



Go Social Cy

**Supporting Employability through Social
Entrepreneurship**

**Sosyal GİRİŞİMCİLİKLE İstİHDAMI
DESTEKLEYİN**



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Famagusta Walled City Associ-

MASDER



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Section 4: How to be a trainer


Part 2

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This Section will focus on:



- Identification of training needs
- Preparation of the training plan.
- Preparation of training materials.
- Prerequisites for trainees.
- Academic Vs hand-on practical skill training.
- Examples: a surgeon; a car mechanic; a salesperson, a social entrepreneur; a young unemployed person.

Identification of training needs

- 1) Construct the organization chart for your enterprise
- 2) Define duties and responsibilities for each role/position in the chart including planned overlaps
- 3) Define the target knowledge and skill level for each role/position
- 4) Identify the current knowledge and skill level for the individual destined for each role/position
- 5) Define the gaps in knowledge and skill level for each individual in the organization chart
- 6) **Prepare a training plan for each individual**
- 7) Revise each time there is a personnel change



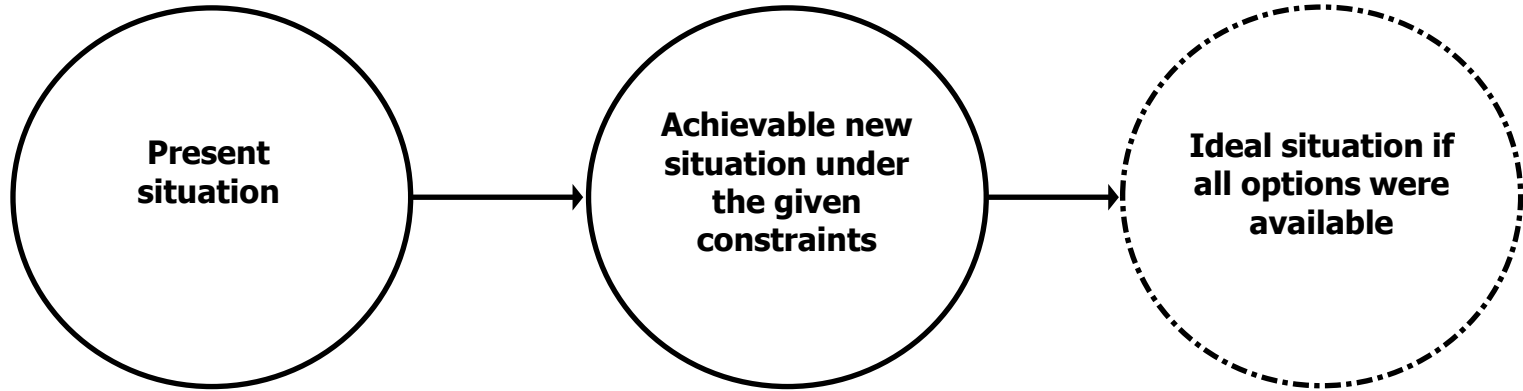
Define the target knowledge and skill level for the role/position of the individual.

Identify the current knowledge and skill level for the individual destined for that role/position.

Define the gaps in the knowledge and skill level for the individual.



Preparation of a training plan

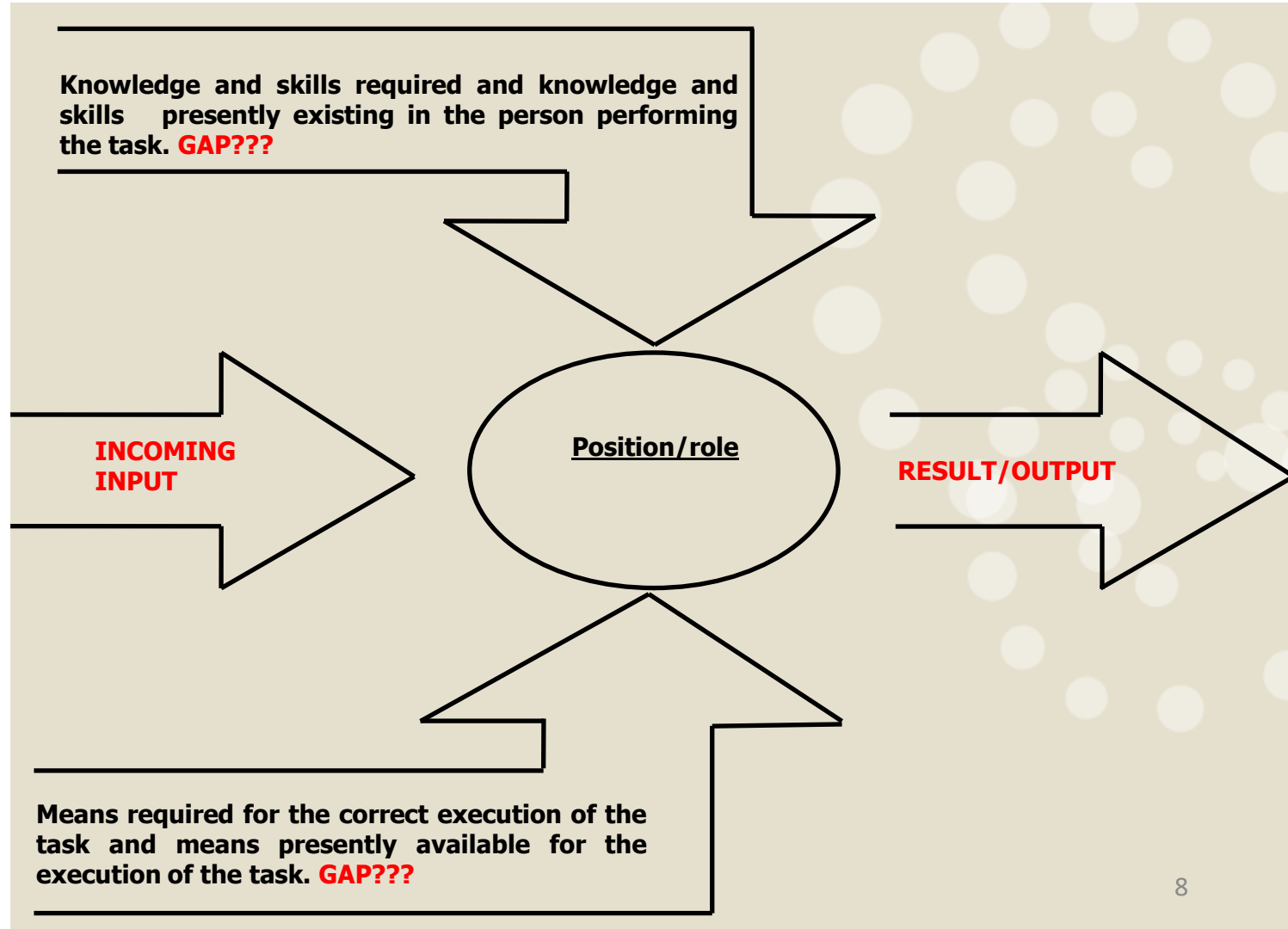


Constraints in Planning

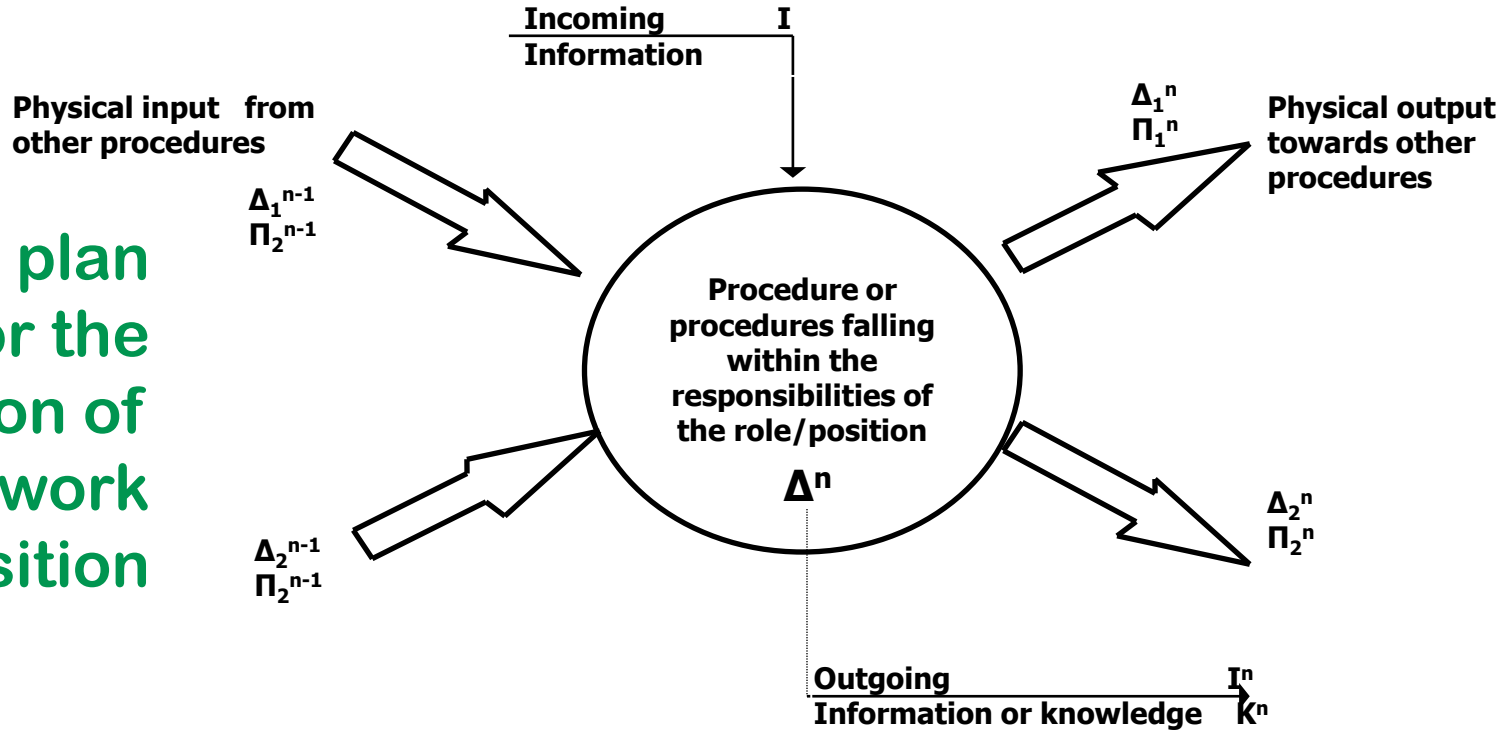
Achieving the ideal is not always possible



Please mind
the GAP !!!



General plan for the evaluation of a role/work position



The Training Plan

The Training Plan outlines the objectives, needs, strategy, and curriculum to be addressed.

The plan presents the activities needed to support the development of training materials, coordination of training schedules, reservation of personnel and facilities, planning for training needs, and other training-related tasks.

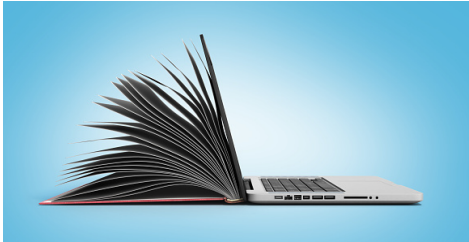


The Training Plan

The TP includes:

- the target audience(s)
- topics on which training must be conducted(with reference to the list of training needs.
- the training strategy (how the topics will be addressed.)
- the format of the training program,
- the list of materials,
- time and duration,
- space requirements, and
- proposed schedules.
- QA issues (testing, course evaluation, feedback, etc)





Preparation of Training Material

Develop the content

Create a training topic outline.

Break down the topics into specific subtitles.

For each subtitle (or sub topic) write the essential key-words

Develop this list into a bullet point presentation (slide, poster)

For each bullet point rehearse what you want say

Prepare short notes to accompany your presentation including some further reading materials if appropriate

Prepare and test all experiments and demos

Make sure you train any assistants you may use beforehand !!!

Prerequisites for trainees

There is an old adage among trainers that the learner learns what they want to learn, when they want to learn it and from whom they wish to learn.

Training is rarely self-determined by those getting trained. The norm is that management has decided that the training is needed and the employees are directed to attend. Being directed to attend training is not sufficient motivation for the trainees to actually learn the material, let alone put the material to work.



Prerequisites for trainees

So what leads to the learner wanting to learn? Either the trainee is aware of a problem and has the desire to fix it, or the trainee is interested and sees value in the material. In either case, the trainee must be able to see the connection between what is being taught and the problem or goal that created the interest in the material being presented.

So are these training prerequisites in place? Spend time on preparation as a first step to test whether the training prerequisites are in place. If not, then the training would be wasted.





Prerequisites for trainers

Learn who the trainees are

Check the level of their prior knowledge and skills

If possible ask them what they expect to gain by the training

If you have an audience with great differences in knowledge and skill level change your tactics.

Use the more experienced to train the less experienced !!!





Academic Vs Hand-on Practical Skill Training

There a huge gap between academics and practicing day to day operators.

- 1) The first know well what others should be doing.
- 2) The second say “....O.K ... don’t tell me Show me !!!”



Examples
a surgeon
a car mechanic
a salesperson





Examples a social entrepreneur



Six personality characteristics of a good social entrepreneur



- 1) Creativity. The ability to think differently, to find innovative solutions where others do not see any change possible is a gigantic quality to lead a social enterprise.
- 2) Self-confidence.
- 3) Perseverance.
- 4) Leadership.
- 5) Team spirit/solidarity.
- 6) Adaptability.

A young unemployed person



What is a young unemployed person looking for?

- A job? Any job? A specific job?
- A career?
- Security?
- Experience?

His/her aspirations

depend on many factors:

- Educational history
- Family background
- Vision of the future
- Perception of realities



A young unemployed person



Schools, Collages and Universities offer general basic knowledge and elementary skills because they do not know where a student will eventually end up.

The first employer has the greatest influence on how a young inexperienced person at entry level forms his/her opinions about their future carrier.



Entrepreneurship Education

When we define entrepreneurship as the ability to identify and take advantage of opportunities for the benefit of one's organization then we can see why entrepreneurship should be taught at schools and universities to ALL their students.



**The small fraction that will
succeed will create jobs for
the others !!!**



Entrepreneurship Education



....HENCE THE NEED TO TRAIN TRAINERS IN ENTREPRENEURSHIP!!!





Group exercise

..Custom made training plan Group Exercise (tavla)





General and Open Discussion

Clarifications

**Matters that
concern you**

Questions

**General
Discussion**



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Thank you!
Teşekkürler!
Ευχαριστώ!

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