

“Towards a More Innovative Workplace”
Project Reference №: 2014-1-BG01-KA202-001634

VET Providers
Combined Countries Report
Summary

Survey objectives and methodology

This survey was conducted among VET providers in six partner countries of the Innowork project: Austria, Bulgaria, Finland, Lithuania, Portugal and the UK. The purpose was to assess the situation and map attitudes towards workplace innovation and learning in order to develop suitable learning materials and approaches for the small and medium-sized enterprises and their trainers.

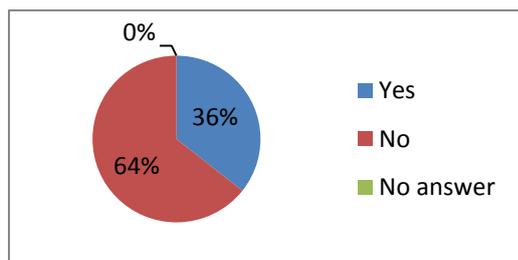
Scope of the survey

Number of SMEs per country:

AT (n=10)	BG (n=36)	FI (n=14)	LT (n=10)	PT (n=24)	UK (n=7)	Total (n=101)
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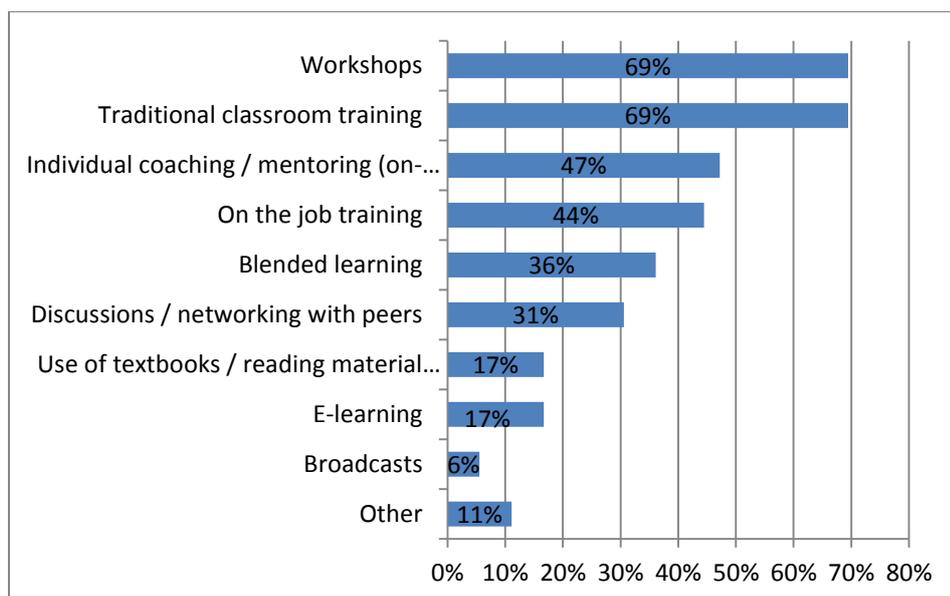
Survey results

✓ **VET providers offering courses in creativity and innovation for SMEs**



The countries with the highest reported offer of training courses in creativity and innovation for SMEs were Austria and Lithuania.

✓ **Form of courses/training offered**



In individual project countries, the following forms were reported as most common:

Austria: traditional classroom training, followed by individual coaching / mentoring (on-site) and workshops.

Bulgaria: on the job training and traditional classroom training, followed by workshops.

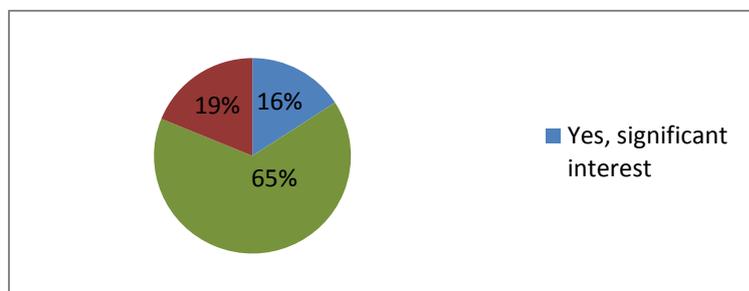
Finland: traditional classroom training and workshops, followed by discussions / networking with peers and on the job training.

Lithuania: workshops, followed by on the job training.

Portugal: traditional classroom training and workshops, followed by blended learning and on the job training.

United Kingdom: blended learning, discussions / networking with peers, traditional classroom training and workshops.

✓ **Perceived interest in creativity and innovation and related topics among SMEs**



Austria: moderate interest

Bulgaria: moderate to low interest

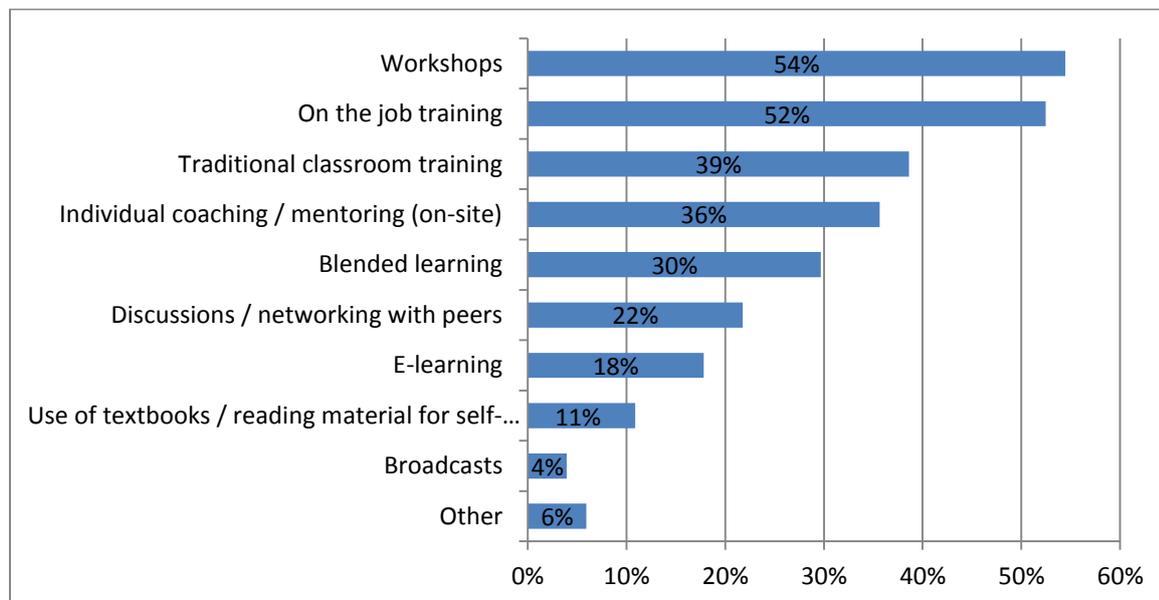
Finland: moderate to low interest

Lithuania: moderate interest

Portugal: moderate interest

United Kingdom: moderate to high interest

✓ **(Perceived) preferred form of training by the SMEs**



VET providers in the different project countries reported the following preferences among SMEs:

Austria: Austrian SMEs were reported to prefer individual coaching / mentoring (on-site) and workshops, followed by blended learning, on the job training and traditional classroom training.

Bulgaria: Bulgarian SMEs were reported to prefer on the job training and workshops, followed by blended learning and individual coaching / mentoring (on-site).

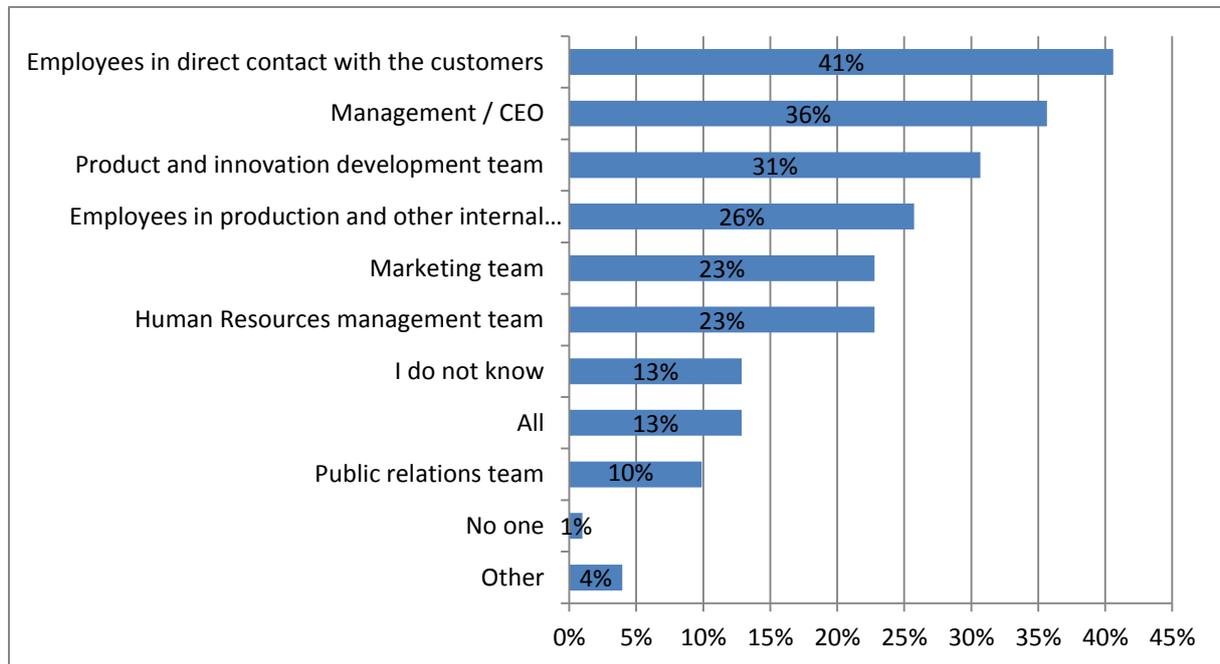
Finland: Finnish SMEs were reported to prefer individual coaching / mentoring (on-site), discussions / networking with peers and workshops, followed by on the job training.

Lithuania: Lithuanian SMEs were reported to prefer on the job training, followed by individual coaching / mentoring (on-site).

Portugal: Portuguese SMEs were reported to prefer traditional classroom training, followed by on the job training and workshops.

United Kingdom: UK SMEs were reported to prefer workshops, followed by individual coaching / mentoring (on-site), on the job training and use of textbooks / reading material for self-paced training.

✓ **Participants in the training**



Across the project countries, the following types of SME representatives were reported to be the most likely participants in innovation and creativity training:

Austria: management, human resources management team, employees in direct contact with the customers.

Bulgaria: employees in direct contact with the customers, management, product and innovation development team.

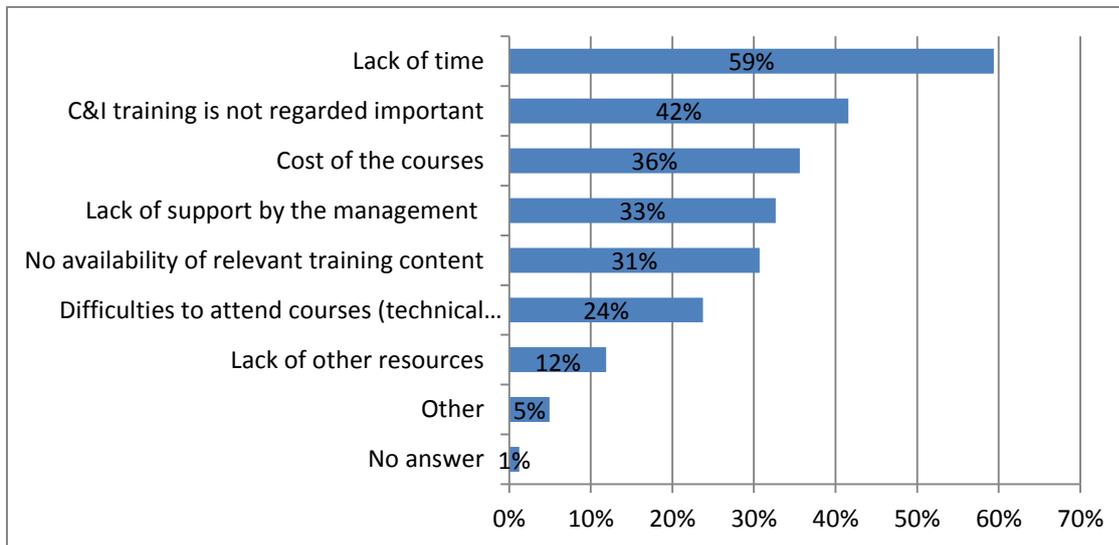
Finland: management, employees in direct contact with the customers, product and innovation development team.

Lithuania: product and innovation development team, management, marketing team.

Portugal: employees in production and other internal processes, employees in direct contact with the customers, human resources management team.

United Kingdom: employees in direct contact with the customers, product and innovation development team.

✓ **VET providers' perceptions of barriers for SMEs to train in creativity and innovation**



Across the project countries, the following barriers stood out as most important:

Austria: lack of time and no support by the management of the SMEs.

Bulgaria: lack of relevant training content for SMEs, no support by the management of the SMEs, lack of time, creativity and innovation training is not regarded important by the SMEs (lack of awareness).

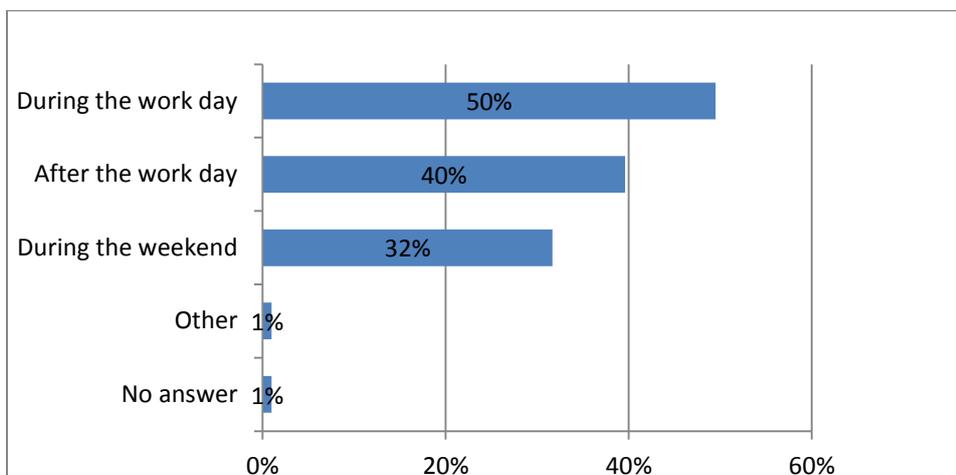
Finland: lack of time, lack of awareness.

Lithuania: lack of time, high cost of the courses, no support by the management of the SMEs.

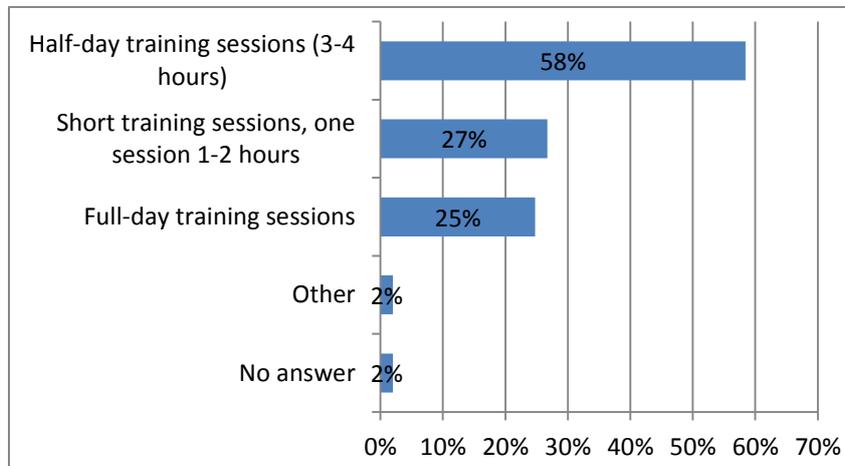
Portugal: lack of time, high cost of the courses.

United Kingdom: lack of time, high cost of the courses, difficulties to attend courses due to technical reasons (ICT, distance, time of training, etc.).

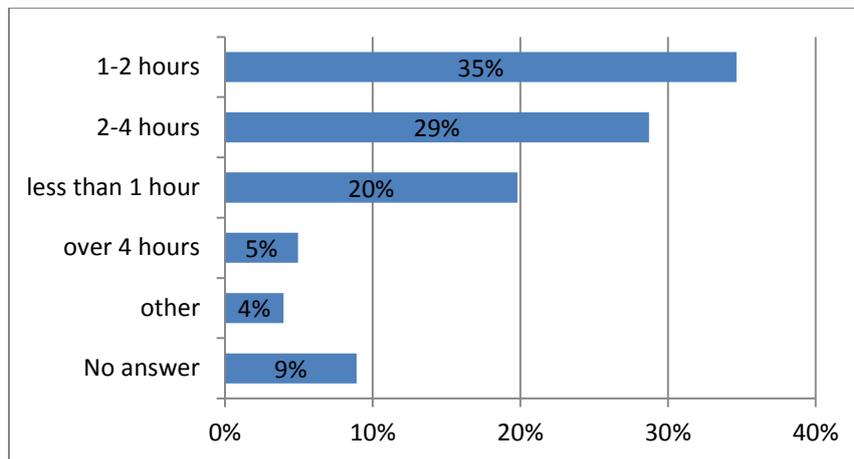
✓ **Preferred time of training by the SMEs**



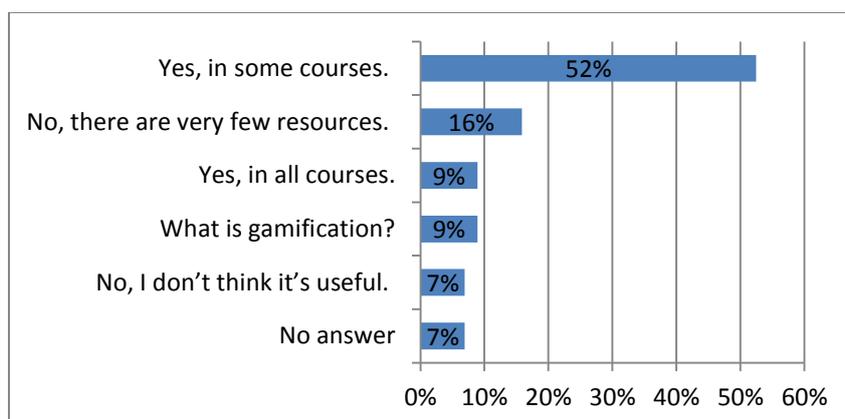
✓ Preferred duration of training sessions by the SMEs



✓ Preferred weekly time used for online training by the SMEs



✓ Use of gamification in courses provided



Gamification is reported as most common in Austria, Bulgaria and Lithuania.

✓ Preferred InnoWork topics on creativity and innovation training at the workplace

