



# TEMPLATE

## Output factsheet: Pilot actions

Version 1

1.1. Project index number and acronym	CE1119 InnoPeer AVM
Lead partner	Business Upper Austria
1.2. Output number and title	O.T3.2 - Summary report on pilot actions with local/transnat. SME participant groups from all PP regions
Responsible partner (PP name and number)	PP 9 - Wrocław University of Science and Technology
Project website	<a href="https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html">https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html</a>
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## Summary description of the pilot action explaining its experimental nature and demonstration character

The piloted trainings of the InnoPeer AVM curriculum have started with the implementation in November 2018 and finalized in spring 2020. The curriculum consists of 3 training levels:

- **Basic Training** with a general introduction to Industry 4.0 and an overview of the three knowledge dimensions Technology, HR and Organisational management and Business model development - at a level that is suited for persons completely new to one the knowledge dimensions and implemented in native language.
- **Advanced trainings** which have been implemented as five separate online courses (2x technology, HR mgmt., Org. mgmt., Business model dev./strategy), hosted on the platform of the Virtual University of Bavaria (VHB). Each course lasts about 5 hours and is accompanied by a quiz.
- **Practical Trainings** which were separated according to the thematic scope, in
  - o **Strategy Camps**, with focus on strategic upgrade of a companies' HR + org. mgmt. and business model
  - o **Model factories**, with focus on hand-on learning of specific technologies and their applications

To put a special emphasize on the practical aspect of the trainings, the participants have elaborated teaching cases, which were developed on the basis of real companies' use cases.

WUST has implemented two basic trainings and a Strategy camp with local SME participants. The advanced online training on Technology #2 was mainly implemented by us.

The Living lab and the Model Factory held in Wroclaw were a great success, as participants had the chance to see Additive Manufacturing company from inside and learn about it operational systems, so different from regular production companies.

Several participants from the Basic Trainings have also attended the advanced and/or practical trainings and were awarded as "InnoPeer AVM managers".

## NUTS region(s) concerned by the pilot action (relevant NUTS level)

Lower Silesia (PL) - PL51



## Expected impact and benefits of the pilot action for the concerned territory and target groups

The piloting of the 3-level trainings in all partner regions was of extraordinary benefit for companies, and in particular for small and medium sized enterprises - as they commented in the feedback questionnaires.

From later assessments and participants sharing news with the organizers in Wroclaw the pilot actions have supported them and their companies for the ever changing and the intensity of market trends changes. The touched technological and strategical aspects have shown them new possibilities of development, operational adjustment and thinking/perspective transformation in future allowing to deal on everyday biases with challenges. There was a company that radically started to work on their business model, as it was too old fashioned, therefore company was losing new leads constantly. Another company after Strategy Camp has finalized its strategy, opening on innovative solutions. PP has also been in contact and guided a participant that has started a new company directly working with Additive Manufacturing. All this results present a success trend in regional transformation.

The bases of the InnoPeer AVM project and its early results were presented to the Ministry of Development director, and this educational curriculum was an inspiration and guidance for, already in progress, implementation of numerous programs aimed at supporting Polish entrepreneurs in digital transformation. Five Digital Innovation Hubs, oriented on I 4.0 technologies, were funded by the Ministry of Development program. Wroclaw University of Science and Technology is in a consortium of one of the DIHs, where continuous support and knowledge transition to support business, production, research groups, and the general public.

## Sustainability of the pilot action results and transferability to other territories and stakeholders

The pilot action results have been summed up in the InnoPeer AVM handbook, which is available on the project's website.

All trainings can be applied in other territories, as in particular the basic trainings are taking into account the local economy and status of digital transformation. The thematic modules can be also used in teaching students of Wroclaw University of Science and Technology. The Lower Silesia Marshal office is planning on opening educational program for local SMEs based on InnoPeer AVM experiences.

As the advanced trainings are in English language, they can be viewed by any person in any region or country, e.g. people from Spain to Russia have attended several lessons of one of the advanced courses and some of them have already completed a course. The developed programme is also used at Wroclaw University of Science and Technology as a complementary knowledge for some courses. Participants from Lower Silesia region declared, that they will prepare trainings for other departments and employees in their institutions, which has widen the gained knowledge transfer to other territories.

As for the practical pilot actions, their organization requires resources, therefore it is not that easy to provide sustainability for them. Nevertheless the methodology standing being is available in project reports, so any other institution can build their actions form this starting point. Indicating the close sustainable actions, the Strategy Camp formula and tools can be also used as an educational aid in students education. The Living Lab organised by Wroclaw PP was recorded and is available on youtube channel and can be used for own education and gaining practical knowledge.



## Lessons learned from the implementation of the pilot action and added value of transnational cooperation

As the partners have implemented at least a second (some even a third) round of basic trainings, they have taken into account the feedback from the first round of basic trainings and incorporated adaptations accordingly. In particular we have recognized, that workshop formats and teaching case elaboration are acknowledged by the participants as they can directly apply the gained knowledge. It is very helpful to teach the basics in native language, which also enables for livelier discussions during workshops. Moreover after first round of trainings, participants highlighted, that it is more comfortable to organize such trainings independently - in form of three independent days each for one topic, than three days in the row. Some of the participants were interested in all three dimensions, but that were singular cases.

The advanced teaching cases were discussed in online living labs (in English), what showed that people who are scared of talking in English, don't answer any questions. This gave maybe the wrong impression that some participants didn't want to contribute. The results of Living Lab organized by Wroclaw PP were verified in practice during Model Factory. All participants of LL had a possibility to prepare their own phone stand model and individualize it based on practical information given during LL. Those individual models were manufactured by company where MF was held, and participants could see how finally their models looked like in real, and learn from their mistakes. Based on the archived printed models the authors could verify if all aims were reached, and why some were impossible to realize or just didn't look well. This gave a very positive response to organizers. On the other hand after the LL there was a special time for consultation with experts in thematic fields reserved, so that participants while working on their models could get an opinion or advise. This, one would think, great chance for an expert advice was used by participants in a very limited range. Therefore for the future round there was a suggestion to cancel this activity. The Model Factory held in Wroclaw was a great success participants had left flattering feedback, the most ranked was the chance to see Additive Manufacturing company from inside and learn about its operational systems, so different from regular production companies. The study visit, cases presentation and vivid discussion gave a good insight on possibilities of AM implementation in participants companies. This form of cooperation with real company based on interested technology to be presented, was recommended for any future events in this style.

The joint implementation of the advanced trainings and strategy camps is of added value for PPs because they receive knowledge in a topic that they are not experts in, and on the other hand give valuable input for other PPs of different specialisation.

The Strategy Camp organized in Wroclaw had a very high positive feedback. All participants have marked that the topic and used tools were new to them and together constituted very solid starting point of strategy development building and for monitoring of progress of new strategy implementation within the company. It was clearly stated that all participants of this SC would take part in a new one organized in this manner.



## References to relevant deliverables and web-links

If applicable, pictures or images to be provided as annex

This output is mainly based on the deliverable

D.T.3.2.10 - Summary report on pilot actions with local/transnat. SME participant groups from all PP regions ,

as well as the deliverables from A.T3.2 - Implementation of pilot actions covering all qualification modules - referenced there.

[https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html#Deliverables\\_and\\_Outputs](https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html#Deliverables_and_Outputs)

The results from the training evaluation and impact assessment with the deliverable

D.T3.3.3 - Final report on impact analysis of SME participating in pilot actions,

As well as the other deliverables from A.T3.3 - Dev./impl. of accessory assessment programme for analysing impact of AVM cap. building on participating SME - referenced there.

Living Lab link:

[https://www.youtube.com/watch?v=ZtB3UD\\_Z3gc&t=6s](https://www.youtube.com/watch?v=ZtB3UD_Z3gc&t=6s)