

SME's e-Learning to e-Work Efficiently

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

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

Information sur le projet

Titre: SME's e-Learning to e-Work Efficiently

Code Projet: 503208-LLP-2009-1-HU-LEONARDO-LMP

Année: 2009

Type de Projet: Développement d'innovation

Statut: Accordé

Pays: EU-Projets centralisés

Accroche marketing: Dans ce projet, les compétences des 'E-workers' sont identifiées, les informations ainsi que les besoins en matériel éducatif sont développés, notamment en ce qui concerne les qualifications qui aident les E-workers à s'adapter à un environnement qui évolue ainsi qu'aux attentes de l'employeur.

Les buts spécifiques de ce projet sont:

- Sur la base des 'best practices' du projet HEP, lancer des études nationales pour les documents éducatifs disponibles dans les différents pays
- Développer un kit de compétence pour les petites et moyennes entreprises afin de supporter les évaluations des E-workers
- Développer et tester de nouvelles techniques de e-learning pour 2 groupes cible: E-managers et E-workers, incluant 12 compétences clé de E-workers
- étendre l'expérience à d'autres pays européens, en direction des petites et moyennes entreprises, et en conséquence réussir à faire de ce projet un projet pérenne au delà de la période de soutien de la part de IUE.

Résumé: 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.

Description: 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 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

Information sur le projet

by learning experiences and requirements of other countries and institutions.

- Thèmes: *** Utilisation et diffusion de résultats
 *** Marché du travail
 *** Formation tout au long de la vie
 *** Formation ouverte et à distance
 *** Entreprise, TPE, PME
 ** Étude interculturelle
 ** TIC
 ** Accès pour les personnes moins favorisées
 ** Égalité des chances
 ** Formation continue
- Sectors: *** Activités de Services Administratifs et de Soutien
 ** Administration Publique
 ** Activités Immobilières
 ** Activités Financières et d'Assurance
 ** Commerce; Réparation d'Automobiles et de Motocycles
 ** Production et Distribution d'Électricité, de Gaz, de Vapeur et d'Air Conditionné
 ** Autres Activités de Services
 ** Information et Communication
- Types de Produit: Site Internet
 Matériel d'apprentissage
 Programme/curriculum
 Enseignement à distance
 Modules
 Matériel pour l'enseignement
 Méthodes d'évaluation
 CD-ROM
- Information sur le produit: 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.

Page Web du projet: www.elearn-ework.eu

Contractant du projet

Nom: Inno-Motive Regionális Gazdaságfejleszt Innovációs Transzfer Nonprofit Kft.
Ville: Szeged
Pays/Région: Dél-Alföld
Pays: HU-Hongrie
Type d'organisation: Association/organisation non gouvernementale
Site Internet: <http://www.innomotive.hu>

Personne de contact

Nom: Kinga Dancsházy
Adresse: Kossuth Lajos sgt. 52.
Ville: Szeged
Pays: HU-Hongrie
Téléphone: +36 62-642-712
Fax: +36 62 642-713
E-mail: sees@innomotive.hu
Site internet: <http://www.innomotive.hu>

Coordinateur

Nom: Inno-Motive Regionális Gazdaságfejleszt Innovációs Transzfer Nonprofit Kft.
Ville: Szeged
Pays/Région: Dél-Alföld
Pays: HU-Hongrie
Type d'organisation: Association/organisation non gouvernementale
Site Internet: <http://www.innomotive.hu>

Personne de contact

Nom: Kinga Dancsházy
Adresse: Kossuth Lajos sgt. 52.
Ville: Szeged
Pays: HU-Hongrie
Téléphone: +36 62-642-712
Fax: +36 62 642-713
E-mail: sees@innomotive.hu
Site internet: <http://www.innomotive.hu>

Partenaire

Partner 1

Nom: Inovaformacao - Prestacao de Servicos de Formacao Pro. Lda
Ville: Matosinhos
Pays/Région: Norte
Pays: PT-Portugal
Type d'organisation: Entreprise de petite et de moyenne taille (jusqu'à 250 employés)
Site Internet: <http://www.inovafor.pt>

Partner 2

Nom: Vakaru Lietuvos versio kolegija
Ville: Klaipeda
Pays/Région: Lietuva
Pays: LT-Lituanie
Type d'organisation: Institution de formation continue
Site Internet: <http://www.vlvk.lt>

Partner 3

Nom: Bit media e-Learning solution GmbH & Co KG
Ville: Graz
Pays/Région: Lower Austria
Pays: AT-Autriche
Type d'organisation: Entreprise de petite et de moyenne taille (jusqu'à 250 employés)
Site Internet: <http://www.bitmedia.cc>

Données du projet

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 informs 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.

Produits

- 1 COMPETENCY BASED TRAINING MATERIAL DEVELOPMENT FOR E-WORKERS

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

Titre: COMPETENCY BASED TRAINING MATERIAL DEVELOPMENT FOR E-WORKERS

Type de Produit: Matériel d'apprentissage

Texte marketing: 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.

Description: 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.

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

Résultat: 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.

Domaine d'application: 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.

Adresse du site Internet: www.innomotive.hu

Langues de produit: anglais
lituanien
portugais
allemand
hongrois

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.

Événements

1st International Workshop

Date	27.06.2010
Description	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
Cible	Project partners
Public	Événement non public
Informations de contact	sees@innomotive.hu
Date et lieu	2010.06.27.-2010.06.29., Lithuania