

ETF NETWORK FOR EXCELLENCE SISI ONLINE WORKSHOP ROADMAP TO SOCIAL INCLUSION FROM CHALLENGES TO ACTION PLAN

28 June 2023 11.00 – 13.00 CEST

PRESENTATION OF AGENDA

AGENDA

11:00 – 11:10	Welcome to the participants	ETF Jose Manuel Galvin Arribas, Senior Human Capital Development Expert – Content coordinator of Vocational Excellence Project
11:10 – 11:20	Presentation of the agenda	ENAI NET (Italy) Daniela Dal Zotto, International Project Manager
11:20 – 11:45	Design for Social Impact: a case study	S-nodi (Italy) Tiziana Ciampolini President and Head of Capacity Building Area
11:45 – 12:10	Methodologies and tools to build an action plan – Exercise1:The challenge mapping	ENAI NET (Italy) Ilaria Perin International Project Manager
12:10 – 12:35	Methodologies and tools to build an action plan – Exercise 2: From questions to actions!	ENAI NET (Italy) Marco Angeli International Project Manager
12:35 – 13:00	The future steps of the initiative – Closing remarks and greetings	ETF Jose Manuel Galvin Arribas, Senior Human Capital Development Expert – Content coordinator of Vocational Excellence Project

TIZIANA CIAMPOLINI S-NODI (ITALY)

WORKSHOP

WHAT AND WHY?

This workshop is designed to support the development of an action plan for social innovation for each of the members of ETF ENE SISI.

Its purpose is to provide the community **with tools and methodologies** to explore and design innovative approaches that address social challenges within the realm of VET and support the development of each institution.

The ultimate outcome of this workshop is to equip every member for the autonomous creation of an action plan. This plan will encompass practical strategies and measures aimed at fostering social innovation and driving positive change within VET provision

HOW?

To achieve this, we will share methodologies and tools and adopt a participatory approach to experiment their application.

The first exercise THE CHALLENGE MAPPING will help us to create a shared understanding of the challenge and also the greater purpose why problems need to be solved.

The second exercise (3 steps of the LIGHTNING DECISION JAM) will guide us through the process of moving from questions to actions.

WHO?

For the successful definition and implementation of the action plan, the involvement of key participants from each Cove is crucial. The following roles are essential in driving this process:

1. **PROJECT MANAGERS**
2. **TRAINERS/COORDINATORS**
3. **INNOVATION CHAMPIONS**

THEMES/AREAS OF DEVELOPMENT

1. Work-Based Learning
2. Private-Public Partnership:
3. Capacity Building and Upskilling
4. Technological Innovation
5. Pedagogical Innovation

FIRST EXERCISE THE CHALLENGE MAPPING LIGHT

[WWW.GRAPEPEOPLE.COM]

PURPOSE OF THE METHOD

- Create a large amount of questions (challenges in the form of How might we..?)
- Create shared understanding of the challenge, everything related to it, all obstacles and also the greater purpose why problems need to be solved
- Clarify and crystallize the core question(s) which can be used as a starting point for solution finding

WHERE CAN WE APPLY IT?

- Complex situation that requires clarification
- Participants need to be motivated to go through a demanding development process
- Problem Solving Processes
- Beginning of a strategy creation process
- Beginning of a service design process
- Finding the right direction in a mentoring / coaching session

STEPS

1. Identify an area of development, then identify a challenge that you consider important and you want to address.
2. Why is this topic important? Why do we need to solve this problem? Clarify the purpose.
3. What's stopping us to solve this? Write a list of obstacles and choose the most important ones.
4. Based on the previous stages, brainstorm a large quantity of questions that begin "How might we..". What are all the questions that we should look at in order to fulfil our purpose and tackle all the problems? Select the best questions based on the criteria's: important, interesting, influence, imagination.

SECOND EXERCISE FROM QUESTIONS TO ACTIONS!

[SOURCE: LDJ BY AJ&SMART]

EXERCISE 2 - From questions to actions! - THE PROCESS

PRELIMINARY STEP

Identify one challenge in the form of a “How Might We question”

Step 1

Ideate a mass of solutions

TASK: Think of as many potential solutions to of the “How Might We?” question!

Step 2

Decide what to execute on and prioritise solutions

TASK: Evaluate solutions using an Effort/Impact scale

Step 3

Make solutions actionable

TASK: come up with three action steps for each solution

Step 1 - Ideate a mass of solutions

TASK: Think of as many potential solutions to the “How Might We?” question

For example, starting from the question:

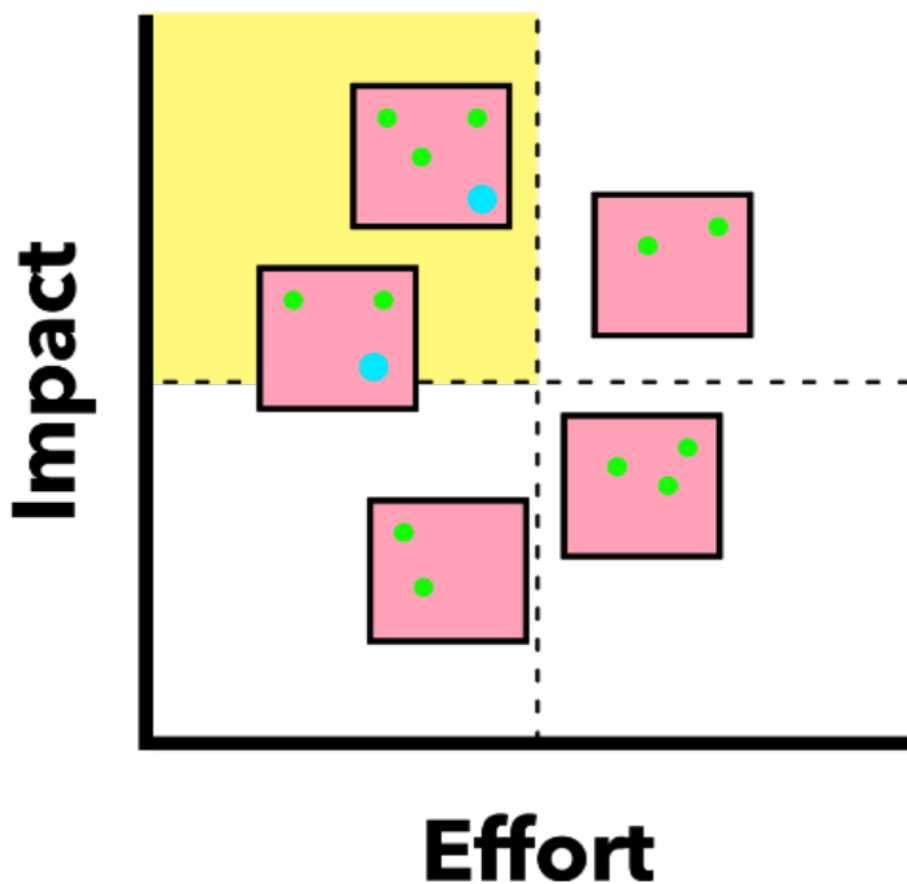
How Might We involve the private sector in order to achieve an inclusive and high-quality Work Based Learning?

Find potential solutions like:

1. Identify potential companies and organizations to involve as partners
2. Conduct a survey among companies on skill needs
3. Involve companies in co-writing curricula path
4. Up-skill trainers on new technologies or labour market needs
5. Organise thematic study visits to local stakeholders
6. Provide training to the company tutors / mentors

Step 2 - Decide what to execute on and prioritise solutions

TASK: Choose solutions using an Effort/Impact scale



The **horizontal** “Effort” axis that runs along the square’s bottom edge estimates how much time and work we need to implement the idea (from “very little” to “a lot”).

The vertical “**Impact**” axis along the left edge is the magnitude to which we think the solution would fix our problem (from “not at all” to “completely”)

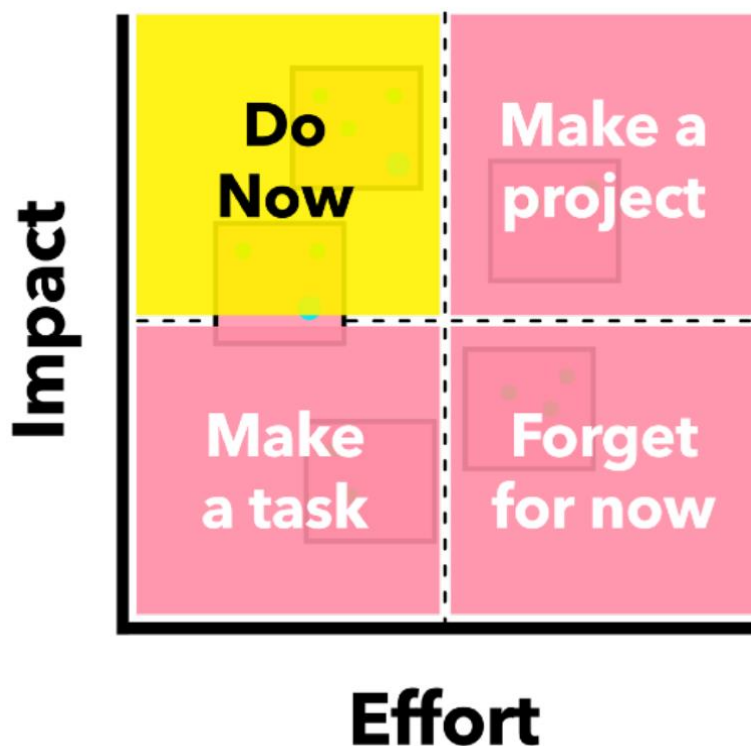
Step 2 - Decide what to execute on and prioritise solutions

Here an example of evaluating effort and impact of different solutions

IMPACT	5. Organise thematic study visits to local stakeholders 2. Conduct a survey among companies on skill	3. Involve companies in co-writing curricula paths 4. Up-skill trainers on new technologies or labour market needs 6. Providing training to the company tutors / mentors
	1. Identify potential companies and organisations to involve as partners	
EFFORT		

Step 2 - Decide what to execute on and prioritise solutions

Now we can decide which solutions offer the biggest “return on investment” with the least amount of time and effort



When you look at the yellow “sweet spot” on the top left, you have a clear view on which high impact solutions can be executed on and tested very quickly.

On the top right quadrant, you can see high impact solutions that will take more time and effort.

Step 3 - Make solutions actionable

TASK: take the solutions in the Effort/ Impact Scale's and ask the team to come up with three action steps for testing the solution.

For example, for: 5. Organise thematic study visits to local stakeholders

Three action steps: do now!

STEP 1 – Identify and choose relevant companies to visit (to be done as soon as the LDJ is over)

STEP 2 – Contact company, ask for availability and arrange visit

STEP 3 – Conduct visit in company

Step 3 - Make solutions actionable

For example, for: 3. Involve companies in co-writing curricula paths

Three action steps: Make a project

STEP 1 – Define topics and skills to map and work method

STEP 2 – Organise and conduct work sessions with trainers and experts from companies and labour market

STEP 3 – Prepare final document with the new curricula

Step 3 - Make solutions actionable

For example, for: 1. Identify potential companies and organisations to involve as partners

Make a task: Make a list of potential companies as partners

Step 1 - Ideate a mass of solutions

TASK: Think of as many potential solutions to the “How Might We?” question!

Starting from the question:

HMW boost innovation among trainers?

Find potential solutions like:

Providing training opportunities to develop their soft skills

Rewarding those who experiment and trigger change

Promoting cross-sectorial and multidisciplinary working teams among staff

ACTION PLAN!

WHY AN ACTION PLAN?

- To lend **credibility** to your organization. An action plan shows members of the community (including grantmakers) that your organization is well ordered and dedicated to getting things done.
- To be sure you don't overlook any of the details, for **accuracy**
- To understand what is and isn't possible for your organization to do, for **feasibility**
- For **efficiency**: to save time, energy, and resources in the long run
- For **accountability**: To increase the chances that people will do what needs to be done

HOW DO WE PLAN IT?

1. **Set objectives (are they SMART – specific, measurable, achievable, realistic and timely?)**
2. **Assess the objectives**
3. **Identify actions required to achieve each objective**
4. **Work out how to evaluate the activity**
5. **Agree a time frame**
6. **Assess the action plan**
7. **Finalise the action plan**

HOW DO WE PLAN IT?

In order to make your OBJECTIVE achievable, you have to break it down into smaller pieces that add up to the end result.

1. Determine your timeline and set a date for achieving the objective, i.e. January of 2025
2. Break the larger objective down into smaller amounts of time. A one-year goal can be broken down into months and weeks.
3. Pick the objective apart – determine which benchmarks need to be hit on the way to reach it.
4. Analyze how to reach these benchmarks, then
5. Make each step toward the benchmark into a single item. These are your action items.
6. Assign each task to a responsible.
7. This task list will show the steps that, once completed, will help accomplish your objective.
8. Track the progress of each task and make adjustments, as necessary.