

CSCS 2015 Report

Business Overview





CSCS 2015 Report

ACTIVITIES IN ITALY	4
<i>Business support services</i>	<i>4</i>
<i>Enterprise Europe Network and Chambers of Commerce</i>	<i>5</i>
<i>Strategic internationalisation services</i>	<i>5</i>
<i>Job placements, apprenticeship and learning mobility</i>	<i>7</i>
 ACTIVITIES IN EUROPE.....	 9
PROJECTS AND ACTIVITIES.....	9
<i>Sector Skills Alliance for Advanced Manufacturing in the Transport Sector.....</i>	<i>9</i>
<i>Erasmus for Young Entrepreneurs</i>	<i>11</i>
<i>European Automotive Skills Council.....</i>	<i>14</i>
<i>Aracne project</i>	<i>16</i>
INTERNATIONAL COMMUNITIES OF PRACTICE.....	17
<i>Europemobility Network.....</i>	<i>17</i>
<i>Capacity Building for Lifelong learning</i>	<i>18</i>
<i>SOS Network</i>	<i>19</i>
INTERNATIONAL CONFERENCES	20
<i>Torino, 20th March 2015 – Skillman Conference</i>	<i>20</i>
<i>San Sebastian, 6th May 2015, EARLALL.....</i>	<i>21</i>
<i>Paris, 24th June 2015, EASC</i>	<i>22</i>
<i>Paris, 26th June 2015, UNESCO</i>	<i>23</i>
<i>Paphos, 21st October 2015, EfVET.....</i>	<i>24</i>
 ACTIVITIES OUTSIDE EUROPE	 25
ABUPLUS INTERNATIONAL.....	25
CONSULTANCY ACTIVITIES	25
<i>Development of the e-learning system and of the ICT competencies for Kyrgyz Ministry of Education.....</i>	<i>25</i>

ACTIVITIES IN ITALY

Despite the contraction and recession of Italian economy, 2015 have seen CSCS undertaking some interesting developments in terms of relationships with new clients representing new business opportunities. Prospects for both business related support services as well as services to public sector allow some confidence for further developments in 2016.

Business support services

In 2015 CSCS continued to offer a number of support services oriented to young entrepreneurs wishing to set up their first business.

Over 370 young entrepreneurs received information, technical assistance and business support from CSCS and partners from the Entrepreneurs' Mobility consortia.

Services range from business plan development, access to finance, support in innovation and internationalisation, technology transfer, to support to networking and to new intercompany businesses, partner search and scouting for cooperation (distribution channels, partners, alliances, collaborative agreements..), marketing strategies, etc.

Our services are provided both with internal resources as well as through the wide network of national partners: technological clusters, finance operators, development agencies.

During 2015 CSCS provided technical assistance for business plan development adopting blended approach, which combines face to face sessions with online activities, managed via CREBUS e-learning platform, jointly developed in cooperation with Faculty of Economics of Bucharest University.



Enterprise Europe Network and Chambers of Commerce

CSCS have joined as supporting partner the successful Consortia of Enterprise Europe Network from Central Italy, composed by a wide partnership of stakeholders as informal partner, coordinated by Promofirenze, special purpose enterprise belonging to the Chamber of Commerce of Florence, in cooperation with Confederation of Industries and Enterprise Association of Commerce from Florence.

CSCS by fostering its support to EEN aims at consolidating existing partnerships with representatives of businesses, technological parks and business incubators.



During 2015, CSCS has accomplished several initiatives in cooperation with chambers of commerce and business associations in the field of promoting entrepreneurship and providing support to business start-ups in various sectors including tourism, high quality food production, new technologies and design.

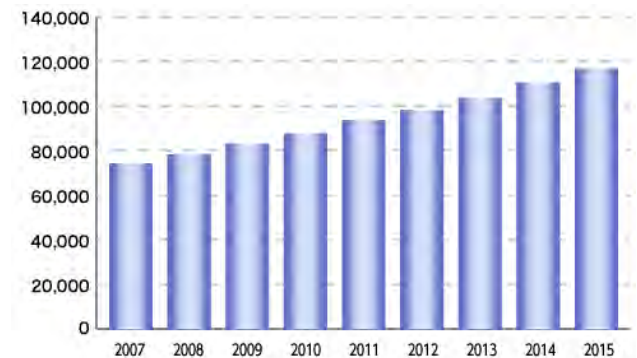
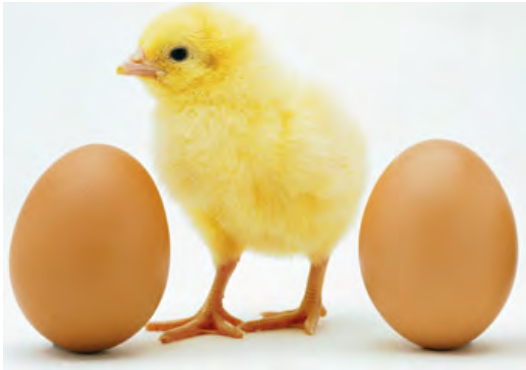
Strategic internationalisation services

In 2015 CSCS offered strategic internationalisation services, operating as an international business accelerator and supporting innovation.

CSCS is specialized in European internationalisation and offers strategic expertise in the following areas:

- development of new businesses;
- support to networking and to new intercompany business;
- partner search and scouting for cooperation, distribution channels, partners, alliances and collaborative agreements;

- market, policy and regulatory research.



For instance, for aspirant entrepreneurs CSCS offered a coaching service containing, among others, the following elements:

- brainstorming about the business idea
- learning how to start a business
- discussing techniques to grow your business
- business plan creation and improvement
- increasing productivity and efficiency
- discussing financing and fund-raising
- helping you build strong presentations
- marketing strategies



After the stay abroad of the young Italian entrepreneurs, CSCS built a series of after care services in order to help beneficiaries of the EYE Programme to remain focused on their business idea and allow them to exploit all the skills acquired and the entrepreneurial potential they've accumulated during the experience just done:

- information about potential sources of financing
- last adjustments to the business plan, if needed
- business development action plan
- contact with startup communities: cross-pollination of ideas can make your business stronger. Incubation programmes, hubs, clusters can help you so much

While many economic development efforts focus on very early stages, businesses often need help during their 2nd year of activity. The “economic gardening approach” provides technical assistance to companies with 1 to 10 employees during the last semester of the first year and all through the second year of activity with the aim to help companies grow larger and create more jobs. This can include:

- ✓ marketing strategies
- ✓ networking
- ✓ technology scouting
- ✓ increasing productivity and efficiency
- ✓ cooperation agreements / intercompany business, networks of companies
- ✓ further mentoring by an experienced entrepreneur , etc.

Job placements, apprenticeship and learning mobility

CSCS provides support to SMEs and industries in selecting trainees from Italy and from all over Europe to implement ad-hoc projects, related with their strategic objectives and operations.

During 2015 CSCS registered an increase of volume of hosting activities facilitating the match between foreign learners with technical qualifications with local businesses, mainly with small and medium sized enterprises.

Prospects for coming years are positive due to planned increased in volume of transnational learning mobility activities in connection with:

- Erasmus+, foreseen over 40% increase of budget till 2020 with around 60% of financial resources dedicated to mobility
- Youth Guarantee and NEETs, with transnational measures being funded both at European and national level via ESF



ACTIVITIES IN EUROPE

Projects and activities

Sector Skills Alliance for Advanced Manufacturing in the Transport Sector

During 2015, CSCS has started a 3 years contract with EACEA, the Education Audiovisual and Culture Executive Agency of the European Commission, to coordinate and implement a Sector Skills Alliance on Advanced Manufacturing for the Transport Sector.

*"Sector Skills Alliances are transnational projects drawing on evidence of trends in a specific economic sector and skills needed in order to perform in one or more professional fields. Sector Skills Alliances work to design and deliver joint vocational training programmes and teaching and training methodologies. A particular focus is to be put on work-based learning, providing learners with the skills required by the labour market. Sector Skills Alliances also put the EU wide recognition tools into practice."*¹



SKILLMAN

Sector Skills Alliance
for Advanced Manufacturing
in the Transport Sector

skillman.eu

The Sector Skill Alliance for Advanced Manufacturing in the Transport Sector represents the one-stop-shop providing state of the art solutions to competencies and skills needs faced by the automotive and aerospace industries. The Sector Skills Alliance is promoted by a network of leading

¹ Compendium published by EACEA, https://eacea.ec.europa.eu/erasmus-plus/library/sector-skills-alliances-selected-projects_en

organizations, including Jaguar Land Rover and SAS, FIAT Research Centre and Scandinavian Airlines Systems, in cooperation with research centres and accreditation and regulatory bodies.

These key players cooperate with educational providers to detect skills needs and jointly design educational programmes in line with current and emerging technologies. The Observatory on Advanced Manufacturing for the Transport Sector focus its research activities and yearly outlook on labour market intelligence and on the requirements for educational programmes around three key domains or problem areas:

- Robotics programming and maintenance;
- Composite and lightweight materials;
- ICT and digitalization of production processes;

Each participating country foresees a threefold partnership with three typologies of organizations: industry representative, educational providers and accreditation bodies.



**CENTRO
RICERCHE
FIAT**



On March 18th and 19th 2015, FIAT Research Centre hosted in Torino the kick-off partner meeting providing the opportunity to exchange views on the work programme as well as getting to know each participating organization:

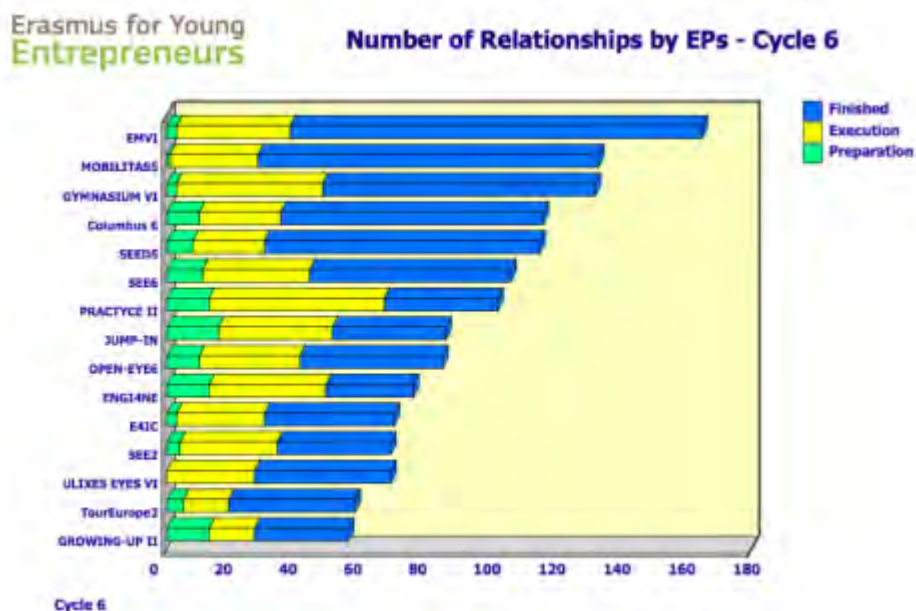
CSCS	(IT)
Centro Ricerche Fiat scpa	(IT)
Consiglio Nazionale delle Ricerche	(IT)
Cepas - Certificazione delle Professionalita e della Formazione	(IT)

Birmingham Metropolitan College	(UK)
Jaguar land rover limited	(UK)
Excellence, Achievement & Learning ltd	(UK)
Teknisk Erhvervsskole Center	(DK)
Scandinavian Airlines System Sas	(DK)
Industrens Uddannelser	(DK)

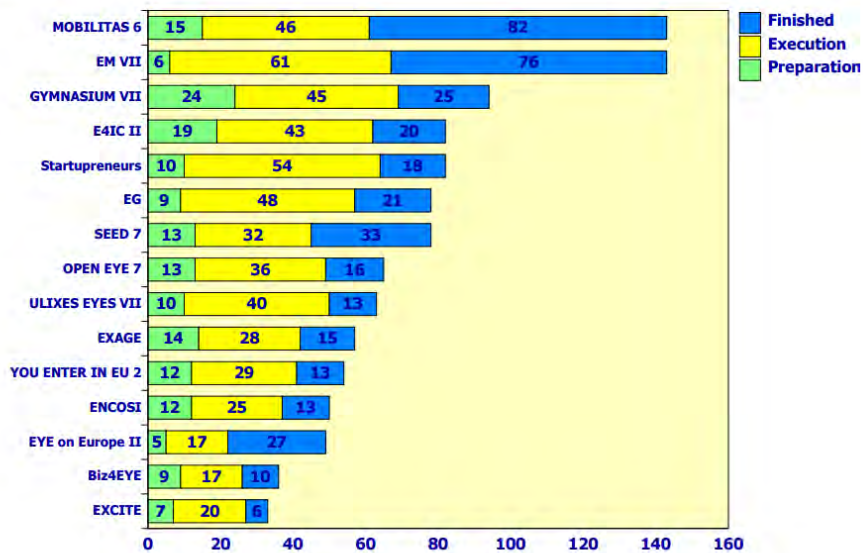
Erasmus for Young Entrepreneurs

CSCS is leading in 2015 one of the top performing Consortia under EYE Programme, funded by DG ENTR of the European Commission. During January 2015 CSCS concluded successfully contract under Cycle 5 as one of the top performing consortia, started new contract under Cycle 7 in February. Furthermore, CSCS successfully applied for Cycle 8 as official letter of approval of Cycle 8 have been received in November and formalization of contract is currently in progress.

During 2015 the EYE Consortia led by CSCS was the first attaining the contractual objectives under Cycle 6 while starting Cycle 7 among the most active and top performing networks.



Number of Relationships by EPs - Cycle 7



Cycle 7

Business networking

CSCS during 2015 further expanded its national network with business representatives and business support agents. The national network, formalized via Cooperation Agreements, includes Confesercenti (National Coordination of Young Entrepreneurs), industrial clusters and various Chambers of Commerce. Thanks to these, CSCS organized various joint business support activities, including individual coaching sessions, presentations of the programme, business workshops.



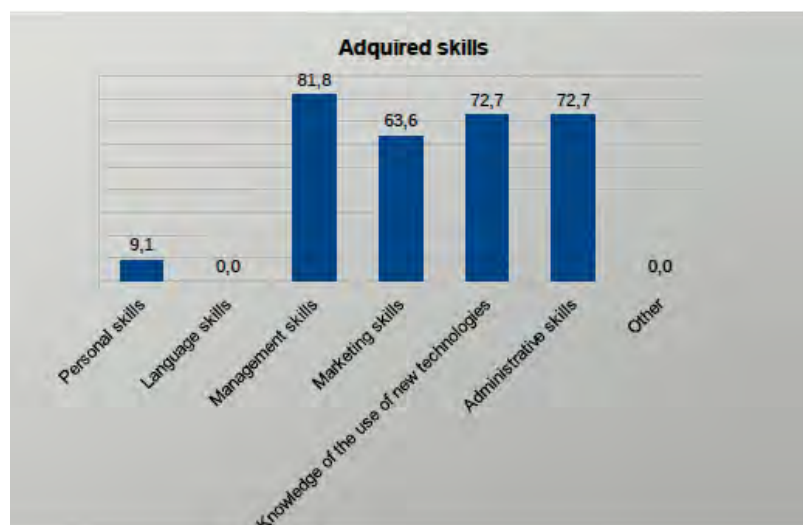
Impact analysis

Young Entrepreneurs

The findings of the statistic analysis are the following:

- a) 36,4 % of the respondents have started their own business;

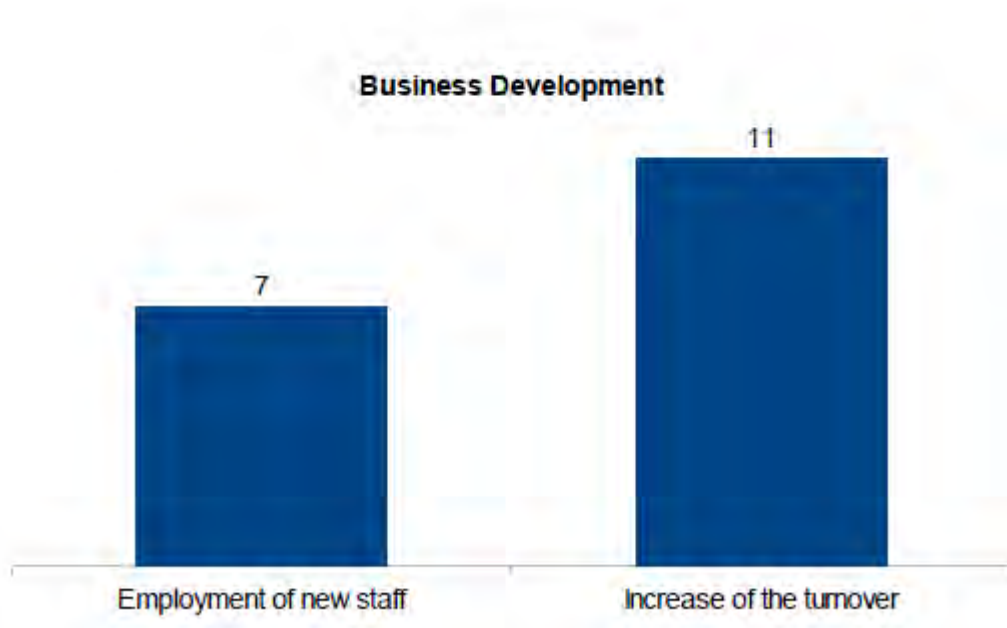
- b) 63,6 % of the respondents have declared that cooperation with the HE has contributed significantly to own entrepreneurial ambition
- c) 36,4 % of the respondents have declared that cooperation with the HE has contributed "to some extent" to own entrepreneurial ambition
- d) The respondents have declared that, as a consequence of the cooperation with the HE, have acquired the following skills:
- 9,1 % of the respondents have declared that, as a consequence of the cooperation with the HE, have acquired personal skills;
 - 0 % of the respondents have declared that, as a consequence of the cooperation with the HE, have acquired language skills
 - 82 % of the respondents have declared that, as a consequence of the cooperation with the HE, have acquired management skills;
 - 63,6 % of the respondents have declared that, as a consequence of the cooperation with the HE, have acquired marketing skills;
 - 72,7 % of the respondents have declared that, as a consequence of the cooperation with the HE, have acquired knowledge of the use of new technologies;
 - 72,7 % of the respondents have declared that, as a consequence of the cooperation with the HE, have acquired administrative skills;
 - 0 % of the respondents have declared that, as a consequence of the cooperation with the HE, have acquired other skills.



Host Entrepreneurs

The findings of the statistic analysis are the following:

- a. 63,63 % of the respondents have declared that have employed new staff;
- b. 100 % of the respondents have declared that have increased their turnover;
- c. 72,72 % of the respondents have declared that, as a consequence of the cooperation with the NE, have experienced new techniques for the business;
- d. 63,63 % of the respondents have declared that, as a consequence of the cooperation with the NE, have had access to new markets;
- e. 81,81% of the respondents have declared that, as a consequence of the cooperation with the NE, have new business partners.



European Automotive Skills Council

On May 2015 SKILLMAN has signed a membership agreement with the EU Automotive Skills Council (European Council for Skills and Employment in the Automotive Industry).



The objectives of the Automotive Skills Council are the following:

- It will help to better anticipate the current and future skills needs throughout the automotive sector in Europe
- It will contribute to tackling skills shortage and skills mismatch by focusing on job creation, retraining and job transformation in the automotive sector
- The concept of an automotive sector council for employment and skills will be tested during 18 months and hopefully even longer: this means finding effective ways of cooperation and establishing sustainable networking processes between the different stakeholders

Within this context, the network provides a platform to exchange quantitative and qualitative information on skills, a platform to deliberate on good and best practices in the sector, a platform to discuss the evolution of skills and jobs, to gather automotive skills intelligence and brings specific skills issues to the attention of policy makers and other stakeholders by highlighting skills mismatches and bottlenecks.

Seen its main focus, Skillman project coordinated by CSCS is now part of the EASC network, together with:

Project Coordinator



Project partner



Supporters:



Members of the network:

[ACS](#) (Automotive Cluster Slovenia, representing the former AQUA Skills Alliance) - Austria/Slovenia

[AFIA](#) (Associação de Fabricantes para a Indústria Automóvel) - Portugal

[APIA](#) (Romanian Automotive Manufacturers and Importers Association) - Romania

[EduCam](#) (Le centre de connaissance et de formation du secteur automobile et des secteurs connexes) - Belgium

[FIEV](#) (Fédération des Industries des Equipements pour Véhicules) - France

[IG Metall](#) (German Metalworkers' Federation) - Germany

[OS Kovo](#) (Czech Metalworkers' Federation) - Czech Republic

[OZ Kovo](#) (Slovak Metalworkers' Federation) - Slovak Republic

[PIMOT](#) (Polish Automotive Industry Institute) - Poland

[SEMTA](#) (UK Automotive Skills Council) - UK

[Sernauto](#) (Spanish Association of Automotive Component Manufacturers) - Spain

[University of Twente](#) - Netherlands

Aracne project

The main objective of the project is to design and validate, based on existing best practices in Europe, an integrated model that combines occupational training, empowerment and the promotion of entrepreneurship among women.

In 2015 CSCS, as partner of this project, helped to the design of the learning model and to the design of the learning pathways and is now preparing to design and implement a training course.

The competences map and the activities for entrepreneurship developed by CSCS will help women aspirant entrepreneurs to acquire entrepreneurial skills.



International communities of practice

Europemobility Network

CSCS have successfully overcome the initial objective of establishing an international community of mobility coordinators responsible for 15.000 transnational learning mobility exchanges per year.

Europemobility Network is now one of the most representative and wide networks of learning mobility across Europe.

The aim of Europemobility Network is to foster cooperation between business world and educational providers from Higher Education, VET and non formal education sector, in the perspective of facilitating integration of learners into SMEs and industries.

Europemobility Network currently is composed by over 300 members in 31 countries, representing over half million learners and 19.000 exchanges per year.

A number of publications have been published on official web site and made available for free download, promoting quality and quantity in work placements abroad. Furthermore, awareness raising campaigns are promoted on yearly basis via the European Video Contest for Mobile Learners.



Capacity Building for Lifelong learning

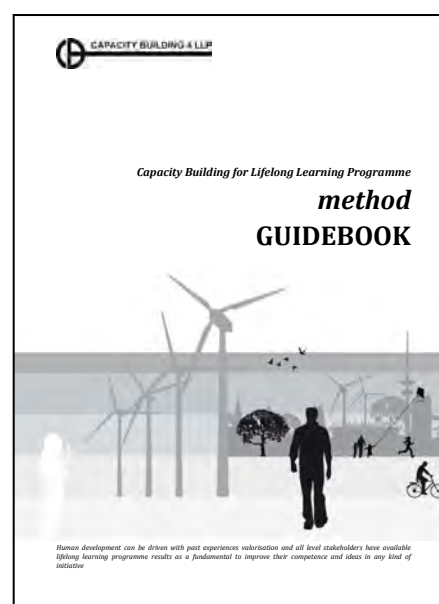
During 2015, CSCS have fostered and further expanded one of the main international communities focusing on capacity building and lifelong learning. The approach adopted has been on promoting access to and exploitation of the outcomes and tools developed by the over 8 billion euro investment from the European



Commission and a wide range of public and private stakeholders across Europe, within the framework of the Lifelong Learning Programme. The three dimensions identified for capacity building are:

- Individual
- Organizational
- Legal framework

Know-how and methodology to support capacity building processes based on lifelong learning programme resources have been formalized within the Guidebook published and made



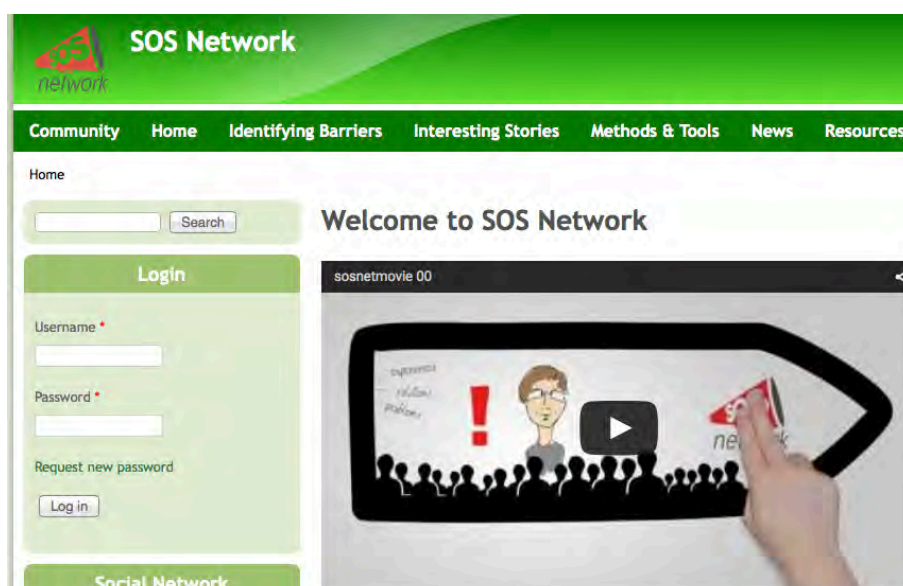
available both in hard copies as well as in PDF format from project web site.

A number of innovative pilot actions, promoting social, economic or educational development, at local, regional or national level, have been implemented under coordination and technical assistance by CSCS and the partners of the CB4LLP Consortia.

SOS Network

CSCS is one of the promoters and founders of the SOS Network who in 2015 was established under Danish Law as no-profit association, following an European project carrying the same name: www.sosnetwork.eu

The SOS Network, is an international community for teachers, trainers, employers, counsellors, carers and students to meet and share knowledge on how to help learners and citizens succeeding with education and access to the labour market, how to fight early school leaving and decrease the number of NEETs.



International conferences

Torino, 20th March 2015 – Skillman Conference

On March 20th SKILLMAN organized a launching international conference in the perspective of promoting awareness on this new initiative and starting the process of building relationships with external stakeholders active in the field of advanced manufacturing.

Association of industry representatives, Regional authority responsible for vocational education and training, educational providers, innovative technology oriented small and medium businesses took part in the event.

Bernadette Forthuber, Team Leader at funding agency EACEA and responsible for Sector Skills Alliances, explained the context of these new initiatives, their political objectives and the expectations from the European Commission, in terms of establishing conditions for a strong impact at European level for promoting innovation of educational curricula and qualifications within the vocational training systems.



Among external speakers, Didier Gelibert, representing European Training Foundation, presented the state of the art and figures of manufacturing and sales/after activities for the automotive sector in Turkey, Morocco and in some neighbouring countries. While an increasing number of automotive players are establishing their production plants in Turkey, the analysis showed how over 70% of their local suppliers are small and medium sized companies. SKILLMAN should look at opportunities to establish educational partnerships in these areas.

Outstanding the objective of Moroccan government to create 220.000 new jobs in the automotive sector by placing vocational and technical training at the heart of this challenge while securing:

- Learning outcomes approach (APC)
- Setting up of a Private-Public Partnerships
- Training support for companies

- Financial and technical support for developing internal “training centres”

Furthermore, Didier Gelibert made an outlook of current trends and policy developments in vocational training in France in connection with the automotive sector. France is determined to set up a training policy of the branch, looking at how to up-skill or re-skill existing working force of the automotive sector, supporting companies and employees to cope with constant evolution and emerging technologies, by setting up jobs and skills management plans.

The new policy framework should also seek to harmonize VET schemes for youngsters and workers, covering both initial and continuous training, with a view on both national and regional levels.

In this context, France is currently looking at how to aggregate perspectives and contributions from different and complementary actors, establishing sector skills councils, facilitating exchange of information and cooperation between economic and social partners.

The conference promoted synergies and exchange of experiences among businesses, educational providers, professionals and decision makers around skills shortages, ensuring tangible benefits in terms of:

- Benchmarking successful initiatives and support to strategic planning for decision makers
- Sharing resources, methodologies, tools and solutions for practitioners

The conference also offered networking opportunities to foster cooperation between VET providers and businesses, within and beyond EU borders. The conference promotes capacity building for improving the educational offer in the field of advanced manufacturing at different and complementary dimensions:

- Individuals
- Organizations
- Legal framework

San Sebastian, 6th May 2015, EARLALL

Earlall - European Association of Regional and Local Authorities for Lifelong Learning organised a seminar on NEETs and Second Chance Opportunities on

6th May 2015, from 12.00 to 14.00 at Miramar Palace, Donostia - San Sebastian.

The Seminar, organized in combination with the General Assembly of the association, was meant to be the moment to get to know initiatives taken by other regions, share best practices and learn from each other.

It followed Earll previous seminar on Youth Guarantee: From regional to local implementation, offering the opportunity to present and learn from the measures that Earll regions are implementing in order to address youth unemployment in the EU.

More specifically, it took place within the framework of the work on youth policies started by Earll in 2012 with a comparison between different youth policies implemented by Earll regions.

Mr. Giovanni Crisonà, director of CSCS, delivered a speech focused on the NEET issue and on the policy action needed to reduce their numbers.

Paris, 24th June 2015, EASC

On 24 June 2015, the 2nd meeting of the European Automotive Skills Council took place at FIEV offices in Paris. Project partners (CLEPA, ETRMA and industriAll) and supporters (ACEA) met with EASC members and potential members from France, UK, Spain, Italy, Portugal, Slovakia, the Netherlands and Germany.



The participants discussed the upcoming Automotive Skills Survey, which will help to gain insight into current skills gaps, shortages and mismatches in the European automotive landscape and how to remedy this situation by sharing information and best practices amongst European partners.

Two national Skills Studies were presented by Pascal Marlier from BIPE, who were commissioned by the French Observatory for Metallurgy (UIMM) to investigate into the skills situation of the French automotive industry; and by Sam White from Miller Research, who wrote a study on the skills situation

of the advanced manufacturing sector in Wales for SEMTA, the UK Automotive Skills Council.

Both studies present interesting approaches to researching skills and competences in important industrial sectors. An example of corporate best practices to handle skills gaps and shortages was presented by Francisco Alvarez from Gestamp in Spain.

In this context, CSCS presented the project and networked with other members.

Paris, 26th June 2015, UNESCO

Mr Borhene Chakroun, Mr Keith Holmes and Ms Katrien Daelman of the UNESCO Section for Technical and Vocational Education and Training (TVET) met Mr Giovanni Crisonà on Friday 26th of June 2015, to learn about Skillman principles, aims and work programme.



The Section for Technical and Vocational Education and Training (TVET) directed by Mr Borhene Chakroun leads UNESCO's programme on TVET and skills development for the world of work. In close cooperation with UNESCO colleagues and partner organizations across the world, the Section coordinates the implementation of UNESCO's Strategy for TVET to 'attaining quality education for all and lifelong learning'.

UNESCO had just published the new volume "Unleashing the Potential: Transforming Technical and Vocational Education and Training", pointing the attention to key trends in education today and in challenges for tomorrow. In this context, the Skillman educational paradigm has been therefore illustrated by Mr Crisonà to underline the innovative approach of the project to skill mismatch.

It's in the intention of Skillman members, to evidence how the new Skillman learning paradigm can really shape new educational policies and drive

reforms to help future workers to be well-matched with their jobs. Skillman.eu learning platform aims in fact to reduce the under-skilling experience making workers capable of handling more complex tasks and updating their skills on time with an innovative holistic approach.

Paphos, 21st October 2015, EfVET



'What makes Vocational Education and Training an attractive pathway to success?' This was the title of the conference held in Cyprus between the 21st and the 24th of October 2015.

The event aimed at exploring the opportunities provided by Vocational Education and Training. For this reason key players of that sector were called to share good practices and case studies.

In this framework Skillman was presented to the audience by Mr. Stefano Tirati (CSCS). The presentation, besides introducing the Skillman project and its main areas of activity, addressed the difficulties experimented by the business sector to fill vacancies due to the changing competences and specializations required by the emerging technologies.

ACTIVITIES OUTSIDE EUROPE

ABUplus International

During 2015, CSCS has invested energies and resources to develop and expand the activities of ABUplus International GmbH.

Following successful cooperation as from 2009 capacity building project in Mongolia, CSCS had the opportunity to acquire the assets of ABU Consult, declared insolvent by the Berlin Court in May 2013. The new



company ABUplus International GmbH, established 2013 in Berlin, have seen interesting developments in partnerships during 2015.

The business partners from Sweden and from Basque Country have fostered their efforts to acquire contracts with international donors outside Europe focused on consultancy, business development and educational capacity building. CSCS have supported the process to re-establish positive relationships with former clients of ABU Consult while promoting new initiatives under upcoming calls for proposals.

Consultancy activities

Development of the e-learning system and of the ICT competencies for Kyrgyz Ministry of Education

The Agency for Vocational Education in Bishkek, in charge of the Vocational Education and Skills Development, implements, with the help of CSCS, a project whose impact is the inclusive growth through improved employment opportunities for technical and vocational education and training (TVET) graduates. The expected outcome is to enhance the quality, relevance and efficiency, as well as the access to the TVET system.

CSCS is now providing advice and technical assistance in establishing multimedia classrooms, is assisting in piloting the software as well as in maximising the use of ICT and Multimedia Classroom in teacher training delivery.

CSCS also prepares and delivers capacity building programmes for assessing online TVET courses.

