>• promote the integration of various legal perspectives to enhance job quality and inclusive working conditions for care workers across Europe, as well as across the different professionals of the care sector;</li> <li>• encourage stakeholder engagement and support a collaborative approach to address key sectoral challenges.</li> </ul>   |
| <b>CONTENTS</b> | <p>National profiles:</p> <ul style="list-style-type: none"> <li>• identification of the pivotal elements of the current national and European legal framework of the care sector;</li> <li>• focus on the main criticalities of the national legal framework (including norms set by both laws and applicable collective agreements);</li> <li>• identification of cross-cutting issues affecting various professional roles in the care sector.</li> </ul> <p>Comparative profiles:</p> <ul style="list-style-type: none"> <li>• presentation and discussion of legal best practices from other countries that may inspire policy innovation;</li> <li>• analysis of effective collective bargaining practices of other countries that can be of inspiration for the trade union/industrial relations’ strategy of the relevant stakeholders.</li> </ul> |



|                         |   |
|-------------------------|---|
| <b>METHODS</b>          | Frontal teaching, to introduce the main contents of the mini-module; discussion-based method, to discuss the content and encourage questions, suggestions and the exchange of ideas. Other innovative and inclusive methods (such as "flipped classroom", "gamification", etc.) are strongly encouraged, taking into account each partner's specific expertise and the aptitude of the class.   |
| <b>MATERIALS</b>        | <ul style="list-style-type: none"> <li>• WP2 – “Reports on Job Quality and Inclusive Working Conditions”, composed by: National Report of France; National Report of Germany; National Report of Italy; National Report of Poland; National Report of Spain; National Report of Sweden; Comparative Report; Comprehensive Report. Available at: Work Packages' Reports and Results   Care4Care;</li> <li>• Legal primary sources, such as normative texts and collective agreements (if accessible), must be made available to the participants.</li> </ul> |
| <b>SUGGESTED LENGTH</b> | 3 hours   |

## “Mini-module 2”

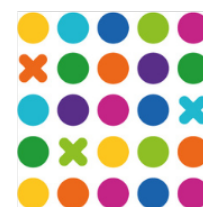
|                 |   |
|-----------------|---|
| <b>TITLE</b>    | <b>Discrimination based on Gender and Migration Status in the Care Sector</b>   |
| <b>AIM</b>      | <p>This mini-module aims to:</p> <ul style="list-style-type: none"> <li>• offer a comparative analysis of discrimination based on gender and migration status in the care sector in six member countries of the Consortium (France, Germany, Italy, Poland, Spain and Sweden);</li> <li>• explore how legislation, collective bargaining, case law, public or policy initiatives, activities of institutions, and reports from these bodies address the principle of anti-discrimination concerning care workers;</li> <li>• share collected data on discriminatory practices;</li> <li>• analyse how national equality bodies have tackled discrimination within the care sector.</li> </ul> |
| <b>CONTENTS</b> | <p>National profiles:</p> <ul style="list-style-type: none"> <li>• overview of the pivotal elements of the current national and European legal framework of the care sector;</li> <li>• analysis of major critical profiles of gender discrimination of care workers;</li> <li>• analysis of major critical profiles of migration status discrimination of care workers.</li> </ul> <p>Comparative profiles:</p>  |



|                         |   |
|-------------------------|---|
|                         | <ul style="list-style-type: none"> <li>• presentation and discussion of best legal practices of other countries that that may inspire policy innovation;</li> <li>• analysis of effective administrative practices (e.g. data collection) and judicial practices (e.g. presence of legal disputes) of other countries that can be of inspiration for the political and legal action of the stakeholders;</li> <li>• analysis of effective collective bargaining practices of other countries that can be of inspiration for the trade union/industrial relations' strategy of the relevant stakeholders.</li> </ul> |
| <b>METHODS</b>          | Frontal teaching, to introduce the main contents of the mini-module; discussion-based method, to discuss the content and encourage questions, suggestions and the exchange of ideas. Other innovative and inclusive methods (such as "flipped classroom", "gamification", etc.) are strongly encouraged, taking into account each partner's specific expertise and the aptitude of the class.   |
| <b>MATERIALS</b>        | <ul style="list-style-type: none"> <li>• WP3 - "Reports on Discrimination Mapping", composed by: National Report of France; National Report of Germany; National Report of Italy; National Report of Poland; National Report of Spain; National Report of Sweden; Comparative Report; Comprehensive Report;</li> <li>• Legal primary sources, such as normative texts and collective agreements (if accessible), must be made available to the participants.</li> </ul>   |
| <b>SUGGESTED LENGTH</b> | 3 hours   |

### "Mini-module 3"

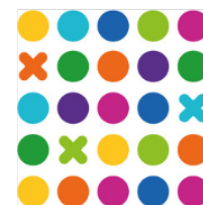
|                 |   |
|-----------------|---|
| <b>TITLE</b>    | <b>The Status of Care workers well-being and rights' awareness - an introduction</b>  |
| <b>AIM</b>      | <p>This mini-module aims to:</p> <ul style="list-style-type: none"> <li>• present preliminary results of the study on psycho-social working conditions affecting care workers' well-being and awareness of their rights, conducted by the University of Seville.</li> </ul>   |
| <b>CONTENTS</b> | <p>National profiles:</p> <ul style="list-style-type: none"> <li>• presentation of the main results of the research phase titled "Care workers' well-being and rights' awareness";</li> <li>• overview of the research methodology and scope;</li> <li>• indication of the materials that contain the detailed analysis.</li> </ul> |



|                         |  |
|-------------------------|--|
| <b>METHODS</b>          | Frontal teaching, to introduce the main contents of the mini-module; discussion-based method, to discuss the content and encourage questions, suggestions and the exchange of ideas. |
| <b>MATERIALS</b>        | <ul style="list-style-type: none"> <li>• WP4 –“Report on Care workers’ well-being and rights’ awareness” (first draft).</li> </ul>   |
| <b>SUGGESTED LENGTH</b> | 1 hour   |

## “Minimodule 4”

|                         |   |
|-------------------------|---|
| <b>TITLE</b>            | <b>The Societal Outputs and their Dissemination</b>   |
| <b>AIM</b>              | <p>This mini-module focuses on two key societal outputs of the project:</p> <ul style="list-style-type: none"> <li>• the “Policy proposals to improve working conditions for care workers”;</li> <li>• the web platform designed to raise awareness of care workers’ rights.</li> </ul> <p>The session aims to present and discuss these outputs with participants and foster their wider dissemination.</p>  |
| <b>CONTENTS</b>         | <p>Policy proposal:</p> <ul style="list-style-type: none"> <li>• presentation of key policy recommendations to EU institutions;</li> <li>• explanation of the evidence-based arguments underpinning each proposal.</li> </ul> <p>Web-platform:</p> <ul style="list-style-type: none"> <li>• demonstration of platform features and functionalities;</li> <li>• call to action for stakeholders to support dissemination within their networks.</li> </ul> |
| <b>METHODS</b>          | <p>The methods adopted are:</p> <ul style="list-style-type: none"> <li>• for the policy proposals: frontal presentation, followed by a Q&amp;A session and open debate.</li> <li>• for the web platform: frontal presentation, followed by role play exercises simulating platform use by care workers.</li> </ul>  |
| <b>MATERIALS</b>        | <ul style="list-style-type: none"> <li>• WP 5 – “Policy proposals to improve working conditions for care workers”.</li> <li>• WP 7 – Use of the internet by each participant to connect to the first draft of the Web-platform.</li> </ul>  |
| <b>SUGGESTED LENGTH</b> | 2 hours   |



## PART B - Tailored Training Paths

### “National Priorities and Stakeholder-Driven Focus Areas”

#### Preliminary considerations

Each partner designs Part B based on the **specific needs** of their **national context** and the **expertise** available within their research unit.

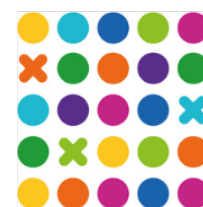
This elaboration can be based on prior consultation with relevant stakeholders, conducted through both a survey and a series of focus groups. The aim is to ensure that the content of Part B reflects the concrete training needs and priorities identified at national level, while remaining consistent with the project’s overall objectives and its focus on care sector workers.

The topics covered in Part B may include:

- a more detailed assessment of one or more of the profiles addressed in Part A;
- one or more of the following topics listed in the table below.

#### “Minimodule 5”

| TITLE    | To be decided by each partner according to the topic(s) chosen   |   |
|----------|--|---|
| AIM      | This part aims to complement the core training with thematic modules tailored to national contexts, allowing partners to: <ul style="list-style-type: none"> <li>• explore topics of specific interest of the stakeholders more in depth:</li> <li>• address additional challenges, opportunities and topics relevant to care workers and to their stakeholders, in line with the partner's specific expertise.</li> </ul> |   |
| CONTENTS | Possible topics  | <ul style="list-style-type: none"> <li>• Subjects covered in previous mini-modules and identified for in-depth study.</li> <li>• “The role of trade unions in the care sector” – Aim: enhancing awareness on the importance of trade unions in the care sector.</li> <li>• “Mediation and negotiation in the care sector” – Aim: providing targeted competencies on mediation and negotiation techniques in the care sector.</li> </ul> |



|                         |  |   |
|-------------------------|--|---|
|                         |  | <ul style="list-style-type: none"> <li>• “Dealing with difficult situations” – Aim: developing emotional and cognitive competences needed to act in difficult professional situations and manage stress.</li> <li>• “Burnout in the care sector” – Aim: increasing awareness, identifying the symptoms of burnout and acquiring skills to counteract the phenomenon.</li> <li>• “Work-life balance in the care sector” – Aim: sharing techniques to promote work-life balance in the care sector.</li> <li>• “Communication techniques in the care sector” – Aim: developing interpersonal competences</li> <li>• “Working and organising in a multicultural environment” – Aim: addressing the difficulties in working and organising workers in a multicultural environment.</li> <li>• “The patients’ perspective” – Aim: raising awareness over patients’ rights and ethical aspects.</li> <li>• “Quality Management in Care Services” – Aim: gaining knowledge in the field of quality management systems used in care facilities.</li> <li>• “Inclusion of Informal Carers and Gender Equality” – Aim: to enhance care workers’ understanding and practical skills in fostering inclusive and gender-sensitive cooperation with informal carers, promoting equality, mutual respect, and recognition of diverse caregiving roles within the care sector.</li> </ul> |
| <b>METHODS</b>          | <p>Partners are encouraged to associate "frontal-teaching" and "discussion-based method" with other innovative and inclusive methods, taking into account each partner’s specific expertise.</p> <p>These can be, for instance: "flipped classroom", "gamification", "projectbased learning" and "digital-learning tools".</p> <p>The involvement of scholars with specific expertise in the chosen subject is strongly recommended.</p> |   |
| <b>MATERIALS</b>        | <p>Easy and comprehensible materials, such as summaries, schemes and power point presentations can help fixing the main contents. Legal primary sources, such as normative texts and collective agreements (if accessible), must be made available to the participants. It is strongly encouraged to provide also summaries of the main regulatory sources, which can be easily accessible and intelligible to the stakeholders.</p>     |   |
| <b>SUGGESTED LENGTH</b> | <p>From 3 to 7 hours</p>   |   |



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