

# Exploitation & Valorisation & Sustainability Plan

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**Lifelong  
Learning**

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<b>Contents</b>
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1. Introduction .....	3
1.1 SMEQUAL Overview .....	3
1.2 Exploitation & Valorisation & Sustainability plan .....	5
2. Exploitation and Valorisation.....	6
2.1. Benefits of SMEQUAL and its Transferability .....	6
2.2. Partnership & Deliverables.....	8
3. Sustainability.....	199
3.1. Involving stakeholders for the permanent adoption of the Handbook.....	20
3.2. National events after project’s end - Involving press .....	21
3.3. Involving Institutions .....	21
3.4. SMEQUAL Website .....	22
4. National Exploitation & Sustainability Strategies .....	23

## 1. Introduction

### 1.1 SMEQUAL Overview

SMEQUAL Project (Qualifications for SMEs') is based on the priorities stated by the UE in the field of Lifelong Learning Program related to ECVET, EQF and EQAVET application. In particular it refers to:

- The Copenhagen Declaration of 2002, in which **“the development of common instruments for quality in VET”** has been identified as one of the four priorities;
- The Recommendation of the European Parliament and of the Council establishing the ECVET system and ECTS points and European Quality Assurance Reference Framework for VET (April 2009);
- The Bruges Communiqué, which states as strategic objective to enable flexible access to training and qualifications through the definition of qualifications in terms of learning outcomes and with the attribution of ECVET points

The SMEQUAL project aims to improve the quality of trans-sectoral training systems for SMEs, by incorporating the ECVET provisions foreseen in the Recommendation of the European Parliament and of the Council establishing the ECVET system. In particular, the project will provide operational European Guidelines and methods for the implementation of ECVET provisions in the VET programmes, for the SMEs.

SMEQUAL is a two years project and it is developed through 8 Work Packages:

1. Project management;
2. Evaluation and Quality Assurance;
3. Analysis of the methodologies and good practices;
4. European handbook;
5. Quality standard for ECVET;
6. Test the Handbook and ECVET quality standards;
7. Dissemination of the project;
8. Exploitation and sustainability plan.

## **1.2 Exploitation & Valorisation & Sustainability plan**

The leader of this work package (WP 8) is Confapi and the supporter is University of Rome 3, but each partner will be involved and will contribute for the well doing of this work package.

In what concerns SMEQUAL exploitation, valorisation and sustainability planning, the Consortium will follow the EACEA's suggestions within the LLP Project's Handbook:

*“Significant emphasis is placed on the impact of EU co-financed projects and on the concrete plans for ensuring that what they produce will be widely known about and widely used. The results generated, the lessons learned and the experience gained by each project team should be made available to the widest possible audience.”*

For its own nature, this plan will be object of updates during the project lifecycle and the final, complete version will be provided at the end of the project. Each partner is invited to share with the package's leader eventual suggestions and proposals.

This plan is divided in two main sections:

### **1.2.1 Exploitation & Valorisation plan**

This first part consists in the explanation of how SMEQUAL project's outcomes can be exploited in Education and Training (ET) for SMEs field and also in other sectors. It describes in detail several project outputs and their possible use. In addition, it includes the description of the strategies and activities chosen by the Consortium to valorise the project's results and to convince possible users to adopt project's tools. In particular, the Valorisation plan represents the sum of both exploitation and dissemination activities, with the aim to promote the project's results and make their use possible in different European contexts and by different stakeholders. As requested by EACEA, Exploitation will involve both *mainstreaming* and *multiplication* processes, in order to transfer the “successful

*results of programmes and initiatives to appropriate decision-makers in regulated local, regional, national or European system” and, in the same time, “to convince individual end-users to adopt and/or apply the results of programmes and initiatives”.*

The EACEA’s evaluation (Award criteria “Quality of Valorisation plan” (3/5)) will be also taken into consideration and therefore more details about the strategy and specific activities planned for Valorisation will be provided.

### **1.2.2 Sustainability plan**

This part refers to how SMEQUAL project’s impact will be sustained even beyond its lifetime and how its outcomes will be maintained after the project’s end, through specific strategies.

Considering the importance of the *sustainability* for the success of project, the Consortium has defined several actions able to maintain and promote project’s results even after its duration, both for a short-term and long-term impact.

These actions are described in the second part of this document.

## **2. Exploitation and Valorisation**

### **2.1. Benefits of SMEQUAL for the ET for SMEs Sector and its Transferability**

The Consortium has conducted an analysis for identifying the current state of art of ECVET implementation in the VET programmes for SMEs, in the three Partner countries: BE, IT, PL.

This helped them to identify the good practices, but also the needs and gaps to be addressed at trans-sectoral level.

On the basis of the Analysis results and taking into consideration the current practices and needs of the SMEs VET programmes, the Consortium has designed the

'European Handbook for the LOs based Qualifications for SMEs'. It includes operational guidelines and methodologies for defining trans-sectoral qualifications in terms of learning outcomes and with the attribution of ECVET points, according to ECVET technical specifications.

Moreover, the Consortium has also provided operational procedures and devices for the assessment, transfer, validation and accumulation of learning outcomes achieved in formal, informal and non formal contexts.

The Handbook has been tested through the definition of a 'qualification prototype': HR Professional.

The Consortium has designed this prototype through the identification of specific the learning outcomes (Development, Organisation & Management; Planning; Recruiting) and the attribution of the ECVET points.

In addition, they provided concrete recommendations regarding the VET programme for the 'HR Professional' through the application of ECVET and ECTS in a compatible approach.

Moreover, tools and methodologies has been set up to be transferable into other sectors, with the appropriate changes and updates, according to specific sectorial needs.

## **2.2. Partnership & Deliverables**

SMEQUAL's project finds its exploitation and valorisation value both in the contribution of partners as well as in the deliverables. In fact, each member of Consortium, due to its role, previous professional experience and local network, will guarantee an effective impact of project's outcomes in their own country.

On the other hand, the project's deliverables, for their own nature, have a great potential to support their exploitation. The idea is to convince stakeholders of the advantages of adopting the Handbook within their VET systems. In this way, by testing the benefits of the model within the real world of work, the Consortium will be able to spread good practices about Los based qualifications for SMEs across Europe and, in the same time, to valorise SMEQUAL's results.

During the first phase, SMEQUAL project is characterized by a national/regional approach. Each partner has been involved in a research to analyse the state of art in their own country of ECVET implementation in the VET programmes for SMEs. Each partner collected information through several instruments created especially for this purpose: surveys, interviews, questionnaires, national focus groups etc. During this phase, ICT instruments will be exploited, in order to allow quick exchanges of information between partners and make analysis' processes easier. All methodologies used by partners has been standardized to assure comparability of the results.

The tools for the analysis has been created in English, but translated into the national languages of the partners (ES, IT, PL). This phase is crucial for the success of the Exploitation of SMEQUAL results: it is important to know the real tools gap in term of ECVET implementation, exactly as stakeholders perceive it. Only in this way the Consortium was able to produce a SMEs Handbook for the development of LOs based qualifications that respond to the effective needs of the system.

The outcome of these studies has been presented in National Reports, based on qualitative and quantitative indicators. All the reports will be written in English language, to be easily consulted and exploited by all involved and interested.

After this stage, on the basis of the National reports, the Consortium has defined the '10 ECVET quality standards'. These will stand for a trans-sectoral benchmark for the VET providers working with the SMEs and will also represent an evaluation and monitoring instrument for further improvements of the ECVET application.

Moreover, having a clear picture of the actual state of art and the effective implementation status of ECVET in the VET programmes for SMEs, ten years after the Copenhagen Declaration, could make the European Community conscious of what is the effective development of applying European guidelines in VET (in the ET for SMEs), in order to suggest possible improvements.

The national studies will provide, in SMEQUAL's further stage, a set of tools which will be able to respond effectively to the needs of sector, according to stakeholders' suggestions. The focus on the existent state of art at the beginning of the project also allows the evaluation of what will be the effective results of smequal project, in order to make a true balance. Furthermore, the use of quantitative and qualitative indicators related to different national contexts will assure reliability by showing the real needs of the training systems across Europe.

According to the European guidelines, the Reports will be public documents, so they will be available to be used or taken as model for future projects.

At last, the methodologies adopted for the researches in ET for SMEs, as stakeholders' interviews or questionnaires, could also represent a pattern to develop similar studies, even in other sectors. The Consortium's objective is to raise awareness about the real development of the existent ECVET system across Europe and to create specific research tools to involve different actors within the ET for SMEs. In the future, the use of these instruments, will be possible in similar researches and studies also in other sectors.

<b>ð Handbook and Guidelines</b>
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The central aim of the SMEQUAL Project is to create an European Handbook for the LOs based Qualifications for SMEs, based on the detailed analysis of the current practices and needs of the SMEs VET programmes.

The Handbook includes:

- *Tools and Instruments.* Taking into consideration the current practices and needs of the VET programmes dedicated to SMEs, the Consortium was able to provide operational procedures and devices for the assessment, transfer, validation and accumulation of learning outcomes achieved in formal, informal and non formal contexts. The aim is to provide practical and concrete tools to facilitate actors involved in training within ET for SMEs to follow ECVET, EQF and ECTS requirements.
- *Implementation of ECVET Recommendation.* To incorporate the ECVET provisions foreseen in the Recommendation of the European Parliament and of the Council establishing the ECVET system. In particular, providing operational European Guidelines and methods for the implementation of ECVET provisions in the VET programmes, according it also with EQF, EQAVET and ECTS provisions.
- *Practical examples.* Examples will be introduced to link methodological and theoretical notions with the real needs of the labor world on the basis of every-day experience;
- *Illustrations* and schemes, that will be used in order to illustrate the guide and make it easier to read;
- Links with the European LLL policies in the ET for SMEs as a way of making stakeholders aware of the requirements of the European programme.

According to SMEQUAL's objectives, this deliverable aims to promote ECVET provisions, according it also with EQF, EQAVET and ECTS provisions within the Educational

Training for SMEs. The guide will be disseminated to the interested training organizations active in Educational Training for SMEs.

The Handbook, edited in a useful and easy way, has been also translated into the Partner languages to be used by different stakeholders across Europe. It has been created according to the real needs of ET for SMEs and it contains real cases and concrete examples to facilitate the application of ECVET provisions.

The idea is that the stakeholders look at the Handbook not only as a manual of instructions concerning the application of ECVET points, but as a resource of advices and suggestions to improve and widen concretely their training offer.

Furthermore, this guide will be presented in public meetings and conferences. The dissemination of the Handbook will be assured by Partners' activities across Europe.

The final objective pursued by the Consortium is to reach external stakeholders and to create a Network in order to guarantee the usability of the Handbook even after the project's lifetime by training providers and organizations within the ET for SMEs.

Supported by the creation of the Network, all potential stakeholders will be assisted in approaching to "European Handbook for the LOs based Qualifications for SMEs". Each partner is supposed to become a point of reference in its own country, for the users of Handbook. In order to guarantee the sustainability of this Network, stakeholders may write to the consortium to give suggestions and contributions through the Project's Website.

The goal is to make "European Handbook for the LOs based Qualifications for SMEs" a common instrument not only consultable by experts but by all interested in QA in VET. Following this vision, in addition to the "European Handbook for the LOs based Qualifications for SMEs", a set of guidelines will be provided in order to facilitate the effective use and implementation of the Handbook in different countries and by different stakeholders.

These Guidelines will represent an integrative tool, conceived to assist stakeholders in using the Handbook in their organizations, in line with a perspective of sustainability and exploitation of results.

Although the Handbook and Guidelines will originally be settled up for the training providers within the Educational Training for SMEs, they could be also adapted and used within other sectors, according to specific sectorial needs.

## **ð Piloting guidelines and report**

The Consortium has set up the *guidelines* tested during the Piloting phase of SMEQUAL's project. Several tools were be provided to partners in order to support piloting activities in each own country. Workshops and seminars will be organized in each country to explain concretely the benefits of the Handbook.

The piloting phase foresees:

- 1) Consultation Workshops and seminars to explain the benefits of the “European Handbook for the LOs based Qualifications for SMEs” and to collect direct feedback from stakeholders;
- 2) Questionnaires on line, to easily reach stakeholders and to have a quick feedback about the Handbook;
- 3) Direct piloting phase, based on the real use of the Handbook within training institutions/organizations, to be organized in Poland, Belgium & Italy. (Other piloting can be organized on a volunteer bases in other countries)

The guidelines to structure the piloting will include:

- The specific ECVET and ECTS provisions;
- The identification of the groups of stakeholders to be involved in the piloting phase, to facilitate the dissemination of the project outcomes within the ET for SMEs and to create networks;
- Methodologies to approach stakeholders and a set of valid arguments and practical examples, in order to demonstrate the potential of the ECVET, EQF, EQAVET and ECTS approach and how to apply it;

- Concrete tools such as questionnaires, interviews and templates to submit to stakeholders, to have frequent and direct feedback from the ET for SMEs.

The testing phase has been implemented by all partner organizations who tested the utilisation of Smequal Handbook and the consistency of the HR Professional Qualification. This phase has been concluded in June 2015 with the presentation of national reports of the testing activities (in BE, IT, PL) which show relevant feedback and suggestions from different stakeholders across Europe.

This testing project phase included – as indicated in Guidelines for Testing– to organize consultation workshops in the three Partner countries to explain concretely the benefits of the Handbook, ECVET Standards and of the HR Professional Qualification, and to collect feedback and suggestions.

Although partners implemented a common methodology and set of instruments for this phase, there have been also some additional activities implemented in some countries.

For example, in Italy Partners decided to involved students of the Science of Education Faculty at the University of Roma TRE, in Belgium Trade Unions and Lobby organizations were the main target, in Poland different individuals/organizations interested in applying ECVET system have been involved.

In particular, in Italy students demonstrated high interested to understand and to achieve the HR Professional Qualification. Italian partners focused during this phase mainly on two units of the qualification: Planning and Recruiting. It has been demonstrated the impact and benefits that vocational qualifications designed according to European instruments for lifelong learning (EQF, ECVET and EQAVET) can have on education and vocational training. The focus of the testing in Italy has been the gap existing between the common methodologies used for definition and evaluation of professional qualifications and the ECVET approach. The European Handbook has been proposed as a guideline for the development of these qualifications.

Participants were interested and satisfied with the results of project. The comments and suggestions received during the testing phase will be considered by partners for the

development of final versions of the Handbook and the European Qualification HR Professional.

The results achieved through the testing were:

a. findings, better comprehension of the perceptions and practices used in the field of ECVET and lifelong learning and awareness of the needs to be addressed through the application of project results in line with ECVET tools.

b. networking, Partners had the chance to consolidate and extend the networks created since the beginning of the project by engaging the participants in different consultation and concrete testing of the project key outcomes.

The consultation phase conducted in Belgium involved Trade Unions and Lobby organizations in particular. The consultation workshop represented a fruitful space for interaction and sharing of experiences among the participants, that provided a positive evaluation of the Handbook and HR Professional Qualification.

In Poland the data and feedback were collected through different activities. Firstly, the Polish partner organized a consultation workshop inviting individuals interested in applying ECVET principles and instruments in their VET systems. The participants took part in the discussion trying to design the contents of a qualification using the Handbook and analyzed the contents of the HR Professional Qualification. Moreover, the Polish partner also interviewed an expert in the field of ECVET to obtain feedback and suggestions. In addition, PAIZ Consulting tested the Handbook internally with the aim to design a professional qualification for the Office Manager.

<b>ð Website</b>
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The creation of a Project Website (<http://www.smequal-project.eu>) will assure both the exploitation as well as the valorisation of SMEQUAL's outcomes. The project's aim is to

create a platform easy to be used by stakeholders for collecting information about the Project's activities and outcomes, as well as specific information about ECVET, EQF and ECTS points:

- European guidelines on ECVET, EQF, EQAVET and ECTS provisions;
- Description of ECVET, EQF, EQAVET and ECTS process and indicators;
- News from national frameworks, about local state of art on ECVET, EQF, EQAVET and ECTS provisions within ET for SMEs;

Specifically for the exploitation of SMEQUAL results, the Consortium foresees to make all the set of materials created during the project's life available online. The website will contain specific sections dedicated to the different deliverables of SMEQUAL project, such as the national and European reports on the Quality Development Gap in VET, the tools for ECVET, EQF, EQAVET and ECTS developed by the Consortium and "European Handbook for the LOs based Qualifications for SMEs" for the ET for SMEs with Guidelines for its implementation. They will be available in independent sections and each one will be downloadable separately. On the website, there is also a section for the promotion of Project's scheduled events, with specific programs and agendas, in line with project dissemination strategy.

Furthermore, in order to allow an easy use of the Handbook by users involved in training programs, the website will contain a specific section named "Contact us", where stakeholders will be able to "speak" directly with the Consortium, in order to solve their doubts or to receive eventual clarifications. They could also leave comments, suggestions or share their concrete experiences on ECVET, EQF, EQAVET and ECTS in VET.

**SMEQUAL**  
SME's Qualifications Handbook

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During SMEQUAL project's development, the website has been frequently updated with new contents and multimedia sources regarding the project's activities such as photos, videos, presentations, questionnaires, interviews and other useful files.

The aim of the website is to create a place in which stakeholders can get information and support for the application of ECVET, EQF, EQAVET and ECTS guidelines in their own realities and also a place where they can find free downloadable tools.

The website was also mentioned during SMEQUAL's national and European events to promote it and stimulate its exploitation.

To summarize, the consortium intends to reach three main aims:

- To provide stakeholders information about European normative and guidelines on ECVET, EQF, EQAVET and ECTS in VET;
- To support stakeholders in applying and managing ECVET, EQF, EQAVET and ECTS methodologies and tools in order to make SMEQUAL's outcomes concretely exploitable;
- To valorize and promote SMEQUAL's results at national and European level.

## **ð Dissemination activities**

All the dissemination activities of SMEQUAL's project were set up in order to assure the effective diffusion of results within ET for SMEs across Europe.

Thanks to its past experiences, the Consortium believes that to stimulate exploitation of project's outcomes, becomes essential to favor information and awareness about ECVET, EQF, EQAVET and ECTS within the sector across Europe.

Infact it has been noticed that at European level there is a relevant lack of knowledge and implementation of Learning Outcomes by VET providers and stakeholders, as well as the very few use of students mobility in the VET sector.

For this reason, a specific dissemination strategy at national, European and international level has been promoted. The details of this action will be specifically provided within the “*Dissemination plan*”.

The Handbook and its guidelines were presented in conferences, seminars, workshops, national and international meetings, etc.

Furthermore, during disseminations’ events, the contents of the Handbook were described with concrete examples of opportunities provided by its exploitation. Also real cases of organizations who have adopted the ECVET, EQF, EQAVET and ECTS system were presented and their representatives will be invited to share their experiences with the public of the event. These meetings represent an excellent opportunity to valorize the benefits of the adoption of ECVET, EQF, EQAVET and ECTS provisions and to demonstrate the potential these methodologies in improving real training provisions within ET for SMEs.

During national meetings, managers, representatives of SMEs, VET providers, representatives of policy makers and other stakeholders were involved, to let them be aware of the opportunities provided by ECVET, EQF, EQAVET and ECTS provisions at different levels.

One of the priorities of the Consortium is to inform the national Institutions at governmental level about SMEQUAL’s initiative (for example by inviting representatives of the governmental entities to national project’s events) in order to allow a reflexive attitude towards the existing rules and promote potential normative changes at local level.

Involving and stimulating stakeholders during the project’s lifetime (invitations to conferences, meetings, seminars, etc.) was an easier way to show them the importance of ECVET, EQF, EQAVET and ECTS provisions and, in the same time, to lead them to adopt the Handbook within their organizations.

Dissemination strategy will include also the promotion of SMEQUAL’s Handbook in national events where partners will participate due to their own work activities. During this sectoral meetings they will have the opportunity to get in touch with new stakeholders interested in adopting the Handbook.

## ð ECVET Network

The Consortium is aware of the opportunities provided by the existing ECVET Network. For this reason, stakeholders will be really encouraged to join the Network. Partners also will spread out in their own countries information about the existence of this community.

In this way, ECVET Network can represent an useful instrument to disseminate SMEQUAL's Handbook and to reach stakeholders across Europe. The idea is to promote the Handbook within ECVET community, by taking advantage of this existing European Network.

The ECVET Network, with its own mission of implementation of ECVET knowledge across Europe, will also represent a tool for sharing experiences about the benefits linked to the adoption of the Handbook.

Finally, the ECVET website ([http://ec.europa.eu/education/lifelong-learning-policy/ecvet\\_en.htm](http://ec.europa.eu/education/lifelong-learning-policy/ecvet_en.htm)) can be a way to reach possible stakeholders interested in using the Handbook within their organizations. Hence, all partners are invited to register and to enter in the EQAVET Community.

### 3. Sustainability

The success of a project depends also on its possibility to have a long-term impact.

*“Sustainability of the project's outcomes is a key element” (EACEA Ilp Handbook)*

The Consortium will develop specific activities to sustain the project's outcomes even after its lifetime.

### **3.1. Involving stakeholders for the permanent adoption of the Handbook**

The Consortium aims to spread widely the Handbook and Guidelines within Educational Training for SMEs during the project lifetime, in order to assure the *sustainability* of the results. Each partner will involve stakeholders in its own country, by showing them the potential of ECVET, EQF, EQAVET and ECTS provisions for the success of VET programs.

#### **∂ National events**

National workshops to promote the Handbook will be organized and potential users will be invited (VET Providers, HR responsible, etc.). During these meetings partners will provide instructions and suggestions to participants to facilitate the introduction of the Handbook within existent training programmes. The Consortium will promote a specific strategy to convince VET providers and organizations to adopt the Handbook within their systems. Partners will show stakeholders the advantages related to ECVET, EQF, EQAVET and ECTS provisions and will deliver free copies of Handbook and guidelines.

#### **∂ National and European Network**

Another way to assure sustainability is to create a Network of stakeholders in each country. In this way partners are able to be in contact with stakeholders also after the end of the project. In addition to this, with a National stakeholders' Network the share experiences and updates about ECVET, EQF, EQAVET and ECTS provisions. The Handbook will be created in order to assure flexibility and to be used in different contexts within ET for SMEs, so partners will help users to adapt ECVET, EQF, EQAVET and ECTS provisions to

their specific needs. The translation of the Handbook into national language will guarantee its immediate understanding at national level and the possibility to be adopted by national organisations.

<b>ð Promoting benefits of ECVET, EQF, EQAVET and ECTS</b>
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At last, one of SMEQUAL project's objectives is to increase awareness, trust and confidence about ECVET, EQF, EQAVET and ECTS provisions mainly to the VET sector and to demonstrate the benefits of this system to assure the success of training programs. If this goal is achieved during the project's lifetime, it will be easier to convince the VET providers and organizations to adopt permanently the model provided by SMEQUAL and in this way, SMEQUAL can have a real long-term impact on national training systems within ET for SMEs.

### **3.2. National events after project's end - Involving press**

Another way to assure the sustainability of SMEQUAL's results relies on is carrying forward the promotion of results during national and European events even after project's conclusion. Partners, according to their roles in their own country, will be able to highlight project's outcomes in public events related to VET within ET for SMEs.

At the same time, the main outcomes of SMEQUAL project will be published in sectorial magazines, journal and newsletter at national and European level. Furthermore, SMEQUAL will be sustained online, by publications of the results on national and European platforms.

### **3.3. Involving Institutions**

As suggested by EACEA, to comply the sustainability of the results at local level, it is important to involve public Institutions. The Consortium will invite representatives of

public Institutions to project's national events and conferences. In this way authorities will provide and receive information about ECVET, EQF, EQAVET and ECTS implementation in the ET for SMEs and can collect suggestions for improving the national VET systems. In addition, partners will deliver information about the Project's outcomes to national public authorities and to entities responsible for education and training system.

The final idea is to induce governments to sustain ECVET, EQF, EQAVET and ECTS provisions supported by specific normative actions and exchanges. In this way, by involving Institutions, the Consortium will assure not only the sustainability of this project, but also the development of good practices across Europe.

### **3.4. SMEQUAL Website**

As indicated in the Grant Agreement within the "Other Special Conditions" section (Article I.10. § 4-5 or article I.11.), the Consortium will maintain the Project's website (<http://www.smequal-project.eu>) even after the conclusion of the project's activities. All materials created during the SMEQUAL's development will be uploaded on the project website and will be freely and easily available and downloadable. Furthermore, the website will be frequently updated with new information, materials from national and European events (multimedia elements, presentations, relations, etc.), press publications and media results. According to the project's aim, the website will have a public section and also a private section available only for project's partners.

The idea is to build SMEQUAL's website as a multimedia instrument in which interactivity will be guaranteed by the window "Contact us", which will be active also after the project's life time. Thanks to this simple tool, users will have the opportunity to inform partners about the use of the Handbook in their organizations and allow them to ask for any eventual and concrete clarifications. Accessibility will be assured also thanks to the "*Site map*", inserted in the Homepage.

Furthermore, within a specific section, expected results and effective results of the project will be well described, in order to assure the transparency and to enable the delivery of updated information about the development of SMEQUAL project.

The website will also be translated and available into Spanish, Italian and Polish.

#### 4. National Exploitation & Sustainability Strategies

Partnership is invited to follow specific actions, in order to involve stakeholders and create a Network for reaching potential users for the Handbook. Each partner, according to its own role and capacity within its country, will support the Exploitation and Sustainability of the Handbook, by implementing different strategies (TABLE I)

<b>TABLE I</b>			
	<b>PARTNER</b>	<b>COUNTRY</b>	<b>National Exploitation &amp; Sustainability Strategy</b>
<b>P1</b>	Univ. Roma Tre	ITA	Rome Tre University is a public higher education institution that has 8 faculties and about 870 teachers. Its centre of research CEFORC “Educational Training & Communication has an active role in the field of educational evaluation and it promotes theoretic and applied research in education and e-learning.  <u>Rome Tre university will be able to test concretely SMEQUAL’s Handbook. Some of the instruments and tools promoted within the SMEQUAL Handbook will be integrated &amp; maintained in their educational programmes.</u>
<b>P2</b>	Effebi	IT	Effebi is a Banking Association and it reaches up to 20 Banking groups in Italy, representing 90% of the Italian banking sector. Thanks to these contacts, <u>Effebi will promote the SMEQUAL Handbook and will support its exploitation also by other VET providers (e.g. Universities, training providers, etc.), also after the project’s end.</u>

<b>P4</b>	AIDP	IT	<p>The Italian Association of HR Management is the Italian representative body for people management. It promotes and develops knowledge in the HR field.</p> <p><u>It will support the testing activities about the designing and contents of the “HR Professional” and it will promote SMEQUAL Handbook within the HR professional sector</u></p>
<b>P5</b>	EUROCADRES	BE	<p>Eurocadres is the Council of European Professional and Managerial Staff, representing employees in all sector of business, in industry as well as public services. Its members are national trade unions from all over Europe and the European industry federations. Thanks to its Network, <u>Eurocadres will promote the use of the Handbook among its members, in order to encourage and support the introduction of this instrument and tool within their training programs, on sustainable basis.</u></p>
<b>P6</b>	Confapi	IT	<p>Confapi is the Italian Confederation of small and medium private industry, representing one of the main actors in the Italian economic and politic environment.</p> <p>It is present in the whole country representing 120.000 SMEs and 9 national branch unions.</p> <p>Regarding the exploitation of SMEQUAL’s results, <u>Confapi will promote SMEQUAL Handbook among its members by actively encouraging and supporting them to use it.</u></p>
<b>P7</b>	PAIZ	PL	<p>PAIZ Konsulting has been providing training and consulting services for medium and larges companies about many different subject areas</p> <p>Paiz will take part actively to the exploitation of SMEQUAL results. <u>Some of the instruments and tools promoted within the SMEQUAL Handbook will be integrated &amp; maintained in their VET programmes.</u></p>
<b>P8</b>	IFB Portugal	PO	<p>Due to its role of Evaluator, Instituto de Formacao Bancaria, will assure the maintenance of high Quality level in planning and development of exploitation &amp; sustainability activities,</p>

SMEs Qualification Handbook – SME\_QUAL

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			by frequent monitoring. After the project completion, the evaluator will have the opportunity to promote the project results within its network.
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