



O4.3 – Virtual Transnational Workshop
September 23, 30 – October 7, 14, 2020 Ioannina, Greece



1. Workshop objectives

A training workshop for Enter.Mode partners and stakeholders (HEIs staff, companies, students) was organised by the University of Ioannina (UoI), after the development of the internship model and the teachers' guide and before the start of the pilot experimentation phase.

The objectives of the workshop were:

- To present the Internship Model and the Teachers' Guide to partners and HEI staff involved in internships, provide a space for discussion and to allow for hands-on activities related to designing internship procedures inside HEIs, communicating with companies and monitoring and evaluation on internships.
- To present the Internship Model and the Trainer's Guide to Companies, discuss their views on the Model, introduce them to the Enter Comp framework and Challenge based learning and also discuss Incubation needs and internship monitoring. Also, to allow for a space to discuss how challenges are set up, present and discuss challenges proposed by companies and co-produce challenges.
- To present the Internship Model and the Serious Game to students, involve them in testing the game, receive comments and discuss the role of the Serious Game in an internship and finally to test challenges with them.
- Finally, to proceed to the finalization of the trainers' guide, get to know the University of Ioannina Mentoring program and discuss the future of internships with a special focus on Virtual Internships

2. Structure of the Workshop

Due to the restrictions in travelling and face to face meetings during the ongoing COVID-19 pandemic, the consortium decided to organize the Workshop in a Virtual format, with all participants participating through video conferencing. The Virtual Workshop took place on four different days, each of them dedicated to different target groups, as follows:

- Day 1, September 23, 2020: Academic and administrative staff of Higher Education Institutions involved in the implementation of internship programs
- Day 2, September 30, 2020: Businesses, institutions that host students for internships
- Day 3, October 7, 2020: HE Students
- Day 4, October 14, 2020: Enter.Mode Partners

More details on the format can be found in the Agenda of the Virtual Workshop in the Appendix.

3. Participants

Day 1 - Focus: HEI Staff

Total participants: 33

Academic staff: 6

HEI Career service / internship office staff: 9

Project partner: 18

Day 2 - Focus: Companies

Total participants: 35

Academic staff: 2

Companies: 8

HEI Career service / internship office staff: 7

Project partner: 18

Day 3 - Focus: Students

Total participants: 61

Academic staff: 2

Students/Graduates: 35

HEI Career service / internship office staff: 7

Project partner: 17

Day 4 - Focus: Enter.Mode partners

Total participants: 23

4. Results

Day 1 - Focus: HEI Staff

The first day of the Virtual Workshop focused on Higher Education Institutions and the staff involved in the management and implementation of internship programs. Initially, a short greeting was given by the consortium and the objectives of the session were presented by the partners of the University of Ioannina.

IDEC representatives presented the EnterMode internship model and the guide for the mentors who will undertake the guidance of the trainee students on behalf of companies. The main pillars of the model and the roles of the persons involved were discussed, the Entrepreneurship Competence Framework (EntreComp) was presented in the framework of which the EnterMode internship model was developed and a detailed discussion on the challenge based learning took place. IDEC also presented, in the context of the discussion, the gaming procedures, the Community of Practice of EnterMode and the internship procedures.

Next, the community of practice was presented by the PW representative. A detailed presentation of the DISCUSS platform helped the audience understand how the Community of Practice unites stakeholders, experts and practitioners from higher education and the business world working for a common purpose.

In the third part of Day 1, UoI led a workshop for HEIs teachers and staff focusing on Designing procedures inside HEIs, Communication with companies, and Monitoring and Evaluation of internships. Representatives of UoI presented key points and best practices regarding the design of an effective internship program based on previous experience and know-how and the roles of the institution, the student, the HEI academic tutor and the company in an internship. They also highlighted the importance of effective networking and communication strategies and tools and of having the support of a tailor made online CRM/administration/communication software. Finally, representatives from TUKE, presented an evaluation and monitoring methodology for internships.

The workshop concluded with Q&A and discussion on all of the topics discussed.

Day 2 - Focus: Companies

The second day of the Virtual Workshop focused on Companies and their staff.

The EnterMode internship model and the guide from a company viewpoint was presented, initially, by IDEC representatives, for the mentors who will undertake the guidance of the trainee students on behalf of companies. The main pillars of the model and the roles of the persons involved were discussed including the incubation needs, presented by representatives of INQUBATOR.

Secondly, the Entrepreneurship Competence Framework (EntreComp) was presented in the framework of which the EnterMode internship model was developed and a detailed discussion on the challenge based learning took place. IDEC also made an introduction to basic aspects of internship monitoring.

Finally, in the second part of the session, a workshop on Setting up learning challenges was conducted. Partner companies presented challenges they had prepared beforehand and external companies

commented on them, leading to a useful discussion that contributed to necessary clarification of terms and a common understanding on how to design effective challenges for interns.

The workshop concluded with Q&A and discussion on all of the topics discussed.

Day 3 - Focus: Students

Day 3 of the Virtual Workshop focused on students / future interns.

An overview of the EnterMode internship model was presented by IDEC representatives allowing for the discussion of internship scope and procedures and providing the necessary ground for the presentation of the EnterMode serious game and the subsequent discussion on challenges.

Secondly, CSSDE led the presentation of the serious game and a real time testing of the game by the participants. A discussion on the results of a rapid online evaluation of the game led to an open discussion on how the game can be more effectively incorporated into an internship scheme.

Finally, the discussion on the serious game was blended in a more broader discussion on challenges, where challenges defined on Day 2 were approached by the participants in order to draw opinions that might help constitute a more complete view of how all stakeholders understand the role of challenges in an internship.

The workshop concluded with Q&A and discussion on all of the topics discussed.

Day 4 - Focus: Enter.Mode partners

Day 4 of the Virtual Workshop focused on Enter.Mode partners.

IDEC summarised the feedback on the the Training Guide.

UoI presented the Mentoring programme of the University of Ioannina. Based on the experience gained from this programme, UoI ran a workshop on how to train a mentor.

IDEC introduced the concept of Virtual Internships, while Uni Pegaso presented the results of relevant interviews. The discussion that followed indicated the directions for the adaptation of the Enter.Mode model (and guide) for accommodating virtual internships. Interviews suggested that out of the different EntreComp competences, Creativity, Motivation and Perseverance, Planning and Management are the most prominent competences to be cultivated during a virtual internship. The interviews confirmed that involved actors do not see major problems in implementing virtual internships. In any case the students ability to to work independently and manage time is an important element for the success of the virtual internship or even a competence to be developed. The empathy of the mentor was considered of major importance. The role of the academic mentor was also considered important. Some critical aspects that have to be considered are the connection speed/needs and privacy issues when company info has to be accessed remotely. Sharing opinions with colleagues could be considered a drawback in virtual internships. For this reason specific actions (e.g. virtual meetings) should be organised.

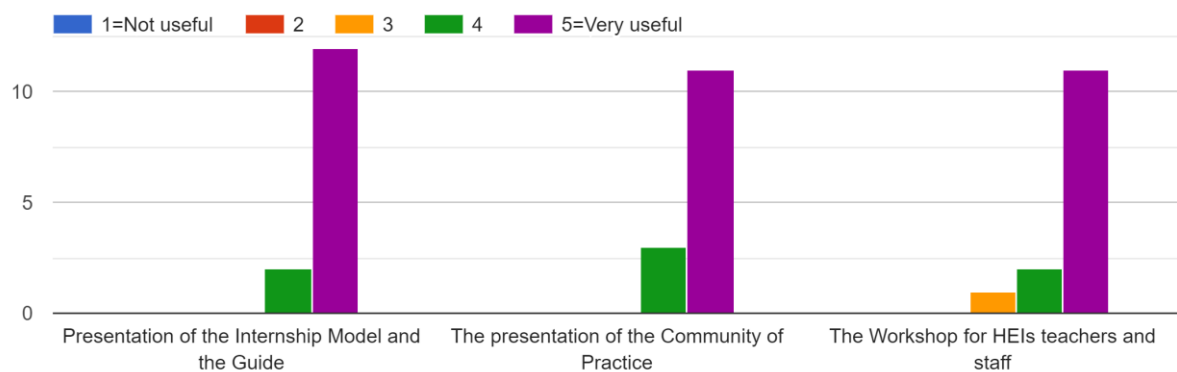
A project meeting followed where project partners discussed project progress and next steps.

5. Evaluation of the Virtual Workshop

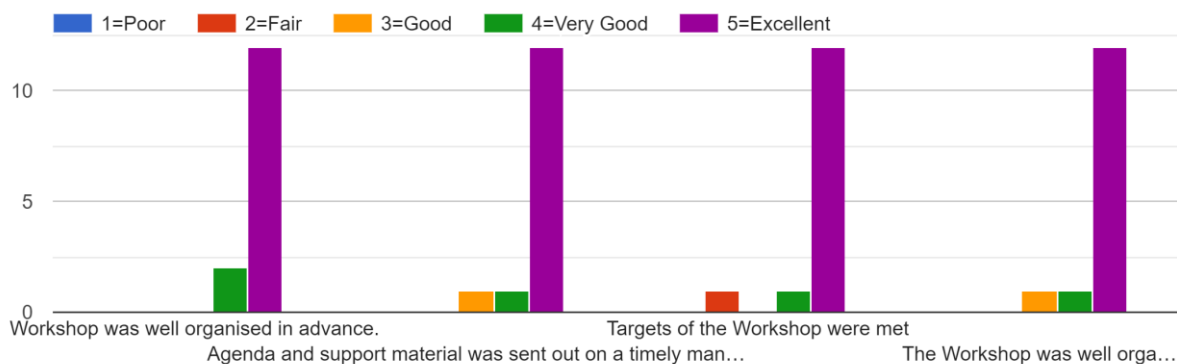
After each day of the workshop an evaluation form was sent to actual participants. Based on their responses, the following results were obtained:

Day 1 - Focus: HEI Staff

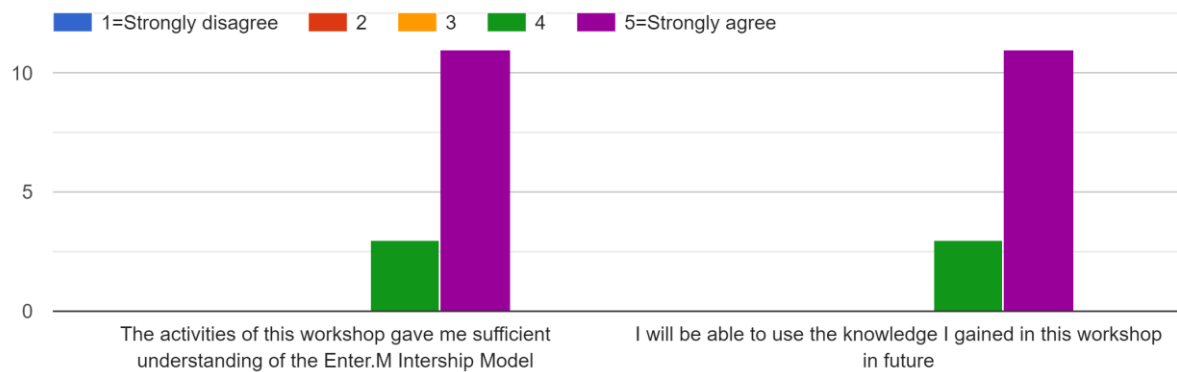
Evaluation of the Workshop



Evaluation of the Workshop organisation

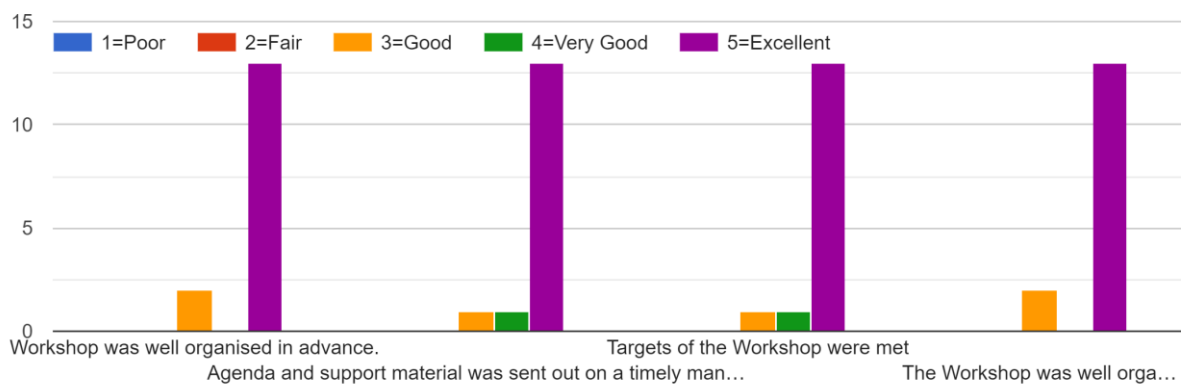


Overall Evaluation

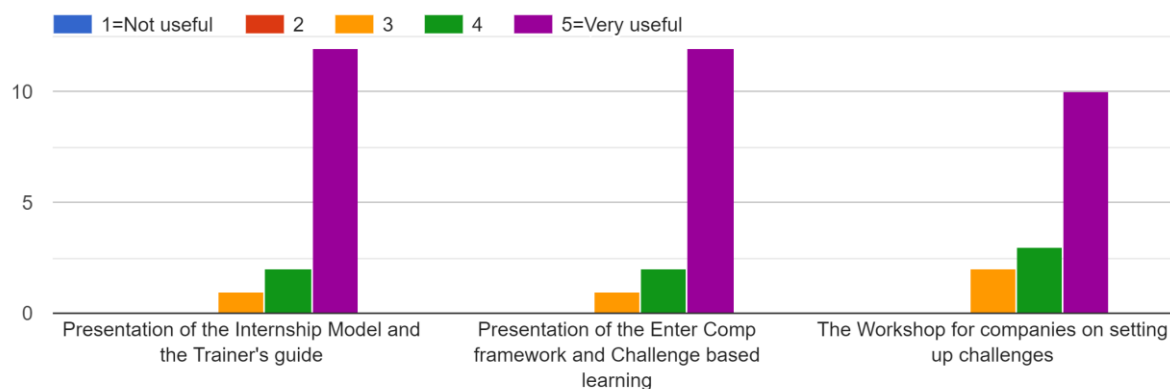


Day 2 - Focus: Companies

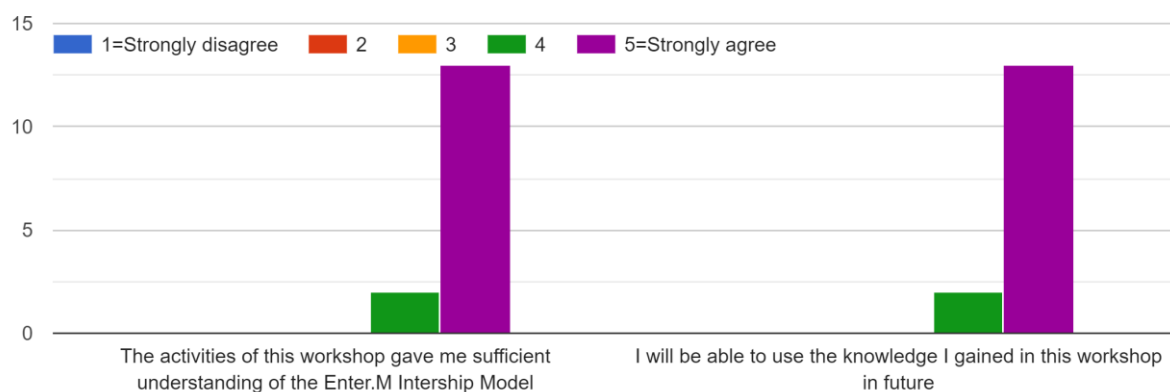
Evaluation of the Workshop organisation



Evaluation of the Workshop Content

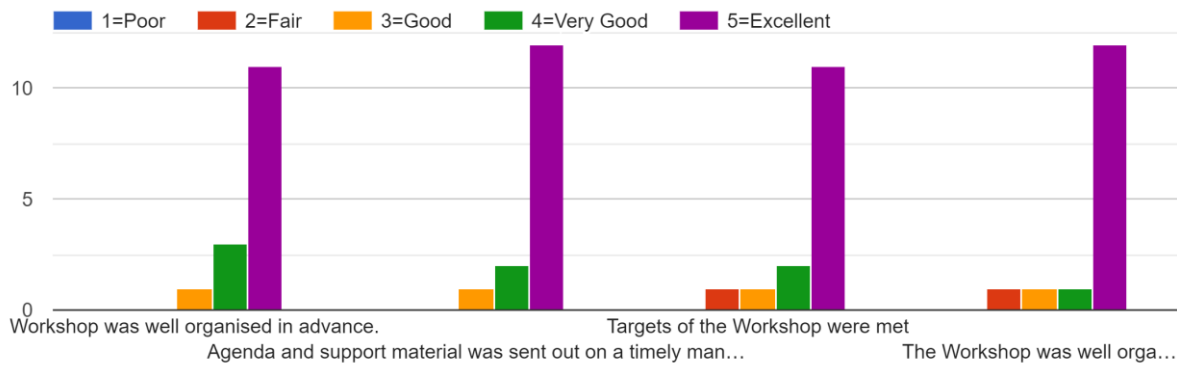


Overall Evaluation

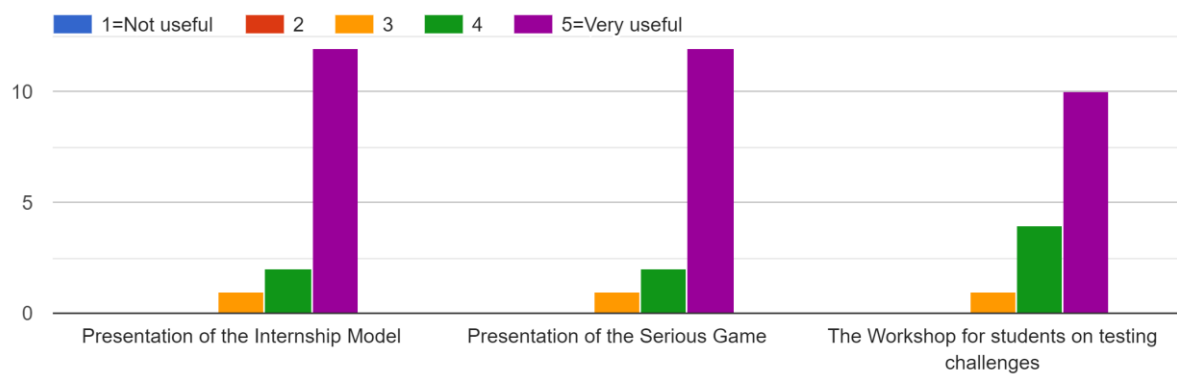


Day 3 - Focus: Students

Evaluation of the Workshop organisation



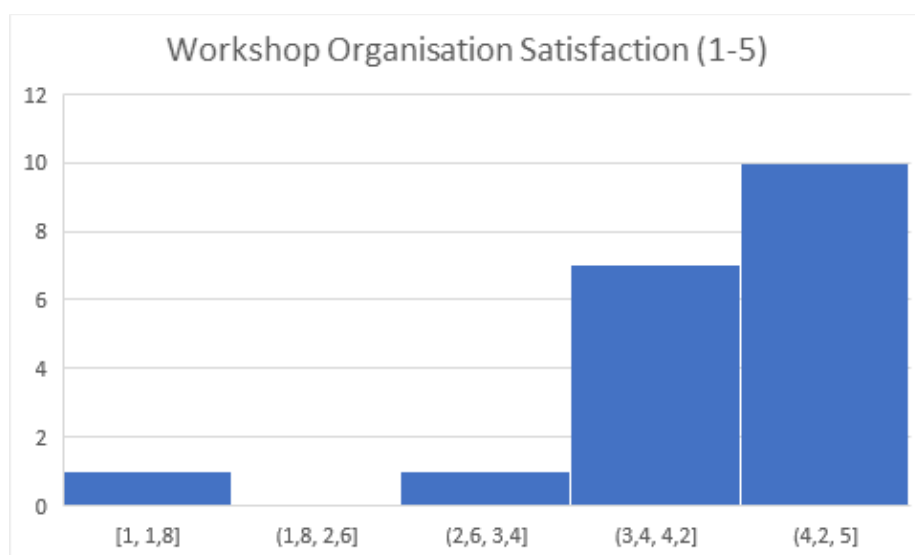
Evaluation of the Workshop Content



Overall Evaluation



Day 4 - Focus: Enter.Mode



6. Conclusions

A four day workshop was organised and implemented from University of Ioannina to train project partners on the model and guide and to demonstrate the main outputs of the Enter.Mode project (i.e.model, guide, community of practice and serious game) to major actors involved i.e. HEI staff, companies and students. Feedback from all actors led to the finalisation of the model. Participants confirmed the usefulness and the feasibility of the proposed approaches. Indicative challenges produced by project partners were in scope and feasible, while the students confirmed the applicability of the serious game. Virtual internships appeared as a future extension of the model.

Appendix

1.Virtual Workshop Agenda

Greek time (CET+1)	September 23, 2020 Day 1 – (Focus HEIs)	Responsible
13.00- 13.15	Welcome - WS goals	UoI
13.15 - 14.15	Presentation of the Internship Model and the Guide – Discussion	IDEC (UoI)
14.15 – 14.45	The Community of Practice	PW
14.45 - 15.00	Break	
15.00 - 16.00	Workshop for HEIs teachers and staff Designing procedures inside HEIs (UoI) Communication with companies (UoI) Monitoring and Evaluation (TUKE)	UoI (supported by IDEC) TUKE
16.00 - 17.00	Discussion	ALL

Audience:

- Project partners
- UoI Career Services staff and Faculty involved in internship management
- Other HEI Internship offices

Greek time (CET+1)	September 30, 2020 Day 2 (Focus: Companies)	Responsible
13.00- 13.20	Presentation of the Internship Model and the Trainer's guide to Companies (incl. INCUBATION needs)	IDEC INQUBATOR
13.20 - 13.45	Discussion - The Companies' view on the Model	Companies_ALL
13.45 - 14.15	The Enter Comp framework (TUKE) and Challenge based learning (IDEC) (incl. internship monitoring-TUKE)	TUKE - IDEC
14.15-14.30	Break	
14.30 -17.00	Workshop: Setting up challenges <u>Partner companies</u> present challenges* External companies comment on challenges and co-produce	ALL

Audience:

- Project partners
- Companies
- UoI Career Services staff and Faculty involved in internship management (optional)
- Other HEI Internship offices (optional)

Greek time (CET+1)	October 7, 2020 Day 3 (Focus: Students)	Responsible
13.00 - 13.15	Overview of the Internship Model	UoI
13.15 - 13.45	The Serious Game – Presentation	TREBAK/CSSDE
13.45 - 14.45	Game testing	TREBAK/CSSDE
14.45 – 15.15	Break	
15.15 - 16.15	Overview of comments Open discussion on the game	TREBAK/CSSDE
16.15 - 17.00	Workshop: Testing Challenges (<i>the challenges defined the 2nd day will be presented to students</i>)	ALL

Audience:

- Project Partners
- University students

Greek time (CET+1)	October 14, 2020 Day 4 – Partners only	Responsible
13.00 – 13.05	Welcome	UoI
13.05 - 13.30	Trainers guide finalization	IDEC
13.30 - 14.30	The UoI Mentoring Program How to train a mentor	UoI
14.30- 14.45	Break	
14.45 -17.00	Virtual Internships Discussion	IDEC, PEGASO ALL
17.00-18.00	<i>Project Meeting</i>	<i>TUKE, ALL</i>

2. Indicative screenshots

