



Developing Entrepreneurial Mindset in Vocational Training

«Entrepreneurial VET Center of Bizerte» The Tunisian experience..

Project : " Ensemble / / مع بعضنا / Together "

#Flytoyourdream

Fly to your dream CFA Bizerte

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الوكالة التونسية للتكوين المهني
Agence Tunisienne de la Formation
Professionnelle

- Team-building exercise (without borders: age, educational level, hierarchy or status)
- Develop entrepreneurial culture
- Creating social value
- Measuring the degree of involvement and taking action on feedback



WHAT: Scope and outputs of the Tunisian CFA Bizerte experience

Mr. Mourad Mhalla

Responsible of the
springboard to
entrepreneurship space

“Espace tremplin vers
l’entrepreneuriat”

Idea & Coordinator of this
project

Coping with uncertainty

Taking the initiative

Planning and management

Working with others

Creativity

Valuing ideas

WHAT: “ From Idea To Impact”

How :Entrecomp Approach

1-Idea & opportunities

2- Resources

3- Into action



Areas & competence of Entrecomp conceptual model

Areas 1	Ideas & Opportunities				
Competences	Spotting opportunities	Creativity	Vision	Valuing Ideas	Ethical & sustainable thinking
Descriptions	<ul style="list-style-type: none"> - Bring colors into the center through a "Wings Art" image - Create a message of hope and motivation on a wall in a non-exploited area - Creating a social and cultural value 	<ul style="list-style-type: none"> - Wings Art with hand printing - A challenge to experiment the reaction to participation in a collective project 	<ul style="list-style-type: none"> - Creating social value through a community entrepreneurial action - Team-building exercise (no age, educational background or hierarchy fences) - Develop entrepreneurial culture - Measuring the degree of involvement and taking action on feedback - Delivering a positive message at the center's entrance 	<ul style="list-style-type: none"> - Approval of the idea by colleagues, learners and manager - Measure the degree of involvement and act on the feedback - Identify suitable ways of making the most out of it 	<ul style="list-style-type: none"> - Culture project Fly to your dream for positive and open mind - Improving the atmosphere in the workplace - team building - The participations are filmed and defused through the FB pages for sharing and memorizing the moments



Areas & competence of Entrecomp conceptual model

Areas 2	Resources				
Competences	Motivation & perseverance	Self awareness & self efficacy	Financial & economic literacy	Mobilizing others	Mobilizing resources
Descriptions	- I'm determined to turn the idea into action and satisfy my need to achieve and i'm prepared to be resilient under pressure	- I believe in my ability to influence the course of events and assess my individual and group strenghs and weakness	- raw material are colored paint and brushes that were bought, low cost	- Communication, persuasion and negotiation with stakehoders (staff and learners) to participate and get the support needed to achieve the project	- Exploitation of tools available at the center, staff



Areas & competence of Entrecomp conceptual model

Areas 3	Into action				
Competences	Taking the initiative	Planing and management	Coping with uncertainty	Working with others	Learning through experience
Descriptions	<ul style="list-style-type: none"> - Initiating the experiment with a small model 	<ul style="list-style-type: none"> - Activites planified with short and medium term goals defined by action plan with 5 Steps and parts - task allocation who does what 	<ul style="list-style-type: none"> - Testing the suitability of the paint -Test the coloring by hand printing if it gives good results - Make a collective decision witch model to follow after prototypes workshop 	<ul style="list-style-type: none"> - Make a collective decision by voting for the model to follow after prototypes workshop - Working together and cooperating - Creation of teams and allocation of tasks (list of stakeholders who will participate / ,,, 	<ul style="list-style-type: none"> - Note the remarks and arguments of people who do not want to participate (in order to find corrective action) - Note positives observations, the perception of old and new learners, staff and the sharing of joy and ambience as well as the collecting some ideas. - The experience is summarized by short videos during each step - The experience triggered a chain of proposals from staff and learners for the decoration of other spaces - The director of the center proposed to repeat the experience during the national vocational training event because of the animation and motivation left by this adventure



Entrecomp
Approach
Project
entrepreneurial
mindset
Reaches
everyone in the
center

The idea: Creating
social value
through a
community
entrepreneurial
action

Approval of the idea
by colleagues,
learners and the
director

6: Number of
participants

Sharing the vision



87: number of
people surveyed on
intention to
participate among
staff and trainers
+ learners



project finish

15 October
2021

1

1: Number of
participants
initiative

6

9

9: number of
participants in the
preparation
meeting and
distribution of tasks

87 + ..

107

MAKE IDEA HAPPEN
107 :Number of
participants staff,
learners, trainers

15 November
2021



Mourad Mhalla



Deadlines / Number of participants of project "Together" fly to your dream

A brief history of entrepreneurship action of the project "Together" Fly to your dream

Step 1

- Identification of the area and wall to be colored
- cleaning the wall and painting it white
- Choosing the image from proposals (Learners and Staff)
- Purchase of brushes and colors to be used



Step 2

- Projection and outline of the wings on the wall (learners and staff)
- Rework and blacken the outlines
- Initiating an intention-to-participate survey among staff and trainers to plan their contribution



Step 3

- Preparation of a mini model on A4 papers
- Workshop for the proposal of coloring models (learners and staff)
- Continued the survey



Step 4

- Voting on coloring proposals (learners and staff)
- the image with the most votes will be the model to follow
- finalising the survey



Step 5

- Participation of the learners voluntarily, the staff and the trainers who expressed their desire to participate voluntarily or as a result of the survey for the coloring of the hands with different colors





STEP 1 <https://fb.watch/aTvGP6gfFA/>

STEP 2 <https://fb.watch/b4QWvCBc70/>

STEP 3 <https://fb.watch/9jqZ3dqLvB/>

STEP 4

Part 1 <https://fb.watch/b4R6Z5MUrT/>

Part 2 <https://fb.watch/b4Rd4Aa28v/>

Part 3 <https://fb.watch/aKpUk2Wsx0/>

STEP 5 <https://fb.watch/aKq3cDvGwS/>



VIDEO STEPS facebook links



1-Fly to your
dream CFA Biz
Step1



2-Fly to your
dream CFA BIZ
Step2



3-Fly to your
dream CFA Biz
Step 3



4-Fly to your
dream CFA Biz
Step 4 - Part 1



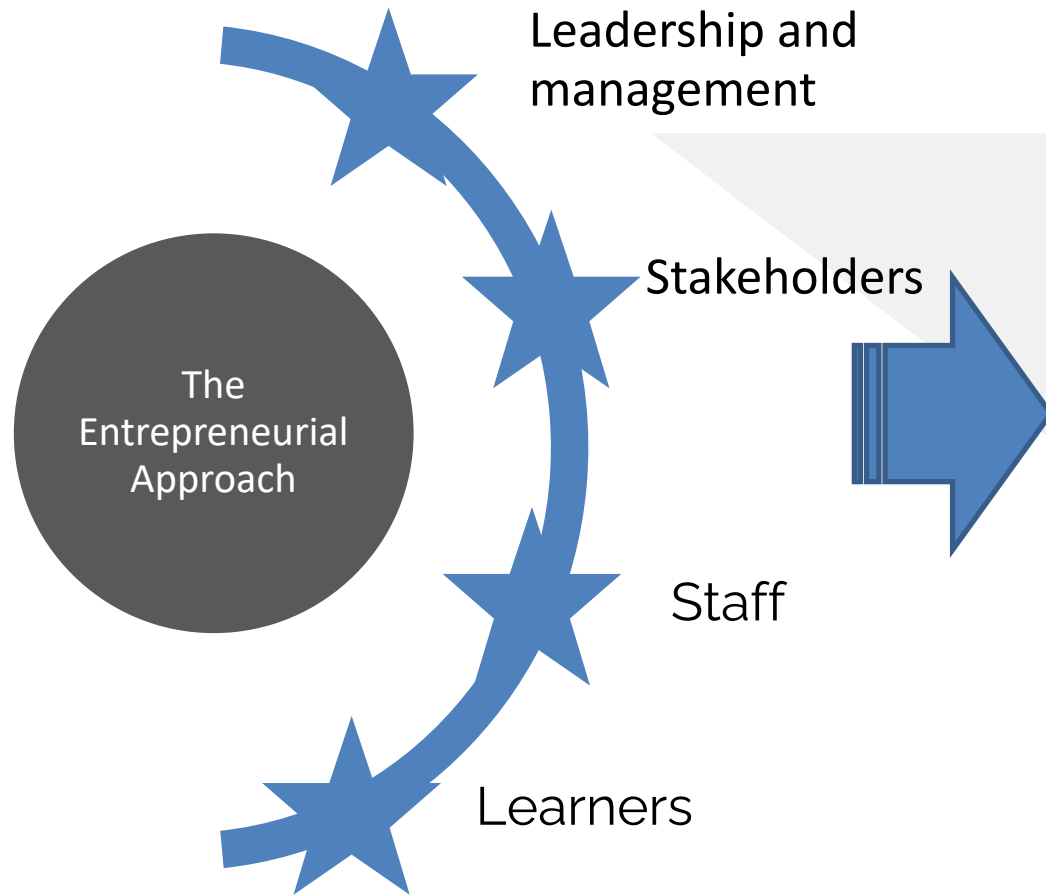
5-Fly to your
dream CFA Biz
STEP 4 - Part 2



6-Fly to your
dream CFA Biz
Step 4 - Part 3



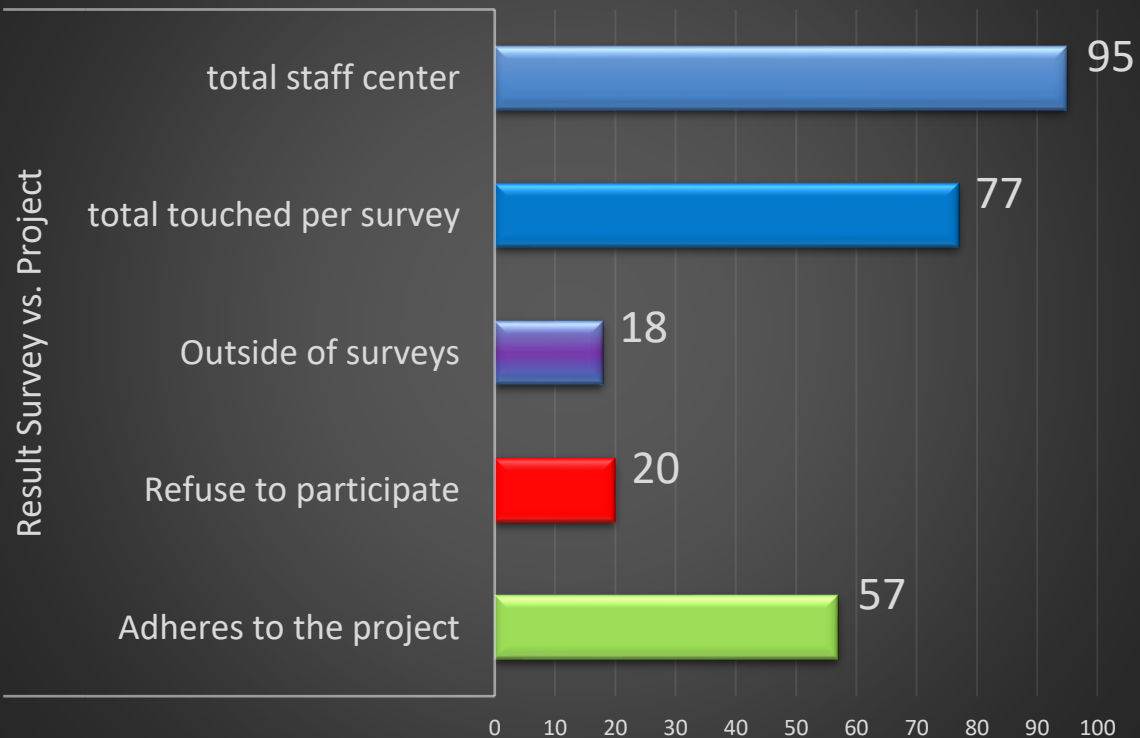
7-Step 5 Memory
& Commitment





Survey of staff participation Yes / No

survey results



Lessons learned

Positive aspects and benefits :

Key Success methodology: collaboration, co-creation, think small, progressive approach, Reflect on our real context, Exchange, Learn from previous experiences,...

stakeholders involved: decision makers, administration, trainers, trainees, parents,
Many people are entrepreneurial **without being conscious**

Connecting the dots: Awareness-raising on the entrecomp approach “ENTRECOMP PRACTICE” stimulator to raise awareness and to develop all aspects of entrepreneurship,

Entrepreneurship is **contagious**

Entrepreneurial competencies can be translated **by peer learning**

Promotes the **integration** of newcomers ([Example will follow](#))

Community builder

“Fast integration”

A delegation of trainers from Niger who have a mission at the CFA Bizerte in the international framework cooperation. From their first day they participated in our project and were happy and well integrated and expressed their gratitude for being part of the participants



Lessons learned

area for improvement:

The people who did not participate were identified and have expressed their causes.

The causes noticed are :

- Reasons of **skin sensitivity** to the contact with colors (but they support the project)
- Reasons of **their personal image** and that it is devaluing for them to be seen in this context
- Center **membership problem** in general and these activities especially (actions must be taken in order to remedy this kind of reflections)

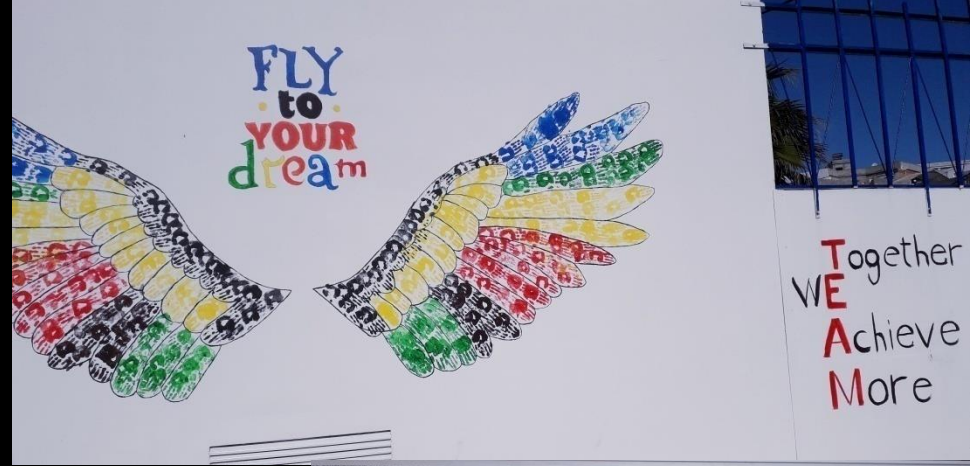
Future, what's next?

- This initiative has inspired colleagues and learners to do other activities in the center in common areas and classrooms
- From local experience to national experience

preparation of the fabric design for the activity in the national vocational training exhibition (but this time with the fingerprint and not the handprint)

Video facebook link

<https://fb.watch/b4QntHxjis/>



Future, what's next?

Preparation of the flyer with activity program for the national vocational training exhibition

شركتنا الاقتصادية والاجتماعية
Agence Tunisienne de la Formation Professionnelle
مركز التكوين والتدريب المهني
Centre de formation et d'apprentissage De Bizerte

ACTIVITÉS

Pré-Label de Centre Entrepreneurs 2021
NAISSANCE DE RÉSEAU NATIONAL
DES CENTRES ENTREPRENEUR

Le titre « Pré-Label de Centre Entrepreneurs 2021 » est attribué suite à la participation au Concours prélabellisation de « Centre entrepreneurs », inscrit dans le cadre du projet de développement de l'esprit entrepreneurial dans la formation professionnelle, coordonné par le Ministère de l'Emploi et de la Formation Professionnelle avec l'appui de la Fondation Européenne pour la Formation (ETF).

Les seuls centres pré labellisés 2021:
c1
CPA Bizerte
c3
c4
c5
c6
c7
c8
c9

منهجية البرنامج
منهجية البرنامج هي مجموعة من الخطوات لتدريب المتدربين على التفكير الإبداعي والتعلم الذاتي.

الخطوات
1- التعرف على أهداف المبادرة (مشاريع)
2- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)
3- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)
4- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)
5- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)
6- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)
7- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)
8- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)
9- تحديد القيمة التي يمكن تحقيقها من خلال المبادرة (مشاريع)

مشاريعنا الحالية
Nos Projets en cours

ETP Network for Excellence
PIFP co-certification « BVA »

TOGETHER WE ACHIEVE MORE

FLY YOUR DREAM

Un projet permettant de mesurer le degré d'implication, le renforcement de travail en équipe, la créativité, la vitalité tout en débouchant à une image d'espoir

الإبداع نحو المجد
TREMPLIN VERS L'ENTREPRENEUR

FROM IDEA TO IMPACT

من الفكرة إلى الأثر
كن مبادر و خلي بصمتك
بصمة أمل



CFA Bizerte

facebook

Centre de Formation et d'apprentissage de Bizerte

Tremplin vers l'entrepreneuriat Bizerte

Orientation CFA Bizerte

تنشيط الحياة الجامعية مركز التكوين والتدريب

بمناسبة

المعرض الوطني للتكوين المهني
تحت شعار
"التكوين المهني لبناؤ المستقبل"
بالترقية تحت إشراف السيد وزير
التشغيل والتكوين المهني.
مارس 2022

شكرا لكم
لمشاركتنا





It's a pleasure
to share with
you