



Prevention Lab 2.0

Prevention Lab 2.0: e-content Lab for psychosocial risks at work prevention
VISIONARY project transference

Sustainability Plan and Exploitation Strategy

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Introduction

Project presentation

Psychosocial risks such as mobbing, stress, violence and harassment, etc can lead to unproductive behaviour, mental health disorders and absenteeism on the workplace.

Stress at work can affect anyone at any level. It can happen in any sector and in any size of organization. Stress affects the health and safety of individuals, but also the health of organizations and national economies.

Reducing work-related stress and psychosocial risks is not only a moral, but also legal imperative. There's a strong business case as well. In 2008, the annual economic cost of work-related stress in the EU-25 was estimated at 20 billion Euros.

The Community strategy on health and safety at work 2007-2012 (COM(2007) 62 final) explicitly highlights psychosocial issues as important factors in the workplace and calls for the development of a more preventive culture with priority given to mental health in the workplace. The strategy calls for an assessment to be made of the European framework agreement and a recent conference on 'Tackling work-related stress in the EU' (July 2009) took stock of the experience and lessons learned from implementing the European social partners' autonomous framework agreement on work-related stress agreed in 2004.

In other hand the Report on work plan Violence and Harassment a European picture (European Commission, 2010) concluded that (among others) two main activities have to be developed:

- Implement more preventive initiatives for avoiding the psychosocial risk at work;
- Improve the access to the best practices and other resources addressed to prevent the violence at work (bullying, mobbing) and stress situation that can cause any psychosocial risk at work.

The **PREVENTION LAB 2.0**: *e-content Lab for psychosocial risks at work prevention*. *VISIONARY project transference* is aimed at the transfer the VISIONARY project with the following objectives:

- ✚ To meet European challenges highlighted by different documents in which concerns the prevention of psychosocial risks (stress, violence, bullying, mobbing, etc) which lead to unproductive behaviours, mental health disorders and absenteeism at work.
- ✚ Common approach about psychosocial risks at work: causes and consequences.
- ✚ Identify European resources to prevent psychological risks at work.
- ✚ Create new training pathways and collaborative environments based on the Web 2.0 to improve the quality of the training offer regarding the prevention of psychosocial risks at work.

The project falls into 5 experienced entities that have the expertise to carry out the project activities and achieve the previous mentioned objectives:

- ✚ ASIMAG- project promoter and coordinator; VET centre with experience in European cooperation and dealing with labour risks prevention.
- ✚ PREVENT- VET institution dealing with the prevention of occupational risks and organizing an expert training concerning the prevention of psychosocial risks at work.

- ✚ INFOART- SME with a great expertise in the development of e-learning and ICT training methodologies.
- ✚ ZEPF- Research Institute in the fields of Education, Training, Development and Health and Wellbeing.
- ✚ EVUISI- Public Institution that supports the decision makers through social research activities.

WP7- Valorisation: Description and Aims

WP7 is aimed at PREVENTION LAB 2.0 project valorisation, which is a process for enhancing and optimizing the project outcomes through Dissemination and Exploitation.

The present document describes the main strategies, guidelines, target groups and deadlines to accomplish the exploitation process that is closed related to dissemination.

The PREVENTION LAB 2.0 defines the following **strategic objectives in which concerns WP7:**

- ✚ Optimize the project results and enhance their impact.
- ✚ Integrate the project results into the training systems and practices at local, regional, national and European level.
- ✚ Establish strategies for an effective dissemination of the project results.
- ✚ Share the project achievements with all interested final users and professionals in the field.
- ✚ Raise awareness of the importance of psychosocial risks at the work place.
- ✚ Boost sustainability for the project products (development and implementation of the Exploitation Strategy).

Taking in consideration the objectives and products of the project, PREVENTION LAB 2.0 divided its “audience” into 2 groups: direct **target groups and indirect beneficiaries.**

Direct target groups:

- Trainers on psychosocial risks at work.
- Trainers on Health and Safety at work.
- Training Institutions (especially those working in the field of health and safety at work).
- Experts in psychosocial risks at work (psychologists, doctors, lawyers, etc).
- Experts on ICT applied to training/learning.

Indirect beneficiaries:

- Workers.
- Employees associations.
- Trade Unions.
- Companies.
- Public Bodies.
- Public Administrations.

-Agencies in charge of health and safety at work.

In summary valorisation aims to achieve the following objectives:

- ✚ To promote and raise awareness in regards to the project contents and developments.
- ✚ To provide information on the quality, relevance and effectiveness of the results.
- ✚ To successfully transfer the results to appropriate decision-makers to achieve their sustainable promotion and support.
- ✚ To convince individual end-users to adopt and/or apply the results, also after the project and support by its partnership has ended.

WP7- Valorisation Phases

In order to assure a correct execution of the dissemination process and be able to get the most of it, the partnership divided it in **3 main stages**:

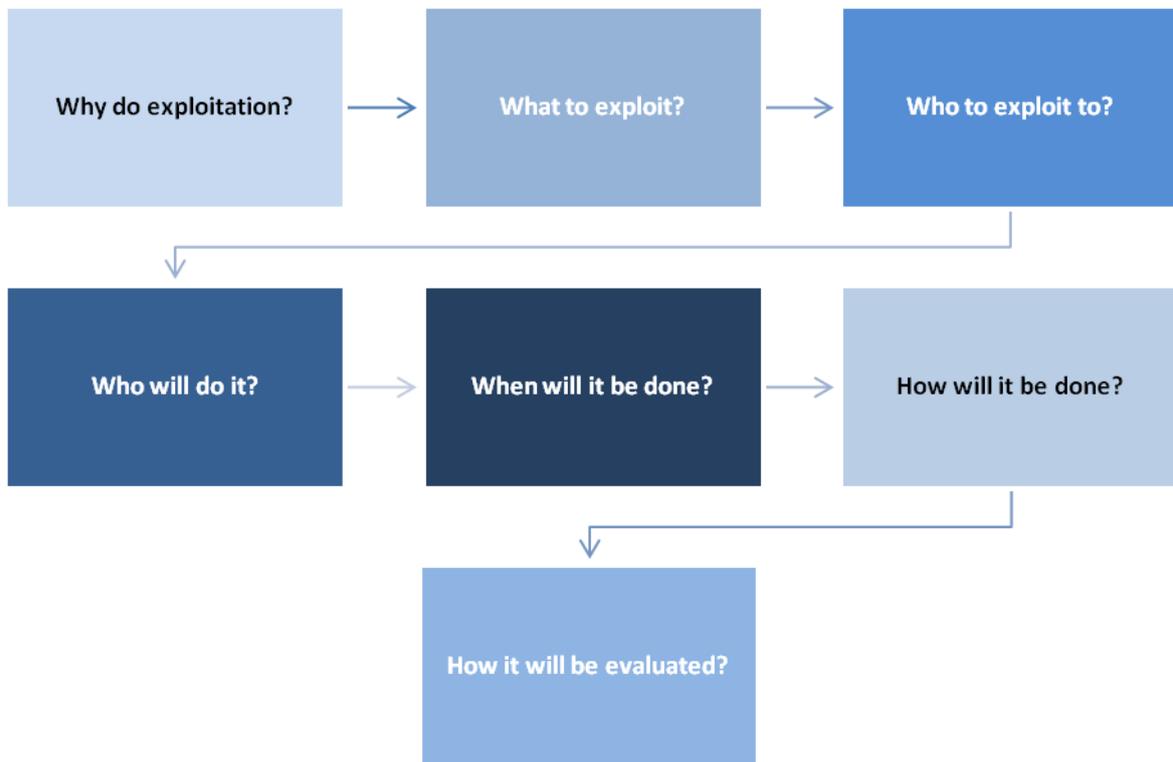
PHASE 1: (10/2011-06/2012). This phase is addressed to an internal dissemination of the project by agreeing a common understanding of the project target groups, the products to be disseminated, the means and channels to communicate them. The core idea is to communicate the trends the psychosocial risk at work and how to prevent them.

PHASE 2: (06/2012-01/2013). Introduction of the first project products/outcomes to the target group by publishing press releases, internet articles, links in specialized sites to the project platform, participation in workshops and events addressed to the target group.

PHASE 3: (01/2013-09/2013). Focus on the exploitation, sustainability and impact of the project on the target group and indirect beneficiaries.

Proposed Methodology for Exploitation

The present strategy will try to answer the following questions that are key elements to assure a high quality impact of the project results and its application after the project lifetime.



Basic Definitions

EXPLOITATION

Exploitation is about ensuring the sustainability of the project, even after its lifetime and facilitates a high impact on the key actors and the general public. Through exploitation strategies, its objective is that stakeholders will use and benefit from the project, also from their own initiative, as when the project ends there will not be continuously promoting activities for the project (as was the case during the project's lifetime via dissemination).

Accordingly to the European Commission (EC) it is very important to exploit, because: *'Although your project is an entity and product in its own right, it is also important to see it as a resource or a tool that you will put in the hands of others'*.

To exploit' means to 'make use of and derive benefit from (a resource)'. Whenever we talk about exploitation of project results we refer to activities that are designed to ensure that these results are appropriately recognised, demonstrated and implemented on a wide scale. The European Commission divides the concept of exploitation into two distinct categories:

mainstreaming and multiplication, assuming that “mainstreaming is the planned process of transferring the successful results of programmes and initiatives to appropriate decision-makers in regulated local, regional, national or European systems” and that “multiplication is the planned process of convincing individual end-users to adopt and/or apply the results of programmes and initiatives”.

VALORISATION

Even though dissemination and exploitation are two different concepts with different aims and activities, they are very much related and it is important to consider the whole process of valorisation, and this term cover both dissemination and exploitation.

The term valorisation is used to combine dissemination and exploitation, encompassing all activities that maximise the achievements of a project. In this context, we will use the expressions separately because although they do not mean the same they should be seen as equally important, closely related and inter-dependending.

“(…) The results of projects funded through EU programmes and initiatives need to achieve maximum impact: they should radiate as widely as possible so that the valuable lessons and experience gained by one group can benefit others. Moreover, what is learnt from a project should inform future policy. All this can happen only if connections are made between the organisers of the project and the wider community. The key means of connecting with a target audience is the process of dissemination and exploitation. The aim – by developing the full potential of a project’s results - is to create a virtuous cycle of influence making results more sustainable, maximising their impact, optimising investment, improving systems, pooling knowledge to avoid overlap of effort, and then feeding back into policy-making. Although dissemination and exploitation are closely related, they are distinct processes. While the mechanisms for dissemination and exploitation (mainstreaming and multiplication of results) often overlap, dissemination (including also information provision and awareness raising) can take place from the beginning of a project and intensify as results are becoming available, but full exploitation can happen only when it becomes possible to transfer what has been learnt into new policies and improved practices. Furthermore, the project manager and all the key actors need to view exploitation as a process that reaches beyond the life of the project so that its results are sustained”.

European Commission – Directorate-General for Education and Culture,
Dissemination and exploitation of results of our programmes
Available in: http://ec.europa.eu/dgs/education_culture/valorisation/process_en.htm

Practical exploitation Strategy

To achieve the exploitation objectives defined in this strategy, it is important to respect the following key-aspects:

- ✓ Produce relevant results of high quality to satisfy the demands of the target group (s), policy-makers and consequently society as a whole;
- ✓ Ensure that results reach the right target audiences in a format and at a time, which enables them to benefit from them.

Who to exploit to?

To answer the question, who to exploit to, it is necessary to understand the different groups that will benefit from the PREVENTION LAB 2.0 project and its results.

- Direct beneficiaries
- Indirect beneficiaries
- Key actors - policy makers, policy implementation bodies, strategy networks, organizations within the themes of the project.

Who will do it?

All the partners will individual and jointly perform the exploitation activities of the PREVENTION LAB 2.0 project. The partners will follow the instructions provided in this strategy, and will also take in consideration the guidelines already established in the dissemination plan. The objective of this unified plan is to have all the dissemination and exploitation activities together, it is believed that this will create a better overview and help partners in their dissemination activities.

It will also be possible for partners to add their own (not- previewed activities) into the plan as well.

It is of vital importance that the target group and relevant stakeholders are involved from the beginning of the project.

In this sense, all partners will use their national and international networks to assure the exploitation and sustainability of the project. Please consider that the first step to do so, is to implement the dissemination plane in the proper way.

When will it be done?

The timing of the different dissemination activities has already been developed in the overall time management plan of the project. More detailed timing for the individual dissemination activities will be developed in conjunction with the overall dissemination and exploitation plan.

WP7- Project products to be exploited

The exploitation will be based on the following **products elaborated during the project lifetime**:

Report on the prevention of psychosocial risk at work: This report will contain an overview of the situation of prevention of psychosocial risks at work at European level (initiatives, case studies, training resources, etc). The report will be the basis to define the transference strategy and design the training Web 2.0 platform. It will also include a set of recommendations and useful conclusions.

Prototype of the PREVENTION LAB 2.0 Platform. It is the first version of the major project product that will be used for the validation phase.

Handbook. This is a support resource that will help the end users to manage the Web 2.0 platform and foreseen project exploitation.

PREVENTION LAB 2.0 Platform- Final Version. A collaborative platform addressed to meet the needs of the trainers in the field of psychosocial risks at work.

Project Website. The Web will include detailed information about the project activities, the partnership and the results.

Project leaflet. It will contain the key information concerning the project.

Common Exploitation Strategy

Implementation of an IPR AGREEMENT

An IPR agreement is a strategic document and legally binding contract between the project partners that provide them with the right to use the product results after the project comes to an end.

It outlines what each partner is entitled to use (normally the project results), and if partners are allowed to modify (change) the results or not etc.

The IPR agreement for the PREVENTION LAB 2.0 project is a separate document, which all partners agreed upon and likewise all partners signed. Attached to this document, we include the model of IPR AGREEMENT signed by the partnership.

Promotion of project results

It is the interest of the partnership that the project results are being promoted and used by the target group and other relevant stakeholders. It is also hoped that the knowledge developed within PREVENTION LAB 2.0 can be transferred into other areas of education and learning situations and scenarios.

It is important to define what is meant by project results. The partnership has come to agreement that the following items will be considered as 'project result':

Report on the prevention of psychosocial risk at work: This report will contain an overview of the situation of prevention of psychosocial risks at work at European level (initiatives, case studies, training resources, etc). The report will be the basis to define the transference strategy and design the training Web 2.0 platform. It will also include a set of recommendations and useful conclusions.

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PREVENTION LAB 2.0 Platform- Final Version. A collaborative platform addressed to meet the needs of the trainers in the field of psychosocial risks at work.

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It is believed that the efforts that the project partners have carried out throughout the project (both individually and as a whole) will be a major contribution to the expected impact of the project results. Besides the foreseen activities in the application, all partners have also a very proactive attitude with regard to additional promotion activities.

Stakeholders, end-users and application to wider general public

In order for the “message” (dissemination and exploitation efforts) to be received and understood, it is important to know to whom you are “speaking” and addressing your efforts.

The relevant stakeholders are defined in broader terms than the target group, because stakeholders might also be policy makers with an interest in education, e-learning, VET, technology, mobile learning, etc., who can use the ideology from PREVENTION LAB 2.0 to shape new policy initiatives or use it otherwise in their work - to give an example.

Promotion strategy

The promotion strategy is thought to be a helpful tool for the partnership in the post-implementation phase of the PREVENTION LAB 2.0 project.

The strategy is a tool to help the partnership ensure that the PREVENTION LAB 2.0 project is still promoted after the lifetime of the project.

Sustainability actions of the partnership

- Maintenance of PREVENTION LAB 2.0 project website.
- Continuous update PREVENTION LAB 2.0 project social networks.
- Distribution and promotion of the project courses and materials.

Individual Exploitation and Sustainability Strategies of the Partnership

In order to better assure the project sustainability and exploitation, each partner answered a questionnaires that reflects the plans for the future and the impact of the project products and short and long term.

Spain-ASIMAG

1-In general, which are at national level the training needs of your identified potential beneficiaries?. Add your comment below:

Taking in consideration the current state of the art of the labour market, the end users of the project and the indirect beneficiaries identified a set of training and professional needs to be taken in consideration for the future implementation of the project results:

- Lack of awareness regarding psychosocial risks.
- Lack of training materials.
- Need to implement evaluation systems.
- Requests to involve all staff members and levels of management in the prevention of psychosocial risks.

2- Do you think the developed project products cover these training needs?. Add your comment below:

Yes. The project results have been developed according to these needs. They are simple and practical to use and enable the active participation of the target groups. The e-learning platform and the Handbook include quality contents that can be easily transferred to other learning and training contexts.

3- Which could be the viability of the use of the project products by these beneficiaries? (Explain in the following two contexts: short term impact and large term impact). Add your comment below:

The products can be accessed for free and are available online in different languages. Furthermore, the users can exchange opinions and knowledge which is quite important to assure the project sustainability. It is easy to implement the products in companies, but also classrooms or other training facilitates. The results are also easily updated.

4- Please make a list of the potential users which could be interested in transfer the project results to their own environment. Add your comment below:

Taking in consideration the project implementation (especially the validation and dissemination activities developed) there are several entities that showed interested in the project products:

- OSALAN
- Asociación Vasca Contra el Acoso Laboral
- Laboratorio de Riesgos Psicosociales
- ASEMVC

- Asociación Zubietxe
- Fundación Leonardo
- Lanbide

These entities work in the field of VET training and prevention of psychosocial risks.

5- What do you think about the inclusion of the developed training contents into your national VET system? Is it possible? In which way? Add your comment below:

We consider that the products developed in the framework of the PREVENTION LAB 2.0 are in line with the most recent Spanish Legislation regarding VET:

-Law 31/1995 regarding the promotion of prevention measures to promote health and safety at work. However, it is possible to recognize an important gap considering the prevention of psychosocial risks. The present project addresses this gap.

-Law 55/2002 addressed to promote continuous training for workers and enhance the access to employment.

In this sense, the project promotes the development of competences, skills and resources that improve the labour conditions and the personal development of the participants.

6- Which actions you will develop after the ending date of the project in order to disseminate and exploit the project results? Please make a list. Add your comment below

After the project conclusion, ASIMAG will carry out the following actions to assure the sustainability and the exploitation of the project products:

-Include the materials in ASIMAG's training offer.

-Present the project results at International Conferences and Events.

-Transfer the project products to other training contexts.

-Establish agreements and synergies with other entities and companies working in the field of psychosocial risks.

7- Please calculate how many users could be use the project results at the end of the project and explain how you calculate it.

We suppose that around 1000 trainees can access the materials during the first year of project taking in consideration the database of learners of ASIMAG and the collaborations already established with other entities.

Belgium-PREVENT

1-In general, which are at national level the training needs of your identified potential beneficiaries? Add your comment below:

The main target group of the project are (in Belgium) professionals and trainers in the field of psychosocial aspects at work. These are, in the first place, the so-called 'psychosocial prevention advisers'. Belgian law (Royal Decree of 17 May 2007 concerning the prevention of psychosocial load caused by work, etc.) implies that every employer shall propose an authorised prevention adviser specialised in the prevention of psychosocial labour risks and who is associated with either an internal or external service for prevention and protection at work. This adviser shall meet the training conditions (knowledge, skills and attitude)

described by law (Royal Decree of 5 December 2003). Psychosocial prevention advisers must have a master degree in a related discipline, which means one must have at least knowledge of psychology, sociology and some knowledge of labour & organisation. They must first attend a 'Multidisciplinary training course'. Then, they need to follow a course 'Specialisation module for prevention advisers in psychosocial aspects', consisting of 280 hours (one day per week, over 1,5 years). The specialisation module includes a variety of topics related to psychosocial issues as there are legal and economic aspects, counselling and coaching in violence, harassment and sexual harassment at work, organisational diagnosis, risk assessment & management, topics in psychosocial load at work such as handling burn out, traumatism, absenteeism and reintegration, mental diseases related to work, alcohol & drugs, prevention of suicide, etc. (see also National Report Belgium). The training needs of the identified potential beneficiaries are thus covered as much as possible by the training courses described above. As many of these professionals don't have much contact with their fellow-'prevention advisers', a major need is to share knowledge, ideas and experiences in the field of prevention of psychosocial risks at work: how to tackle certain specific issues in practice, where to find specific information, etc.

2- Do you think the developed project products cover these training needs? Add your comment below:

By creating a certain online community, the developed tool/platform could help to address this need, enabling professionals to share information, knowledge, ideas, projects and experiences.

3- Which could be the viability of the use of the project products by these beneficiaries? (Explain in the following two contexts: short term impact and large term impact). Add your comment below:

Language: Although information on the platform is provided in several languages, it remains an EU tool with English as main language. As the topic of psychosocial risk prevention is often nation-specific (due to national legislation and other factors), many Belgian professionals would not feel the need to join a European platform. Language is of course a major impeding factor.

Other existing platforms: In Belgium, the website [www.respectophetwerk \(NL\)](http://www.respectophetwerk.nl) - [www.respectautraivail.be \(FR\)](http://www.respectautraivail.be), hosted by the Belgian Federal Public Service of Employment, Labour and Social Dialogue, is the central and most known and popular website regarding prevention of psychosocial risks in the workplace. In addition, more and more professionals join specific (discussion) groups on LinkedIn, to share information, expertise and best practices amongst each other.

At EU level, there exist some other online platforms and information sources, such as PRIMA-EF (Psychosocial Risk Management - Excellence Framework, <http://prima-ef.org>) and the European Network of Mental Health Promotion (<http://www.mentalhealthpromotion.net>).

These existing national and EU online platforms make it more difficult to make PREVENTIONLAB successful in the short and long run.

A lot depends as well on the practices and habits of professionals: the younger generation will be more inclined to work with an online platform and join online communities.

4- Please make a list of the potential users which could be interested in transfer the project results to their own environment. Add your comment below:

- 'Prevention advisers': professionals in the field of OSH, working as an 'internal prevention adviser' in a company/organisation, or as an external consultant in an 'external service for prevention and protection at work' or other consultancy organisation or training centres. The 'psychosocial prevention advisers' are the most important potential users of this group.
- Students of occupational psychology (within the course 'Master of Psychology') at several Belgian universities.
- Students/trainees of the course 'Specialisation module for prevention advisers in psychosocial aspects' (see above).

5- What do you think about the inclusion of the developed training contents into your national VET system? Is it possible? In which way? Add your comment below:

Students of occupational psychology and students/trainees of the course 'Specialisation module for prevention advisers in psychosocial aspects' could be informed about the online platform and community. This could be done within a specific module/session on (online) resources and information.

6- Which actions you will develop after the ending date of the project in order to disseminate and exploit the project results? Please make a list. Add your comment below

In several training courses provided by Prevent (Prevent Academy), there is a specific module/session on information resources (online tools, websites, libraries, ...). PREVENTIONLAB is/will be included in these sessions and be promoted in this way.

7- Please calculate how many users could be use the project results at the end of the project and explain how you calculate it.

A distinction should be made between people who get to know the developed online tool/platform (logging in and having a look at the content) and people/professionals who would eventually use it on a more permanent basis.

First group: 30-50 (professionals being reached and asked to join the PREVENTIONLAB community; these would be mainly students of the 'Specialisation module for prevention advisers in psychosocial aspects' (current and previous courses)

Second group: 10 (people using the platform on a more regular basis)

Bulgaria- INFOART

1-In general, which are at national level the training needs of your identified potential beneficiaries? Add your comment below:

In general the topic/subject of “Psychosocial risks at work prevention” is relatively new for the most BG company managers and other potential beneficiaries. They still do not recognize the real need of training on and coverage of such subject(s) and just need/look for more information on the topic.

2- Do you think the developed project products cover these training needs? Add your comment below:

In general the developed project materials cover the needs as introductory materials. That opinion was adopted by the majority of the attendees in the seminars organized by Infoart.

3- Which could be the viability of the use of the project products by these beneficiaries? (Explain in the following two contexts: short term impact and large term impact). Add your comment below:

The majority of the attendees in the seminars organized by Infoart consider the project materials as introductory and short term training and information materials (please refer above). Many of them need more in dept materials as long term guidelines on the topic.

4- Please make a list of the potential users which could be interested in transfer the project results to their own environment. Add your comment below:

In BG the potential users which could be interested in transfer of the project results to their own environment may include:

- companies (manufacturing, commerce, services, etc.)
- Industry associations
- NGOs (which do training in that area)
- Education (mostly in Business management/administration)

5- What do you think about the inclusion of the developed training contents into your national VET system? Is it possible? In which way? Add your comment below:

The developed content may be adopted/included into the BG VET system but at a later stage. The BG VET system still has no short term plans (according to BG educational and VET experts) such subjects to be taught in the VET organizations.

6- Which actions you will develop after the ending date of the project in order to disseminate and exploit the project results? Please make a list. Add your comment below:

Infoart will keep online, administer and update the project platform site and software (based on Elgg open source platform) and will disseminate it by email and Internet marketing campaigns.

7- Please calculate how many users could be use the project results at the end of the project and explain how you calculate it.

The possible users of the developed training materials will be calculated on the basis of the visitors of the project platform/tool by collecting and recording the visitors' statistics by using Google analytics for website statistics.

Germany- ZEPF

1-In general, which are at national level the training needs of your identified potential beneficiaries?. Add your comment below:

From German perspective both workers and trainers in the field of psychosocial risks at work are looking for any kind of sincere and valid information around the topic. In case of workers, they tend to have concrete questions and issues and be looking for an answer to solve their problems. Trainers look for specific information such as numbers, figures, practices to enrich their trainings.

2- Do you think the developed project products cover these training needs?. Add your comment below:

The tool has a high potential to cover these needs because it already offers equivalent information on these needs. Nevertheless, the amount of numbers, figures and examples has to increase and it be updated. Due to the fact that the platform gets new users everyday, this is likely to happen.

3- Which could be the viability of the use of the project products by these beneficiaries? (Explain in the following two contexts: short term impact and large term impact). Add your comment below:

Trainers are able to take information from the platform and work with it in their trainings. Both, participants and trainer colleagues, will get to know where he/she is getting his/her examples and take a look on the tool by themselves. Due to the interactive shape, people can discuss and leave comments on specific topics around psychosocial risks at work and get in contact with each other.

4- Please make a list of the potential users which could be interested in transfer the project results to their own environment. Add your comment below:

- VET-centers
- Freelancer (trainer)
- Associations on health and well-being

5- What do you think about the inclusion of the developed training contents into your national VET system? Is it possible? In which way? Add your comment below:

This is probably difficult. It is possible to work with it in companies (Human Resource Management activities) as long as trainers work with it. The inclusion in state trade schools is rather unlikely.

6- Which actions you will develop after the ending date of the project in order to disseminate and exploit the project results? Please make a list. Add your comment below

- project site linked in ZEPF webpage (availability for over 13000 students in VET context)
- active entry in sciport data base
- answer incoming questions of partners and friends interested in the project

7- Please calculate how many users could be use the project results at the end of the project and explain how you calculate it.

Today, approximately 15 trainers are registered in the platform. Estimating two new members per week multiplied by 52, there could be 119 trainers and experts in one year. Estimating 1 training per month, this will be 1428 trainings to the topic of psychosocial risks at work that are connected to the PREVENTION LAB 2.0 platform. If there were 10 people each training, around 15000 people could be reached after one year.

Lithuania- ESVUISI

1-In general, which are at national level the training needs of your identified potential beneficiaries?. Add your comment below:

The need of such trainings under the topic “Psychosocial risks at work” is really necessary in Lithuania. If we are able to evaluate the need from 1 to 10, it will be definitely 10. We have regulations on this issue however it is really hard to evaluate psychosocial risks at work, so people usually do not say their problems to specialists. They wonder that they will be misunderstood and leave their problem still existing and feeling pain inside.

2- Do you think the developed project products cover these training needs?. Add your comment below:

We think that if project product works as we expect, it will be able definitely solve some issues. However all partners try to do their best. They try to disseminate this project results to target group, direct beneficiaries. Only specialists can start to communicate and collaborate with each other on really serious problems and questions. Then the platform will start work properly.

3- Which could be the viability of the use of the project products by these beneficiaries? (Explain in the following two contexts: short term impact and large term impact). Add your comment below:

We think that short term impact will be useful for indirect beneficiaries, who need *one-off* help, but do not want to go to institutions, do not trust them. It is more safety to communicate in front of desktop – online. Person can be honest with their problems and can

be given decisions, which they need right now. It is also long term impact, because if the suggestion can solve people problems they feel more comfortable, more reliable, self-confidence and etc. These decisions, trainings material will be in this platform so everybody who needs help, material can find the answers without separately question. They do not need to wait for answer it is like mini database of psychosocial risks help. So as more time, more people, more questions, more material – as longer term impact.

4- Please make a list of the potential users which could be interested in transfer the project results to their own environment. Add your comment below:

Governmental institutions
State Labour Inspectorates
Educational institutions (schools, colleges, universities, institutes and etc.)
Labour market associations
Trainers on psychosocial risks at work
Trainers on Health and Safety at work
Training Institutions (especially those working in the field of health and safety at work)
Experts in psychosocial risks at work (psychologists, doctors, lawyers, etc).
Workers
Employees associations
Trade Unions
Companies
Public Bodies
Public Administrations
Agencies in charge of health and safety at work
Experts on ICT applied to training/learning

5- What do you think about the inclusion of the developed training contents into your national VET system? Is it possible? In which way? Add your comment below:

We think that it is possible. The implementation of this action has to be done by people who are responsible of regulations of psychosocial risks at work, who work in educational institutions. We think they need the proofs or something like that, these trainings, programs or modules needed for people. They also have to find funds to satisfy the needs.

6- Which actions you will develop after the ending date of the project in order to disseminate and exploit the project results? Please make a list. Add your comment below

The best way to disseminate project result is to organize workshop, seminar or something similar. Because people can communicate face to face, ask questions and make everything clear. For example our institution implements other project too, where we have various trainings. So during these training we spend 15 minutes to inform people about Prevention Lab 2.0 product. Because people who come to this trainings are from big institutions and they are also meet this problem in their daily works. So it is a benefit for them to find out something new, for us is a benefit that we disseminate our results.

Also we write articles, notes in our personal website about the results, in our institution Facebook profile and etc. We ask our partners from Lithuania institutions to disseminate this information because they are related with this issue.

7- Please calculate how many users could be use the project results at the end of the project and explain how you calculate it.

It is hard to calculate, for example after the final conference people were interested in Prevention Lab 2.0 platform. There were 30 people in the conference, they have material with "How to use the platform" so if we wonder that they try to use the platform at least, there have to be 15 of them who find it useful for their work. Talking about indirect beneficiaries there will be many of them (500-1000) who got the information about the platform, however maybe only 10 percent will try to use platform searching the information or participating in the discussions. We can only guess these percent; maybe it will be more people interested in it.



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