SOLO ENTREPRENEUR LEARNING FRAMEWORK

www.solobiz.eu

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LEARNING OUTCOMES ENTRECOMP-BASED MATRIX

Developed by:
EDUCatt

WP2

One of the key components of WP2- Mapping and identification of the most sought-after and relevant competencies for aspiring solo entrepreneurs and self-employment is the Learning Outcomes EntreComp-based Matrix. This matrix is an official deliverable outlined in the Work Package plan. Its purpose is to assist partners and the project targets in better understanding the specific needs addressed by the project, as well as the training areas emphasized in the curriculum and training offers of SELF. The matrix, indeed, links and bridges the training needs identified by the partners at the level of skills, knowledge, and attitudes for aspiring young solo entrepreneurs, with the related EntreComp competence that is best positioned to cover and intervene on that need.

After completing the literature review and writing the country report, partners have been asked to identify the most urgent training and education needs for aspiring young solo entrepreneurs based on their assessment. Then, they identified which of the EntreComp competencies, within any of the three training areas, offers the most cohesive and consistent pedagogical response. In other words, they pinpointed the competence that appears to address the identified skill/knowledge gap most effectively.

The actual compiling of the matrix done by EDUCatt as the lead organization of WP2, considering the inputs from partners provides for a concise and comprehensive list of training needs and skills gaps, and the corresponding competence from EntreComp that works best to address them.

The Desk Research conducted through the country reports confirms that there is a necessity for training and soft skills improvement demanded by the market. Identifying competence gaps in young self-entrepreneurs and addressing them through targeted training and courses is paramount. Below are the significant skills useful for developing the next phases of the SELF Project, i.e. WP3 -Development of solo-entrepreneurship curricula, tools, training, and resources for self-employment and WP4- Build and set up of the project's eLearning digital warehouse and test & validation in pilot version (T&V) of the training resources to a cohort of 200 targets.

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Training Areas and Competences

IDEAS & OPPORTUNITIES

1.1 Spotting opportunities	· Identify and seize opportunities to create value by exploring the social, cultural and economic landscape · Identify needs and challenges that need to be met · Establish new connections and bring together scattered elements of the landscape to create opportunities to create value
1.2 Creativity	· Identify and seize opportunities to create value by exploring the social, cultural and economic landscape · Identify needs and challenges that need to be met · Establish new connections and bring together scattered elements of the landscape to create opportunities to create value
1.3. Vision	· Imagine the future · Develop a vision to turn ideas into action · Visualise future scenarios to help guide effort and action
1.4 Valuing ideas	· Judge what value is in social, cultural and eco-nomic terms · Recognise the potential an idea has for creating value and identify suitable ways of making the most out of it
1.5 Ethical and sustainable thinking	· Assess the consequences of ideas that bring value and the effect of entrepreneurial action on the target community, the market, society and the environment · Reflect on how sustainable long-term social, cultural and economic goals are, and the course of action chosen · Act responsibly

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RESOURCES

2.1 Self-awareness and self-efficacy	· Reflect on your needs, aspirations and wants in the short, medium and long term · Identify and assess your individual and group strengths and weaknesses · Believe in your ability to influence the course of events, despite uncertainty, setbacks and temporary failures
2.2 Motivation and perseverance	· Be determined to turn ideas into action and satisfy your need to achieve · Be prepared to be patient and keep trying to achieve your long-term individual or group aims · Be resilient under pressure, adversity, and temporary failure
2.3 Mobilizing resources	· Get and manage the material, non-material and digital resources needed to turn ideas into action · Make the most of limited resources · Get and manage the competences needed at any stage, including technical, legal, tax and digital competences
2.4 Financial and economic literacy	· Estimate the cost of turning an idea into a value-creating activity · Plan, put in place and evaluate financial decisions over time · Manage financing to make sure my value-creating activity can last over the long term
2.5. Mobilizing others	· Inspire and enthuse relevant stakeholders · Get the support needed to achieve valuable out-comes · Demonstrate effective communication, persuasion, negotiation and leadership

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INTO ACTION

3.1 Taking the initiative	· Initiate processes that create value · Take up challenges · Act and work independently to achieve goals, stick to intentions and carry out planned tasks
3.2 Planning and management	· Set long-, medium- and short-term goals · Define priorities and action plans · Adapt to unforeseen changes
3.3 Coping with uncertainty, ambiguity and risk	· Make decisions when the result of that decision is uncertain, when the information available is partial or ambiguous, or when there is a risk of unintended outcomes · Within the value-creating process, include structured ways of testing ideas and prototypes from the early stages, to reduce risks of failing · Handle fast-moving situations promptly and flexibly
3.4 Working with others	· Work together and co-operate with others to develop ideas and turn them into action · Network · Solve conflicts and face up to competition positively when necessary
3.5. Learning through experience	· Use any initiative for value creation as a learning opportunity · Learn with others, including peers and mentors · Reflect and learn from both success and failure (your own and other people's)

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