



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 PP2 IAA
Project website	https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html
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 Upper Austrian Project partners Business Upper Austria (Biz-Up) and Institute for Labour research (IAA) have implemented 3 basic trainings in the timespan of Nov. 2018 to March 2020, with more than 60 participants in total.

The Upper Austrian project partners coordinated two of the 5 advanced courses and encouraged local SME employees to participate.

We have supported the practical trainings, in particular the strategy camp in Munich, the model factory test run in Augsburg, which were also attended by some Austrian participants.

Several participants from the 3 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)

Upper Austria (AT) - AT31



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. „My expectations were not only fulfilled, but far exceeded. The mixture of basic knowledge transfer and the competent answering of very specific details, makes it easy for me to classify this event as absolutely recommendable.“

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.

A positive side effect of the lockdown in Spring 2020 was, that many companies took the chance for attending the advanced online training courses and used the gained knowledge for the development of strategies for the recovery period.

The positive feedback that the partners 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 Upper Austria.

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.

In the follow-up projects Boost4BSO (Interreg CE) and DanubePeerChains (Interreg DTP) the format of the basic trainings can be adopted by project partners. Additionally, the information about the advanced trainings will be spread in the two project consortia and further in the respective regions.



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

As the Upper Austrian partners have implemented three rounds of basic trainings, we have taken into account the feedback from the first / second round of basic trainings and incorporated adaptations in the subsequent trainings, 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.

https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html#Deliverables_and_Outputs



Participants solving teaching cases