



# 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)	LP Business Upper Austria
Project website	<a href="https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html">https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html</a>
Delivery date	30.06.2020



## 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.

The partnership has implemented 13 basic trainings in the 6 partner regions, with more than 200 participants in total.

Almost 250 participants have completed minimum one of the advanced courses and received a certificate. About 2.000 further persons attended one of the five courses and have viewed selected lessons and chapters, but not answered all quiz questions and/or viewed all chapters.

The practical trainings, with 5 strategy camps in Modena, Munich, Sopron and Wroclaw, and 3 model factory test runs in Italy, Bavaria and Lower Silesia were attended by more than 140 participants.

Several participants from the Basic Trainings of each region 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)

Upper Austria (AT) - AT31  
Emilia-Romagna (IT) - ITH5  
Veneto (IT) - ITH3  
Bavaria (DE) - DE2 with DE21 Oberbayern, DE27 Schwaben  
Lower Silesia (PL) - PL51  
Western Transdanubia (HU) - HU22



## 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.

An additional target group that showed strong interest in the trainings, were "smaller large entities", ie. companies with 250 - 800 employees, who are usually family-run, and have the strong need as well as the power to effectively transform their company towards Industry 4.0. This was mainly an issue in Austria, Bavaria and Italy, whereas the participating regions in HU and PL mainly focused on SME.

The positive feedback that the partnership received in the questionnaires as well as the high number of participants shows that the piloted curriculum supported the companies in their digital transformation which is also beneficial for the economy in the participating regions.

## 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.

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.



## 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.

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 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.

## 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.

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.