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### Y4 TOI PROJECT WORK PACKAGE DOCUMENTATION

**1. Work package n:o and name: 2. Development of a HRD method for entrepreneurial skills through cooperation between SMEs and VET**

**2. Duration:** 11/2009 - 10/2011

**Package leader:** Adam Smith College

**3. WP's tasks**

Task 1 - Benchmarking exercise – compilation of partners' current models for entrepreneurial skills development (HRD practices). All partners will submit information to Adam Smith College, who will bring together in a report for analysis and contextualisation. Work commences November 2009.

Task 2 - Analysis of models and contextualisation of innovations and experience across partnership to inform best practice for development. Report from task 1 will be put on web for partnership discussions/analysis. A further report will be produced from agreed "innovations" to develop new model/solutions. This will commence in November 2009 and end January 2010.

Task 3 - Development of new entrepreneurial HRD model. This will involve all partner organisations and key stakeholders including "entrepreneurs" from all regions. Key specialist in curriculum development across the partners will be heavily involved in this task. It will commence in January 2010 and end September 2010.

Task 4 - Evaluation and dissemination of model. This will be ongoing during the period of this work package.

**4. Partner: Portugal**

**5. Started / implemented activities (if no activities, explain why)**

About 4 years ago a sub-region in north of Portugal, Minho-Lima, intend to arise a regional network (Public, private and education entities, including CENFIM) and invite Y4 to sharing them experience as well as to launch some action lines on the further development of this region. Because CENFIM is part of this regional network we had a chance to participate on this meetings/workshops held in Portugal and performed by Y4.

By coincidence, and because at this time CENFIM was also looking for entrepreneurial model to introduce on the training curriculum, we decide to visit, later, the Central Finland and Y4 Finland project.

So, visit Finland was a way to get in touch with the Y4 ideology: Improving the Preconditions for Entrepreneurship through Cooperation!

This visit allows us to understand that the Y4 ideology was extremely interesting as a concept, but a bit complex for the Portuguese reality. However we decide not just "import" the model, but rather, adapt the model.

This was possible because during the visit the visitors (the future partners) decide arise a transnational project, later named Y4 TOI.



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CENFIM had already a important local network, just because initial training, move along by the “apprenticeship system” is based in the dual model or sandwich training, that has in his origin a strong connection to the enterprises where it is developed around 40 % of the training, applying the concept of on the job training. So this local links were revealed as a good starting point to beginning the adaptation of our project.

### 5.1. Contribution to my own company

Y4 ideology was the leitmotiv to introduce the entrepreneurial work within our organization. The issue became an important part of discussions on the add value of this project and the steps to take in the near future within our organization.

### 5.2. Contribution to our stakeholders and area

We realize that Y4 concept came from the society to the school, a model that came from the outside to inside, we decide, in our case, that the project should have a reverse approach. i.e. a model developed from inside to outside, in this case, from the inside of the Training Centre for the market, that’s that way we adapt the Y4 model.

As a pilot project we start the project inside our home, so our stakeholders were 4 of our training centers amongst the existent 13 around the country.

As far as we understand nowadays, it was an important contribution to reinforce relationship between trainers and trainees, and we hope soon, that Y4 TOI will also to reinforce relations with other local entities.

## 6. Results based on tasks

### Task 1

CENFIM has any current models for entrepreneurial skills development (HRD practices, that’s why CNFIM decide to join the project Y4 TOI.

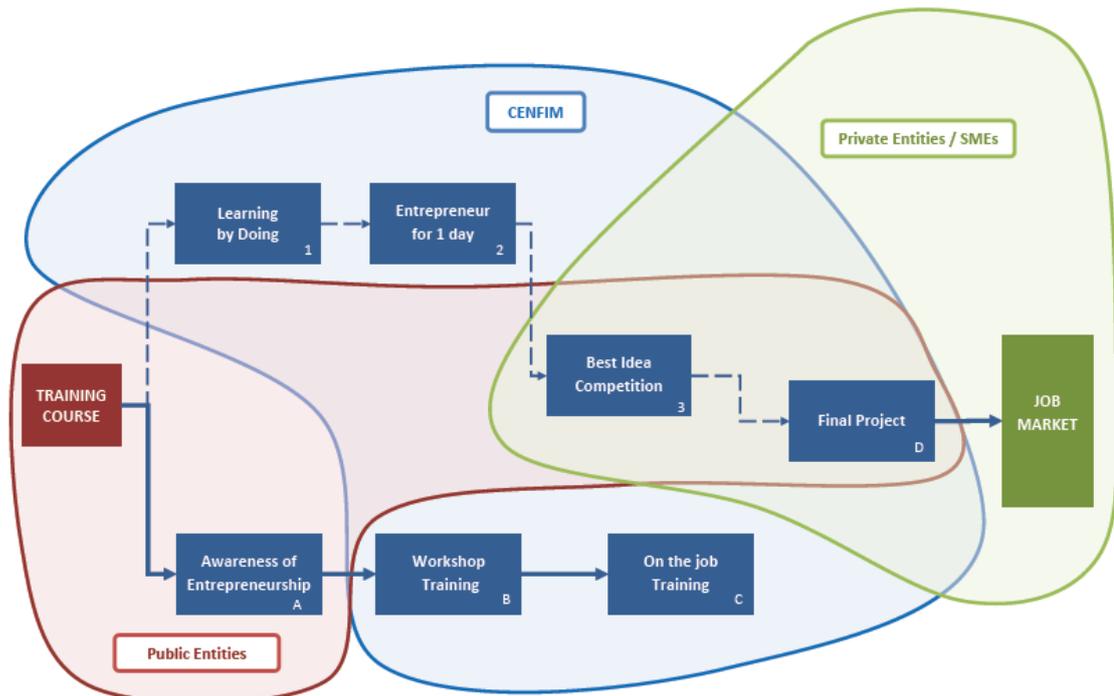
### Task 2

The model developed by CENFIM it was a mixed between our training model (already with good links with enterprises and local authorities) and was strongly inspired in Y4 ideology adapted to the Portuguese reality.

### Task 3

Actually to be partner on Y4 TOI allow us to redefine our strategy concerning the entrepreneurial model approach.

This allows a better way to draw our concept according to the HRD model, with the following basis: (Please see details on Y4 TOI site <http://www.y4finland.fi/y4toi/> WP2)



**Box A.** In this box a first approach is done to the theoretical concept about entrepreneurship, process defined in the curricular plan by our National Agency of the Qualifications, public entity, responsible for the curricular development.

**Box B.** In this phase there develops the whole training theoretic-practice, whose operational responsibility is of the CENFIM.

**Box C.** In the job training, intends to begin experiences about of integration in the active life, process with common responsibility of the CENFIM and of the Enterprises.

**Box D.** The Diploma is given out after a final exam that has a jury constituted by 3 representatives, being; 1 of the Government, 1 of the sector Trade Unions and 1 of the employers' associations also of the sector.

In simultaneous in spite of unrolling the course, all the pupils are invited, in volunteer basis, to integrate a parallel project centered in the entrepreneurship based in "learning by doing" method of whose, final result must be a business idea.

**Box 1** – In this phase the trainees are integrated in the concept of the project where we try to develop the following competences: creativity, autonomy, flexibility, responsibility, work of team, interpersonal relations, and innovation, between others.

**Box 2** - Practical experience, that consists of the development of a small business of real context, where the trainees will have the opportunity for being entrepreneurs. Activity in which the trainees take all the decisions referring to his business (from the choice of the idea even to the implementation of same)



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**Box 3.** Choose an idea (in group or individually) and to idealize it. For the effect they present a candidature in agreement with a definite model, in which the idea is exposed detailed, for ex. Plan of Business, Presentations in PowerPoint, etc.

The selecting best business ideas, is done by one jury from different origins, namely; CENFIM, Public Entity and Enterprises which after awards were invited to be part of the new Advisory Board.

### Task 4

About dissemination we have a specific WP 6 where all details can be found.

Nevertheless the first dissemination step was done on the beginning of the project as a way to integrate 4 training canters directors (directly engaged on the project) plus 20 trainers that have been in charge to run the project at local level in 2010.

In 2011 CENFIM realize the first internal meeting (2011/04/20) to disseminate the project results and launch the future targets. Further dissemination meetings are on our plans.

About evaluation CENFIM already answer the specific questionnaire raised by the WP 2 coordinator that can be found also on WP2 file.

## 7. Signature and date

Vitor Dias  
2011/05/10