

## About REINNOVATE

REINNOVATE is a project funded by the European Commission under the Erasmus + program. The Erasmus program is aimed at building relationships between industry and education providers.

The workplace is continually subject to fast pacing change. The EU have emphasized the importance of transversal skills in assisting individual to keep up to date with these changes. (Liga 2015, Bruge 2010) Research skills are transversal competences, which have been largely overlooked to date. The aim of the REINNOVATE project is to develop workplace research skills in SMEs. It is expected that such skills will:

- Close knowledge gaps that prevent SMEs from becoming more competitive
- Develop a culture of entrepreneurship in SMEs
- Allow SMEs to become more innovative

To develop workplace research skills the project has a number of objectives:

1. Identify a learning methodology and curriculum to develop research skills
2. Develop learning material to support development of research skills
3. Develop an ICT platform to allow learners in SMEs to collaborate on research projects
4. Pilot the programme in five EU countries
5. Integrate research skills into VET programmes.

## Partners

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Co-funded by the  
Erasmus+ Programme  
of the European Union



## The Programme

To design the programme the project team undertook a study with 140 SMEs throughout Europe regarding their future competences. Furthermore, a review was conducted on the emerging world of work and future skills needs because of these developments.

Based on the research it was decided to develop a program that could satisfy the emerging skills needs of companies in Europe. It is mainly concerned with equipping employees with the capacity to embrace changes in their workplace by being proactive. The program will allow employees in the workplace to adapt to these changes by proactively seeking new opportunities for their company, making data driven decisions to implement these opportunities and evaluating the impact of this on the business performance. Workplace research skills provide the capacity for learners to solve new problems, become more entrepreneurial and seek new ways of doing their work. The programme will deliver four modules over a 9 month period. These are

**Module 1:** Using research to identify future opportunities - enables learners to identify sources of business opportunities from different perspectives, customer, resource-based theories, digital opportunities and emerging business models. The student has to design and undertake appropriate preliminary research to investigate the potential impact of these opportunities on their organisation.

**Module 2:** Smart methods to gather and analyse data - ensures that learners design and implement new ideas in a data driven manner. It provides learners with the analytical ability to use traditional and technology based analytical approaches that are orientated towards the needs of the individual user by asking smart questions

**Module 3:** Managing your research project - This module will enable learners to manage a small-scale research project in their organisation to allow them to implement a new business opportunity.

**Module 4:** Evaluating success and future opportunities - enables learners to reflect on impact of workplace research on the organisation and determine opportunities for further workplace research.

## The Methodology

REINNOVATE will deliver the program using a form of active learning called inquiry-based learning. Inquiry based learning poses a question or a problem to be solved. In this case students will have to identify a problem or a question to be answered in their company and apply research skills to gather the knowledge the need to address the issue. It will leverage from the preferred methods of learning in SMEs, which is workplace learning, by requiring students to complete a research project in their workplace. Students will be required to work collaboratively and leverage from the internal resources available in their organization to design and implement a workplace research project.

## The Platform

To support the delivery of the programme online learning material and an IT platform will be developed. This platform will

- Deliver learning material to the learners as required
- Guide learners through the research process
- Provide peer support for learners
- Offer brainstorming tools
- Provide a repository of research projects being undertaken by SMEs



## Contact us if your company would like to:

- Partake in the pilot of the program.
- Access the training material.
- Avail of the IT platform.
- Receive the REINNOVATE newsletter.
- Participate in upcoming workshops.
- Participate at local or national events.