

TSESME

Innovative Vocational Training Approaches In Social Economy Small and Micro Enterprises



Programme



Project Duration

10/2008 – 09/2010 (24 months)

Project Partners

PT	AidLearn, Consultoria em Recursos Humanos, Lda.
AT	MERIG, Multidisciplinary European Research Institute Graz
LV	Pozitiva Doma
TR	Gazi Universitesi

Project Description

Background

Lifelong learning and vocational training are the most important indicators for innovation and development processes and is thus the job engine in the European economy. Vocational training on the one hand provides a competitive advantage to enterprises, while on the other hand it raises the human capacity of the individual employee. In order to foster innovation processes and create innovative environments, technical, theoretical as well as collaborative expertise and skills are essential. Social economy enterprises, namely the small and micro ones, need to have wider access to training for managers and employees specifically addressing their learning needs. The project outcomes can be an adequate tool at that purpose, contributing positively to human resource development in those enterprises of the social economy sector.

Project Aims

To improve the vocational training system in social economy enterprises by providing innovative and adoptable tools for the assessment of training needs and guidelines for the implementation of vocational training programmes.

Results

The results will be assessment tools and a compendium on the assessment of vocational training needs as well as the implementation of new tools in small and micro enterprises:

- Selected needs assessment tools will be provided as online applications.
- The compendium on the assessment and implementation of vocational training needs in small and micro enterprises of the social economy will include detailed analyses of existing models including their strengths and weaknesses; vocational training needs assessment tools and guidelines for the realisation of needs oriented vocational training.

Target Groups

- Small and micro enterprises of the social economy sector.
- Organisations which are business with primarily social objectives whose surplus are principally reinvested for the purpose in the business or in the community, rather than being driven by the needed to maximise profit for shareholders and owners.