

ENTRECOMP-BASED JOB SHADOWING PROGRAM FOR MANAGEMENT STAFF OF CSO

**JUNE 2025
NICOSIA, CYPRUS**

HOST:



PARTNERS:



THE JOB SHADOWING PROGRAM

**CYPRUS,
15-24 JUNE 2025**

ENTRECOMP-BASED MOBILITY PROGRAM

PARTICIPANTS

10 CSO representatives in total, 2 from Montenegro, 4 from Bosnia and Herzegovina, and 4 from Albania.

CRITERIA FOR PARTICIPANTS

1. Management or teaching staff at adult VET center.
2. Adults 18-64 enrolled in VET programme.
3. Good command of English.
4. Motivation of CSOs and how this mobility fits their strategic plan and to gain European experience in management and teaching.
5. CSOs from remote and rural areas.

METHODS

Study visits, presentations, workshops, discussions, and reflections

This program is designed as a 10-day program of professional development of CSO staff, built on the EntreComp framework for entrepreneurial competences in Cyprus and the wider region.

LEARNING OUTCOME

Boosted management and entrepreneurial competences of CSO management staff in the provision of VET opportunities for learners, through international mobility experience.

OBJECTIVES

To support the professional development of management staff of CSOs which are VET providers, through international learning experience.

**ACTIVITIES FOR
THE PARTICIPANTS
OF THE
JOB-SHADOWING
PROGRAM**

ENTRECOMP AS FRAMEWORK FOR BOOSTING ENTREPRENEURIAL COMPETENCES

DURATION: 1 HOUR & 30 MINUTES

METHOD OF WORK:
Lecture & presentation

ENTRECOMP COMPETENCE:
1.3 VISION

OBJECTIVES:

To acquaint participants with entrepreneurship competences and ways to bridge the gap between the fields of education and work at European level: example of CY.

LEARNING OUTCOMES:

Participants will understand the concepts behind the three competence areas:
1) Ideas and opportunities,
2) Resources, and
3) Into action.



PRESENTATION OF GIRLS IN STEAM ACADEMY

DURATION: 2 HOURS

ABOUT THE PROGRAM

The vision at Girls in STEAM Academy is to empower girls and women to become future leaders in STEAM fields by providing them with world-class training programs and networking opportunities.

METHOD OF WORK:

Presentation

ENTRECOMP COMPETENCE:

1.3 VISION

OBJECTIVES:

Participants will learn about this initiative, team up, collaborate and network. Girls in STEAM Academy is a non-profit initiative that strives to close the gap in the underrepresentation of women and girls in Science, Technology, Engineering, Arts, and Mathematics in Cyprus and abroad.

LEARNING OUTCOMES:

The vision at Girls in STEAM Academy is to empower girls and women to become future leaders in STEAM fields by providing them with world-class training programs and networking opportunities.



STUDY VISIT JUNIOR ACHIEVEMENT CYPRUS (JA CYPRUS)

DURATION: 2 HOURS

ABOUT THE PROGRAM

The organisation specializes in entrepreneurship, and labor market education, offering programs that empower youth to succeed. Through initiatives like the JA StartUp Programme, JA Cyprus provides students with practical experiences in starting and running their own businesses.

METHOD OF WORK:

Study Visit & Presentation

ENTRECOMP COMPETENCE:

3.5. Learning through experience

OBJECTIVES:

Participants will learn about JA Cyprus' programmes, good practices, and challenges. JA is a non-profit organization dedicated to educating students on entrepreneurship, work readiness and financial literacy skills through experiential, hands-on programmes. We will have an open discussion on what works differently in Cyprus than in the other JAs and how JAs from different countries can learn from each other.

LEARNING OUTCOMES:

Participants will understand the differences between one JA to another, what contributes to these differences and brainstorm ideas to overcome the challenges.



**Junior
Achievement
Cyprus**

Member of JA Worldwide

SUCCESS STORIES OF THE JAC ALUMNI CLUB MEMBERS & GIRLS GO CIRCULAR PROGRAM

DURATION: 1 HOUR & 30 MINUTES

LEARNING OUTCOMES:

Participants can describe their skills and competences relating to career options including self-employment. They can develop simple future scenarios where value is created for their community and surroundings, and also, they are motivated by the idea of creating value for themselves and others.

OBJECTIVES:

JAS Alumni Club is a network of young professionals who build their careers in different areas – from entrepreneurship to science and Academia. They have the power to Mobilize other, to inspire, enthuse and get others on board. Representatives will share their stories and how Student Company program contributed to their education and career path.



ENTRECOMP COMPETENCE:

2.2 Motivation and perseverance

METHOD OF WORK:

Study Visit & Presentation

FRIENDS OF THE EARTH CYPRUS



DURATION: HALF DAY

LEARNING OUTCOMES:

Evaluate the impact of valuable ideas and entrepreneurial activities on the community, market, society, and environment. Consider the sustainability of long-term social, cultural, and economic objectives, as well as the chosen strategies. Exercise responsibility in all actions.

OBJECTIVES:

Friends of the Earth Cyprus is a very active organization, and participants can visit their offices in Limassol or participate in an awareness campaign in Nicosia. Social and Green entrepreneurship.

ENTRECOMP COMPETENCE:

1.5 Ethical and sustainable thinking

METHOD OF WORK:

Workshop and study visit



GARDENS OF THE FUTURE IN NICOSIA

DURATION: 3 HOURS

LEARNING OUTCOMES:

The garden's aim is to be a social hub in the city and create new work opportunities for the neighbourhood and beyond. Celebrating a 'sharing economy' and support locals in how-to create their own gardens, grow their own food and open paths for economic freedom around agriculture activities. The initiative is now a National Champion and an International Winner through Climathon working collectively to accelerate solutions to the climate crisis

OBJECTIVES:

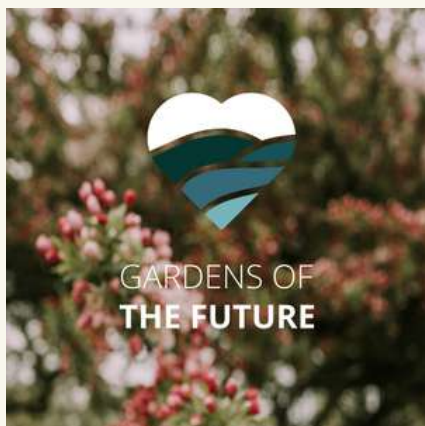
Sharing experiences through a communal garden gives them the capacity to welcome everyone despite age, gender, religion, and ethnicity background. Embracing a circular economy approach, we promote the philosophy of building from 'waste' and practice the loop of recycle – reuse – reduce.

ENTRECOMP COMPETENCE:

1.1 Spotting opportunities

METHOD OF WORK:

Workshop and study visit



AGROS VILLAGE - THE ROSE FACTORY

DURATION: FULL DAY

LEARNING OUTCOMES:

Participants will learn about the collaboration between traditional knowledge and modern technology in sustainable production. They will explore the entrepreneurial values of the rose factory, focusing on ethical production and respect for nature's laws. Participants will gain insights into how local agribusinesses contribute to the economic and social well-being of the village.

OBJECTIVES:

Experience and appreciate the cultural heritage and traditional practices of Agros Village. Understand the sustainable agricultural practices and eco-friendly approaches employed by the local community. Explore the entrepreneurial journey and the ethical values upheld by the rose factory

ENTRECOMP COMPETENCE:

1.1 Spotting opportunities

METHOD OF WORK:

Study visit



THIS MOBILITY PROGRAM IS ORGANISED IN THE SCOPE OF THE VETPRENEUR (VOCATIONAL EDUCATION AND TRAINING PROVISION WITH ENTREPRENEURIAL EDUCATION UPTAKE IN THE REGION) PROJECT

ABOUT THE PROJECT

The project addresses common regional and also country specific issues facing both youth and adults in the VET sector contexts as per the ETF assessments reports (Turin process reports) from 2020 and 2021. In doing so, the VETpreneur project mainstreams the use of EntreComp framework (entrepreneurship as a key competence) in formal and non-formal VET education and training in the Western Balkans.

PROJECT CONSORTIUM

JUNIOR ACHIEVEMENT SERBIA (project coordinator), WESTERN BALKANS INSTITUTE (WEBIN), IZOBRAZEVALNI CENTER GEOSS, CSI CENTER FOR SOCIAL INNOVATION LTD, JUNIOR ACHIEVEMENT MONTENEGRO, ZAVOD ZA SKOLSTVO PODGORICA (BES), INKUBATOR DRUSTVENIH INOVACIJA - MUNJA, ASOCIJACIJA ZA EKONOMSKI RAZVOJ REDAH, CHAMBER OF COMMERCE AND INDUSTRY OF REPUBLIKA SRPSKA, JUNIOR ACHIEVEMENT OF ALBANIA, JUNIOR ACHIEVEMENT EUROPE

This document has been created in the framework of the VETpreneur project funded by the EU within ERASMUS+ Capacity Building in VET. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or EACEA. Neither the European Union nor the granting authority can be held responsible for them. Project number: 101092503