Projects and Products Portal for Leonardo da Vinci

Simulazioni INterattive per l'APprendimento di Skill Individuali

LLP-LDV/TOI/08/IT/477

http://www.adam-europe.eu/adam/project/view.htm?prj=4269

Information sur le projet

Titre:	Simulazioni INterattive per l'APprendimento di Skill Individuali
Code Projet:	LLP-LDV/TOI/08/IT/477
Année:	2008
Type de Projet:	Projets de transfert d'innovation
Statut:	Clôturé
Pays:	IT-Italie
Accroche marketing:	Obiettivo principale di SINAPSI- Simulazioni INterattive per l'APprendimento di Skill Individuali - è quello di trasferire e testare uno strumento innovativo on line ed una metodologia per l'insegnamento di "soft skills" quali la negoziazione, l'imprenditorialità,la creatività, la motivazione, il lavoro in team.

Résumé: The goal of SINAPSI- Simulazioni INterattive per l'APprendimento di Skill Individuali - is to deploy and test an innovative online tool and methodology for the teaching of "soft skills" such as negotiation, entrepreneurship, creativity, motivation, teamworking, etc. To achieve this goal, the project will bring together a 3D simulation platform, developed in an earlier Leonardo project (SISINE) and a classroom-based methodology for the teaching of soft skills, already field tested by one of the partners (an Italian training company). The tools and methodology provided will be suitable for use in small and large organizations in both the public and the private sector.

The project is motivated by increasing European interest in soft skills, which many European organizations perceive as a way of improving overall effectiveness and efficiency as well as the performance of individual worker. Today, however, effective training in soft skills is still relatively rare. There are many reasons. Some of the most important are the limitations and high cost of traditional teaching methods, which mainly target small groups of managers. Another factor is the inability of small companies to make the required investment. Cultural and economic factors also play a role: even today, managers in some European countries are less aware than others of the advantages to be gained from effective training in soft skills. SINAPSI will circumvent these difficulties by exploiting the specific advantages of the platform developed in SISINE and the general advantages of e-learning. These include a strong ability to motivate learners, ease of use, the elimination of geographical barriers to access, and the lowering of training costs. At the same time, however, the project teaching methodology will maintain the advantage of traditional face to face teaching, assigning a strong role to specialist tutors and maintaining a focus on the differing needs of individual participants.

The project will be coordinated by the Istituto di Scienze della Cognizione – Consiglio nazionale delle ricerche (ISTC-CNR), the same organization that led the SIISINE project and developed the SISINE platform. ISTC-CNR will be joined by Entropy KN, an Italian training company that will provide and adapt the teaching methodology and by three additional partners from Italy, France and Slovakia who will plan and manage trials of the platform and methodology. In Italy the trial will be conducted by the Dipartimento di scienze relazionali of the Università Federico II, Naples – a department which has always had a strong interest in novel teaching methodologies. The French trial will be managed by MF & Partners Consulting, a training and business consultancy which already uses online technology in its training activities. The Slovak trial will be managed by PDCS, the partner responsible for the successful Slovak trial in SISINE.

The trials will test the project in three distinct settings: high schools (in Italy), SMEs (in France) and the Public Administration (in Slovakia). The goal is to show how simulation-based e-learning can effectively satisfy learning needs that usually require face to face teaching. The project will facilitate the spread of training in soft skills, making it accessible to target populations who do not benefit from current offerings, contributing in the longer term to a broader shift in European training, with a new emphasis on innovative curricula and training methods.

Description: SINAPSI (Simulazioni INterattive per l'APprendimento di Skill Individuali / Interactive Simulations for Personal Skills Learning) aims to make available to every organization (private and public, small, medium or large) an innovative training tool for workers'

Information sur le projet

personal skills development, such as negotiation, personal initiative, creativity, motivation, etc..
This didactic tool is based on the matching of an on-line simulation 3D environment, developed in a previous Leonardo project (SISINE), and of a training programme on personal skills development (also called "soft skills"), used by an Italian enterprise for business/company training.
The idea of the project is based on European socio-political and economical changes analysis of the latest years, after frontiers fall, single currency introduction and globalization process. This transition has led to a huge change in working, organizational and formative system and practice. The "human factor" has been taken into account and also its influence on the company efficacy.
Mc Clelland was the first author who studied this process in the Seventies. Boyatzis, in the Eighties, translated this awareness in a Theoretical Model ("Model of the Skills Development"). According to Boyatzis, the individual's working performance doesn't depend only on its technical skills (Hard Skills), but also on its personality skills (Soft Skills).
The modern companies need to focus on training systems that consider both technical and personal improvement. The Model of the Skills Development foresees a variety of training courses, all characterised by didactic training calibrated on single individuals and according to a previous needs analysis.
Nowadays this kind of training is still weak in Europe. The preliminary study carried out by the project partners highlighted the factors that make this training proliferation difficult:
1. Fruition mode: this training is experienced in a traditional way, that is to say in a face-to-face mode and with high costs. This affects also the number of people that could join the training.
2. Belonging nation: this kind of training is advanced in those nations sensitive to company dynamics such as United Kingdom, France and Germany. In East Europe the effective employment of this kind of system is less applicable even if desirable. In the other countries, such as in Italy, the innovative training clashes with national economic system based on hierarchy.
3. Company dimension: the approach to individual's training is also related to company size (both state and private).

SINAPSI aims to dull some of these problems through costs reduction, large-scale proliferation and training systems modernization.

SINAPSI employs two different products that share a similar methodology:
1. Entropy's training programme: based on the analysis, attainment and improvement of workers' personal skills in relation to their belonging company. Time management, problem solving, teambuilding, internal communication, leadership, etc… are some of the skills on which the programme is based. The delivery of training follows three paths: face-to-face training, outdoor training and coaching.
2. On-line simulation environment: developed in SISINE project; a technological tool based on MMORPG (Massively Multiplayer Online Role-Playing Game) that allows people to join simultaneously online training in virtual 3D environment. It is suitable for role-playing, where people can put oneselves in somebody's shoes within a scenario created by a tutor for training sake.

This new tool validity will be tested in two different moments, within three target groups belonging to three European countries: teachers and school operators in training phase (Italy), small and medium company employees (France), State Administration (Slovakia). This primary target group is joined by a secondary target group made by bodies and organization to which primary users belong.

Thèmes: *** Marché du travail
*** Formation ouverte et à distance
*** Formation continue
** TIC

Information sur le projet

Sectors:	*** Autres Activités de Services
Types de Produit:	Autres CD-ROM Site Internet Matériel d'apprentissage
Information sur le produit:	SINAPSI realized several products, all considered propaedeutic to the final outcome of the project activity, that is to say the Training Kit SINAPSI. The training kit provides soft-skills training at a distance through an on-line platform. With the term soft skills we refer to such competencies as communication, empathy, leadership, team building empowered to achieve good relational and professional skills within working context. The system is based on the Skills Model Theory, a widespread approach employed in face-to-face vocational training. This model facilitates the identification of lacking transversal skills with the aim of helping users to improving their professional growth. This model has been modified to be integrated with a e-learning approach to training. A blended process has been realized. The final methodology was inserted in a high tech and innovative platform based on 2D and 3D interactions finalized to realize multiplayer on-line training with a tutor able to follow each user in a customised way. The platform employs a dedicated server to collect data and it is made up of several software all easily downloadable.
Page Web du projet:	http://www.nac.unina.it/sinapsi/

Contractant du projet

Nom:	ISTC-CNR
Ville:	Rome
Pays/Région:	Lazio
Pays:	IT-Italie
Type d'organisation:	National Agency
Site Internet:	http://www.istc.cnr.it

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Coordinateur

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Partenaire

Partner 1

Nom:	Entropy Knowledge Network
Ville:	Rome
Pays/Région:	Lazio
Pays:	IT-Italie
Type d'organisation:	National Agency
Site Internet:	http://www.entropykn.net

Partner 2

Nom:	Dipartimento di Scienze Relazionali "G. Iacono" Università Federico II di Napoli
Ville:	Napoli
Pays/Région:	Campania
Pays:	IT-Italie
Type d'organisation:	National Agency
Site Internet:	http://www.scienze-relazionali.unina.it

Partner 3

Nom:	MF & Partners Consulting
Ville:	Villeurbanne
Pays/Région:	Rhône-Alpes
Pays:	FR-France
Type d'organisation:	National Agency
Site Internet:	http://www.mfpartnersconsulting.com

Partner 4

Nom:	PDCS, o.z.
Ville:	Bratislava
Pays/Région:	Bratislavsky Kraj
Pays:	SK-Slovaquie
Type d'organisation:	National Agency
Site Internet:	http://www.pdcs.sk

Données du projet

D2.1 SINAPSI Need Analysis.pdf

http://www.adam-europe.eu/prj/4269/prj/D2.1%20SINAPSI%20Need%20Analysis.pdf

D.7.2 and D.7.3 SINAPSI Assess and Learning Method v.2.pdf

http://www.adam-europe.eu/prj/4269/prj/D.7.2%20and%20D.7.3%20SINAPSI%20Assess%20and%20Learning%20Method%20v.2.pdf

D 7.4 SINAPSI Tutor and User Vademecum ver 2.pdf

http://www.adam-europe.eu/prj/4269/prj/D%207.4%20SINAPSI%20Tutor%20and%20User%20Vademecum%20ver%202.pdf

D 7.5 SINAPSI Master and Player Manual vers 2.pdf

http://www.adam-europe.eu/prj/4269/prj/D%207.5%20SINAPSI%20Master%20and%20Player%20Manual%20vers%202.pdf

D 7.6 SINAPSI Editor1.5_win_ver%202

http://www.adam-europe.eu/prj/4269/prj/D%207.6%20SINAPSI%20Editor1.5_win_ver%25202

D 7.7 SINAPSI QuickLaunchSessionGuideForTutor ver 2.pdf

http://www.adam-europe.eu/prj/4269/prj/D%207.7%20SINAPSI%20QuickLaunchSessionGuideForTutor%20ver%202.pdf

D 7.8 SINAPSI Web Session Tool v_2.pdf

http://www.adam-europe.eu/prj/4269/prj/D%207.8%20SINAPSI%20Web%20Session%20Tool%20v_2.pdf

D 8.2 SINAPSI Dissemination Report.pdf

http://www.adam-europe.eu/prj/4269/prj/D%208.2%20SINAPSI%20Dissemination%20Report.pdf

Produits

1 SINAPSI TRAINING KIT

Produit 'SINAPSI TRAINING KIT'

Titre:	SINAPSI TRAINING KIT
Type de Produit:	CD-ROM
Texte marketing:	The training kit provides soft-skills training at a distance through an on-line platform based on 2D and 3D interactions finalized to realize multiplayer on-line training.
Description:	The system is based on the Skills Model Theory, a widespread approach employed in face-to-face vocational training. This model facilitates the identification of lacking transversal skills with the aim of helping users to improving their professional growth.With the term soft skills we refer to such competencies as communication, empathy, leadership, team building empowered to achieve good relational and professional skills within working context.
Cible:	The target groups involved in the project were: small and medium enterprises (SME), University and Public Sector employees. The training kit was addressed to train those professionals involved in such working contexts so deeply characterized by the need of being empowered in soft skills. By the way, the kit can be easily adapted to different domains.
Résultat:	SINAPSI project achieved the goal of improving the quality of vocational and lifelong learning process offering an innovative didactic model focused on e-learning. The training kit was tested in three European countries (Italy, France and Slovakia) and with three different target groups. The platform proved to be a solid and reliable product easily usable within professional environments.
Domaine d'application:	Professional training.
Adresse du site Internet:	http://www.nac.unina.it/sinapsi/
Langues de produit:	anglais

Événements

SINAPSI Videogame e simulazioni come nuovi ambienti di apprendimento - PROJECT FINAL CONFERENCE

Date	08.10.2010
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Rome

Settimana Internazionale della Ricerca

Date	04.10.2010
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Potenza

XXIII Congresso Nazionale Associazione Italiana di Pdicologia - sezione Psicologia dell'educazione

Date	26.09.2010
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Bressanone

Événements

XVI Congresso Nazionale Associazione Italiana di Psicologia - sezione Sprimentale

Date	02.09.2010
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Bologna

Workshop. Progetto Sinapsi: Simulazioni Interattive per l'apprendimento di Skill Individuali

Date	23.07.2010
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Rome

I° WORKSHOP Giochi Elettronici e Processi di Apprendimento: Esperienze e Prototipi.

Date	27.11.2009
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Naples

Événements

VI Convegno Nazionale Associazione Italiana Scienze Cognitive

Date	25.11.2009
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Naples

VI Workshop Italiano di Vita Artificiale

Date	23.11.2009
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Naples

EN.CPS (European Network for Civil Peace Services) Annual meeting 2009

Date	18.06.2009
Description	
Cible	
Public	Événement public
Informations de contact	
Date et lieu	Norway

Événements

NAC Lab opening

Date	25.11.2008
Description	The Natural and Artificial Cognition laboratory opened in November 2008. Its goal is to reproduce psychobiological processes in artificial systems using Evolutionary Roboticas and Artificial Life. Nac lab is involved also to extend this approach to create new technologies to support psychological processes. Within this meeting SINAPSI project was described.
Cible	The meeting was attended by: - University professors - School teachers - Students - Professional Trainers
Public	Événement public
Informations de contact	Prof. Orazio Miglino orazio.miglino@unina.it
Date et lieu	Naples, November 25-28 2008.