



Pilot Actions overview



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Stara Zagora, 15/03/2007 / Final Conference

Structure of the presentation



- Aim of the pilot actions
- Overview of the pilot actions
- Main results

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Objectives of the Pilot Actions



- Test the toolkit developed under real life conditions with real life SMEs →
 - For assessing the material provided through / by the toolkit
 - For understanding better the needs and limitations of SMEs when using online applications
 - For creating a toolkit that can help SMEs develop further their companies

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Overview of the pilot actions



- In total, 60 SMEs + Experts participated in the Pilot Actions (3 part of the consortium)
- Countries: AT, BG, CZ, DE, GR and HU
- Time period: October 2005 – February 2006
- Two stages:
 - 1st stage: assessment / enhancement of the material produced
 - 2nd stage: usability and applicability of the toolkit through application with real life SMEs + plus assessment of the interest of SMEs in such tools
- Training sessions offered afterwards as part of the pilot actions – based on the results of the pilot actions

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Main Results



- Overall, the toolkit was considered as a helpful tool:
 - The SMEs welcomed the idea of a self-assessment test on the skills and competences of their employees and their entire organisation
 - The trainers welcomed the tool as a fast solution to SMEs needs on skills development
 - The material raised the awareness of the SMEs on the prerequisites and benefits of vocational training
 - The toolkit was considered as a starting point and a foundation for a company's initiation of discussion concerning vocational training and skills development
 - The option of returning to the questionnaire at later point in time and comparing past results with current results was appreciated.

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Conclusions – Recommendations

- However, areas for further improvement were identified :
 - The results of the assessment questionnaires and the recommendations provided could be more case- specific, i.e. to different sectors – sizes of organisations, etc.
 - There could be more linkages with other relevant and respective EU projects / national projects
 - HR development is not a key issue for SMEs and they need assistance in order to understand its importance and also its application methods
 - the issue of vocational training strategy should be more tightly linked to the issue of the overall strategy of an organisation.

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