

**Inducing VET trainers with mentoring skills for entrepreneurial growth**

***mENTERing***

**Database of existing mentoring training projects and initiatives in  
BG, EL, Europe, internationally**

**WORK PACKAGE 2**

**Produced by the *mENTERing* project**

**Created by OLN Learning, Greece**

This database includes training programmes VET trainers in project countries, in Europe and internationally identified in the following countries

1. Austria
2. Belgium
3. Bulgaria
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6. Finland
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17. Spain
18. Turkey
19. United Kingdom
20. Australia

## AUSTRIA

Country	<b>Austria</b>
Title	<b>We:mentor</b>
Year	<b>2010</b>
Objectives	<p>The project WE:MENTOR brings together experienced programme co-ordinators and less experienced co-ordinators of mentoring programmes (particularly focused on women) together to share knowledge and best practice in order to increase the potential quality of programmes provided for both mentors and mentees.</p> <p>The main aim is to encourage participants to combine their new knowledge of these methods and ideas for future activities and implement them in new lifelong learning projects.</p> <p>WE:MENTOR therefore aims to:</p> <ul style="list-style-type: none"> <li>• share approaches and practical 'how to' knowledge between experienced and less experienced mentoring co-ordinators;</li> <li>• increase knowledge of more experienced mentoring co-ordinators in new and more specialist fields of learning which can enrich their mentoring programme for women e.g. using art therapy to increase engagement with mentors and mentees, using Web 2.0 tools for mentoring programmes;</li> <li>• share knowledge between partner countries regarding the meaning of mentoring programmes across Europe and increase idea- exchange about how to improve current mentoring programmes ;</li> <li>• understand how lessons learned from working with women in professional spheres ( e.g. starting up in business, in universities) could be transferred to the voluntary/community sectors and to other countries across Europe;</li> <li>• increase confidence for participants in their knowledge of how to run a mentoring programme for women in their country;</li> <li>• experience and evaluate the most suitable web 2.0 applications for mentoring;</li> <li>• actively encourage virtual mentoring methodology in mentoring for women in member states as well as fruitful networking beyond;</li> <li>• promote volunteer mentoring as an efficient and effective adult learning strategy;</li> <li>• provide first-hand experience of a dynamic new form of adult learning through art therapy.</li> </ul>
Target group(s)	Mentors and mentees
Partnership	<p><b>Project contractor</b></p> <p><b>AT:</b> Projektbüro für innovative Sozialpolitik (projectoffice for innovative social policy)</p> <p><b>EE:</b> NGO Öökull</p> <p><b>UK:</b> Inova Consultancy Ltd.</p> <p><b>DE:</b> deutscher ingenieurinnenbund e.V. (German association of Women</p>

	Engineers), Germany <b>RO:</b> NGO Regional Resource Center – CENTRAS <b>EL:</b> Greek Women's Engineering Association (EDEM) <a href="http://www.edem-net.gr">www.edem-net.gr</a>
Outcomes	Workshops/ Website
Contact details	Ms Gerlinde Hacker Headquarters: Roseggerkai 5, 8010 Graz, Austria Tel.: 43 664 34 05743 Web: <a href="http://www.projectoffice.at">www.projectoffice.at</a> Mail: hacker at projectoffice dot at
Website	<a href="http://www.womentor.eu/projects-4/life-long-learning">http://www.womentor.eu/projects-4/life-long-learning</a>

Title	Angels for Intercultural and Entrepreneurship Learning
Year-Type	2010
Description	The project 'Angelie' envisages the transfer and adaptation of an innovative 'cross-cultural and entrepreneurship methodology', for application in different European countries - with varying cultures, but with similar problems of exclusion and segregation - focused on internal migrants and disadvantaged target groups. Target groups comprise trainers, consultants, training providers, enterprises, NGOs and organizations in the field of vocational education and training. The know-how was developed, researched and applied in Austria.
Partnership	Genius Foundation (Austria) coordinates the project 'Angelie' in cooperation with partners from the Netherlands, Portugal, Czech Republic and Bulgaria over a period of 24 months. Promoter of the Project is Bit-Schulungscener (Austria).
Funding	Leonardo da Vinci
Contact details	Genius Foundation (Austria)

## BELGIUM

Country	Belgium
Title	VOV's lights on learning project
Year	
Objectives	<p>The lights on learning project provided a forum for training and development professionals to discuss trends in learning and development within organisations.</p> <p>As a starting point, trainers discussed the competence agenda of the Ministry of Labour and Education (relevance and implications for training professionals, and areas needing further development), and formulated recommendations to the government. Following the policy debate, three activity lines were chosen and three learning groups were set up, as described below. The first group explored the links between companies and education institutions, in particular, how schools and companies can work together to improve adult learning and in-company training, through discussions of good practices.</p> <ul style="list-style-type: none"> <li>• Another group focused on 'talent management and flexible career paths for tomorrow's employees'. Trainers involved in this thematic group wanted to develop their own ways of practising and understanding talent management in they day-to-day reality. Participants debated how to equip trainers with adequate resources for talent development and management.</li> <li>• The third thematic group on 'working and learning: partners in learning' considered through several company visits the formal and informal learning possibilities in the workplace, and how learning is implied in day to day work. VOV has secured a new ESF co-funded project on how to further develop and facilitate informal learning at work.</li> </ul>
Target group(s)	Training and development professionals
Partnership	VOV set up a group of stakeholders to discuss the results and approach of 'lights on learning', with a representation from very different stakeholders: government, education departments, universities, labour unions, employer federations, experts, etc.
Outcomes	'Lights on learning' gave participants one year of collaborative learning in groups, where they set out what they wanted to learn, how they wanted to learn it, keeping in mind that the timeframe included the preparation of a publication and a conference. The learning groups wanted to produce something of value to themselves and to others. They also decided on the methods they would use for the learning processes, including visits to three companies of the group, interviews, and case studies in their own companies.
Contact details	Contact person for further information: Hannelore Calmeyn, Director, VOV, e-mail: hannelore.calmeyn@vov.be
Website	www.vov.be

## BULGARIA

Country	Bulgaria
Title	Top class
Year	2011-2012, ongoing
Objectives	The program provides a platform for sharing experience with other entrepreneurs and managers, while at the same time help them expand their business network. In Top Class experienced entrepreneurs act as trainers and mentors to help participants address the challenges faced.
Target group(s)	Managers and entrepreneurs.
Partnership	Bulgaria
Outcomes	Monthly practical training, B2B meetings, conferences and exchange of experiences and best practices
Contact details	Center for Entrepreneurship and Executive Development (CEED) 6 Bigla Str., 1407 Sofia, Bulgaria
Website	<a href="http://www.ceed.bg/web/ProgramSites/TopClass/Pages/Program/default.aspx">http://www.ceed.bg/web/ProgramSites/TopClass/Pages/Program/default.aspx</a>

Country	<b>Bulgaria</b>
Title	<b>The "European House of Entrepreneurs" project /EUROENT/</b>
Year	2010
Objectives	The objective of this project is to develop a product "The European House of Entrepreneurs" that will identify, train and support young entrepreneurs and to prepare efficient methods for networking focused on international business. The final product, the European House of Entrepreneurs, will encourage pragmatic and practical training, simulations, role plays and sharp projects defined by enterprises. The "European House of Entrepreneurs will also offer a series of tutorials based on best practices from the participating countries. One tutorial will consider CSR which will be essential for all new entrepreneurs in the future. The project will result in a product called "European House of Entrepreneurs" that educational institutions can use if they chose to work according to the new method.
Target group(s)	Students & Teachers/Faculties/Citizens/Owners of Enterprises
Partnership	Aspero Kompetens AB SWEDEN Plantijn Hogeschool van de Provincie Antwerpen Ankara Milli Egitim Mudurlugu IRP Institute for entrepreneurship research Emerald Marketing Tczew Municipality The Interreg Consult KFT Space European Network For Business Studies and Languages Bulgarian Development Agency
Outcomes	Competence need analyses Benchmarking criterias Evaluation surveys for further development areas European Qualifications Framework (EQF)
Contact details	Bulgarian Development Agency 130 Pirotska Str 1309 Sofia BULGARIA
Website	<a href="http://www.euroent.eu/en.html">http://www.euroent.eu/en.html</a>

Country	<b>Bulgaria</b>
Title	<b>STARTENT</b>
Year	2010-2011
Objectives	To contribute to developing the entrepreneurial culture of young people, and to improving entrepreneurship education in Europe.
Target group(s)	The STARTENT project address young people in general, would-be entrepreneurs, new entrepreneurs and academic and non academic entrepreneurship educators.
Partnership	Business-university Foundation of La Laguna Canary Islands Institute of Technology Centro de Empresas e Inovacao da Madeira Nottingham Trent University Polytechnic University of Turin Ruse University The Bulgarian-Romanian Chamber of Commerce and Industry The University of Cyprus UEAPME European Association of Craft, Small and Medium-Sized Enterprises University Foundation of Las Palmas de Gran Canaria
Outcomes	Compendium of case studies on real examples of European businesses, successful practices of entrepreneurs operating in the EU and Manual methodological guidelines for successful cooperation between educational and business organizations.
Contact details	"Angel Kanchev" University of Ruse 8, "Studentska" Str 7017 Ruse BULGARIA
Website	<a href="http://www.startent.eu/">http://www.startent.eu/</a>

Country	<b>Bulgaria</b>
Title	<b>Validating Mentoring 2</b>
Year	2007
Objectives	VM2 is a European project aiming to promote and mainstream mentoring programmes as a tool for career development of people who are in a disadvantaged position in the open labour market.
Target group(s)	Disabled people and people with other kind of disadvantages
Partnership	<b>UK:</b> The Centre for Inclusive Learning Support at the University of Worcester <b>Belgium:</b> Workability Europe (WE) <b>UK:</b> Edinburgh Chamber of Commerce <b>Belgium:</b> PhoenixKM <b>Turkey:</b> Bolu Guidance and Research Centre <b>Bulgaria:</b> Marie Curie Association
Outcomes	CD-ROM open and distance learning procedure for the analysis and prognosis of the VET requirement other material for open learning evaluation methods teaching material/ program or curricula
Contact details	Maria Goranova-Valkova Address: Trakia 331, vh. A, et.2, ap. 5 City: Plovdiv Country: Bulgaria Telephone: +35932622128/ Fax: +35932628890 E-mail: goranova@marie-curie-bg.org Homepage: <a href="http://www.marie-curie-bg.org">http://www.marie-curie-bg.org</a>
Website	<a href="http://www.vm2-project.eu">http://www.vm2-project.eu</a>

## CZECH REPUBLIC

Country	<b>Czech Republic</b>
Title	<b>Training SME coaches and consultants in the Moravia-Silesia region</b>
Year	1998
Objectives	The overall aim of the project was to improve the skills of trainers, consultants and coaches working in or for SMEs in the region; improve the effectiveness of their training activities and broaden their portfolio of training methods and instruments. The needs of trainers working with and for SMEs were previously identified in an extensive survey carried out by ATKM across the Czech Republic in 2000, involving trainers and consultants in the field. ATKM had previously run a wide range of training programmes and the feedback received helped them to distil the real needs of this professional community.
Target group(s)	The target groups are teachers, consultants, coaches, trainers, managers, particularly in small and medium-sized enterprises (SMEs) as well as freelance trainers who usually work for SMEs in the Czech Republic.
Responsible organisation	The Association of Management Trainers and Consultants (ATKM) Various stakeholders were involved in the project on a less formal basis (designing and delivering the modules, evaluating and revising the pilot course). Trainers were engaged in the preparation, delivery and evaluation of the training.
Outcomes	<ul style="list-style-type: none"> <li>• training know-how (tools, approaches, methods);</li> <li>• opportunities for networking with other trainers and consultants;</li> <li>• a chance to identify their strengths and weaknesses as trainers, and to define self-development strategies;</li> <li>• confirmation of their learning outcomes through a certificate;</li> <li>• boosted motivation and stronger professional identity as trainers;</li> <li>• new job opportunities through increased networking between companies and trainers, since employers were also attending the training.</li> </ul>
Contact details	Francis Krontorád e-mail: kront@tiscali.cz
Website	<a href="http://www.atkm.cz">http://www.atkm.cz</a>

## CYPRUS

Country	<b>Cyprus</b>
Title	<b>Women@business</b>
Year	2009
Objectives	<p>The project addresses the need of enhancing the appeal of entrepreneurship through making knowledge accessible and engaging the target groups in activities from the onset of the project. Free consultancy and support will be made available creating a friendly starting point for young women. The objective of the project is to support entrepreneurship on three levels enhancing the principle of 'learning, doing and reflecting'.</p> <p>The project aims to provide women with the necessary theoretical and practical knowledge so as to provide a basis from which they can pursue this. In turn, the project provides for the active participation of young women in enterprises working alongside successful female entrepreneurs for the attainment of valuable first-hand experience in this field. The concept of entrepreneurship is often not approached in Universities and schools, and there is a lack of specific training in this field. As such, the project aims to fill in this gap by offering significant measures for the furthering of entrepreneurship training for young female graduates and young women from an ethnic minority or immigrant background. The direct provision of advice through contacting the telephone help-line is a fundamental measure towards this purpose</p>
Target group(s)	Potential female entrepreneurs
Partnership	<p><b>Project Leader</b>  <b>Cyprus:</b> INTERCOLLEGE  <b>Partnership:</b>  <b>EL:</b> MILITOS EMERGING TECHNOLOGIES &amp; SERVICES,  <b>EL:</b> FEDERATION OF HELLENIC ASSOCIATIONS OF YOUNG ENTREPRENEURS  <b>EE:</b> NGO ETNA ESTONIA  <b>UK:</b> INOVA CONSULTANCY  <b>IT:</b> ASSOCIATION APID IMPRENDITORIALITÀ DONNA</p>
Outcomes	Mentoring circles, internships, an e-mentoring zone, a telephone help-line service and the raising of awareness through targeted dissemination.
Contact details	<p>Intercollege  46 Makedonitissas Avenue, 1700 Nicosia, Cyprus  Tel. +35722841500  Fax. +35722357481  info@intercollege.ac.cy</p>
Website	www.womenatbusiness.eu

## DENMARK

Country	<b>Denmark</b>
Title	<b>Trainerguide</b>
Year	2006
Objectives	Providing support to trainers strengthens the quality of training and thus contributes to solve topical challenges for vocational education and training. At national level, the guide is used in companies across the country targeting employees in the industrial, construction, gastronomy and transport sectors. As news spread, other sectors also started to use the guide, including the health and safety, office and hospitality sectors. The pilot project ended in 2007; however, several trade committees (official bodies represented by the social partners) have formed an association and continue to support the Trainerguide for its maintenance and further development, discussing updates to the guide and activities related to it.
Target group(s)	are employers and skilled workers, particularly those in technical sectors, as well as training coordinators in companies and in-company trainers.
Partnership/ Responsible organisation	The Danish Institute for Education of Vocational Teachers (DEL)
Outcomes	The trainer guide is available online and consists of 10 modules, including: <b>Module 1</b> – Recruitment and employment of apprentices including legislation, employment contracts and notice periods; <b>Module 2</b> – The work place, company culture, principles of cooperation and how to meet the training needs of customers; <b>Module 3</b> – VET training system; <b>Module 4</b> – The trainer and training methods; <b>Module 5</b> – The apprentice’s learning processes; <b>Module 6</b> – The apprentice’s background; <b>Module 7</b> – Cooperation; <b>Module 8</b> – Safety/security and company climate; <b>Module 9</b> – Evaluation/assessment; <b>Module 10</b> – New – Lifelong learning.
Contact details	Regina Lamscheck Nielsen, Vocational consultant, Metropolitan University College <a href="mailto:regina.nielsen@delud.dk">regina.nielsen@delud.dk</a>
Website	<a href="http://www.traenerguide.dk">http://www.traenerguide.dk</a>

## FINLAND

Country	<b>Finland</b>
Title	<b>DIALE Deep learning through dialogue</b>
Year	2010
Objectives	<p>The DIALE project concentrates on the transfer of unique and active pedagogical innovation, independent of the field of education and focusing on vocational teachers, trainers, tutors and the improvement of teacher education. In addition, the target group includes in-company trainers and teachers working in further education services. Skills in dialogue can be used in teaching and guidance work in classroom and distance education, work mentoring and cooperation, independent of the field of the activities.</p> <p>The goal of the DIALE project is to develop the competence of trainers, teachers, teacher trainers and in-company trainers in dialogue through concrete methods.</p>
Target group(s)	In-company trainers and teachers working in further education services.
Partnership	<p><b>Project Contractor</b>  HAMK University of Applied Sciences / Professional Teacher Education Unit  City: Hämeenlinna  Region: Etelä-Suomi  Country: FI-Finland  Organization Type: initial training  Homepage: <a href="http://www.hamk.fi/aokk">http://www.hamk.fi/aokk</a></p> <p><b>Partnership</b>  Stoas University of Applied Sciences and Teacher Education  <b>ES:</b> Centro Europeo de Empresas e Innovación de Burgos  <b>IE:</b> Calmar International Ltd  <b>NL:</b> Groenhorstcollege  <b>CY:</b> TRISYS Ltd</p>
Products/ outcomes	program or curricula/ teaching material distribution methods open and distance learning
Contact details	Sanna Ruhahti Address: PO Box 231 City: Hämeenlinna Country: FI-Finland Telephone: +35836461 Fax: +35836463200 E-mail: <a href="mailto:sanna.ruhahti@hamk.fi">sanna.ruhahti@hamk.fi</a> Homepage: <a href="http://www.aokk.fi">http://www.aokk.fi</a>
Website	<a href="https://wiki.hamk.fi/display/diale/Dialogical+method+cards">https://wiki.hamk.fi/display/diale/Dialogical+method+cards</a>

Country	<b>Finland</b>
Title	<b>A EUROPEAN MENTOR PROGRAMME FOR UNIVERSITY WOMEN – AN INTERCULTURAL STUDY</b>
Year	2008
Objectives	<p>The aim of the project is to support the development of innovative activities, services and practices in lifelong learning. The partnership will in this project, study the processes of interactive intercultural mentorship as a methodology of learning and how to support women in their daily life and work.</p> <p>The second aim is to enhance interaction through intercultural dialogue by mentoring processes. The project will establish a European network of female mentors and equip the mentors with innovative methods in their role of helping mentees to develop learning skills in order to become active citizens in their private and professional life.</p> <p>Specific objectives are to:</p> <ul style="list-style-type: none"> <li>• exchange experiences between women as European citizens, with various experiences and traditions and knowledge due to nationality, organisational culture and traditions, and try to evaluate the result of best practises;</li> <li>• share the studies in discussions, seminars, e-mails, web-site and presentations;</li> <li>• evalutate the European need for mentors supporting women;</li> <li>• study best practises and effective ways of reaching out to the potential mentees;</li> <li>• support young graduate women with pathways to improve their knowledge and competence by sharing skills and experience</li> </ul>
Target group(s)	female university/higher education graduates graduate women in their professional life female students in university/higher education graduate (min 22 years old)
Partnership	Coordinator: Kvinnliga Akademiker i Vasa r.f. Partners: <b>NL:</b> Vereniging voor Vrouwen met Academische Opleiding <b>TK:</b> Turk Universiteli Kadinlar Dernegi
Outcomes	Mentor's handbook
Contact details	Kvinnliga Akademiker i Vasa r.f. <b>Address:</b> Emmavägen 7 D 3 FI-Finland, 65610, Korsholm
Website	

## FRANCE

Country	<b>France</b>
Title	Validation of acquired experience (VAE)
Year	
Objectives	<p>The Association for the Vocational Training of Adults (AFPA) under the supervision of the Ministry of Labour has developed a national certificate of professional trainer of adults (7) for CVET trainers. Trainers can obtain the diploma by attending formal courses (run for example by AFPA) or through the validation of their training experience. The validation process provides professionals with at least three years of training experience with a diploma, which recognises their competences and skills. The trainer prepares a portfolio of achievements and work experience and presents it to a committee at an accredited institution (e.g. AFPA). The committee then decides whether to validate the work experience on a partial or complete basis, depending on the person's level of qualifications. The candidate has a period of five years to pursue further training and acquire new experience, which can then be reassessed. Any paid, unpaid or voluntary activity (within a union or an association) is taken into consideration.</p> <p>The process can lead to a full validation of the certification, which means that the certification acquired through VAE would be the same as the one obtained through initial and continuing training. In the case of partial validation, the panel specifies the skills, knowledge and aptitudes to acquire; and recommends ways for the candidate to develop them. AFPA offers a range of training courses of long or short duration, targeting all trainers, whatever their specialisation, which are offered throughout France, several times a year.</p>
Target group(s)	VET trainers
Partnership/ Responsible organisation	The Association for the Vocational Training of Adults (AFPA) under the supervision of the Ministry of Labour
Outcomes	There are no specific data on the number of in-company trainers participating in the validation of learning.
Contact details	Marianne Durand and Françoise Nodot, Association Nationale pour la Formation Professionnelle des Adultes (AFPA), Region Languedoc Roussillon
Website	

## GERMANY

Country	<b>Germany</b>
Title	<b>EMPOWERMENT THROUGH MENTORING TO PROMOTE THE IMPORTANCE OF REAL WORK EXPERIENCE - EMPIRE</b>
Year	2007
Objectives	<p>EMPIRE will introduce blended-mentoring as a new concept of quality person-based career development practice.</p> <p>EMPIRE will take traditional mentoring practices and blend them with the latest technological advancements. Web-based mentoring will make interaction easier, more frequent and less expensive.</p> <p>EMPIRE will identify and test "blended" mentoring (mix of on-site and online events) schemes to give career counselling and - development services the opportunity to adopt mentoring in their ordinary practice without the high cost related to a service totally based on one-to-one mentoring. Furthermore the promotion of blended mentoring will contribute to prevent mentoring programmes fail due to time and location restraints.</p>
Target group(s)	<p>Free lancers (creative professions) IT</p> <p>tax consultants IT</p> <p>safety officers IT</p> <p>mobility participants (unemployed) people of Germany and from abroad</p> <p>immigrant women ES</p>
Partnership	<p><b>DE:</b> Arbeit und Leben</p> <p><b>IT:</b> FiL</p> <p><b>ES:</b> Scienter Espagna</p> <p><b>AT:</b> Institute for Future Studies</p> <p><b>UK:</b> BHR Consulting &amp; Associates</p> <p><b>IT:</b> Amitié srl</p>
Outcomes	teaching material
Contact details	
Website	<a href="http://www.empire-leonardo.org">www.empire-leonardo.org</a>

Country	<b>Germany</b>
Title	<b>foraus.de', the BIBB online service for the promotion of training personnel in Germany</b>
Year	
Objectives	The foraus.de platform was created to respond to the needs of an ITbased society in which businesses have to compete in a global economy marked by increasingly shorter innovation technology cycles and cost-reduction pressures. This calls for learning processes that are faster, more dynamic and adapted to the users' needs. IT-based information and learning environments enable necessary knowledge to be acquired independently of time and place. According to a BIBB report (BIBB, 2007), the foraus.de platform responds well to this need.
Target group(s)	VET trainers
Responsible organisation	Federal Institute for Vocational Education and Training
Outcomes	In this context, foraus.de provides trainers with the following facilities: <ul style="list-style-type: none"> <li>• an information platform or online library which ensures access to day-today training tips such as how to organise the first day of training, assessment systems for vocational education and training, and the electronic report book;</li> <li>• online professional community which provides trainers with the opportunity to discuss issues with worldwide experts in the field;</li> <li>• online learning service that offers train-the-trainer opportunities through virtual seminars and classes.</li> </ul>
Contact details	Michael Härtel, BIBB e-mail: haertel@bibb.de.
Website	www.bibb.de

Country	<b>Germany</b>
Title	<b>High-level qualifications for in-company trainers. Transfer of the innovative further training concept</b>
Year	2007
Objectives	<p>The objective of the "It's time" project was to transfer the elements of the innovative further training course entitled "workplace tutoring" to European partner countries.</p> <p>The objective of the project "It's time. European vocational training workplace tutor for company training supervisors" was to transfer the elements of the innovative "workplace tutoring" further training approach developed in Germany to European partner countries and to develop the training in Germany further by incorporating new ideas from the partner countries. Useful learning arrangements throughout Europe shall be developed and tested in the project, especially through the development of blended-learning modules. The object was to support practical and in-service forms of learning. The respective learning modules will be assessed with credit points in an examination of the usability of both the ECVET concept and the ECTS system. At the same time integration into the NQF/EQF shall be carried out. The aim of these efforts is to increase the quality and attractiveness of the further training for company training supervisors, to enable the permeability between the different educational systems (vocational training, university) and to utilise the experiences and competences of the European partners in e-learning and blended-learning approaches for trainers.</p>
Target group(s)	VET trainers
Responsible organisation	<p><b>DE:</b> IG Metall Head Quarters, Frankfurt, Germany  <b>DE:</b> <b>Institut Technik und Bildung</b>, Bremen, Germany  <b>NL:</b> <b>Kenniscentrum Handel International (KCH International)</b>, Ede,  <b>FI:</b> Salpaus Further Education, Lahti  <b>ES:</b> <b>Institute of Training and Research (IFFES)</b>  <b>PT:</b> <b>Instituto de Soldadura e Qualidade (ISQ)</b>  <b>HU:</b> <b>Corvinus University of Budapest, Observatory for Educational Development (Observatory)</b>  <b>DE:</b> <b>Akademie für professionelle Berufsbildung e.V.</b>,  <b>RO:</b> <b>Societatea Romana pentru Educatie Permanenta (SREP)</b>  <b>AT:</b> die Berater" Unternehmensberatungsgesellschaft mbH  <b>DE:</b> Berufsbildungswerk - bfw</p>
Outcomes	program or curricula modules
Contact details	<p>IG Metall Executive / education and training policies  IG Metall Headquarters / Department of Education and Qualification Policy  Gerdes Frank  Wilhelm-Leuschner-Str. 79  60,329 Frankfurt</p>
Website	<a href="http://www.workplace-tutor.eu">www.workplace-tutor.eu</a>

## GREECE

Country	<b>Greece</b>
Title	<b>Business Mentors</b>
Year	2011-2013
Objectives	<p>The <b>Business Mentors</b> project is a 24 month initiative <b>co-funded by the European Commission</b>, under the Directorate-General for Enterprise and Industry.</p> <p>The BUSINESS MENTORS action aims to set up the Greek part of the European Network of Mentors for Women Entrepreneurs, to:</p> <ul style="list-style-type: none"> <li>- boost female entrepreneurship;</li> <li>- recognize and support the distinctive nature of women's business start-ups;</li> <li>- to ensure sustainability of newly-established business led by women entrepreneurs especially during the first very challenging years of their operation.</li> </ul> <p>The action will rely on voluntary relationships to be established between mentors and mentorees. More specifically, the action foresees:</p> <ol style="list-style-type: none"> <li>1. the identification of successful (male and female) entrepreneurs across Greece, who will act as mentors, and their training in mentoring techniques, as well as the identification of women entrepreneurs across Greece, who will be engaged as mentorees;</li> <li>2. the set-up, monitoring and fostering of a mentoring relationship between mentors and mentorees in Greece;</li> </ol> <p>The Business Mentors partners will provide mentoring training to successful entrepreneurs so that they can act as mentors of women entrepreneurs who have had their business between one and four years and employ one individual. Trainings will be implemented all around Greece (in the 13 prefectures of the country) so as to achieve a multiplier effect and train as many individuals as possible. The training will cover several aspects of mentoring including the process and relationship of mentoring, the mentor's skills, and the needs of women entrepreneurs in Greece.</p>
Target group(s)	Existing entrepreneurs, new entrepreneurs, VET trainers
Partnership	<p><b>EL:</b> Militos Emerging Technologies and Services</p> <p><b>EL:</b> FING (Federation of Industries of Northern Greece)</p> <p><b>EL:</b> ESYNE (Hellenic Association of Young Entrepreneurs)</p> <p><b>EL:</b> OLN Learning- Research, Development and Training Services</p>
Outcomes	Mentoring training; mentoring relationships
Contact details	<p>Ms Margarita Tsioni</p> <p>Militos Emerging Technologies and Services</p> <p>Axarnon 335, 11145 Athens, Greece</p> <p>T. +30 210 67 72 129/ F. +30 210 67 72 116</p> <p><a href="http://www.militos.org">http://www.militos.org</a></p> <p>Email: <a href="mailto:tsioni@militos.gr">tsioni@militos.gr</a></p>
Website	<a href="http://www.businessmentors.gr">www.businessmentors.gr</a>

Country	<b>Greece</b>
Title	<b>Mentoring training</b>
Year	Ongoing
Objectives	This specialized service refers to a learning process during which selected mentors support new or candidate entrepreneurs by transferring their know-how and expertise to people who are only at the beginning of their professional course. Mentors are usually professionals with a proven record in the labour market; they assist beneficiaries in undertaking their preferred career path and in becoming successful. This Service not only reinforces the spirit of entrepreneurship and enhances the competitiveness of the local economy, but also brings the beneficiaries in contact with successful businesspeople and cultivates the quest for self knowledge in order to respond to daily circumstances.
Target group(s)	Women entrepreneurs
Partnership	Ergani Centre
Outcomes	Mentoring training; mentoring relationships
Contact details	Ergani Centre 1 Karavageli Str, 56625 Sykies, Thessaloniki tel:++30 2310 621 166 fax:++30 2310 630 323 e-mail:ergani@ergani.gr
Website	<a href="http://www.ergani.gr">http://www.ergani.gr</a>

## ICELAND

Country	<b>Iceland</b>
Title	<b>Mentoring in the workplace for VET</b>
Year	2011
Objectives	In Vocational Education Training, the employer's role is important to the development of learner's work based competences. Learner success would benefit from a structured approach from the employer as a competent and dedicated mentor. This project will provide a flexible mentoring programme so that employers are better equipped to support learners in the work place.
Target group(s)	Employers and employees
Partnership	<b>Project Contractor</b> <b>IS:</b> Verkmenntaskólinn á Akureyri <b>Partnership</b> <b>FR:</b> France Europea <b>NL:</b> Stichting The Netherlands: International Foundation for Sustainable <b>UK:</b> Riverside Training <b>FI:</b> Axxell Utbildning AB <b>UK:</b> Gower College Swansea <b>NO:</b> Skjetlein Ressuscenter
Outcomes	website teaching material
Contact details	Name: Jóhannes Árnason Address: Hringteigur 2 City: Akureyri Country: IS-Iceland Telephone: + 354 464 0300 Fax: + 354 464 0301 E-mail: <a href="mailto:jarn@vma.is">jarn@vma.is</a>
Website	<a href="http://www.workmentor.org">www.workmentor.org</a>

## IRELAND

Country	<b>Ireland</b>
Title	<b>Establishing competence standards for trainers in Ireland</b>
Year	2006
Objectives	<p>The initiative brings the following innovative elements in the Irish VET context:</p> <ul style="list-style-type: none"> <li>• it makes a significant first step towards the improvement of quality assurance in the provision of training;</li> <li>• it improves the professional status of trainers and contributes to the professionalisation of training providers providing a benchmark for measuring their professional effectiveness;</li> <li>• by supporting quality standards in the provision and delivery of training, the initiative contributes to the long-term quality of training ensuring a maximum return on the training investment.</li> </ul>
Target group(s)	The initiative addresses CVET trainers in general, irrespective of the sector and does not target trainers involved in IVET. Representatives of the training sector were involved in designing the competence framework.
Partnership	The trainers network brought into the project a wide range of stakeholders including representatives of FÁS, Enterprise Ireland, universities, Skillnets and the Department of Enterprise, Trade and Employment. FETAC and HETAC attended the first seminar of this project back in 2006 but they were not formally involved in the development, since HETAC and FETAC – the national awarding bodies – could not be involved in setting the standards.
Outcomes	A list of 36 core competences
Contact details	Nora Byrne, Executive Director, Trainers network and Managing Director, Calmar International Ltd., e-mail: nora@calmar.ie
Website	<a href="http://www.calmar.ie">www.calmar.ie</a>

## ITALY

Country	<b>ITALY</b>
Title	<b>Creative blended mentoring for cultural managers _CREA.M</b>
Year	2011
Objectives	<p>The CREA.M project aims at</p> <ul style="list-style-type: none"> <li>-developing a new cultural curricula framework to foster employability of precarious cultural managers.</li> <li>-developing a new training methodology based on the blended mentoring method to foster creative thinking, entrepreneurship thinking competence supporting the matching between cultural managers expectations and the labour market.</li> <li>-testing a EU creative blended mentoring kit to innovate vocational training in a non formal and informal setting based on work learning experience and on the learning outcomes approach increasing transparency and comparability and validation by applying the EQF(European quality framework).</li> </ul>
Target group(s)	Cultural Managers
Partnership/ Responsible organisation	<p><b>Project contractor</b></p> <p><b>IT:</b> Istituto Luigi Sturzo  <b>ES:</b> Instituto de Estudios de Ocio - Universidad de Deusto  <b>TR:</b> Denizli Provincial Special Admistration  <b>IT:</b> Rome TRE University  <b>CZ:</b> RPIC-ViP s.r.o.  <b>BE:</b> European Network of Cultural Administration Training Centres  <b>UK:</b> Goldsmiths, University of London  <b>FI:</b> Finnish Museums Association</p>
Outcomes	<p>modules</p> <p>description of new occupation profiles Research: skills mapping</p>
Contact details	<p>Contact Person  Name: Fabrizio Melorio  Address: via delle coppelle  City: Rome  Telephone: 0039066840421  Fax: 00390668404244  E-mail: formazione@sturzo.it</p>
Website	n/a

Country	<b>Italy</b>
Title	Mentoring: trAIning maTerials and Resources- <b>MAITRE</b>
Year	2006
Objectives	<p>MAITRE aimed to raise the quality of mentoring programmes by improving their training schemes, techniques and materials that would allow mentors, for the first time, to progress towards an enhancement of profile. In particular the project:</p> <ul style="list-style-type: none"> <li>• carried out a study on mentors' training needs in the vocational &amp; educational training (VET) sector and in the business sector;</li> <li>• defined the skills of the "European Mentor", laying the basis for a European profile of mentors;</li> <li>• identified and compared training materials as well as the learning schemes available for mentors employed in the VET and business sectors, checking their quality and providing recommendations for future developments of training courses (also thanks to the ESF);</li> <li>• identified, integrated and adapted the most comprehensive training resources and tools for mentors, in order to make an extensive promotion of the best practices identified during the lifetime of the project.</li> </ul> <p>The adapted resources were tested within mentoring programmes so as to validate their effectiveness and impact in terms of quality and benefits.</p>
Target group(s)	Mentors, organisations delivering, or intend to deliver mentoring programmes (training organisations and schools, firms, SMEs, voluntary organisations).
Partnership	<p><b>IT:</b> Amitié  <b>IT:</b> IAL Toscana  <b>IT:</b> Mentoring USA Italia Onlus  <b>ES:</b> Scienter España  <b>FR:</b> CRCI Bretagne  <b>LV:</b> ICD Riga (Innovation, Competence, Development)  <b>UK:</b> Middlesex University - Institute for Community Development and Learning  <b>IT:</b> USR CISL Toscana</p>
Outcomes	<p>Mentor's skills/ competences  Training material</p>
Contact details	<p>Amitie  Alessandra Tagliavini  via val d'Aposa, 3  I-40123 Bologna</p>
Website	<a href="http://www.amitie.it/maitre">http://www.amitie.it/maitre</a>

## LATVIA

Mentoring is in its early stages of development in Latvia. The two main mentoring programmes developed so far are:

- the Krajbanka (Banking System) – a mentoring programme to help the integration of new employees in the Client Services department of the bank.
- Lidere – Female mentoring – to support women entrepreneurs in Latvia cities and rural areas.

The project is in its second year with around 12 mentor-mentee pairs. It is supported by the Economics Ministry and has a relatively high media profile.

The model was created by the Women's Enterprise Agency in Finland ([www.lidere.lv/en\\_mentorings.html](http://www.lidere.lv/en_mentorings.html)).

## LITHUANIA

Country	<b>Lithuania</b>
Title	<b>Mentoring rural women through social networking</b>
Year	2009
Objectives	MW-Sonet "Mentoring rural women through social networking" address female rural inhabitants in training and future life long learning activities. We assist females to gain new skills, new qualifications, knowledge and to encourage them to become mentors using the e-learning courses. Women get the possibility to train, mentor colleagues, mentoring is done through social networking.
Target group(s)	Rural Women
Partnership	<p><b>Project contractor</b></p> <p><b>LT:</b> Baltic Education Technology Institute (management coordinator)</p> <p><b>BG:</b> ICT Development</p> <p><b>DK:</b> ed-consult</p> <p><b>EL:</b> Institute of Communications and Computer Systems</p> <p><b>HU:</b> Hungarian Telecottage Association</p> <p><b>IS:</b> Agricultural University of Iceland</p> <p><b>LT:</b> Programme "Leader" and agriculture training methodical centre at the Ministry of Agriculture of the Republic of Lithuania</p> <p><b>TR:</b> Gazi University</p>
Outcomes	Five e-learning courses in project partners languages: Building Bridges Courses + E-learning courses in VIPT Moodle; Needs analysis and development of methodology, networking platform
Contact details	<p>Baltic Education Technology Institute</p> <p>Address: J.Jasinskio str. 15-414a, Vilnius LT-01111, LITHUANIA</p> <p>Phone +370 5 241 41 61</p> <p>Fax +370 5 241 41 59</p> <p>E-mail beti@beti.lt</p>
Website/information source	<a href="http://www.mwsonet.eu/news">http://www.mwsonet.eu/news</a>

## MALTA

Country	<b>Malta</b>
Title	<b>Train the trainer programme</b>
Year	
Objectives	Enable in-company trainers as well as those who anticipate taking up a trainer role to give more effective on-the-job training to new employees. The programme provides participants with the knowledge and skills to assess training needs, design and deliver effective on-the-job training programmes in a motivating manner.
Target group(s)	The initiative was initially launched for IVET trainers or employees who wanted to act as trainers in apprenticeship schemes, and has been extended to include CVET trainers.
Partnership/ Responsible organisation	The Employment and Training Corporation The Night Institute for Further Technical Education (NIFTE)
Outcomes	The programme covers trainers' roles; the training cycle; training needs assessment; learning and training styles; and the design, delivery and evaluation of training. The course enables trainers to transfer more efficiently the knowledge they have gained through professional experience to their own trainees. Although for the time being the course does not follow a formally established competence framework for trainers, the ETC is currently looking at different ways of improving the course in light of existing competence framework developed elsewhere (e.g., the trainer competence framework in Ireland; case study 1).
Contact details	Joseph Cutajar, Senior Manager, Training Services Division, Employment and Training Corporation (ETC) e-mail: <a href="mailto:joseph.l.cutajar@gov.mt">joseph.l.cutajar@gov.mt</a>
Website	

## NORWAY

Country	<b>Norway</b>
Title	<b>Vocational pedagogy in enterprises</b>
Year	1992
Objectives	The programme aims to strengthen pedagogical competences in enterprises, to improve the quality of workplace training, and to enhance the pedagogical skills of workplace instructors and in-company trainers. The combination of academic and workplace training is at the heart of the programme. Against this backdrop, vocational pedagogy in enterprises responds to challenges regarding the role of teachers and trainers. When in-company trainers return to the workplace after a training period, new skills acquired through various courses are often not exploited, because this would require organisational changes, in particular, restructuring training and working practices at the company. One way to address this problem is through the continuous involvement of workplaces, alongside campuses, in the vocational pedagogy in enterprises.
Target group(s)	<ul style="list-style-type: none"> <li>• staff members of professional organisations, training agencies, academic institutions and resource centres that deliver training and guidance for employees in companies;</li> <li>• trainers responsible for the training, guidance and coaching of employees;</li> <li>• quality managers and training managers</li> </ul>
Partnership	Association of Norwegian Process Industries (Prosessindustriens Landsforening, PIL) Statens Yrkespedagogiske Høgskole Akershus University College
Outcomes	VET training programme
Contact details	Anne Karin Larsen, HiAK, e-mail: AnneKarin.Larsen@hiak.no
Website	<a href="http://www.hiak.no">http://www.hiak.no</a>

## ROMANIA

Country	<b>Romania</b>
Title	
Year	2010
Objectives	FRESH START aims to develop VET trainers' skills and competences in effectively training young offenders on acquiring entrepreneurship skills to start a new business as a sustainable professional path. The project outcome is a complete online train-the-trainer and mentoring course and an entrepreneurship syllabus for European VET trainers who lack specialised training that enables them to teach entrepreneurship to young offenders, aged 18 to 25.
Target group(s)	VET trainers
Partnership	<b>RO:</b> Romanian Foundation for Democracy <b>EL:</b> Militos Emerging Technologies and Services <b>EL:</b> Academy of Entrepreneurship <b>EL:</b> Hellenic American Union <b>EE:</b> NGO Best Opportunities <b>LT:</b> Psychological Support and Councelling Centre
Outcomes	Entrepreneurship syllabus Mentoring syllabus
Contact details	Ms. Elisavet ANGELAKOPOULOU European Programme Officer 335 Acharnon str., 111 45 Athens, Greece +30 210 67 72 129 +30 210 67 72 116 angelakopoulou@militos.org <a href="http://www.militos.org">http://www.militos.org</a>
Website	<a href="http://www.freshstartproject.eu">www.freshstartproject.eu</a>

## SLOVAKIA

Country	<b>Slovakia</b>
Title	<b>Transition of mentoring supported life-long learning in rural areas</b>
Year	2007
Objectives	Project ROUTES 2 - Transition of mentoring supported life-long learning in rural areas was realised in 2008-2009 in two rural areas in middle Slovakia – Gemer and Horehronie by Slovak NGO Posonium together with 4 partners. The project aimed to increase the employability of people in rural areas in Horehronie and Gemer by improving access to training and learning materials. The objective was to transfer existing methodologies for providing lifelong learning - support systems.
Target group(s)	Local leaders, entrepreneurs, self-government representatives, teachers, active citizens
Partnership	<b>SK:</b> Matej Bel University, Faculty of Economics <b>EE:</b> Kuressaare Regional Training Centre <b>SK:</b> Gemer Tourist <b>ES:</b> PRODEC Consultores Ltd. <b>IS:</b> Verkmenntaskólinn á Akureyri      Project Contractor
Outcomes	website teaching material
Contact details	Contact Person Name: Jóhannes Árnason Address: Hringteigur 2 City: Akureyri Country: IS-Iceland Telephone: + 354 464 0300 Fax: + 354 464 0301 E-mail: <a href="mailto:jarn@vma.is">jarn@vma.is</a>
Website	<a href="http://www.workmentor.org">www.workmentor.org</a>

## SPAIN

Country	<b>Spain</b>
Title	<b>SUNRISE: Rising Teacher &amp; Trainer Motivation and Skills For a Knowledge Based Society: Authentic Learning, Earlier Gained Competences for Individualised Vet, On-The-Job Trainers' Training.</b>
Year	2007
Objectives	<p>The main objective of SUNRISE Project is to increase the motivation and skills of Vocational Training Education students and teachers in a knowledge based society by means of the transference and adaptation of innovative methodologies and approaches.</p> <p>In order to implement the three innovations which will contribute to accomplish the main goal, that is to say authentic learning, early gained competencies and on the job's training, a defined methodology will be used. This collaborative methodology consists of a continuous training for teachers and trainers approach. Both suppliers and receivers of innovations will benefit from a feedback process.</p> <p>Transfer of innovations will be made through small trial projects –workshops– be carried out by the recipient partners with the support of the sending partners.</p> <p>The implementation of the innovations by the recipient partners must account for local (national or regional) legal requirements, language, culture, and target sector. With a learning-by-doing approach, every workshop will involve some managers and teachers of the supplying and the recipient partners who will design, put into practice, and evaluate the adapted innovation.</p>
Target group(s)	VET students and teachers
Partnership	<ul style="list-style-type: none"> <li>• IMIDA</li> <li>• LAND-SOURCE OF INCOME FOUNDATION</li> <li>• CIFEFA Torre Pacheco</li> <li>• Svenska Yrkesinstitutet</li> <li>• Association of Rural Vocational Education</li> <li>• WELLANTCOLLEGE</li> </ul>
Outcomes	<ul style="list-style-type: none"> <li>• A general model and adapted specific methods of authentic learning.</li> <li>• Adapted inquiries and documents to evaluate earlier gained competences.</li> <li>• Adapted courses for on-the-job trainers ensuring pedagogical and social skills.</li> </ul>
Contact details	
Website	<a href="http://www.sunriseeuropeanproject.com">www.sunriseeuropeanproject.com</a>

Country	<b>Spain</b>
Title	<b>REMUC: Red de Estudiantes Mentores en la Universidad Complutense de Madrid</b>
Year	2002-2003
Objectives	(UCM) Network of Mentor students is a mentoring programme that was launched in the academic year 2002-03. The mentors had to be last year University students and be engaged for 1 academic year in the mentoring subject receiving 9 credits (corresponding to 90 hours, (1,5 theory, 7,5 mentoring practices) for their involvement in the subject. The programme is supported by the virtual campus platform of UCM (WebCT).
Target group(s)	University students
Partnership	Complutense University in Madrid
Outcomes	Mentoring programme
Contact details	
Website	<a href="http://www.ucm.es/cont/descargas/documento13141.pdf">http://www.ucm.es/cont/descargas/documento13141.pdf</a>

Country	<b>Spain</b>
Title	<b>Telefonica mentoring</b>
Year	
Objectives	Ageless Human Resource development programme based on the “search for talents” in the fields of general management, human resources management and entrepreneurial leadership.
Target group(s)	Working individuals
Outcomes	Human Resource Development programme
Website	<a href="http://www.escueladementoring.com/userfiles/ARCHIVOS/ARTICULO%20%20JULIO%20RODRIGUEZ%20PROFESOR%20TO%C3%91I.pdf">http://www.escueladementoring.com/userfiles/ARCHIVOS/ARTICULO%20%20JULIO%20RODRIGUEZ%20PROFESOR%20TO%C3%91I.pdf</a>

Country	<b>Spain</b>
Title	<b>Mentoring Programme</b>
Year	
Objectives	Mentoring programme based on discovering, using all the available experience and talent in the company so as to promote communication for intercultural promotion.
Target group(s)	Working individuals
Partnership	<b>Grupo Antolin</b>
Outcomes	It pairs persons with different profiles and without a hierarchical relationship. They have won an prize of the <i>Asociación Interuniversitaria de Investigación Pedagógica</i> (ADIPE) Inter-university Association of pedagogic research.
Contact details	
Website	<a href="http://www.grupoantolin.com/%5Carchivos%5Cdocumentos%5Cinformeannual2007.pdf">http://www.grupoantolin.com/%5Carchivos%5Cdocumentos%5Cinformeannual2007.pdf</a>

## TURKEY

Country	<b>Turkey</b>
Title	<b>Training SMEs on e-Commerce</b>
Year	2008
Objectives	<p>The ECoM initiative aims to improve the e-Commerce training in Turkey. The specific objective is to transfer former successful LdV project "FIT-for e-Commerce" products for the targets groups, SMEs, in Turkey. ECoM project targets to transfer, update and further develop the innovative methods/practice, materials of former FIT for e-commerce project for teaching and learning to open the chances of the new economy to people in further acquisition and the use of knowledge, e-skills and qualifications to facilitate personal development.</p> <p>By transferring and adapting the former project we want to contribute to the vocational system and practices in Turkey. Thus the project will provide e-skills required by the contemporary labour market of information society, as well as better job opportunities in booming working field of e-commerce. Provision of a sufficient volume of skilled labour, with accurate and up-to-date knowledge on e-commerce that teatches the demand requirements is the long-term objective of the project.</p>
Target group(s)	SME's
Partnership	<p>TR: Istanbul Chamber of Commerce  <b>TR: ISTANBUL COMMERCE UNIVERSITY</b>          TR: Undersecretariat of the Prime Ministry for Foreign Trade Export Promotion          BE: Innovative Technology Center Europa ITC-EUROPA          AT: Berufsförderungsinstitut Wien</p>
Outcomes	teaching material program or curricula
Contact details	<p>Senem Cesmecioglu          Address: Resadiye Caddesi, Yalkosku Sokak, Eminonu          City: Istanbul          Country: TR-Turkey          Telephone: +(90) 212 455 64 12          Fax: +(90) 212 512 10 63          E-mail: senem.cesmecioglu@ito.org.tr          Homepage: <a href="http://www.ito.org.tr">http://www.ito.org.tr</a></p>
Website	<a href="http://www.kobetic.net">http://www.kobetic.net</a>

Country	<b>Turkey</b>
Title	Raising Awareness & Corporate Employment opportunities for people with disabilities in Turkey
Year	2011
Objectives	<p>RACE brought together partners from 5 different countries in the endeavor to enable persons with disabilities to enter the open labor market and thus to gain more independence and confidence.</p> <p>This will be achieved through adapting and applying in practice the training materials and tools developed in previous EU funded projects: 'Conversion' and 'Pass it on', and through creating new tools for the project target groups.</p> <p>The aim is to engage and guide the participants in the efforts for creating and facilitating learning and employment opportunities for persons with disabilities.</p>
Target group(s)	<p>Vocational education &amp; training (VET) trainers</p> <p>Counselors</p> <p>Managers</p> <p>Line managers</p> <p>Policy makers</p>
Partnership	
Outcomes	Blended training program for managers, VET providers, counselors etc. to support persons with disabilities in open labor market
Contact details	<p>Luk Zelderloo</p> <p>+32 2 282 46</p> <p>info(at)easpd.eu</p>
Website	<a href="http://www.employdisable.eu">www.employdisable.eu</a>

## UNITED KINGDOM

Country	<b>UK</b>
Title	<b>InterGen - International, Intergenerational Mentoring</b>
Year	2010
Objectives	InterGen will create, test and publish new training resources to support Intergenerational Mentoring: one-to-one sessions where older people can spend time with children who need support.
Target group(s)	Elderly people and children
Partnership/ Responsible organisation	<b>UK:</b> Point Europa <b>DE:</b> ProKompetenz <b>ES:</b> Inveslan <b>SK</b> <b>AT:</b> Volkshilfe Steiermark <b>SE:</b> University of Malmo
Products/ outcomes	evaluation methods CD-ROM teaching material program or curricula website
Contact details	Name: Simon Ryan Address: As above Country: UK-United Kingdom E-mail: <a href="mailto:simon.ryan@pointeuropa.org">simon.ryan@pointeuropa.org</a> Homepage: <a href="http://www.pointeuropa.org">http://www.pointeuropa.org</a>
Website	<a href="http://www.intergen_project.eu">www.intergen_project.eu</a>

Country	<b>UK</b>
Title	<b>Fe:male</b>
Year	2010
Objectives	FE:MALE aims to encourage women facing double disadvantage to start up in business through the provision of supportive Mentoring Circles led by experienced facilitators across UK, Cyprus, Malta and the Netherlands. FE:MALE will provide e learning opportunities for potential female entrepreneurs to develop personal competencies in soft skills learning areas that will develop confidence and skills to start up in business.
Target group(s)	Potential Fe:male entrepreneurs
Partnership	<b>UK:</b> Inova Consultancy ltd CY: Intercollege <b>IT:</b> Viteco E Learning <b>MT:</b> Federation of Women Entrepreneurs <b>NL:</b> VHTO
Products/ outcomes	program or curricula teaching material Film website / Mentoring Circles™
Contact details	Louise Norman Address: City: Sheffield Country: UK-United Kingdom Telephone: +44 114 2207127 E-mail: office@inovaconsult.com Homepage: <a href="http://www.inovaconsult.com">http://www.inovaconsult.com</a>
Website	<a href="http://www.femaleproject.eu">www.femaleproject.eu</a>

Country	<b>UK</b>
Title	<b>Equal employment opportunities: Mentoring and training for disabled people and employers.</b>
Year	2007
Objectives	ESTEEM is a European project conceived as a flexible and adaptable platform for encouraging entry to VET in social work and social care for groups disadvantaged in the labour market.
Target group(s)	Disabled students and graduates, employers and employers organizations, intermediaries and policy makers
Partnership	ES: SCIENTER ESPAÑA S.L. IT: Amitié s.r.l. AT:IFS - Verein für neues Lehren und Lernen DE: Arbeit und Leben Hamburg <b>UK:</b> BHR Consulting & Associates ES: IMFE - INSTITUTO MUNICIPAL DE FORMACIÓN Y EMPLEO IT: Mentoring USA/Italia Onlus
Products/ outcomes	Focus groups Mentoring kit new learning content on e-mentoring Blended mentoring guidelines
Contact details	Contact Person Sara Ugolini Via Galcianese, 20/H Prato IT-Italy Tel: 0049-0574/613233 – 613211/ Fax: 0049- 0574/607850 E-mail: s.ugolini@filprato.it Homepage: <a href="http://www.filprato.it">http://www.filprato.it</a>
Website	<a href="http://www.empire-leonardo.org">http://www.empire-leonardo.org</a>

Country	<b>UK</b>
Title	<b>Generic and mentor training for learning support assistants and apprentices (Implementor)</b>
Year	2007
Objectives	Implementor will produce a training course for mentors of young people, particularly those who are supporting young people into employment. To develop the mentoring skills of Apprentices, Learning Support Assistants and those in similar roles supporting disadvantaged, disabled or disengaged children and young people in education and training.
Target Group	Young people
Partnership	<b>UK:</b> Trinity Fields School & Resource Centre BE: CDO Noord <b>CY:</b> Intercollege UK: Gorseinon College IT: CSCS BE: Efvet (European Forum for Technical and Vocational Education and Training)
Products/ outcomes	teaching material certification modules
Contact details	Contact Person Name: Liz Heaven Address: Trinity Fields School & Resource Centre City: Ystrad Mynach Country: UK-United Kingdom Telephone: 01443 866000 Fax: 01443 866045 E-mail: heavel@caerphilly.gov.uk
Website	

## Australia

The courses for VET trainers in Australia identified as most relevant to the subject theme of mENTERing are the following:

Country	<b>Australia</b>
Title	<b>Clients, business development and quality improvement Administration</b>
Year	Ongoing
Objectives	<p>Understanding your present and future capabilities within Clients, Business Development and Quality Improvement is critical knowledge for your professional development.</p> <p>The ideal result depends mainly on where you see yourself as a practitioner right now and in which direction you would like to develop. To assist you with this we have provided descriptions of indicative performance at various levels to help guide the process.</p> <p>Current level:</p> <ul style="list-style-type: none"> <li>• handles administrative tasks in a systematic and organised manner</li> <li>• maintains accurate records of student attendance, progress and enrolment status</li> <li>• has knowledge of the counselling, welfare and career advice services that are available in their organisation for learners.</li> </ul> <p>To further develop your capabilities within administration in your teaching, here are a list of relevant professional development opportunities that are available.</p>
Target Group	VET trainers
Outcomes	Training course
Website	<a href="http://www.vetlearningpathways.qld.gov.au/pd/new/improvement/administration/index.html">http://www.vetlearningpathways.qld.gov.au/pd/new/improvement/administration/index.html</a>

Country	<b>Australia</b>
Title	<b>Clients, business development and quality improvement Budgeting and planning</b>
Year	Ongoing
Objectives	<p>The ideal result depends mainly on where you see yourself as a practitioner right now and in which direction you would like to develop. To assist you with this we have provided descriptions of indicative performance at various levels to help guide the process.</p> <p>Current level:</p> <ul style="list-style-type: none"> <li>• basic understanding RTO systems and basic ICT</li> <li>• learning the policy around the use of ICT for teaching and learning</li> <li>• growing their knowledge of the use of web/online options, blogging, and SMS messaging.</li> </ul> <p>To further develop your capabilities within budgeting and planning in your teaching, here are a list of relevant professional development opportunities that are available.</p>
Target Group	VET trainers
Outcomes	Training course
Website	<a href="http://www.vetlearningpathways.qld.gov.au/pd/new/improvement/budgeting/index.html">http://www.vetlearningpathways.qld.gov.au/pd/new/improvement/budgeting/index.html</a>

## Appendix 1

The template used as a guide by all partners so as to produce consistent findings in all researched countries.

### **mENTERing Inducing VET trainers with mentoring skills to boost entrepreneurial growth**

WP 2	: Research and Interactive Needs Analysis (Desktop research template )
Aim:	Desk research in national initiatives on mentoring training for VET trainers in BG and EL, and in state-of-the-art mentoring training courses and materials in Europe and internationally.
Partners involved:	<ul style="list-style-type: none"> <li>• <b>OLN Learning</b> (research in state-of-the-art mentoring training courses and materials -in EL and internationally)</li> <li>• <b>BGCPO-Pazardzhik</b> (research in national initiatives on mentoring training for VET trainers in BG)</li> <li>• <b>BICC-Sandanski</b> (research in national initiatives on mentoring training for VET trainers in BG)</li> <li>• <b>INOVA</b> (research in state-of-the-art mentoring training courses and materials- at a European level)</li> </ul>
Deadline:	20/01/2012

### **Research Template Project/ Initiative/Course Information**

Country	
Title	
Year	
Objectives	
Target group(s)	
Partnership/ Responsible organisation	
Outcomes	
Contact details	
Website	