

ABATA

LLP-LdV-ToI-SI-2007-28

<http://www.adam-europe.eu/adam/project/view.htm?prj=4088>

Projektinformationen

Titel: ABATA

Projektnummer: LLP-LdV-Tol-SI-2007-28

Jahr: 2007

Projekttyp: Innovationstransfer

Status: laufend

Land: SI-Slowenien

Marketing Text: As it is shown in Europe, one of the main reasons why the organisations are not able to develop their people lies in expensive procedures for finding and training appropriate persons, which only large players can afford. On the other hand SMEs represent major part of active players in this field, in Slovenia as well as in Europe. Reduced competitiveness, especially in micro-enterprises, is due to lacking development of labour (same source). Conducting proper assessment for human resources and providing them with the most suitable training programme would help them to become more successful and support the development of Slovenian tourist market, besides the fact it facilitates the development of the individual and enables optimal placement.

Zusammenfassung: In our project we will improve quality and innovation in vocational education and training systems by transferring and adapting special assessment tools and training programmes for tourist workers which will be enable us to meet every person's specific needs in development and training.

Beschreibung: The results of this project could provide additional ideas, methods and content for existent vocational/training programmes in Slovenia, primarily in the field of tourism, but also wider. The methods and approaches can be beneficial for all the other sectors as well (the employees don't need to be absent from work for long; only the training programmes they need are given; the blended learning additionally saves time and allows the tailoring to the individuals' needs; moreover, the training design is based on valid assessment of the individual, not only e.g. on the management's opinion). The used approaches can add to the vocational/training programmes' interactivity and more active role of a student. Different vocational/training programmes could be designed/become more common if the results achieved are convincing.

To overcome problems in finding and training the proper employees for SME in tourism we plan to transfer and develop an e-tool for assessment of personnel skills and abilities. With help of internet and other technologies the procedure will become faster, more efficient, can be applied on a larger target group and there will be no need for the employees to travel to special assessment centres. All this reasons will help to lower the price of the procedure and become more available for SME. Besides that it will help to develop not only a tailor made training programme but also a wider field of human resources. Gained knowledge of weaknesses and strengths will make possible for human resources to evolve themselves into better prepared and educated professionals.

Because of different level of gained experiences none of human resources are alike. Every person has his/hers own advantages and disadvantages. With the help of e-tool we will find the disadvantages for every person and then prepare individual training programme to maximize the effect of prepared training. After implementation of training the person will be proper educated in a shortest possible way. The reasons are that with this way they won't be absent out of work for a longer period of time or have to learn some contents which they already know.

The sustainability is the main aim of Kadis's proposal of the project in the first place. We believe the results will be good and the tourism sector can benefit from the programme (as a whole, not only the pilot groups' companies). As a company that deals with human resources and training in many sectors we believe that with such tools and methods we can become even more competitive and offer more to various groups of clients – the companies (that need the services of HR selection and

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training) and individuals (that desire career counselling or training for better chances of employment and career advancement in the labor market, with which the products of this project can help immensely). Our intention is to later upgrade and adapt the tools and methods for additional profiles of employees also in other sectors in order to get a widely useful product. Pro-Orava's interest is similar – the company deals with training, especially in the field of tourism; quality assessment of the individuals' needs allows for shorter time that is needed for a training design, while blended training method additionally saves time. They will also use the products after the completion of the project with great benefit for their clients and potential clients. National Tourist Association also has an international institute of tourism, among whose main aims there is also development of education/training of workers in tourism and facilitation of expert and professional cooperation in the sector. Further development of the project's products is also in their strong interest to help their members. Last but not least, Ballymun Job Centre developed Choices, the product we are transferring, to help individuals quickly assess their potentials, so the upgraded product will be so much more beneficial for further use and even further development, particularly for work with individuals (to enhance their skills/competences for the labor market), but also for companies that need skilled employees.

Themen: *** Nutzung und Verbreitung von Ergebnissen
 *** Qualität
 *** Lebenslanges Lernen
 *** Unternehmen, KMU
 *** Weiterbildung
 ** Arbeitsmarkt
 ** Fernlehre
 * Sprachausbildung

Sektoren: *** Gastgewerbe/Beherbergung und Gastronomie

Produkt Typen: Verbreitungsmethoden
 Evaluierungsmethoden
 Verfahren zur Analyse und Prognose des Berufsbildungsbedarfes
 CD-ROM
 Homepage

Produktinformation: R1: Provisory title: Key competencies for human resources in tourism
 R2: Provisory title: Tests and activities for assessment
 R3: Provisory title: Pilot target group
 R4: Provisory title: Assessment e-tool
 R5: Provisory title: Training programmes
 R6: Provisory title: Personalized training programmes
 R7: Provisory title: Valorisation results and materials

Projektwebseite: <http://www.abataproject.eu/en/>

Vertragnehmer

Name: Kadis, kadrovsko izobraževalni inženiring d.o.o.
Stadt: Ljubljana
Land/Region: Slovenija
Land: SI-Slowenien
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage: <http://sl.kadis.si/>

Kontaktperson

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Koordinator

Name: Kadis, kadrovsko izobraževalni inženiring d.o.o.
Stadt: Ljubljana
Land/Region: Slovenija
Land: SI-Slowenien
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
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Partner

Partner 1

Name: Ballymun Job Centre
Stadt: Dublin
Land/Region: Dublin
Land: IE-Irland
Organisationstyp: Verband/nicht regierungsgebundene Organisation
Homepage: <http://www.bmunjob.ie>

Partner 2

Name: Siel d.o.o.
Stadt: Celje
Land/Region: Slovenija
Land: SI-Slowenien
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage: <http://www.siel.si/>

Partner 3

Name: PRO-Orava n. o.
Stadt:
Land/Region: Stredné Slovensko
Land: SK-Slowakei
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage: <http://www.pro-orava.sk>

Partner 4

Name: NACIONALNO TURISTINO ZDRUŽENJE
Stadt: Ljubljana
Land/Region: Slovenija
Land: SI-Slowenien
Organisationstyp: Verband/nicht regierungsgebundene Organisation
Homepage: <http://www.ntz-nta.si>

Produkte

- 1 Provisory title: Key competencies for human resources in tourism
- 2 Provisory title: Tests and activities for assessment
- 3 Provisory title: Pilot target group
- 4 Provisory title: Assessment e-tool
- 5 Provisory title: Training programmes
- 6 Provisory title: Personalized training programmes
- 7 Provisory title: Valorisation results and materials

Produkt 'Provisory title: Key competencies for human resources in tourism'

Titel: Provisory title: Key competencies for human resources in tourism

Produkttyp: Homepage

Marketing Text: List of key competencies

Beschreibung: List of key competencies, at least 10 for each profile (middle management, receptionists, congress centre employees, animators)

The purpose: to facilitate assessment and training of certain profiles in tourism

Contents: key competences (at least 10) for each profile (middle management, receptionists, congress centre employees, animators)

Requirements for use: a computer (for CD-rom) or internet connection (website)

Zielgruppe: HR professionals and managers working in tourism, pilot target group, all human resources in tourism, trainers

Resultat: Internet (web portal) – 1 page, including sub pages, will be devoted to the chosen profiles of employees (middle management, receptionists, congress centre employees, animators) and the key competences for each position

printing – 25 copies of the manual for assessors/trainers in tourism will be produced, it will contain the listed competences of chosen profiles, approximately 15 pages

CD-rom – 50 copies of CD-rom with the chosen profiles and their key competences will be produced

Anwendungsbereich:

Homepage: <http://www.abataproject.eu/en>

Produktsprachen: Englisch
Slowakisch
Slowenisch

Produkt 'Provisory title: Tests and activities for assessment'

Titel: Provisory title: Tests and activities for assessment

Produkttyp: Verfahren zur Analyse und Prognose des Berufsbildungsbedarfes

Marketing Text: Psychological and other tests

Beschreibung: Psychological and other tests or activities for measuring level of knowledge, experiences, potentials, at least 10.

Purpose: to assess the (key) competences and the training needs for chosen profiles in touristic sector

Contents: at least 10 tests/questionnaires/activities that will cover certain key competences we identified for the chosen profiles

Zielgruppe: HR professionals and managers working in tourism, pilot target group, all human resources in tourism

Resultat: Printing (manual) – 25 copies, at least 20 pages (estimation is based on the expected length of a test/questionnaire/activity, which cannot be predicted accurately because the competences they will measure are unknown for the time being)
Internet (web portal) – 1 page (with sub-pages)

Anwendungsbereich:

Homepage:

Produktsprachen: Slowenisch
Slowakisch
Englisch

Produkt 'Provisory title: Pilot target group'

Titel: Provisory title: Pilot target group

Produkttyp: andere

Marketing Text:

Beschreibung: List of contacts and/or signed contracts with 20 persons (tourist workers) who will serve as testing group

Purpose: the cooperation in the project, provision of assessment based, individually tailored training

Zielgruppe: HR professionals and managers working in tourism, pilot target group

Resultat: Contact details or contracts with 40 people – employees in touristic sector

Anwendungsbereich:

Homepage:

Produktsprachen: Englisch
Slowakisch
Slowenisch

Produkt 'Provisory title: Assessment e-tool'

Titel: Provisory title: Assessment e-tool

Produkttyp: Homepage

Marketing Text: Assessment web based tool

Beschreibung: Purpose: assessment of chosen profiles' characteristics and training needs in the way that doesn't require their absence from work (at all or for a shorter time only)
Contents: at least 10 questionnaires/activities the user answers/solves; the results will be automatically gathered and summated where possible (for each test/questionnaire), so the interpretation will be easier and less time-consuming
Requirements for use: internet connection (for users); education/training in assessment procedures (for assessors)

Zielgruppe: HR professionals and managers working in tourism, pilot target group, all human resources in tourism

Resultat: 1 tool, containing at least 10 tests/questionnaires/activities covering certain key competences, identified with the chosen profiles
The number of users during the project is at least 40 (20 per pilot group), after the project the partners will be able to use the tool (in its original version or further adapted to other target groups); the foreseen number of users is at least 100 per year

Anwendungsbereich:

Homepage:

Produktsprachen: Slowenisch
Slowakisch
Englisch

Produkt 'Provisory title: Training programmes'

Titel: Provisory title: Training programmes

Produkttyp: Lehrmaterial

Marketing Text:

Beschreibung: New training programmes specially prepared for human resources in tourism

Purpose: to facilitate the training, to facilitate the knowledge transfer to the trainers who want to work in the field of training HR in tourism (e.g. HR managers, educators, managers...)

Contents: the training programmes for certain competences/skills

Requirements for use: trainers need suitable education and at least some experience in training, for trainees there are no special requirements

Zielgruppe: HR professionals and managers working in tourism, trainers, all human resources in tourism

Resultat: Number of pages of the manual: about 20 (manual for trainers), about 10 (manual for trainees); the length can vary according to the identified key competences and the relevant training programmes which are not known at this stage yet.

Duration of the courses: various, depending on the skill/competence covered, the training period altogether (all the courses, adapted to the needs of individual members of the target group) will not exceed 200 working days (WP4).

Number of participants: 40 altogether (20 per target group), but not all participants will be involved in all training programmes, only the ones they need (according to the results of the assessment); some training programmes could also have only 1 participant

Anwendungsbereich:

Homepage:

Produktsprachen: Slowenisch
Englisch
Slowakisch

Produkt 'Provisory title: Personalized training programmes'

Titel: Provisory title: Personalized training programmes

Produkttyp: Lehrmaterial

Marketing Text: Individualized training programme report for each member of the pilot target group and a quality control survey

Beschreibung: Purpose: to offer an individually tailored training to employees in tourist sector
Contents: the proposed training programmes for certain competences/skills that the individual needs (according to the results of the assessment); the suggested time-table
Requirements for use: trainers need suitable education and at least some experience in training (to put the personalized training programme into practice), for trainees there are no special requirements

Zielgruppe: Trainers, pilot target group

Resultat: 40 reports, number of pages of the report: about 2-5 pages per trainee (depends on the type and the number of training courses needed)

Number of participants: 40 altogether (20 per target group)

Anwendungsbereich:

Homepage:

Produktsprachen: Slowakisch
Englisch
Slowenisch

Produkt 'Provisory title: Valorisation results and materials'

Titel: Provisory title: Valorisation results and materials

Produkttyp: Verbreitungsmethoden

Marketing Text:

Beschreibung: Different materials produced for dissemination and exploitation of the results (manuals, brochures, leaflets, posters, reports).

Purpose: to disseminate results of the project, to inform potential users of the existence of the tools and the programme and its characteristics and benefits, to facilitate its further exploitation

Contents: the specific information on the target group, assessment tools, training programmes and the results of the project

Zielgruppe: HR professionals and managers working in tourism, pilot target group, all human resources in tourism, relevant stakeholders

Resultat: Conference:

- Press conference in Slovenia (1-2 hours)
- "ABATA" final conference in Slovenia (1 day) for at least about 50 participants (HR managers, general managers in tourist companies; national or regional training/vocational authorities and institutions, community interest, policy makers, industry representatives, other HR/education or training professionals and managers)

Printing:

- Manuals – 250 (for trainers and trainees)
- Brochures – 1000; with information that enables the insight into the project's aims, methodology, training programmes and the results with the pilot target group
- Leaflets – 1000; with information on the practical benefits of the programme to potential beneficiaries
- Posters – 50 – with the presentation of the project
- Reports – 50 – with specific data on evaluation outcomes
- CD – Rom – 500 – with the presentation of the project results, training programme manual, evaluation report

Internet:

- Portal – 1
- Assessment e-tool – 1
- E – mails – 1000 (mailing – for HR professionals, managers, vocational and educational institutions and professionals, policy makers, community organizations and others)
- Articles – 5 (in relevant newspapers and magazines, possibly the ones that deal with /or have sections about/ HR and/or training and/or assessment)

Anwendungsbereich:

Homepage:

Produktsprachen: Slowenisch
Slowakisch
Englisch

Veranstaltungen

2nd Meeting

Datum 26.07.2008

Beschreibung

Zielgruppe

Öffentlich Geschlossene Veranstaltung

Kontaktinformation

Zeitpunkt und Ort Irland, Dublin

1st project meeting

Datum 10.01.2008

Beschreibung On the meeting we discussed about the Project overview, Type of transfer (CHOICES, AURORA), Project and quality management, Barriers for success

Zielgruppe All partners

Öffentlich Geschlossene Veranstaltung

Kontaktinformation

Zeitpunkt und Ort Slovenia, Ljubljana