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e-Learning für effezientes e-working für KMUs

503208-LLP-2009-1-HU-LEONARDO-LMP

http://www.adam-europe.eu/adam/project/view.htm?prj=5451

Projektinformationen

Titel: e-Learning für effezientes e-working für KMUs

Projektnummer: 503208-LLP-2009-1-HU-LEONARDO-LMP

Jahr: 2009

Projekttyp: Innovationsentwicklung

Status: bewilligt

Land: EU-Zentralisierte Projekte

Marketing Text: In Übereinstimmung mit der Lissabon-Strategie und mit dem Beschluss Nr. 1720/2006/EC adressiert das Projekt SeeE die Förderung einer dynamischen wissensbasierten Wirtschaft für Europa, nachhaltiges wirtschaftliches Wachstum zur Schaffung von mehr und besseren Arbeitsplätzen und eine verbesserte soziale Bindung.
Kleine und mittlere Unternehmen (KMUs) bzw. small and medium enterprises (SMEs) spielen eine wesentliche Rolle in der europäischen Wirtschaft. Solche Unternehmen werden vom Projekt SeeE angesprochen, um einerseits ihre Attraktivität am europäischen Markt zu stärken, andererseits aber auch dazu, ihnen innovative und praxistaugliche Werkzeuge zum Umgang mit neuen Herausforderungen durch sich ändernde Arbeitsprozesse und flexiblere Arbeitsumgebungen zur Verfügung zu stellen.
Ausgehend vom Wunsch nach sozialer Integration und größerer sozialer Kohäsion wird der Ansatz von e-skills gewählt, um SMEs in diesen Veränderungen zu unterstützen. Die Wettbewerbsfähigkeit europäischer Unternehmen wird dann steigen, wenn eine Erhöhung von Produktivität und Effizienz erreicht wird. Teleworking trägt durch verbesserte Arbeitsleistung, reduzierten Platzbedarf, geringeres Verkehrsaufkommen, verringerte Abwesenheitszeiten und geringere Fluktuation in hohem Maße dazu bei. Über diesen Beitrag hinweg ergibt sich eine verbesserte Situation für die meisten betroffenen Arbeitskräfte, die Gesellschaft als Ganzes und im Endeffekt auch für die Umwelt.
Während des change management Prozesses sollen potentielle e-worker für die neuen Herausforderungen durch geänderte Arbeitsbedingungen bestmöglich unterstützt werden.

Zusammenfassung: In this project E-workers' competencies are identified, information and educational material needs are developed, specially regarding skills that assist potential eWorkers to comply with this changing environment and expectations of the employers.
Specific goals of the project are:
Based on the „Best Practices” of HEP-project results,
conduct national surveys for current educational material available in participating countries
- develop a Competency Toll-KIT for SMEs to support the assessment of E-workers
- develop and test new innovative e-learning curriculum material for two target groups: E-managers and E-workers, including 12 key E-Worker competencies
- disseminate the project results to other European countries, to a wide range of SMEs to exploit the potential of project outcomes for further development and commercialization and consequently establish sustainability of the project results beyond EU funding period.

Beschreibung: The idea of e-work is closely linked to the development of the knowledge society all over Europe. The Lisbon Strategy highlighted the importance of creating "more and better jobs and greater social cohesion". Not just "more jobs", but also "better jobs" a good working environment, a better reconciliation of work and personal life, health and safety at work, employee involvement, and diversity in working life. The knowledge society opens new perspectives for the quality of work: creating conditions for change in existing jobs, generating new working methods and new ways of organizing work, and allowing greater flexibility in the workplace. Therefore, this project intends to show a comparison of requirements in the different countries to find a common conclusion of necessary and optional conditions for employers and employees regarding e-working environments. The Copenhagen Declaration (2002) underlines that lifelong learning policies and strategies are essential for promoting

Projektinformationen

employability, active citizenship, social inclusion and personal development. In accordance to these guidelines, the partnership intends to create a practical product with a clear added-value, not only for the end-users but also to the European SMEs in general. Therefore, the project endorses creativity, competitiveness, employability and the growth of an entrepreneurial spirit amongst the target groups, such as e-workers and SMEs, thus the indirect beneficiaries from other European countries. Moreover, it promotes knowledge share among 4 European organizations, with a comprehensive participation on past Support Actions within the scope of Leonardo Programme. In addition, all project partners will gain a more open view and thinking by learning experiences and requirements of other countries and institutions.

Themen:
*** Nutzung und Verbreitung von Ergebnissen
*** Arbeitsmarkt
*** Lebenslanges Lernen
*** Fernlehre
*** Unternehmen, KMU
** Interkulturelles Lernen
** IKT
** Zugang für Benachteiligte
** Chancengleichheit
** Weiterbildung

Sektoren:
*** Erbringung von Sonstigen Wirtschaftlichen Dienstleistungen
** Öffentliche Verwaltung, Verteidigung; Sozialversicherung
** Grundstücks- und Wohnungswesen
** Erbringung von Finanz- und Versicherungsdienstleistungen
** Handel; Instandhaltung Und Reparatur Von Kraftfahrzeugen
** Energieversorgung
** Erbringung von Sonstigen Dienstleistungen
** Information und Kommunikation

Produkt Typen:
Homepage
Lehrmaterial
Programme/Curricula
Fernlehre
Module
Unterlagen für offenen Unterricht
Evaluierungsmethoden
CD-ROM

Produktinformation:
In order to achieve these objectives the project we will:
- conduct a Sectoral Survey Report (SSR. The surveys will aim at(1) identifying the necessary competencies of the target groups in each country(2)and to explore and summarize the currently available national training material for E-workers.
- create new innovative Tool-Kit to insure the right training development procedure for e-workers (e-managers and e-workers).
- create a Competency Dictionary which will have the detailed list of E-manager and E-Employee competencies and will have the specific definition of each competency.
- create a Competency GAP Matrix which will function as a personal development plan.
- develop an innovative training material for two target groups: E-managers and E-employees. The developed training material will be evaluated and tested and certified by local and national agencies.
- create traditional promotion material like announcements, newsletters, flyers.
- create a Sustainable Exploitation Plan taking into consideration those project results, products and deliverables that have a potential for sustainability even after the completion of the project.

Projektwebseite: www.elearn-ework.eu

Vertragnehmer

Name:	Inno-Motive Regionális Gazdaságfejleszt Innovációs Transzfer Nonprofit Kft.
Stadt:	Szeged
Land/Region:	Dél-Alföld
Land:	HU-Ungarn
Organisationstyp:	Verband/nicht regierungsgebundene Organisation
Homepage:	http://www.innomotive.hu

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Koordinator

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Partner

Partner 1

Name:	Inovaformacao - Prestacao de Servicos de Formacao Pro. Lda
Stadt:	Matosinhos
Land/Region:	Norte
Land:	PT-Portugal
Organisationstyp:	KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage:	http://www.inovafor.pt

Partner 2

Name:	Vakaru Lietuvos versio kolegija
Stadt:	Klaipeda
Land/Region:	Lietuva
Land:	LT-Litauen
Organisationstyp:	Weiterbildungseinrichtung
Homepage:	http://www.vlvk.lt

Partner 3

Name:	Bit media e-Learning solution GmbH & Co KG
Stadt:	Graz
Land/Region:	Niederösterreich
Land:	AT-Österreich
Organisationstyp:	KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage:	http://www.bitmedia.cc

Projektdateien

2009_2108_PR_SEES_pub.pdf

http://www.adam-europe.eu/prj/5451/prj/2009_2108_PR_SEES_pub.pdf

SEES Public Report

Leporello SeeS.pdf

http://www.adam-europe.eu/prj/5451/prj/Leporello%20SeeS.pdf

This Leporello provides an accurate description of the goals of the SEES project as well as it informes you about the partners and the developed tools.

SECTORAL SURVEY REPORT.pdf

http://www.adam-europe.eu/prj/5451/prj/SECTORAL%20SURVEY%20REPORT.pdf

Sectoral Survey Report:
Provides an overview on the demand for training needs in Lithuania, Hungary, Portugal and Austria, identifying the key competencies that SMEs feel an urgent need to develop. The report also has useful information regarding the current trends in these countries and contains useful links in e-related topics.

SeeS Newsletter I..pdf

http://www.adam-europe.eu/prj/5451/prj/SeeS%20Newsletter%20I..pdf

Newsletter for SeeS project-2010.04.

Produkte

1 COMPETENCY BASED TRAINING MATERIAL DEVELOPMENT FOR E-WORKERS

Produkt 'COMPETENCY BASED TRAINING MATERIAL DEVELOPMENT FOR E-WORKERS'

Titel: COMPETENCY BASED TRAINING MATERIAL DEVELOPMENT FOR E-WORKERS

Produkttyp: Lehrmaterial

Marketing Text: The Competency based training material (CbT) will be developed for E-workers and e-managers of SMEs. There will be 5 E-manager modules, 4 E-worker modules and 3 "shared" modules that are suited for both target groups. The modules will develop the following 12 competencies: leadership skills, change management skills, motivation skills ,performance appraisal skills, conflict handling skills, communication skills, life long learning skills, quality awareness, team building skills, time-management, decision making skills, problem solving skills. A training material will help those managers and workers who want to introduce distance working in their organisation. It will give aid to those managers who face new challenges while working with colleagues in different locations or perhaps abroad.

Beschreibung: The effectiveness and usefulness of the described competencies (leadership skills, change management skills, motivation skills ,performance appraisal skills, conflict handling skills, communication skills, life long learning skills, quality awareness, team building skills, time-management, decision making skills, problem solving skills)in the Competency based Training Material will be developed and tested through a "video conference training", then corrections will be made if necessary and will be transformed in e-learning format. The effectiveness of the training will be tested on SMEs during a "simulation" testing phase, after adopting the e-learning materials. With real case studies participants will simulate an e-work project. The manager will assign work in one partner country and the e-worker will do the job. The manager will have to assign the work, set up measurable (SMART) objectives, provide help and assistance if necessary, motivate and handle conflict, learn the best ways of communication, insure quality and finally appraise the e-worker. The e-worker will have to perform the job, insure quality, keep the deadline, handle conflicts, manage his or her time, solve problems and make decisions if necessary. Finally the e-worker will have to participate in a performance appraisal process. With this unique testing phase potential participants will practice and improve skills and competencies necessary for successfully managing e-work projects in the future.

Zielgruppe: E-workers and e-managers in Small and Middle sized companies. Potential employers and employees who are interested in e-working.

Resultat: The result of the project will be a competency based handbook and e-learning material for e-workers and e-managers with appropriate training material, case studies and role plays. This training material will be useful for both e-managers and e-workers to improve their e-competencies in order to work efficiently in e-environment.

Anwendungsbereich: The product will be used by potential managers and workers who would like to work at home and would like to develop their e-competencies in order to work more efficiently. With e-learning tools anyone who is interested in distance learning and working will be able to use the product. In case of low performance e-managers can set up performance objectives for their e-workers to improve their e-skills with the help of this tool. E-workers can also use the CbT service to find their weak competencies in order to improve them. The tool will help both e-managers and e-workers to implement the idea of Life Long Learning.

Homepage: www.innomotive.hu

Produktsprachen: Englisch
Litauisch
Portugiesisch
Deutsch
Ungarisch

product files

SECTORAL SURVEY REPORT.pdf

http://www.adam-europe.eu/prj/5451/prd/1/1/SECTORAL%20SURVEY%20REPORT.pdf
Sectoral Survey Report:
Provides an overview on the demand for training needs in Lithuania, Hungary, Portugal and Austria, identifying the key competencies that SMEs feel an urgent need to develop. The report also has useful information regarding the current trends in these countries and contains useful links in e-related topics.

Veranstaltungen

1st International Workshop

Datum	27.06.2010
Beschreibung	The goal of the workshop is to discuss current project tasks, follow-ups, future milestones, interim evaluation of WP tasks, overview of deliverables, internal communication of project related issues
Zielgruppe	Project partners
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	sees@innomotive.hu
Zeitpunkt und Ort	2010.06.27.-2010.06.29., Lithuania