

ExCurS Newsletter

March 2023

What is ExCurS? Why project like this? A bit of information about us.

ExCurS is An **Ex**cellence based **Cur**riculum for the improvement of management **S**kills in SME.

SME often have problems in addressing recent challenges like circular economy, digital transformation of production cycles and the COVID-accelerated trend to move all administrative tasks into home-offices. They often stop at just enabling the existing processes with some ITC based support tools instead of revisiting the old business model in order to maximise the benefits of using digitally enriched work environments.

ExCurS aims at support SME in the transformation needs by offering them trainings that explain the new opportunities relevant to them, as well as support tools that help with the identification of change requirements and help with planning the required business process reengineering.

The project wants to make use of all existing results from former EU projects (modules, assessments, methodologies, industrial engineering concepts and tools) to find a cost and resource effective way to support the personal and organisational development of SME and Micro enterprises. The advantage would be to use selected European best practise results for assessment, training and consultancy developed and validated in previous projects of the partners, thus having a flying start as well as avoiding IPR issues regarding the content.

Using the EFQM Framework as a background and entry point, will allow to address specific issues in the individual organisation without neglecting a company specific holistic view. All stakeholders can thus understand their position in the change process, enabling them to follow the change approach and increase the percentage of work-based self-learning activities.

ExCurS (2022-1-ES01-KA220-VET-000086786).

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Objectives: ExCurS aims to offer a self-assessment tool that allows a match of organisational needs for skills and knowledge for a strategic growth with the personal development plan of individuals based on assessing existing and future potentials. This concept will be validated by delivering and piloting a training programme focussed on teaching LEAN & Green Management Skills for SME, thus supporting the EU new Green deal and by its hybrid training structure the digitalisation efforts.

Implementation activities: Besides Project Management and a WP dealing with all topics of Project Dissemination, Exploitation and Impact, ExCurS will have 3 main operational activities:

IO1: ExCurS Concept & Self-Assessment Support

IO2: ExCurS Training Modules and Platform

IO3: Integrated and validated ExCurS Solution

Main project results: Management methods matched against EFQM 4.0 & Green Deal to align personal development with organisational growth plans via self-assessment.

Blended Learning for managers and staff, based on Work Based Learning to build up professional, cognitive and digital competences for economically and environmentally sustainable SMEs.

Validated Online Platform delivering the integrated solution in the partner languages, incl. Library, Glossary (definitions), trainer guidelines & documented use cases

Innovation: As a complex solution is ExCurS representing an innovative approach bringing specific tailor made blended learning approach in combination with the systematic and efficient way for organisational planning supported via online tools.

Innovative training solution combining the Excellence approach with entrepreneurial skills development

Developing an online platform to deliver the tools and modules needed for a WBL self-training approach.

Main project outcomes: Management methods matched against EFQM 4.0 & Green Deal to align personal development with organisational growth plans via self-assessment.

Blended Learning for managers and staff, based on Work Based Learning to build up professional, cognitive and digital competences for economically and environmentally sustainable SMEs.

Products foreseen:

- Blended learning concept and training platform with WBL focus

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- Training material modules
- Manuals for trainers and trainees
- Assessment software to define the individual needs of a given organisation

Programme:	ERASMUS+, KA2 – Strategic Partnerships
Project nº	2022-1-ES01-KA220-VET-000086786
Timeline:	1.12.2022 – 30.11.2025
Promoter:	GAIA, ES
Partners	GAIA (ES). IBK (DE). IWSI (IE). HSRT (DE). UNIST (HR). MPD (RO).
Grant	400.000 €

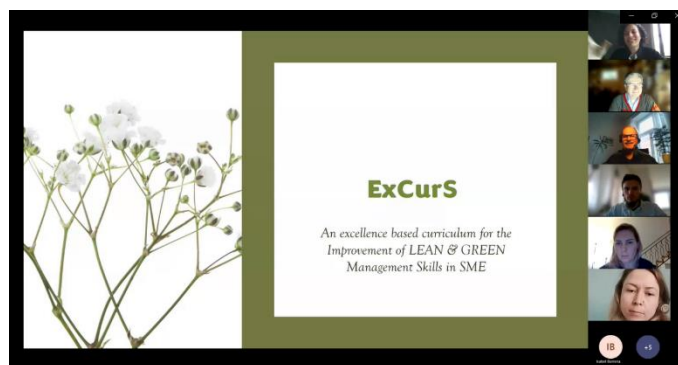


The kick-off meeting of ExCurS project

On the 2nd of December 2022 the [ExCurS](#) project (An excellence based curriculum for the Improvement of LEAN & GREEN Management Skills in SME, No: 2022-1-ES01-KA220-VET-000086786)) kicked-off with an online meeting hosted by the project coordinator [GAIA](#) (Spain) and all project partners: [IBK management Solutions](#) (Germany), [Irish Work Study Institute](#) (Ireland), [Hochschule Reutlingen Technikwirtschaftsinformatikdesign](#) (Germany), [Sveučilište u Splitu](#) (Croatia), [Mindpedia](#) (Romania).

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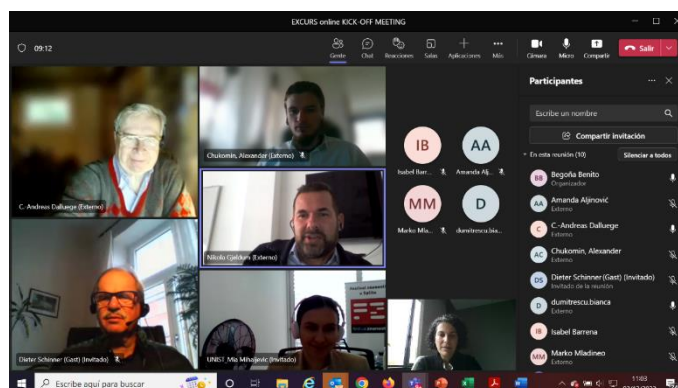
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This first meeting was the starting point for the development of the initial tasks of the project and the mutual knowledge of the consortium.

The project implementation will continue 36 months and is funded under the Erasmus+ Programme of the European Union. Erasmus+ is the EU's programme to support education, training, youth and sport in Europe.

During the kick off meeting the partners agreed on the working procedure and documents, distribution of the tasks and responsibilities and the first steps were given towards start working.



More about ExCurS topics

“Upskill for Green Jobs of the Future”:

- Demand for workers with skills relevant to the green economy is **outstripping supply**. According to a LinkedIn report, the number of US jobs in renewables and the environment has more than **trebled in five years**. However, there is a significant

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need for **reskilling and upskilling** as demand for green talent continues to grow. Businesses should invest in workforce training, and workers should consider green careers that enhance their employability and allow them to acquire new skills. Most green skills are being used in unexpected jobs, such as fleet managers, data scientists, health workers, construction managers, and technical sales representatives¹.

- Entrepreneurs are also driving green skills globally. For instance, in Brazil, **20% of start-ups** have workers with green skills, which is above the global average of 18%. Additionally, in India, two in every 100 entrepreneurs are highly skilled in green areas¹.

“Lean and Green Management in Industry 4.0: Perspectives, Challenges, and Prospects”:

Lean & Green management focuses more on physical processes than on virtual and technological processes. However, it's still not entirely clear how Lean & Green management should evolve to be efficient in the **Industry 4.0 environment**

Coming soon....

- ✓ All ExCurS partners will meet for the first time next June in Bilbao, we are all willing to have a very productive meeting!

Follow us!

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