



EUROPEAN ASSOCIATION FOR
THE EDUCATION OF ADULTS

WORKPLAN

2024

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Preamble

EAEA is the voice of (non-formal) adult education in Europe. EAEA is a European NGO with 120 member organisations in 43 countries and represents more than 60 million learners Europe-wide.

EAEA's main objectives are:

- Policy advocacy for lifelong learning at a European level
- Provision of information and services for our members
- Development of practice through projects, publications and training
- International co-operation with other stakeholders in the field.

EAEA promotes adult learning and the widening of access and participation in formal and non-formal adult education for all, particularly for groups currently under-represented. The purposes of learning may be competence development for personal fulfilment and in employment related fields; for social change and active citizenship; for sustainable development and gender mainstreaming; for cultural and intercultural awareness and knowledge.

In the tradition of introducing of annual themes, the Executive Board therefore proposes the following theme for 2024: Adult Learning and Education: Transforming Lives, Communities, and Society.

In line with our priorities and by preparing the plans below we hope to fulfil our main tasks: to be the voice of (non-formal) adult learning and education at the European level and to provide services for our members.

2 Introduction

Currently, Europe is confronted with multiple challenges and crisis:

- Wars and armed conflicts on European soil and in Europe's border regions.
- Pronounced labour shortages and "skills shortages" in many European countries, and brain-drain in others.
- The impact of inflation on the provision of and access to adult learning and education
- Climate change and the green transition, but also increasing opposition to it.
- Rise of populist movements.

We are convinced that ALE has a major role to play in enabling Europeans to deal with these challenges. Based in this, EAEA will continue to advocate for and strengthen ALE in Europe – together with its members.

Our key activities in 2024 will be:

1. Activities around the European elections 2024
2. Revision of the EAEA Manifesto for the Power and Joy of Adult Learning
3. Activities around the EAEA annual theme of 2024 on Transforming Lives, Communities, and Society

3 Influencing public policy

EAEA has been successful in establishing itself as a key stakeholder in education and training in Brussels. EAEA is invited to all the key events, working groups and conferences in the area of adult education and lifelong learning and is regularly asked to contribute and consult.

3.1 Advocacy

EAEA as a membership organisation can provide a discussion platform for exchanges between policy-makers on the one hand and adult education representatives, staff, providers and learners on the other. Therefore, our events that bring together these different groups provide the opportunity to influence policy from the bottom up.

Our main objectives are:

- Put and keep ALE high on the political agenda in Europe, while using our influence and networks to also promote ALE globally, nationally and regionally
- Strengthen civil society supporters and providers of adult education
- Provide capacity building
- Become stronger in stakeholder engagement
- Promote a comprehensive and holistic understanding of adult learning
- Promote quality and professionalization in adult education provision
- Maintain and strengthen the community of EAEA members
- Enable development and the transfer of innovation in adult learning across borders

- Find partners and supporters of adult education at all possible regional, national, and European levels
- Our members at the national, regional and local levels in advocacy for adult learning.

In the European Parliament, EAEA, together with Lifelong Learning Platform, continues the Interest Group on Lifelong Learning. EAEA also deals with the follow-up of CONFINTEA VII and the Marrakech Framework for Action. EAEA also continues its work in the two EC Working Groups on Adult Learning and Values.

These are the policy-related activities that EAEA will tackle in 2024:

- Sustainability and green transition
- Digital transition
- Just transition
- Solidarity with our colleagues in Ukraine
- The follow-up to the European Year of Skills
- The European Semester
- Upskilling Pathways
- New European Agenda for Adult Learning (NEAAL)
- Individual Learning Accounts
- Microcredentials
- Europass
- Quality in ALE
- Improvements for Erasmus+, especially mobility of adult learners
- Participation in two Working Groups of the European Commission
- Monitoring discussions of the next generation of programmes

3.2 European Year of Skills

In her State of the Union address in September, President of the European Commission Ursula von der Leyen proclaimed 2023 as the European Year of Skills. EAEA will advocate for a holistic understanding of skills, for the development of individuals, communities, and society. Work and life skills are closely entwined, so professional development, including basic, digital and green skills, but also personal skills that all citizens need in their daily lives, including life and transversal skills, and critical skills to strengthen sustainability, democracy, social inclusion and community development, belong to the European Year of Skills. The follow-up to the year will continue beyond the official end of the year in early May 2024.

3.3 European Elections

A supportive European Parliament and MEPs that promote adult learning and education is of utmost importance. EAEA will raise awareness for ALE among the different parties and candidates, formulate recommendations, and encourage its members to do the same at the national level. EAEA will provide an election toolkit and online webinars and discussions, too.

After the elections, EAEA will contact the (new) MEPs and establish working relationships, especially those working in the relevant committees.

3.4 A new edition of the Manifesto

EAEA will publish a new edition of the EAEA Manifesto, as some developments have had an impact on the current situation in Europe and beyond (the last edition was published in 2019). The topics of war and conflicts but also artificial intelligence have been added and emphasised, among others. The manifesto will be very useful for the new contacts in the European Parliament after the elections (see above).

3.5 Visibility

The voice of (non-formal) adult learning and education needs to be present at meetings, conferences and working groups. We will therefore continue to give inputs at conferences, to lobby to be included in stakeholder meetings and other working groups and to raise the importance of adult education at a variety of meetings and get-togethers. EAEA continues to be recognised as a highly competent partner for adult learning.

3.6 Taking positions

In order to be recognised as a policy actor and interesting representative of a civil society sector, EAEA needs to take position, present opinions on policies, offer clear perspectives of strategies and produce convincing policy recommendations, which are based on the EAEA members' experiences. EAEA is also aiming to produce and gather evidence for policy proposals.

3.7 Representation

EAEA continues to represent ALE at the European and other levels as much as possible. EAEA also receives invites regularly (from the European Commission, but also other bodies like National Agencies, the EESC, CEDEFOP, OECD etc.) to represent non-formal adult education at conferences and workshops. The EAEA president, board and secretariat are therefore representing the voice of ALE in Europe and beyond. A good example are the working groups of the European Commission: President Uwe Gartenschlaeger represents EAEA in the WG on Values, and Secretary General Gina Ebner in the WG on adult learning.

To have a stronger and wider influence, it is necessary to be represented in different networks, fora and platforms at the European and global levels.

- Representation in the Lifelong Learning Platform: EAEA is represented in the Lifelong Learning Platform through a member of the Steering Committee, Raffaella Kihrer, who was elected Vice-President in 2022 and General Secretary-elect in 2023.

Other networks and associations, where EAEA is a member and represents adult learning and education, include the Social Platform, CONCORD Europe, SDG Watch Europe, the Bridge 47 policy network, and the Eastern Partnership Civil Society Forum.

Increased advocacy and cooperation at the national and regional levels: EAEA is increasingly working with some member organisations at the national level to support their advocacy work. Through Erasmus+-funded projects, including RegALE (Regional Capacity-Building for Adult Learning and Education) and Partner-UP (Partnerships and Stakeholder Engagement for Upskilling Pathways),

EAEA has been able to reach the national, regional and even local levels of decision-making and implementation.

4 Country reports

EAEA will continue its **long-term strategy** that was launched in 2014 by collecting and analysing information about the state of adult learning and education in our members' countries: this is where our members give us feedback on important events, challenges and developments concerning adult education in their country. In 2024, EAEA will revise the methodology and improve the survey, but may also introduce other data collection methods to make the results even stronger and more representative in the future. The Country Reports website will also be revised. This process will take about a year and the next Country Reports will therefore not be published until 2025.

The data collection will:

- Strive to be as representative as possible from a civil society perspective;
- Make it possible to compare the situation of adult education providers across Europe;
- Propose ideas and good practices to adult learning and education organisations and policy-makers across Europe.

The reports have proven very useful in recognising trends in Europe or in European regions and in recognising the key challenges that adult learning and education in general and our members in particular face.

We are grateful to the Finnish Ministry of Education and Culture for their continued financial support to the Country Reports website.

5 Transforming Lives, Communities and Society – Theme of the year 2024

EAEA has set its annual theme for 2024 as “Adult Learning Transforming Lives, Communities, and Society.” This theme is deeply rooted in addressing key issues highlighted by the European Year of Skills, particularly focusing on the impact and broader benefits of Adult Learning and Education (ALE). The annual theme emphasises the role of pivotal European policy initiatives such as the European Education Area and the New European Agenda for Adult Learning (NEAAL) in driving transformation at both personal and professional levels.

Throughout the year, EAEA will actively gather exemplary practices and formulate policy recommendations, engaging with policymakers and stakeholders. The theme links to EAEA's ongoing efforts in future-oriented transformative ALE, an approach that was developed in the EAEA-led FutureLabAE project. By placing a spotlight on how ALE can transform individual lives, communities, and society, EAEA aims to foster discussions, capacity-building, and communication activities that drive positive change. The three main goals of this year's theme include:

- Promote the understanding of Adult Learning's transformative potential in fostering societal change and inclusion.

- Advocate for the integration of ALE policies into key European frameworks to support just green and digital transitions.
- Facilitate the exchange of best practices and policy recommendations to empower adult learners and educators across Europe.

6 General Assembly 2024

The EAEA General Assembly will take place in Helsinki, Finland, back to back with the Annual Conference and the Grundtvig Award Ceremony. The events will be organised jointly with the host organisation KVS and ICAE.

7 Internal Processes

Legal establishment of the position of Deputy Secretary General at EAEA

To consolidate the position of Deputy Secretary General from a legal perspective, a role profile has been drafted and will be voted on at the General Assembly. A notarised deed will then be signed. This new official role will enable the Deputy Secretary General to sign important documents in the absence of the Secretary General and to be another point of contact for the Belgian authorities, in particular social security, the company database and the tax office.

8 International Cooperation

EAEA will continue to participate in regional, civil society-led follow-up activities to UNESCO's CONFINTEA VII to promote the implementation of the Marrakech Framework for Action in Europe. In addition, EAEA will promote the implementation of UNESCO's Transforming Education process in adult learning and education in Europe, in particular the life skills strand. EAEA will continue to participate in the implementation process of the Declaration on Global Education to 2050.

EAEA will continue to actively participate in the work of the International Council for Adult Education (ICAE) and co-operate with its regional sister associations such as the American Association for Adult and Continuing Education (AAACE) and the Asia South Pacific Association for Basic and Adult Education (ASPBAE). Bernhard Grämiger is Vice President for the European Region on the ICAE Board, former EAEA President Per Paludan Hansen is its Treasurer, and current EAEA President Uwe Gartenschlaeger is a regular member of the Board.

EAEA has been an associate member of CONCORD Europe since 2015. As such, EAEA will continue to contribute to the inclusion of non-formal adult learning and education in development. In addition, EAEA will continue to be active in SDG Watch Europe for the implementation of the Sustainable Development Goals in Europe. In addition, EAEA will work with the Bridge 47 network, which promotes the implementation of SDG 4.7 on Global Citizenship Education (GCE) in Europe and beyond.

9 Information and communication

In 2024, the Finnish government through its Ministry of Education and Culture continues to support a staff member of EAEA. This position including the support of the Finnish government is situated at the Finnish organisation KVS (Kansanvalistusseura, The Finnish Lifelong Learning Foundation) in Helsinki. Sari Pohjola is the EAEA Communications Officer and supports the office in Brussels. EAEA is very grateful for the support of the Finnish ministry and KVS.

In 2024, EAEA will refresh its visuals. While the brand EAEA as well as its appearance (blue and yellow) are established and well-known in the sector, it is necessary to update the visual identity to remain fresh. EAEA will introduce a new colour scheme which will consequently lead to an update of the website and publications.

10 Lifelong Learning Platform (LLLP)

The EAEA was a founding member of the LLLP, which today brings together 44 European associations in education and lifelong learning. The current representative on the LLLP Steering Committee is EAEA Deputy Secretary General Raffaella Kihrer, who serves as LLLP General Secretary and is also Chair of the LLLP Working Group on EU2030 Policy Coherence.

LLLP provides useful papers, positions and events (e.g. Lifelong Learning Week - LLLWeek) and represents lifelong learning in a number of fora. The EAEA Secretariat contributes to the work of LLLP by participating in the working groups, especially those dealing with Erasmus+ and the European Education Area. EAEA will also endeavour to actively participate in LLLWeek in 2024, either with its own events or by providing speakers for LLLP events. The Lifelong Learning Interest Group is another joint activity of EAEA and LLLP, and the two organisations are working on a strategy for the continuation of the Interest Group's activities after the EU elections in June 2024.

11 Capacity building

In 2024, EAEA will continue to improve capacity building for its members. This will start with a training on Project Design in January 2024, followed by a training on Safe Spaces in April 2024. Another edition of the popular Younger Staff Training will also take place, but in a modified format and under the title “ABC of adult learning and education” to emphasise that the training is aimed at all those who would like to know the basics of European adult learning and education.

Further webinars and online events are planned to inform members about European and international policy initiatives and provide a space for discussion. Some events will be focussed on specific target groups to enable a more targeted discussion. For selected topics, EAEA is now increasingly focusing on cooperation with other organisations; among others, a webinar on advocacy for adult learning and education with Networking European Citizenship Education and an online discussion on the role of adult educators in participatory leadership of ALE organisations together with the Educational Leadership Network Europe are planned. Information about all EAEA trainings and webinars will be shared with members in the member newsletters and targeted emails.

12 Stakeholder Engagement

EAEA works closely with a wide range of stakeholders, in particular with European platforms of which EAEA is a member, i.e. Lifelong Learning Platform, the Social Platform, CONCORD, Eastern Partnership Civil Society Forum, and SDG Watch Europe. We also collaborate with the European Basic Skills Network. EAEA has signed a Memorandum of Understanding with the European Society for Research on the Education of Adults (ESREA) for increased cooperation.

On certain issues, we also cooperate with other civil society and international organisations on mutually interesting topics. Moreover, we also work with national ministries (through ministries, but also the EC working group on adult learning), as well as social partners, and, in some cases, regional bodies and partners in order to raise awareness but also promote improved ALE policies and initiatives at all levels.

EAEA is working with the European Training Foundation and member DVV International to organise a conference in Brussels in March entitled “On the Way towards EU: Eastern and South-Eastern Europe shaping Lifelong Learning Systems”. The experiences from the working group “Europe is more than the EU” will be shared at the conference and EAEA members from these countries will be invited to the event.

13 EPALE

EAEA continues its contract with EPALE as adult education experts, providing blog posts, either written by the secretariat or someone in our network, participating in meetings with other experts and the national support services (= the EPALE representatives in the different countries), creating podcasts and conducting interviews. EAEA also helps prepare conferences and contribute to the overall strategy of EPALE. EAEA sees this as an additional opportunity to work with the adult education communities in Europe and to support cooperation between adult educators, institutions, countries and the European level.

14 Projects

EAEA has been successful in acquiring a number of larger projects as well as becoming partner in some larger projects.

14.1 Ongoing EAEA-led projects

RegALE - Regional capacity building for adult learning and education

- 2021 – 2024
- ERASMUS+, KA3 AE Networks
- RegALE aims to set up or reinforce networks of adult education organisations and to create synergies with regional/local authorities in order to increase their impact and sustainability. This will be achieved by increasing the partners’ capacity (and of their networks, stakeholders, partners and members at their level of action) to respond to their challenges,

build cooperation structures, and promote an adult education culture in communities, cities and regions.

- www.regalenetwork.eu

SMALEi - Sustainability Matrix for ALE institutions

- 2022 – 2025
- Erasmus+ / KA2 Centralised
- The project aims to improve the sustainability of adult learning and education (ALE) providers and organisations all over Europe and increase their capacity to contribute to forward-looking (and sustainable) societal development.
- www.smalei.eu

AI4AL – KA2 centralised

- 2022 – 2024
- Erasmus+ / KA2 Centralised
- The project aims to upskill ALE trainers to the new operational context determined by the advent of Artificial Intelligence technologies so that they can improve assessment and self-assessment procedures for the basic digital skills of adult learners and better define personalized individual training.
- www.ai4al.eu

Partner-Up – Partnerships and Stakeholder Engagement for Upskilling Pathways

- 2023 – 2024
- Erasmus+ / Forward-looking
- Partner UP strives to improve the implementation of Upskilling Pathways, increase adult learners' participation in lifelong learning opportunities, and promote cooperation among relevant stakeholders.
- www.partnerup-project.eu

ENHANCE – Enhancing Adult Learners Voices

- 2023 – 2026
- Erasmus+ / KA2 Centralised
- The ENHANCE project focuses on bottom-up approaches and learners as agents of change in their communities, through the creation of a comprehensive and interactive matrix of existing initiatives that promote learners' voices, the creation of a roadmap, a set of recommendations and booklets for enhancing learners' voices, as well as the development of a series of podcasts that will be socially activated in the public space.
- website coming soon

RALExILA – National Registries of Adult Learning and Education to support the Deployment of Individual Learning Accounts

- 2024 – 2025
- Erasmus+ / Forward-looking
- RALExILA aims to develop and deliver a model and a proof of concept for an integrated information system of the national registries for training opportunities (focusing on ALE – Adult Learning and Education), with a methodology based on interoperability, accessibility and inclusiveness, also looking at quality of the ALE provision and the relevance of such training in terms of employability and personal development.
- website coming soon

14.2 Ongoing projects in which EAEA participates as a partner

14.2.1 Social Inclusion and active aging

Smart against Ageism

- 2022 – 2024
- Erasmus+ / KA2
- The overall objective of the project is to strengthen the competences of volunteers and staff of different professions in social and healthcare organisations, older adults themselves, and the broad public in becoming aware of the pervasiveness of ageism in all spheres of society.

Ageing well – Science based habits of people who age well

- 2023 – 2025
- Erasmus+ / KA2
- The objectives of the project are to build the skills and competencies of older people (65+) to improve their wellbeing and empower them to actively participate in their communities, equip adult educators and carers to better support the elderly's wellbeing and active ageing, improve the quality of life for elderly, and the quality of education and services they receive, and provide the elderly with basic digital skills so that they can communicate with family and friends.

E-engAGED – Intergenerational Digital Engagement

- 2023 – 2025
- CERV
- E-engAGED aims to improve critical thinking and other media literacy skills in both target groups (young and old generations) by training-of-trainers and improve intergenerational responsibility to digitally engage in society offering spaces for debates and exchanges between citizens of all ages.

14.2.2 Professionalisation of the adult learning sector

Path2EU4AE – Empower access to EU Programmes for adult education institutions with low/little prior experience by providing an information path as a tool for professionalization

- 2023 – 2024
- Erasmus+ / KA2 Small-Scale
- Path2EU4AE aims to facilitate access to key EU programmes for adult education institutions with little experience by providing an information pathway as an online tool for professionalisation.

ALE4TT – Advocacy for ALE and the Twin Transition

- 2023 – 2025
- MOVETIA
- The project aims to build capacities of Swiss and international organisations in policy and advocacy for ALE and the twin transition, exchange knowledge on how ALE can contribute to the process of a digital and green transition on a transnational level, and raise awareness of the existing global policy frameworks and their relevance on the national level.

14.2.3 Upskilling Pathways

MOVE UP – MOtherhood Valorisation and Empowerment for professional development

- 2023 – 2024
- Erasmus+ / Forward-Looking
- The MOVE-UP project intends to develop a flexible and quality upskilling pathway for low skilled unemployed or inactive mothers, offering the opportunity of assessing, validating and further developing their prior learning for facilitating their participation in training and in the labour market, by enhancing the competences they gain thanks to their role of parent. The focus of the prior learning is on the Personal, Social and Learning to learn competence (PSL) that they gained/are gaining thanks to their role of parent, thus by using and preliminarily valuing it as a driver for upskilling.

14.2.4 Sustainability

TALE – Transformative Adult Learning for Green Transition

- 2022 – 2024
- Erasmus+ / KA2
- TALE responds to the urgent need to transform into a more climate-friendly and sustainable society. TALE explores solutions to this challenge by engaging with communities, social movements, and grassroots initiatives to upscale innovative green practices. The main objective is to provide new insights in how to further sustainability and green transition in adult learning and education institutions and communities

LEVERS – Learning Ventures for Climate Justice

- 2023 – 2025

- Horizon Europe
- LEVERS aims to develop a flexible, inclusive education system that equips learners with both scientific knowledge and holistic competences to address the complex challenges of the climate crisis, fostering engaged and informed societies. LEVERS focuses on climate justice, aiming to integrate varied perspectives, prioritise social justice and care, and test the effectiveness of Learning Ventures in science education engagement.

ENGAGE4BIO – Better understanding and intensified engagement in bio-based systems with fostering training and skills development

- 2022 – 2025
- Horizon Europe
- Engage4BIO will strengthen circular, sustainable bioeconomy and sustainable regional development through engaging quadruple helix actors - taking into account their diversity of societal, economic and cultural perspectives from five regional bio-based systems (and five associated regions) in processes of design thinking, co-creation, (re)training and skills development.

JUST4ALL – Building social innovation learning laboratories in Europe through a just transition for all and with all

- 2023 – 2025
- ESF+ / EaSI Centralised
- JUST4ALL aims at promoting social innovation to achieve a just transition in the field of adult learning and education (ALE), targeting women, lower skilled adults and migrants. It does do by developing an educational and a policy dimension and involving national CSOs (AEs) expert in the provision of ALE to vulnerable groups in four European countries (France, Ireland, Cyprus and Sweden),

14.2.5 Health

COPE - Culture on Prescription in Europe: Health promotion through cultural learning experiences

- 2022 – 2024
- Erasmus+ / KA2
- The main objective of the COPE project is to show that combining topics of culture and health promotion can create new paths in adult education and reduce loneliness and social exclusion among vulnerable population groups, such as older people living alone or people with mental health challenges.

14.2.6 Life Skills

DisinfoEND – Developing critical thinking to counteract disinformation across Europe

- 2022-2024
- Erasmus+ / KA2
- The main objective of this project is to face this inequality and promote an inclusive society through the media alphabetization of digitally excluded groups.

- 2023-2025
- Erasmus+ / KA2
- The main objective of this project is to empower migrant adults through the development, piloting, evaluation and multiplication of the PRISCILA method, trainer handbook and quality provision and recognition guide for the attainment and certification of personal, social and learning to learn, intercultural and citizenship competences for lifelong learning, based on inclusive (adapted to learner needs), comprehensive (multidimensional and complexity-based learning) and participant-centred (learner-led process) methodologies.

14.3 Project Applications 2024

Application year	Acronym	Full project name	Funding programme
2023	EDUtainment	Edutainment to build resilience against polarisation	Erasmus+
2023	Q-ALE	Quality assurance in non - formal Adult Learning and Education	Erasmus+
2024	CULTURAL-COMP	Learning Cultural Competences in Metaverse	Horizon Europe
2024	GESPEM	Guidance and Education Model for Student Participation and Engagement	Horizon Europe
2024	EVOLAB	EDUCATIONAL AND VOCATIONAL ORIENTATIONS : LEARNING , ADAPTATION , AND BEYOND	Horizon Europe
2024	GENAI4LABOUR	Towards Resilient and Equitable Labour Markets in the AI era	Horizon Europe
2024	TWIN-IN	Promoting responsible TWIN transitions in European agrifood systems through INnovation and learning alliances (TWIN-IN).	Erasmus+
2024	Gardens4Seniors	Gardens4Seniors: Seniors and Community Gardens for environmental, social and educational benefits	Erasmus+
2024	DigiFuSe	Digital Fusion Environments	Erasmus+
2024	SUSTAIN-ABLE-YOU	Sustainability Capacities for the (Changemaking)	Erasmus+
2024	Path4EU V2	Path4EU continuation	Erasmus+
2024	ETHLAE	Emerging Technologies for Holistic Literacy Adult Education Programmes	Erasmus+
2024	INCLUSIVE-PATH	Developing Inclusive Transition Pathways to Post-secondary Education for young adults with disabilities	Erasmus+
2024	WISE-CIRCLES		Erasmus+

15 Finances

Following a successful application, EAEA will again receive an Operating Grant from the European Commission in 2024 as part of a framework agreement from 2023 to 2025. This framework agreement makes annual funding requests possible. The amount of the operating grant is EUR 175,000. EAEA also has a service contract with EPAL and receives a grant from the Belgian MARIBEL fund, a sectorial levy fund to promote employment in the socio-cultural sector.

The secretariat is supported by the external accountant Dimitri Dupont, the external auditor Pierre Lerusse, and the internal auditors Gerhard Bisovsky and Manel Romà.

We are very happy that the Finnish Ministry for Education continues its support for the communication office of the EAEA in Helsinki (situated at KVS). We thank the ministry and our colleagues at KVS for this very important assistance.

16 Membership

In 2024, EAEA will continue the efforts to involve members in day-to-day content work in EAEA through their participation in EAEA thematic working groups.

The general satisfaction with EAEA work and services has remained very high, 100% of members who responded to the membership satisfaction survey in early 2024 describe themselves as “satisfied” or “very satisfied”. The highest satisfaction rates were recorded for EAEA advocacy on the European level for non-formal adult education and lifelong learning (all respondents satisfied or very satisfied). High satisfaction rates were also recorded for cooperation with EU Institutions and international and national NGOs, dissemination of project information and help with project partner searches.

EAEA members are involved in the activities of EAEA through News from Brussels, which concern major European policy developments and are sent by the EAEA Secretary General, as well as the general newsletter and e-mails regarding topics of particular interest to the members (such as new calls or project partner searches within the network).

Members will continue to be invited to online discussions, especially those concerning policy issues, such as the European Education Area, Erasmus+ and other key areas.

The Executive Board, with the support of the secretariat, is discussing a possible new structure and new categories of the membership fee system and fees. As this is a sensitive subject, EAEA decided to do more work before coming up with a proposal, which will therefore be done in 2025.

17 Staff

Currently, the following staff members work for EAEA:

Brussels:

- **Gina Ebner**, Secretary General (80%)
- **Raffaella Kihrer**, Deputy Secretary General and Head of Policy
- **Aleksandra Kozyra**, Head of Capacity-Building
- **Viola Pinzi**, Head of Projects
- **Christin Cieslak**, Head of Programmes and Stakeholder Engagement
- **Karen Maniraho**, Administration and Finance Coordinator
- **Davide Muraro**, Policy Coordinator (60%)
- **Tina Mavrič**, Project Coordinator
- **Angeliki Giannakopoulou**, Project Coordinator
- **Marina Sakac-Hadzic**, Communication and Capacity-Building Coordinator
- **Lisa Steinkampf**, Policy and Research Assistant

Helsinki (financed by the Finnish Ministry of Education and Culture):

- **Sari Pohjola**, Communications Officer

18 Meetings of the Executive Board

The meetings of the Executive Board are necessary for the decision-making of EAEA.

Three face-to-face Board meetings are planned for 2024: in Manchester, UK (March), Helsinki, Finland (June), and Pécs, Hungary (September). Two additional Board meetings will be held online, one in April, and another in late November/at the beginning of December.

19 Preview 2025

The Executive Board of the EAEA proposes the following theme for next year:

2025: Flexible learning pathways