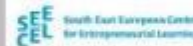


Webinar

How work based learning prepares young people for the jobs of the future



Consortium partners



Partners



1. Introduction

2. Reflections on Good Practices that are delivering quantifiable impacts in entrepreneurship education:

- Work related experiences in the Italian school-work exchange programme
- Employee volunteering - an added value to entrepreneurial programmes

3. Discussion: What are the key elements/success factors to establish quality partnerships between business and the education system?

Intro: The NEED



Entrepreneurship 2020 Action Plan

European HUB for Entrepreneurial Learning

Reinforce cooperation/ exchange of
experience between the Member States

COSME Work
Programme 2014

Erasmus+

Reference framework for
the entrepreneurship
competence

HEInnovate

Intro: The SOLUTION



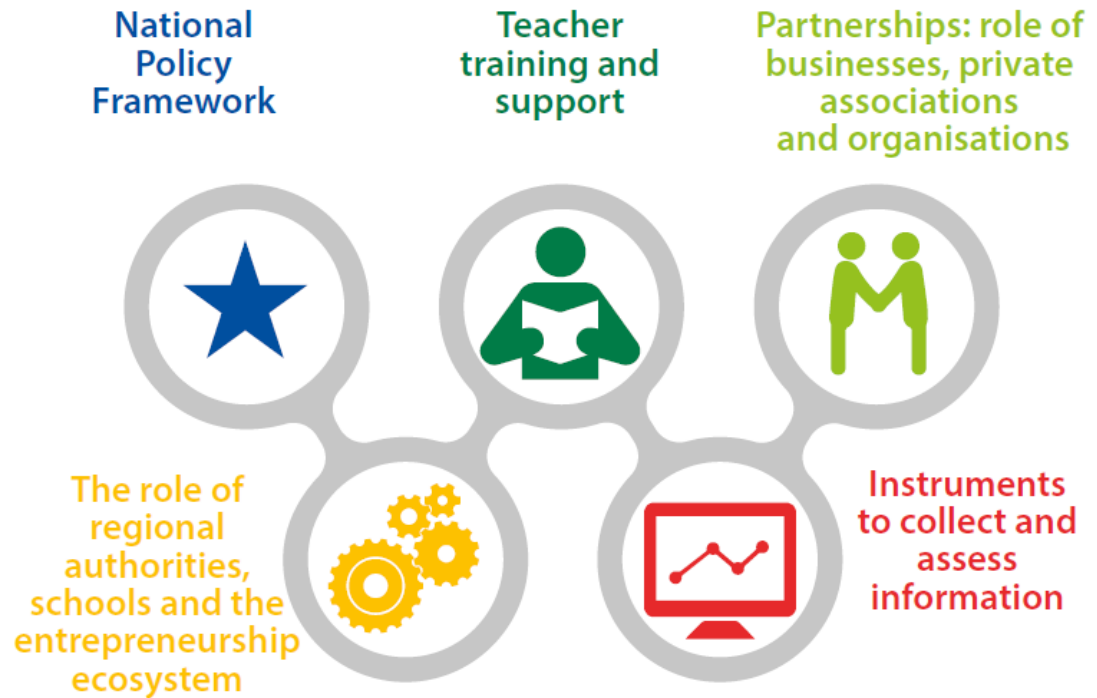
European Entrepreneurship Education NETwork (EE-HUB)

Bring together European experts and policy makers to
share good practices and collaborate

Make policy recommendations that will help increase
the uptake of entrepreneurship education across
Europe

Set the basis for a pan-European Center
for Entrepreneurial Learning

Intro: The EE-HUB



Good Practice Examples

- Reflections on Good Practices that are delivering quantifiable impacts in entrepreneurship education:
 - Work related experiences in the Italian school-work exchange programme
Veronica Meloni, Talent Acquisition manager, ABB Italy
 - Employee volunteering - an added value to entrepreneurial programmes
Liza Tait, CR and communications manager, Visa Inc.

Internships and apprenticeships

by **Veronica Meloni**, Talent Acquisition manager, ABB Italia



TA TEAM

ABB HR Italy

A Better world begins with you!

People make the difference

The best want to work in a first-class environment

ABB is one of the world's most global companies

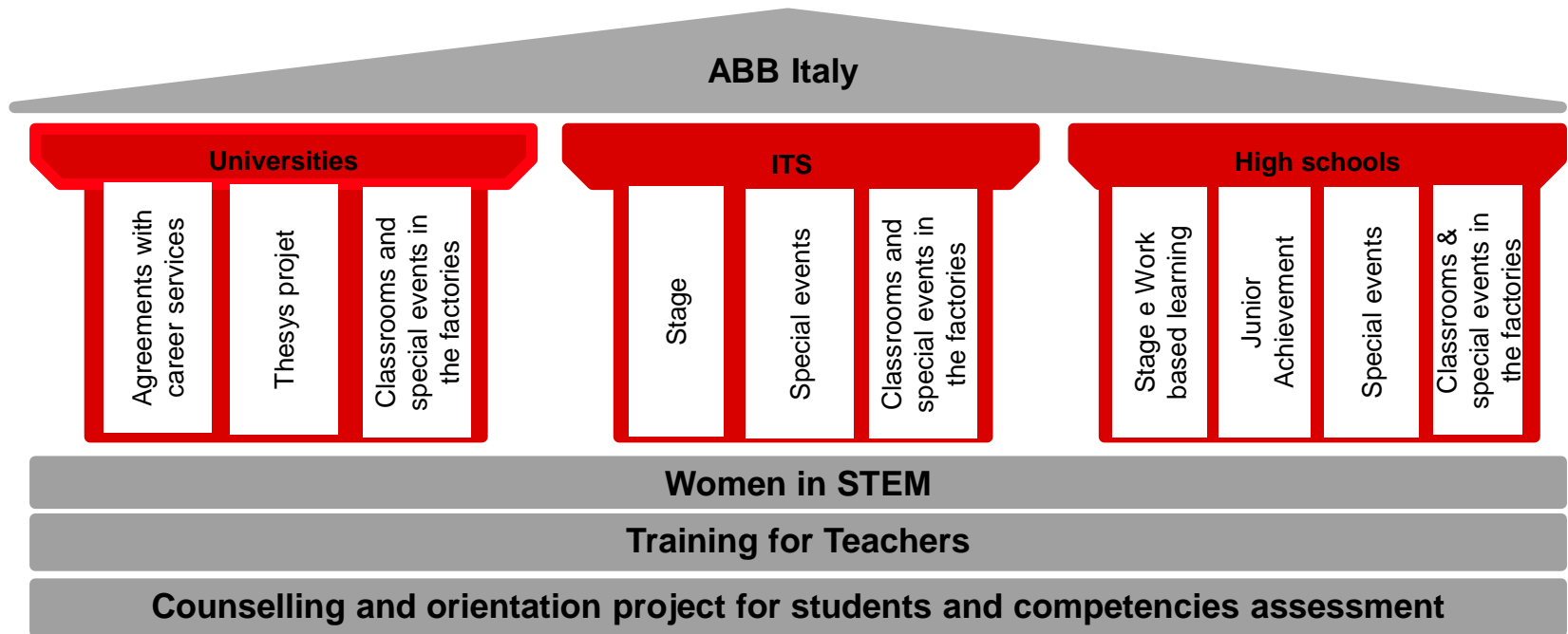
ABB attracts top performers due to its inclusive culture

ABB strives for excellence in integrity and social responsibility

ABB aims for a culture of leadership at every level



ABB Systemic Approach



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Working with technical high-schools and University has for us different important reasons:

- there is a very clear business need for more good candidates with technical competences
- the wish to increase ABB presence, visibility and branding in the Communities we operate in
- The belief in the importance of playing our part in supporting the development of young generations and facilitating young women access to the work market and especially to technical careers

During 2016, events organized by ITABB involved

- > 300 high school students from Technical high-schools
- > 300 Engineering students from partner Universities

A specific initiative targeted at students of 2° year technical high-schools (80 students) helped them in making a more informed decision regarding their education curriculum by providing real life examples through ABB products, factories and technologies of possible professional paths in the electrical, mechanical, automation and power fields (40% of them changed their school curriculum for the 3 final years)



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STS Day

- > 250 students visited ABB plant and Smart Lab with a focus on energy efficiency topics, Human resource and Orientation tour.
- Special Training session for students and Teachers
- The collaboration with JA covered more of 550 teachers

Women in STEM (training – orientation tour – job shadowing)

Work based learning

- A specific experience into the departement (electronic and eletrical
- Indirizzo informatico – alternanza con progetti concreti di software da utilizzare nello Smart Lab
- Mini imprese Junior Achievement - Progetto EcoPreneur: 50 progetti di mini impresa Green hanno partecipato alla competizione nazionale

Progetto Green Jobs – Liceo Cremona (Milano)

Deploy your Talent - Istituti De Amicis, Tito Livio e Giulio Natta (MI)

Progetto Traineeship Santa Palomba (Roma)

Special project «Impresa Madrina» - Itis Marconi e Paleocapa





High School and University collaborations

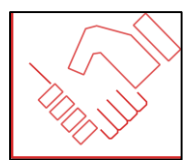
Activity 2016



~ 210
Internships



~ 75 (+537 JA)
Work based learning



~ 27
University collaborations



~ 31 (+16 JA)
High schools partnerships

~ 4
ITS partnerships

N°of New hiring for junior profile 2015: 50
Of which form Abb internship experience: 20

N°of New hiring for junior profile Y 2016: 33
Of which form Abb internship experience 14

ABB Italy and High school collaborations

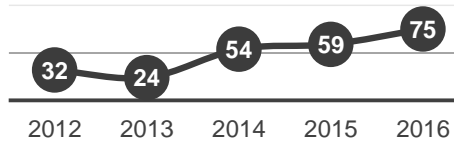
Soft skills:

Teamworking,
Communication
Integrity
Intercultural sensitivity
Health and Safety

Competenze verticali:

Engineering
Marketing&sales
Automation
Lean manufacturing
Energy efficiency
Smart Grids

Alternanze scuola-lavoro
dal 2012 ad oggi





Work with ABB

Value in action

Safety & Integrity

I don't look the other way

Customer Focus & Quality

The customer drives my actions; I am passionate about quality

Innovation & Speed

I seek better ways; Getting faster is a way of life

Ownership & Performance

I own, I deliver

Collaboration & Trust

I drive the "us" in trust

Work based learning with Junior Achievement – Ecopreneur (2016)

Orientation Experience

- **537** students involved
- **37** employees involved as Expert during training sessions (13200 hours)
- **Pilot project for volunteers for 12 hours** (Il business plan – sales plan – support the students during the preparation).
- **Training online** about topics of green economy for **Ecopreneur** program
- **Certification of the competences** for the students involved in the program



Power and productivity
for a better world™



Employee volunteering

by Liza Tait, CR and communications manager, Visa Inc.



Employee volunteering - an added value to entrepreneurial programmes

☆☆☆☆☆ ()



Gain Creators / Outcomes

- Employees of companies volunteer to take time out of their work day to visit local schools and participate in activities directly related to their own skills ...



Gains / Needs

Businesses need to:

- bring the knowledge and experience from the working world in schools and ...

Target Group

Businesses interesting in offering their employees opportunities to engage in entrepreneurship education programmes

Employee volunteering - added value of practical entrepreneurial programmes

Leveraging the Human Capital inside businesses through well-structured employee volunteering schemes to support entrepreneurship education in schools.

In countries with education systems that promote a lot of interaction between classrooms and the world of work, there is **lower youth unemployment**.
One of the success factors of entrepreneurship education

Activities

The volunteering engagement can be short (one day or during a special event at the school) or repeated visits over a longer period. In this way they are role models

Implementation Method

The most widespread seems to be through intermediaries like the JA network that establish partnerships between local businesses and schools.

Resources

- **allocation of work time** to support employee volunteering in schools

...



Pain Relievers / Solutions

- Teacher training in entrepreneurship education programs which engage employee volunteers; Information about good tools and methods for teachers



Pains / Challenges

- Lack of effective programmes designed to be implemented by employee volunteers in the classroom

...

Background

- Skills gap
- Change
- New Skills Agenda



Role of business

- Business intervention makes a difference



Visa Volunteers



The student's perspective

- “It was great to be a part of the competition and fun to work very intensively with a project”
- “It was challenging and fun to be pushed into situations, where you, in a very short time, needed to develop an idea and pitch it in English instead of Danish”
- “We were definitely pushed out of our comfort zone”
- “We’ve learned that we work a lot better under pressure than we thought”
- “We’ve learned that we are good at building on each other’s ideas”

The volunteer's perspective

- “Not only does it provide young people with great work experience, it also helps us as employers learn from and stay relevant to people that will be our customers in the future”
- “We learnt a lot from her!”
- “Entrepreneurial education is a super way to grow students’ financial capabilities”
- “It was a great opportunity for us to meet a millennial, and understand how they perceive the real world and our business”
- “It was an amazing day I really enjoyed it and it was a pleasure to see the children have so much fun. It has certainly helped to build my confidence and presentation skills and give something back to the community”

Value of volunteers

- “Volunteers are motivated by passion to transmit knowledge and, given their job, they are experts in their field. So you have a combination of both passion and knowledge that is not easy to find”
- “Employee volunteering makes a bridge between school, the academic approach, and the business environment”
- “Student business interaction makes the difference. Students meet real business people to get inspired and see the true colours of business life”
- “Employee volunteering adds value, increases knowledge and creates some kind of ‘togetherness’ in society”

What are the key elements/success factors to establish?

Takeaways

Lessons learned

Elements to add

Q&A

Questions or Comments?



European Entrepreneurship
Education NETwork

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www.ee-hub.eu

