












Project Consortium

The consortium consists of eleven partners from seven countries:

AUSTRIA		MERIG
		Gottfried Grabmaier GmbH
		vitech DI Haub KEG
BULGARIA		Stara Zagora Regional Economic Development Agency
CZECH REPUBLIC		National Training Fund – National Observatory of Employment and Training
FINLAND		Levón Institute at the University of Vaasa
GERMANY		F&C Forschungstechnik und Computersysteme GmbH
		if – Innovationstransfer- und Forschungsinstitut für berufliche Aus- und Weiterbildung Schwerin
GREECE		ATLANTIS Consulting S.A.
		Minotaur Digital Arts
HUNGARY		Europrofessional Hungary EC

TrainSME
innovative vocational training approaches
in small and micro enterprises

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Leonardo da Vinci
Pilot projects

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Leonardo da Vinci
Pilot projects

The programme ... Leonardo da Vinci

Leonardo da Vinci is the European Community's vocational training programme. It aims to support national training strategies through funding a range of trans-national partnership projects aimed at improving quality, fostering innovation and promoting the European dimension in vocational training.

The project ... TrainSME

In short

TrainSME aims at the improvement of the vocational training systems in small and micro enterprises. The project develops and adapts tools for the assessment of vocational training needs in small and especially micro enterprises. The project also creates models to design training programmes to meet the needs of employees and enterprises as well as to support innovation processes.

Background

Lifelong learning and vocational training are the most important indicators for innovation and development processes and are 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.

In most medium-sized and bigger enterprises professional human resources development is state-of-the art, but in most small and micro enterprises there exists a lack of personnel development.



Aims

The project TrainSME aims at improving the vocational training system in small and, in particular, micro enterprises by providing innovative and adaptable tools for the assessment of their training needs and by providing guidelines for the implementation of vocational training programmes.

In general, the project also intends to raise awareness, specifically in micro enterprises, about the opportunities in vocational training. TrainSME's objective is to foster the innovation potential of enterprises through needs-oriented vocational training programmes.

Results

The results of the project 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 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

TrainSME focuses on the specific situation in small (< 50 employees) and particularly micro enterprises (< 10 employees).

- **Primary target group:** Managers/owners of small and micro enterprises
- **Secondary target group:** Trainers and training institutions
- **Indirect target group:** All individuals interested in the topic; all beneficiaries from training programmes (employees as well as employers)

Project duration

1st October, 2004 - 31st March, 2007