

PRESS RELEASE: TOOLBOX PILOTING

Grow Entrepreneurship Potential in VET Institutions



Lifelong Learning Programme
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The Goal

The Piloting phase of the GEP VET project is almost at its end and it is time to take a stock of what the project management team has done and what is intended to achieve. The main goal of the implementation of the GEP VET train-the-trainer course and online toolbox is to test and improve the project products by active involvement of VET, adult and in-company trainers on national level in all four partner countries. The main purpose is to provoke every participant to incorporate the training of the key entrepreneurial competencies within their organisations which is aimed to unlock their constructive feedback in order to give a direction for improvement of the GEP VET intellectual outputs: training modules and online toolbox.

The Process

In the beginning of March 2015, Train the trainer (TTT) course was conducted in which 21 companies (from sectors such as energetics, manufacturing, FMCG, IT, telecommunications, logistic, financial and pharmaceutical) participated in the two days training. In the previous research we asked the participants to categorise the most interesting 6 out of 17 topics to be covered in the training. Among modules such as Business model evaluation, Information management and Self-reflection abilities, the companies have chosen: *Analysis and problem solving, Creative Thinking, Intuitive Intelligence, Assertiveness, Team working and Risk analysis & risk tolerance.*



The participants brainstorm what is Entrepreneurship and how it is valuable for the organisation.



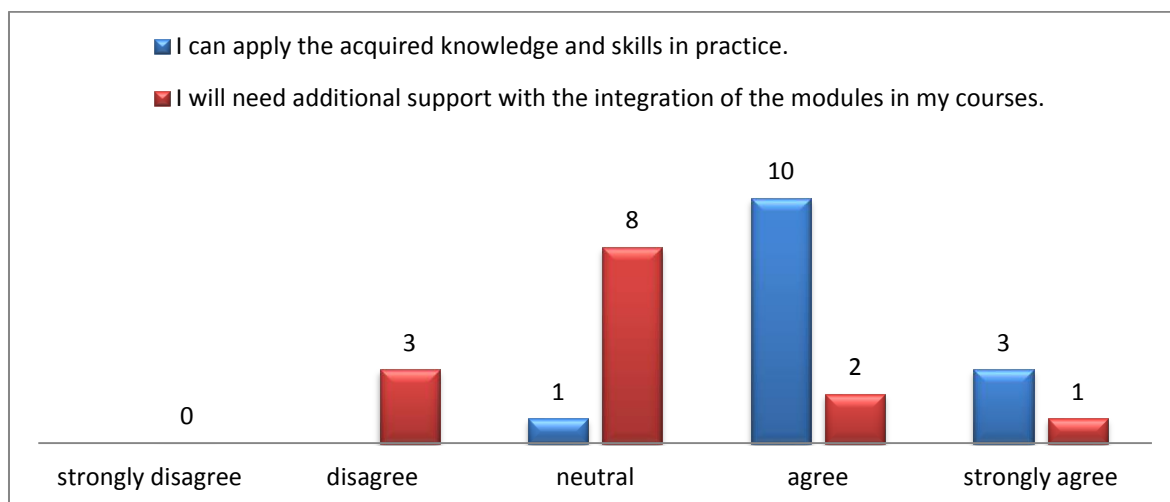
Playing associative game, part of Creativity module.

The main aims of TTT were to introduce the modules and the structure of the Toolbox, by providing appropriate climate and developing group synergy through shared experience. The training included two work directions - the added value for the organisation of each topic was discussed and role- games and activities were practiced.

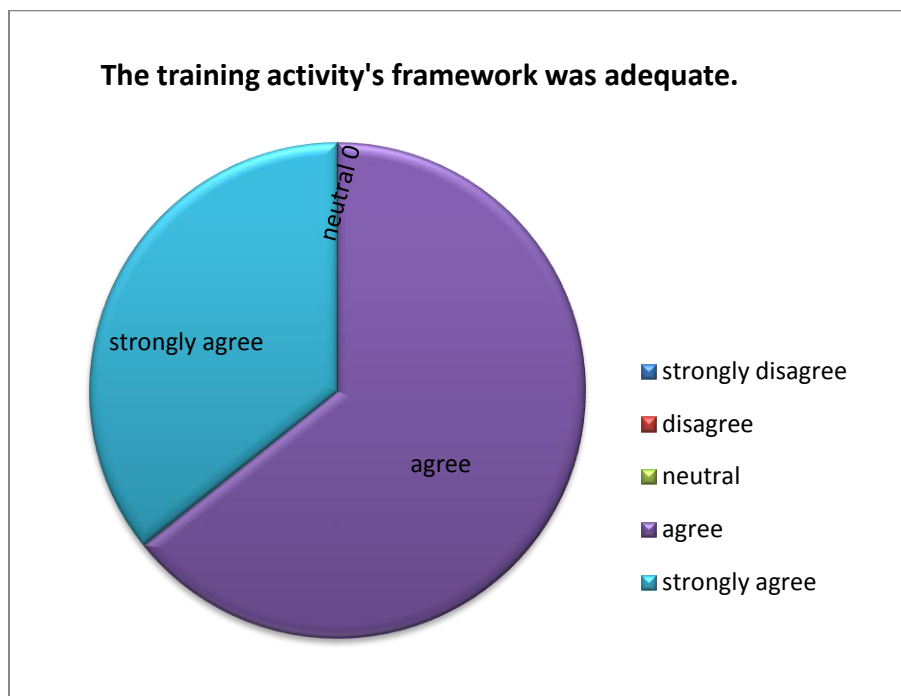


“Save the clients” is a role play, part of the module Intuitive intelligence.

After the training, 24 participants in positions like HR Managers, Training and Development Managers, internal trainers and team leads shared their feedback regarding the modules and the activities inside, the Toolbox and the Level 5 evaluation system. Some of the results are presented in the graphics below:

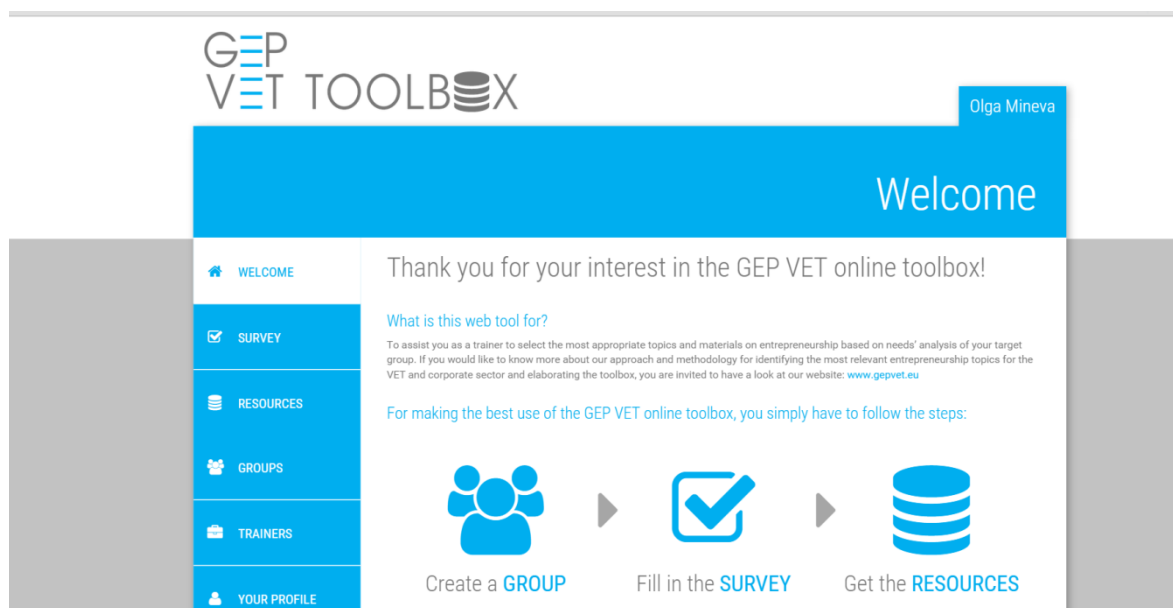


Moreover, the framework and the applicability of the activities are evaluated as appropriate for the corporate onsite trainings and workshops. They are relevant to the needs of the target groups and have a logical structure.



The Toolbox

The core product of the GEP VET project is the [GEP VET ONLINE TOOLBOX](#) which aims to respond to the new dynamics in the professional and educational sphere. With the help of the new IT technologies an interactive and adapted to the concrete learners' needs tool was created. This modern platform is developed in order to assist every trainer in the selection of the most appropriate topics and materials on entrepreneurship based on needs' analysis of his/her target group.



During the TTT event on 26th, 27th of March, VET and corporate trainers had the opportunity to immerse into the toolbox, which is a rich repository of training resources. After the event they had 3 months to identify training materials (on topics like decision making, creativity and innovation, intuitive intelligence, business idea evaluation and many more) which are relevant to their organisation and apply them in practice in order to develop the entrepreneurship potential of the employees in their organisations. The most important step in the piloting of the trainings for the GEP VET Team was to look back more critically in the search for improvement of the Toolbox. So, during the second Face-to-Face event on 25th of June in Sofia, Bulgaria, a constructive feedback from the participants was collected with the main goal to make this tool an intuitive, easy to use measure in the popularisation of entrepreneurship in companies and in the VET sector. By their direct feedback about the practical implementation of all training modules, valuable recommendations for improvement were received.

The Feedback

After 3 months of practical implementation of the learned during the 2-day training event in March and the in-depth observation of the online toolbox, the GEP VET participants got together once again to share their experience and recommendations at the second Face-to-Face event end of June in Sofia, Bulgaria.

What went well



- ☐ The toolbox and the materials are really easy to use.
- ☐ The materials were especially well applicable on a supervisors' level.
- ☐ The materials could be easily adapted to the needs of the target group, after an initial needs analysis.
- ☐ The materials are well structured.
- ☐ The "Business Model Analysis" module was well implemented as a way to introduce interns to the company.

Additional recommendations



- ☐ Materials should be available in raw format (.doc/.ppt) upon request.
- ☐ Even more graphics and visualisations would make the materials applicable to an even broader public.
- ☐ A question was raised if the materials would be equally successful with different generations as target group of trainees.
- ☐ The trainers recommended that training modules like "Creativity" should be introduced to the employees as soon as possible after they enter the company, before they have been influenced by any existing status quo.