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T 3.4 The Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES): current status of CEES in each CA HEIs and D 3.2

September 14th, 2023

P02 ENU
Armiyash Nurmagambetova
Altyn Kiyasheva
Almira Seisinbinova

CEES will provide:

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- provide students and graduates with high-quality and effective consulting services;
- Provide effective information services on all aspects of employment, further training and alternative options;
- to assist self-assessment/decision-making strategies;
- provide students with the opportunity to clarify skills, abilities, interests and values;
- enable students to understand the range of opportunities available.

CEES will help the university understand and adapt to the changing conditions of the graduate labor market:

CEES will provide:

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- collect and analyze information on employment, training and further education of University graduates;
- inform the University about employment and trends in the labor market;
- support with academic staff and college staff and keep them informed of graduate employment trends and support them and their work regarding employment opportunities for their students;
- to increase and promote employment opportunities at the university;
- promote the work of career, employment and entrepreneurship services among University employees; academics.

CEES will facilitate access for university students and graduates to employers and vacancies

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- professional advice to employers looking for university graduates;
- providing employers with access to students for information dissemination and recruitment;
- maintaining close ties for effective cooperation for the benefit of students, employers and the University.

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CEES will help professional standards and adapt to changing needs:

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- awareness of changes to respond to the needs of students, institutions and organizations;
- - maintaining professional standards
- participation in/with relevant organizations and training.

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The creation of new services:

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- Implementation of new services into the existing structure of the university
- enhancing the skills needed to provide such services in individuals already working at the university in various positions (e.g. academic, managerial, administrative, technical).

D 3.2 Guideline on careers, employability and enterprise services in each CA HEI

Detailed descriptions at least on:

- the overall concept on careers, employability and enterprise services offered to students and employers by concrete HEI;
- which services are offered by HEI (with links);
- the description of the content of each service;
- who is offering specific service (with contact details);

Template

WP3: Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES)

D 3.2 Guideline on careers, employability and enterprise services

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PART II: services for HEI staff

PART III: services for other stakeholders

Map, contact information

Visualization

Timeline D 3.2 (Guideline) and D 3.3 (Roadmap)

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Template
February-
March 2023

1st Draft
March – June 2023

Training
in June 2023

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Current status of D3.2

CA HEI	Status of the first draft	Status of the updated versions after trainings in Athens
P02_ENU	submitted	
P03_ATU	submitted	
P04_ToU	submitted	submitted
P05_TerSU	submitted	
P06_NIET	Missing on GD	
P07_JizzPI	submitted	
P08_TSTU	submitted	submitted
P09_DSU	submitted	submitted
P11_KSU	submitted	
P12_KulSU	submitted	

PART I: services for students

- Academic Advising
- Library Services
- Career Services
- Counseling and Mental Health Services
- Health Services
- Financial Aid and Scholarships
- Student Organizations and Clubs
- Campus Housing and Residential Life
- Disability Services
- Study Abroad and Exchange Programs
- Academic Support Services
- Technology Support
- Campus Recreation and Fitness
- Student Governance and Advocacy
- Diversity and Inclusion Programs
- Study Support and Academic Workshops
- Campus Safety and Security
- Student Financial Management
- Community Engagement and Volunteer Opportunities
- Student Events and Activities
- Etc.

PART II: services for HEI staff

- **Training and Development/ professional development**
- **Continuing Education**
- **Mentoring and Coaching**
- **Health and Wellness Programs**
- **Performance Evaluation and Feedback**
- **Research and Publication Support**
- **Recognition and Rewards**
- **Employee Assistance Programs**
- **Childcare Facilities**
- **Library and Research Support**
- **Computing and IT Support**
- **Retirement and Benefits Programs**
- **Staff Associations and Networking Opportunities**

PART III: services for other stakeholders:

- Continuing Education and Professional Development
- Research Collaboration and Consultancy
- Community Outreach and Engagement
- Partnerships with Schools
- Technology Transfer and Innovation Support
- Arts and Cultural Offerings
- Public Lectures and Guest Speaker Series
- Policy Development and Consultation
- Cultural and Sports Facilities
- Entrepreneurship Support
- Environmental and Sustainability Initiatives
- Access to Talent and Recruitment Support
- Incubation and Start-up Support
- Market Research and Feasibility Studies
- Access to Specialized Facilities and Equipment

Timeline D 3.2 (Guideline) and D 3.3 (Roadmap)

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February-
March 2023

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March – June 2023

Training
in June 2023

Updated drafts
September 30th
2023

Final draft
November 30th
2023

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Overview of WP3: Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES)

September 14th, 2023

P02 ENU
Armiyash Nurmagambetova
Altyn Kiyasheva
Almira Seisinbinova

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Overview WP3

TRIGGER
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TitIe: Establishment/ Enhancement of the Careers, Employability and Enterprise Services
Leading organization: L.N. Gumilyov Eurasian National University
General dates: April 2021- December 2023

This WP focuses on:

- new services and support for students (establishment/enhancement of the CEES);
- learning and support of the acquisition of related skills of entrepreneurship by the students (internships based on ENTER.M model);
- capacity building of HEI teaching staff and companies' trainers;

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Overview WP3 Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES)

T3.1 The Audit of graduate's employability support through Careers, Employability and Enterprise Services at each CA HEI

T3.2 Training in the area of graduate's employability promotion and HEIs–company's cooperation creation

T3.3 HEI and business representatives' perceptions of the graduate's employability enhancement and partnerships with employer's establishment

T3.4 The establishment/Enhancement of Careers, Employability and Enterprise services (CEES) at each CA HEI

T3.5 The design and testing of effective Graduate Employability Enhancement Scheme

Tasks

D 3.1 The Report on graduate's employability support through careers, employability and enterprise services at each CA HEI

D 3.2 Guideline on careers, employability and enterprise services in each CA HEI

D 3.3 Roadmap of Graduate Employability Enhancement Scheme for each CA HE**I**

Deliverables

Overview WP3 Timetable (completed tasks)

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Year	Activities	New dates
2021-2022	The Audit of graduate' employability support through Careers, Employability and Enterprise Services at each CA HEI	April 20 to May 11, 2021
	The Report on graduate's employability support through careers, employability and enterprise services	February 2022
	Training in the area of graduate's employability promotion and HEIs-company's cooperation creation in Nice (France)	2-14th May, 2022
	Local training in the area of graduate's employability promotion and HEIs-company's cooperation creation at each CA HEI	June-September, 2022
	HEI and business representatives' perceptions of the graduate's employability enhancement and partnerships with employer's establishment in each Partner country	September-December 2022
2023	D3.2 Guideline on Careers, Employability and Enterprise Service D3.3 Roadmap to Graduate Employability Enhancement (Draft)	February 2023 –June 2023
	Training in the area of graduate's employability promotion and HEIs-company's cooperation creation in Athens (Greece)	June 2023

T3.1 The Audit of graduate's employability support through Careers, Employability and Enterprise Services at each CA HEI

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Dates April 20 to May 11, 2021
Number of participants overall 368 persons

- ✔ Top managers and decision-makers at university level (at least 2 persons);
- ✔ Vice-deans for education/research of each CA HEI Faculties (1 per faculty);
- ✔ 5 Professors/Teachers per university (preferably involved in administration or university/faculty Academic and Scientific Bodies);
- ✔ 5 Professional and support staff (e.g. career Advisors/Technology Transfer Office/Administrative offices) on University or faculty level.

D 3.1 The Report on graduate's employability support through careers, employability and enterprise services at each CA HEI

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CA HEI	Status of the final report
P02_ENU	submitted
P03_ATU	submitted
P04_PSU	submitted
P05_TerSU	submitted
P06_NIET	submitted
P07_JizzPI	submitted
P08_TSTU	submitted
P09_DSU	submitted
P11_KSU	submitted
P12_KulSU	submitted

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T3.2 Training in the area of graduate's employability promotion and HEIs–company's cooperation creation (Nice, France)

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Duration: 2-14th May 2022

Number of participants: 34 persons were trained from each CA HEI

Outcomes:

- staff trained on providing the comprehensive information on CEES and employability education,
- introduction to the internships based on ENTER.M Model for the entrepreneurial mindset at student's development;
- provide self-assessment testing for students based on EntreComp methodology using online tool EPIC;

T3.2 Local training in the area of graduate's employability promotion and HEIs–company's cooperation creation (after training in Nice)

Duration: June-September 2022

Number of participants: 304 persons were trained at each CA HEI

Target group: staff, faculty representatives responsible for the students' internships, HEI-graduates communication and HEI-enterprise cooperation

CA HEI	Number of participants	Status of the report
P02_ENU	30	submitted
P03_ATU	30	submitted
P04_PSU	23	submitted
P05_TerSU	20	submitted
P06_NIET	30	submitted
P07_JizzPI	30	submitted
P08_TSTU	33	submitted
P09_DSU	33	submitted
P11_KSU	42	submitted
P12_KulSU	33	submitted
Overall	304	10

T3.2 Training in the area of graduate's employability promotion and HEIs–company's cooperation creation (Athens, Greece)

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Duration: 19-30th June 2022

Number of participants: 35 persons were trained from each CA HEI

Outcomes:

- staff trained on University's policy, strategy and vision to improve graduate employability
- staff trained on identifying and collaborating Stakeholders, outlining the measurable results and actionable steps to achieve the desired outcomes
- Identifying actions, timeline and responsibilities, resources, communication plan;
- Guidelines on careers, employability and enterprise services and examples of other HEIs and visualization.

Local trainings are planned July-September 2023

T3.3 HEI and business representatives' perceptions of the graduate's employability enhancement and partnerships with employer's establishment in each Partner country

Awareness–raising workshops

WHO MODERATED?

- HEI staff trained in Nice

WHEN?

- October-December 2022

TOTAL NUMBERS:

- Events-10
- Involved – 268 people

FOR WHOM?

- HEI's partners from the enterprises;
- administrative and faculty staff responsible for the internship and HEI-enterprise cooperation

WHERE?

- at each CA HEIs

The training explained

- how university-enterprise response from the world of learning to its changing role and environment
- the principles of university-enterprise cooperation
- practical examples, both from the EU and outside of EU regions
- recommendations for authorities, universities and enterprises
- the message that cooperation between the worlds of education and work is no longer something that enterprising universities can pursue at leisure, simply to gain an edge or fill a niche
- the area coming from Analysis for preparedness will be covered.

T3.4 The establishment/Enhancement of Careers, Employability and Enterprise services (CEES) at each CA HEI

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CEES services will include:

- career orientation evaluations for students and graduates;
- professional portfolio for students with a listing of their skills
- preparation for employability based on real-life scenarios;
- a skill-based job placement;
- the internship during the study
- the market study in which the current trends
- maintaining a close relationship with graduates for their support in professional development and receiving ongoing feedback enables to guide continuous improvement efforts.

T3.5 The design and testing of effective Graduate Employability Enhancement Scheme

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- Entrepreneurial skills support based on ENTER.MODE as an integrated model of entrepreneurship skills acquisition that invites different levels of learning, using online serious game
- After evaluation, the pilot version of the Roadmap will be adjusted/improved in order to better suits to HEI needs
- All together it will be 30 students from 10 HEIs will undertake a new, innovative internship
- Period - Summer 2023

Started on October 2022 → Officially starts on May 2023 → Deadline November 30th 2023

3 students at each CA HEI → 1 month internship at industrial partners → ENTER.MODE model

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Methodology of the effective graduate employability enhancement scheme preparation

Internship model of entrepreneurship skills acquisition	• stimulate entrepreneurial skills of HE teaching staff and company staff and to develop entrepreneurial mind-set and related skills to HE students
Trainings of HEI staff and trainers from industry in the area of University – Enterprise cooperation	• The more details on all aspects of graduate's employability promotion and templates will be provided • The events will be designed by CA HEIs in order to best suit to current stage of university -enterprise cooperation based on the Audit.
Workshops on HEI and business representatives' perceptions	• The events will serve also as a starting point for expert's network creation for further employability of graduate's support.
The establishment/Enhancement of Careers, Employability and Enterprise services	• It is implementation of the new services to existing university structure and enhancement of skills requested for services provision at the persons which are already employed at university at different positions.
Implementation and update of effective Graduate Employability Enhancement Scheme	• In the 3rd year the scheme will be tested through student's internship in industry.

D 3.2 Guideline on careers, employability and enterprise services in each CA HEI

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Detailed descriptions at least on:

- the overall concept on careers, employability and enterprise services offered to students and employers by concrete HEI;
- which services are offered by HEI (with links);
- the description of the content of each service;
- who is offering specific service (with contact details);

All together 10 Guidelines will be prepared

Started on – February 2023 (Template prepared by ENU)

Deadline for Final draft 30.11.2023

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D 3.3 Roadmap of Graduate Employability Enhancement Scheme for each CA HEI

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- successfully implement policies, practices, and organizational infrastructures and strategies that will enhance the hiring, retention, and advancement in employment of graduates.
- secure commitments from national organizations and associations of businesses, business professionals, and particular industries
- enhance the understanding of and ability to address the needs and perspective of business.
- initiate a process of ongoing interaction and feedback between the employers, the government, and other stakeholders in the area of graduate's employability promotion.

- include the actionable steps to facilitate the adoption of the policies, practices, and infrastructures and strategies
- identify new strategic policies and practices at each university.

Altogether 10 Roadmaps will be prepared
Started on – February 2023
(Template provided by ENU)
Deadline for Final draft - 30.11.2023

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Timeline D 3.2 (Guideline) and D 3.3 (Roadmap)

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WP 3 Tasks
Measurable indicators

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- 10 (1 x 10) Workshops
- 200 (20 X 10) Persons attending workshops
- 10 (1 x 10) graduate employability enhancement Schemes
- 10 (1 x 10) guidelines
- 30 (3 x 10) students in internship

2022

2023

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The overall timetable of WP3 for the 3rd year (+6 month)

Task	Activity	Deadline	Responsible
T3.2	Local training after Athens and report	September 30th 2023	all CA HEI
T3.2	EU experts visit to KZ HEIs	October 16th 2023	IDEC, UCA
T3.2	Report after 2nd training with EU experts visit to CA HEI	October 30th 2023	all CA HEI
T3.4-T3.5	Updated version of the D3.2 Guideline and D3.3 Roadmap after Athens trainings	September 30th 2023	all CA HEI
T3.4-T3.5	Final draft submission D3.2 Guideline and D3.3 Roadmap	November 30th 2023	all CA HEI
T3.4-T3.5	QA of D3.2 and D3.3	November 15th 2023	KSU, TJ
T3.4-T3.5	Translation D3.2 and D3.3 to local languages	December 15th 2023	all CA HEI
T3.4-T3.5	Publishing of D3.2 and D3.3 to TRIGGER website and all CA HEIs websites	December 31st 2023	all CA HEI and TerSU
T3.5	The testing of effective Graduate Employability Enhancement Scheme	March 30th 2023	all CA HEI
T3.5	Feedback on internships	April 31st 2023	KSU, TJ

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WP3: Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES)

5th project meeting
14-15 September, 2023
Namangan

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WP3 main focuses

- Promotion of graduate's employability in cooperation with employers;
- New services and support for students and graduates through establishment/enhancement of the Careers, Employability and Enterprise Services at the HEIs;
- Capacity building of HEI teaching staff and companies' trainers, organization of entrepreneurial learning and support the acquisition of related skills and competences, by the students that participate in internships based on ENTER.M model;
- Ensuring the high quality of staff involved in the provision of CEES operations
- Planning and managing graduate's employability.

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WP3 outcomes

- The Report on graduate's employability support through careers, employability and enterprise services at each CA HEI
- Guideline on careers, employability and enterprise services in each CA HEI
- Roadmap of Graduate Employability Enhancement Scheme for each CA HEI

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WP3 main tasks

- The Audit of graduate's employability support through Careers, Employability and Enterprise Services at each CA HEI.
- Training in the area of graduate's employability promotion and HEIs– company's cooperation creation.
- HEI and business representatives' perceptions of the graduate's employability enhancement and partnerships with employer's establishment in each Partner country

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Overview of the WP3 Audit

TRIGGER
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TRIGGER: 617309-EPP-1-2020-1-SK-EPPKA2-CBHE-J

Audit of graduate's employability support through Careers, Employability and Enterprise Services was held in all CA HEIS

Audit period: April 20 - May 11, 2021

Number of participants: 368

Respondents:

Top managers at university level;

Vice-deans for Academic Affairs;

5 faculty members;

5 staff members.

Report on graduate's employability support through CEES

TRIGGER
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Deadline: February 2022

TABLE – 10 HEIs - submitted

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Local trainings in CA HEIs after training in NICE

TRIGGER
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Period: June-September 2022

Number of participants in total: 304

Participants:

- Staff members in charge of graduates' employment;

- Faculty representatives in charge of students' internships and university-enterprise cooperation

Reports submitted: 10

Guideline on careers, employability and enterprise services in each CA HEI

TRIGGER
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10 drafts of Guidelines have been developed

Template developed by ENU

Starting from February 2023

Submitted by 7th of September 2023

Roadmap of Graduate Employability Enhancement Scheme

TRIGGER
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10 drafts of Roadmaps have been developed

Template developed by ENU

Starting from February 2023

Submitted by 7th of September 2023

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Thank you for your attention!

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EXPLOITATION & SUSTAINABILITY

Nataša Urbančíková, TU Košice

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What is dissemination and exploitation?

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Dissemination and exploitation are 2 key activities to

- diffuse knowledge
- increase the uptake of project results in the CA and outside the world
- demonstrate the generated impact of the projects funded

Dissemination

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- Dissemination is related to making the results / products of a project visible to others, specially the end-users, the target groups and the key-actors that can implement its use.
- Dissemination means showing comprehensible all the activities and main results associated with a project close to all interested key actors.
- Dissemination is the process of promotion and awareness raising that should occur throughout the project. This process should be planned and organised in the beginning of the project through a methodological document (e.g. Dissemination Strategy) that orientates the whole consortium.
- Dissemination is a planned process that should be carefully considered all along project duration and assure its sustainability after its end.

Exploitation

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- Exploitation is associated with:
  - the use of the project's results at different levels,
  - during and after the implementation of the project.
  - the necessary actions that will bring visibility to the project in order to involve the target groups, end-users, stakeholders and transfer the results/products into their professionals' scope.
- Exploitation is mostly related to the idea of convincing the key actors to use the main products of a project.
- Exploitation is closely associated with the sustainability of the project after its conclusion, since exploitation activities should ensure that the results of the project are used by its target groups and possibly are transferred to other contexts (e.g. other countries; other pedagogical areas, other sectors).
- For Erasmus+ projects, exploitation means helping target group to share in its success, experiences and lessons learned during the duration of the project.

Critical factors / criteria for successful exploitation

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- To design an exploitation plan you should be aware that it consists of the determination of the processes of multiplication and generalisation of the results achieved in the project,
  - by widening the geographic scope of project,
  - expanding to other knowledge/professional areas
  - and its possible commercial exploration.

Exploitation seeks to make the `others´ use the project results at various levels,

during and after

the implementation of the project.

- It aims at the appropriation of the product by its end-users through promotion measures that will enhance the product advantages.
- Exploitation is closely related to the sustainability of the project; since its activities should ensure that its results are used by the target groups and possibly are transferred to other contexts.
- The main strategy is to involve the stakeholders, key-persons; end-users in the exploitation activities in order to them experiment and incorporate the products in their professional activities.

Exploitation plan and strategy

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- The exploitation plan should describe the activities to undertake in order to guarantee the continuation of TRIGGER project after the end of the European grant.
- Based on the outcomes of project, a comprehensive exploitation strategy should be anticipated on how main results, tools or products can best be used and exploited within the field to which TRIGGER project is intended.
- Synergies with other related projects should also be explored.
- Further, the importance and possibilities of project main products and results should be highlighted, as well its exploitation potential.
- If appropriate, the exploitation plan can include specific recommendations and guidelines about how the outputs and results of TRIGGER project could be used by interested stakeholders and how you are planning to involve your project specific target groups in the project's development.
- The plan should clarify and detail the activities to be performed, responsibilities and key dates in order to assure the appropriation and sustainability of your project's products.
- A responsibility matrix frequently makes sense, at which each partner is shown its responsibility and its duties on how, when and to which degree exploitation is to be done.

Exploitation

- consists of “mainstreaming” and “multiplication,” meanings below:
- Mainstreaming is the planned process of transferring the successful results of project initiatives to appropriate stakeholders and decision-makers at local, regional, national or worldwide levels.

- Multiplication is the planned process of convincing individual end-users and immediate stakeholders to adopt and/or apply the results of the TRIGGER project.

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Tip!

To design a plan for exploitation take into consideration different levels and specify clearly the aims, methods and target audience to each one.

Level 1: Mainstreaming

Aims: convincing relevant stakeholders to introduce/take into account the products of the project

Methods/activities: CA Conference in ….. with detailed presentation and discussion on project's results

Target groups: relevant decision-makers, SMEs representatives and stakeholders, funding agencies; governmental business entities; SMEs' managers, chambers of commerce, business innovation centres; VET specialists and training providers

Level 2: Multiplication

Aims: …

Methods/activities: …

Target groups: …

Mechanisms for exploitation

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- According to the EU27 “the results of a project can bring about real change at both micro level – in the lives of individuals and groups – and at macro level by influencing systems and policy. But such change is only possible if the results are adopted. The means of exploiting results so that they are taken up are varied and differ in complexity, tending to be simpler at end-user level and more complicated at policy level”.

- There are no best tools for exploitation …
- The success depends in selecting those tools that are appropriate to the type of result and the end users envisaged.

Sustainability

- Sustainability is the capacity of the project to continue its existence and functioning beyond its end. The project results are used and exploited continuously. Sustainability of results implies use and exploitation of results in the long term.
- A project can be considered as sustainable if its outcomes continue after the end of EU funding.
- Sustainability may not concern all the aspects of a project. In each project some results may be maintained, while others may not be so necessary to maintain.
- A project can therefore be considered as sustainable if relevant results are pursued and products are maintained or developed after the end of the EU funding (i.e. further use of updated courses, internships based on ENTRECOMP...).

Sustainability

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- Just because a project is completed does not mean its results disappear.
- It is important to keep them visible and available, especially through websites, so that target audiences can access them, learn from them, adapt them to their own needs and even build on them and take them to the next level.
- Both transfer and commercialisation aid sustainability.
- Where possible collect sustainable declarations, written and signed statements in which individuals/organisations explain how they intend to use / are using your products. If the declarations are obtained during the project lifetime, the number can be an interesting indicator to anticipate the project's sustainability and are simultaneously clear exploitation evidence.

- Accreditation and formal recognition of newly updated courses...
- Recognition of new forms of internships...
- Influencing high-level change in policy and systems is a real possibility if project managers learn how to co-operate effectively and at the right levels. This is essentially a process of networking with all relevant stakeholders, so building contacts and attending meetings is vital – which is hard work but the only way.
- Attending events, such as conferences, seminars and debates, provides an ideal opportunity to showcase TRIGGER results and also leads to fruitful contacts to enhance networking & lobbying.
- TRIGGER dedicated events (seminar, conference, workshop...), with the involvement of relevant decision-makers, stakeholders and funding entities. The events aim to convincing the participants to introduce/take into accounts the products and approach of the project, which might be considered in policy formulation.

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Triggering innovative approaches and entrepreneurial skills for students through creating conditions for graduate's employability in Central Asia -TRIGGER

Sustainability Strategy

D5.6 – Sustainability Strategy

Deliverable	D5.6 – Sustainability Strategy
Date	September 15, 2023
Partner(s)	Toraighyrov University
Version	0.1
Status	Final
Dissemination	Partners
Comments	

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TRIGGER project partners

Technical University of Kosice *Slovakia*	
L.N. Gumilyov Eurasian National University *Kazakhstan*	
Atyrau State University *Kazakhstan*	
Toraighyrov University *Kazakhstan*	
Termez State University *Uzbekistan*	
Namangan Institute of Engineering and Technology *Uzbekistan*	
Jizzakh Polytechnic Institute *Uzbekistan*	
Tashkent State Transport University *Uzbekistan*	
Dangara State University *Tajikistan*	
Khorog State University named M. Nazarshoev *Tajikistan*	
Kulob State University *Tajikistan*	
University of Applied Sciences BFI Vienna *Austria*	
Universite Cote d Azur *France*	
ASTRA *Slovakia*	
IDEC *Greece*	

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Summary Report

Sustainability is an important aspect of successful implementation of the project's results and findings. Sustainability is the capacity of the project to continue after the project period is over.

In order to assure the long-term perspective of the project outcomes a strategy to support sustainability is worked out. The Sustainability Strategy is prepared to ensure that the results of the TRIGGER project will be exploited in the longer-term after the end of EU funding. The goal of the Sustainability Strategy is to provide to the members of the TRIGGER's consortium a clear picture of what could be done to ensure there are long-lasting results after the end of the project.

The document includes the activities needed to sustain the project results. It also includes information on how such groups as policymakers, academic institutions, and donors will be involved to benefit from the project's findings and outcomes and ensure the continuity of the project.

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I. TRIGGER'S FINDINGS

Sustainability is an important goal of the TRIGGER project. The project sustainability will represent the capacity of the project to continue and use its results beyond the end of the funding period. The project results can then be used and exploited in the longer-term, mostly via mainstreaming. The most parts of the project and its results may be sustainable.

The results of the project that will be sustained are:

- The Methodology for the Analyses of HEI preparedness for future challenges;

- The university scheme for entrepreneurship education support;

- 770 academic staff from CA HEIs trained after three training courses;

- Guideline on careers, employability and enterprise services in each CA HEI;

- Roadmap of Graduate Employability Enhancement Scheme for each CA HEI;

- CEE services at each partner CA HEI;

- 144 academic staff trained;

- Courses enriched on entrepreneurial competencies;

- Internships based on the Model for entrepreneurial mindset promotion.

The main benefits of the TRIGGER project sustained results include:

- capacity building and modernization of 10 HEIs in KZ, TJ, and UZ through self-assessment, training, new forms of university-enterprise cooperation establishment;

- improving the quality of education and services through training, new services establishment /enhancement for students, guidance methods and tools, new forms of practical training schemes, new forms of learning and providing education and training in the area of entrepreneurial competences, new learning, and teaching methodologies and pedagogical approaches introduction;

- improved level of competences & skills through training of staff and introduction and implementation of internship scheme and enhanced courses for students, using EntreComp and ENTER.M;

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- enhancement management, governance in HEIs through increasing their preparedness on future challenges using HEInnovate.

- promotion of people-to-people contacts, intercultural understanding though mutual cooperation within the CA region and between CA countries and EU.

II. Partners and Networks

From the very beginning, cooperation with industry is being held in order to promote TRIGGER project results implementation and further utilisation. The stakeholder's involvement in project activities is taken into account throughout the project lifetime. There takes place an intensive communication with representatives of wider society: employers, employer's organisations and networks, graduates, relevant businesses and R&D institutions, policy-makers at national, regional and community level, decision-makers on regional/national level, business support organisations, etc. TRIGGER consortium can use the network to ensure the sustainability of the project by undertaking the following actions:

- organizing roundtables and meetings with policymakers (representatives of the Ministry of Education, Regional departments of Education, other bodies);

- nurturing and expanding the ongoing relations and partnerships with academic institutions;

- linking TRIGGER with the Division of Teacher Skills of UNESCO's Education sector, International Council of Associations for Education;

- seeking for further synergies with other CBHE projects;

- helping to enhance the project proposal to make it strong and appealing for potential donors;

- identifying and approaching key potential stakeholders among private sector companies and foundations.

These practices will help to increase the scope of the outcomes and to leverage the benefits of the created partnerships.

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III. TRIGGER as a Renewable System

To ensure sustainability, the following factors are included in the worked out strategy: the project fully meets academic, professional and social needs of the target countries; active participation of the target groups (academic staff, students, graduates, managers, employers) is guaranteed; intensive involvement of the non-university partners in the project implementation.

Outcomes of the project that will support stability of the project: courses enriched on entrepreneurial competencies; created learning environment inclusively developed teaching/learning materials; established TRIGGER network; implemented careers, employability and enterprise services.

Sustainability at a national level will be provided by the promotion of CA HEIs graduates' employability and self-employability.

TRIGGER website will be active and updated continuously after the end of the project for the further 3 years. By the end of the project, each partner university will work out the university scheme for entrepreneurship education support; establish careers, employability and entrepreneurship services; develop an Internship Model for entrepreneurial mindset. The developed courses and services will be integrated in the daily educational and training activities of the partner universities within the established network. The representatives of the non-university partner organizations will be involved in the information events and conferences more often and will comprehensively support the project by promoting its vision both within and outside their institutions.

TRIGGER sustainability will be ensured by the actions, which each partner HEI will undertake to continue benefitting from the projects results after the end of the funding period and ensure the long-lasting effect of the project outcomes both at the regional and the national levels.

Each partner HEI developed the sustainability action plan independently.

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IV Partner HEIs Sustainability Plans

4. 1 L.N. Gumilyev Eurasian National University

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Improving the professional portfolio of teachers and university staff	Through regular trainings	Trainers, rooms, equipment, materials	University resources
2	Better employment opportunities of the graduates	Through trainings and collaboration with the partners	Trainers, mentors, rooms, equipments, materials	Company and university resources
3	Development of the entrepreneurial mindset of the students	Through study program and extra courses	Trainers, mentors, rooms, equipments, materials	University and partner resources
4	Partnerships with the interested parts and stakeholders in the market, including the business, governmental organizations, non-profit associations, networks, etc.	Joint events	Trainers, rooms, equipments, materials on the basis of the university and/or patners	University and partner resources
5	Improved courses/ programs in the direction of entrepreneurship education	Through regaular trainings	Trainers, experts, rooms, equipments, materials	University and partner resources
6	Improvement of the services for the students through the development and implementation of the Roadmap and guidelines;	Trainings, consultancies, support from the university departments	Digital platform, materials and equipments	University resources

4.2 Atyrau State University

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Improvement of the quantity and quality of the courses on Employability Education	increasing human resources potential	Human resources (staff, active enterpreneurs, employers)	Seminars and special trainings, Trainings of Trainers, Cooperations with the organizations

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2	Usage of Internship model for developing entrepreneurial skills at HEI	increasing students potential	Human resources	Regular payments from HEI
3	Strengthening cooperation with employers including the Council of Employers of the University	formation of the image of efficiency	Human resources	Internal cooperations, no special resources
4	Increasing of graduates employability rate using Roadmap of Graduate Employability Enhancement Scheme	increasing students and graduates potential	No special resources	Regular payment from HEI
5	Development of the services according to the Guideline on careers, employability and enterprise services	development of university infrastructure	Part of the University strategy	Regular payment from HEI

4.3 Toraighyrov University

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Scheme for entrepreneurship education support	Regular update and approval by the decision of ToU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	ToU resources (KPI)
2	Courses/programs enriched on entrepreneurial competences	- Students' feedback - ToU stakeholders' feedback - Trainings	Organizational (surveys, questionnaires) Equipment	ToU resources
3	Career counselling services for ToU students	- Staff trainings - Cooperation with ToU partners	Career Center staff Equipment Materials	ToU resources ToU partners' resources
4	Guidelines on careers, employability and enterprise services in ToU	Regular update and approval by the decision of ToU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	ToU resources (KPI)
5	Roadmap of Graduate Employability Enhancement Scheme for ToU	Regular update and approval by the decision of ToU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	ToU resources (KPI)

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6	Training of faculty and staff in the area of entrepreneurial education	Trainings (2 times a year)	Trainers (TRIGGER team and faculty/staff trained by TRIGGER team) Room Equipment	ToU resources
7	Enhanced partnerships with companies and organizations in business and industry in Pavlodar region and beyond	Networking Social nets Joint events	Career Center staff Trained faculty members Materials Rooms	ToU resources ToU partners' resources

4.4 Termez State University

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Enhancement of entrepreneurial skills of university graduators, alumnus, businessmen and managing organs` staff of the region	Business incubator will be established	none –the training of trainers will be included as a part of regular HEI staff activities	Regular payment to university staff from sources already available at HEI
2	Support for students' start-ups	Close cooperation between Career Center of the university with stakeholders	none –update will be part of university strategy	Regular payment to university staff from sources already available at HEI

4.5 Jizzakh Polytechnic Institute

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	University staff trained	Training of trainers realisation - the staff trained within TRIGGER will train further HEI staff	Foreign experience, and materials	At HEI
2	The university scheme for entrepreneurship education support	The university scheme for entrepreneurshi	none –update will be	Regular payment to

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		p education support will be updated as a part of university strategy preparation	part of university strategy	university staff from sources already available at HEI

4.6 Tashkent State Transport University

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Scheme for entrepreneurship education support	Regular update and approval by the decision of TSTU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	TSTU resources
2	Courses/programs enriched on entrepreneurial competences	- Students' feedback - TSTU stakeholders' feedback - Trainings	Organizational (surveys, questionnaires) Equipment	TSTU resources
3	Career counselling services for TSTU students	Staff trainings Cooperation with partners from industry	Career Center staff Equipment Materials Contacts	TSTU resources ; employers' resources
4	Guidelines on careers, employability and enterprise services in TSTU	Regular update and approval by the decision of TSTU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	TSTU resources
5	Roadmap of Graduate Employability Enhancement Scheme for TSTU	Regular update and approval by the decision of TSTU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	TSTU resources

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6	Training of faculty and staff in the area of entrepreneurial education	Trainings (2 times a year)	Trainers (TRIGGER team and faculty/staff trained by TRIGGER team) Room Equipment	TSTU resources
7	Enhanced partnerships with Universities and organizations involved into project	Networking Social nets Joint events	Trigger team members International relationship department	TSTU resources

4.7 Dangara State University

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Scheme for entrepreneurship education support	Regular update and approval by the decision of DSU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	DSU resources
2	Courses/programs enriched on entrepreneurial competences	- Students' feedback - DSU stakeholders' feedback - Trainings and Retrainings	Organizational (surveys, questionnaires) Equipment	DSU resources
3	Career counselling services for DSU students	- Staff trainings - Cooperation with enterprises and organizations	Career Center staff Equipment Materials	DSU resources
4	Guidelines on careers, employability and enterprise services in DSU	Regular update and approval by the decision of Administratives of DSU	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	DSU resources
5	Roadmap of Graduate Employability Enhancement Scheme for DSU	Regular update and approval by the decision of Administratives of DSU	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	DSU resources
6	Training of faculty and staff in the area of entrepreneurial education	Trainings (2 times a year)	Trainers (TRIGGER team and faculty/staff trained by TRIGGER team)	DSU resources

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			Room Equipment	
7	Enhanced partnerships with companies and organizations in business and industry in Pavlodar region and beyond	Networking Social nets	Career Center staff Trained faculty members Materials Rooms	DSU resources

4.8 Kulob State University

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Scheme for entrepreneurship education support	Regular update and approval by the decision of KulSU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	KulSU Carrier Building and Innovation Centre resources
2	Courses/programs enriched on entrepreneurial competences	- Students' feedback - KulSU stakeholders' feedback - Trainings	Organizational (surveys, questionnaires) Equipment	KulSU resources
3	Articles and postings	KulSU staff, students	Websites, blogs, newspapers, journals	KulSU resources
4	Guidelines on careers, employability and enterprise services in KulSU	Regular update and approval by the decision of KulSU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	KulSU Carrier Building and Innovation Centre resources
5	Roadmap of Graduate Employability Enhancement Scheme for KulSU	Regular update and approval by the decision of KulSU Academic Council	- Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	KulSU Carrier Building and Innovation Centre resources
6	Training of faculty and staff in the area of entrepreneurial education	Trainings (2 times a year)	Trainers (TRIGGER team and faculty/staff trained by TRIGGER team) Room Equipment	KulSU resources

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7	Enhanced partnerships with companies and organizations in business and industry	Networking Social nets Joint events	Career Center staff Trained faculty members Materials Rooms Organizational (top management support, commitment of responsible faculty) - Financial (to stimulate the involved faculty and staff)	KulSU Carrier Building and Innovation Centre resources and partners' resources KulSU Carrier building and Innovation Centre resources

4.9 Khorog State University named M. Nazarshoev

No.	Sustainable Outcomes	Strategy to ensure their sustainability	Resources necessary to achieve this	Where will these resources be obtained?
1	Existence of CEES	Existence of statutes for CEES	Human resources	Among KSU staff
2	Trained personnel	Existence of skilled trained personnel in entreprereneurship education	Human resources Financial resources	KSU
3	Existence of 5 subjects for enhancing the EE at KSU	Personal self development	Human resources	KSU
4	Existence of EE scheme	Syllabus	Human resources	KSU
5	Existence of roadmaps	Roadmaps	Human resources	KSU
6	Existence of statutus for CEES Existence of CEES	An Existence of the statutus Existence of statutes for CEES	Human resources Human resources	KSU+alumni and graduates Among KSU staff

Conclusion

We expect that the TRIGGER project will have high potential to contribute to economic growth through creating the favourable conditions for better employability of graduates in CA countries. The changes the project aims to stimulate will be concerned with enhanced entrepreneurial education and taking-up entrepreneurial experiences in education and strengthening the relations between HEIs and the wider economic and social environment.

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Glossary

CBHE	Capacity Building in Higher Education
EACEA	Education, Audiovisual and Culture Executive Agency
EC	European Commission
EU	European Union
HE	Higher Education
HEI	Higher Education Institution
CEE	Careers, employability and entrepreneurship
CA	Central Asia

INTERNATIONAL EVALUATION AND ADVISORY BOARD REPORT

Work package 1: Assessment of the HEIs preparedness for future challenges

Prof. Dejan Erić, PhD
Belgrade Banking Academy

Namangan – 2023.

Introduction

- **IAEB main tasks:**
- To observe „good and bad“ things in the project
- Advacing to avoid mistakes
- Giving some Feedback
- **We are waching You!!!**
- On line meetings
- E-mails
- This event

TRIGGER PROJECT – Partners in the project:

- Technical University of Kosice, Slovakia
- ASTRA, Slovakia
- University of Applied Sciences BFI Vienna, Austria
- Université Côte d'Azur, France
- L.N. Gumilyov Eurasian National University, Kazakhstan
- Atyrau State University, Kazakhstan
- Toraighyrov University, Kazakhstan
- Termez State University, Uzbekistan
- Namangan Institute of Engineering and Technology, Uzbekistan
- Jizzakh Polytechnic Institute, Uzbekistan
- Tashkent State Transport University, Uzbekistan
- Dangara State University, Tajikistan
- Branch of Lomonosov Moscow State University in Dushanbe, Tajikistan (**is not any more partner in the project**)
- Khorog State University named M. Nazarshoev, Tajikistan
- Kulob State University named after Abuabdullohi Rudaki, Tajikistan

A few observations

- Many HE institutions
- Many different interests
- Many different practices
- **So Many differences!!!**
- Don't look at the differences
- Search for what brings you together – success!
- You have good project
- You have great possibilites to be sustainable even after the realization of the project

Assessment of Work package 1

- Mail goal of WP1 was to realize assessment of the CA (Central Asia) HEI preparedness for future challenges, i.e is aimed to:
- - Provide the base for further work on other WP ...
- - Explore HEIs innovative potential, ...
- 2 main tasks:
- **T1.1 The self-assessment of each CA HEIs**
- Start date:15/01/2021 End date: 15/06/2021
- Covid situation – made some problems and deleys
- **T1.2 The Analyses of HEI preparedness for future challenges in Partner countries preparation**
- Start date:14/10/2022 End date: 15/10/2022

Assessment of Work package 1
Tasks performed

- **T1.1 The self-assessment of each CA HEIs**
- **Specific and measurable indicators of achievement:**
- - One D.1.1. Methodology has been prepared
- - 95 persons has been trained online
- - 878 persons took part in HEInnovative Survey
- **Done!**
- **T1.2 The Analyses of HEI preparedness for future challenges in Partner countries preparation**
- - On line + In person – Ka, Uz, Ta
- - 295 persons has been trained (plan was 220)
- **Done!**

Assessment of Work package 1 - Deliveribles

- **D.1.1. The Methodology for the analyses of HEI prepredeness for future challenges is ready**
- **Part I – prepared by Universite on Cote d' Azur**
- **OK**

- **D.1.2. The Reports on HEI preparedness for future challenges is ready**
- **44 persons from CA countries took part at training in EU**
- **OK**

Assessment of Work package 1 tasks performed

- There were some problems ...
- Covid 19 situation ... – Some delays were due to the issues and restrictions for travelling
- Ukraine war (one partner – out; one training – canceled)
- All task have been done
- **WP 1 is completed!**

- **Warning**
- Beware - be careful about budget issues ...
- Improve visibility put every event on website
- Improve your web sites!!!

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Enhancing Entrepreneurship Education and Skills Development (WP2)

Johannes Wetzinger and Margit Ozvalda, University of Applied Sciences BFI Vienna

TRIGGER Project Meeting in Namangan, 14-15 September 2023

TECHNICKÁ UNIVERZITA V KOŠICIACH
EURASIAN NATIONAL UNIVERSITY
TORAIGHYROV UNIVERSITY
ATYRAU UNIVERSITY
TOSHKENT DAVLAT TRANSPORT UNIVERSITETI
Tashkent state transport university
University of Applied Sciences BFI Vienna
Economics Management Finance
UNIVERSITÉ CÔTE D'AZUR
astra
ASSOCIATION FOR INNOVATION AND DEVELOPMENT
idec

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Overview

1. Overview of WP2
2. Report on status quo of entrepreneurship education (D2.1)
3. University scheme for entrepreneurship education (D2.2)
4. WP2 Training in Vienna (September 2022)
5. Implementation of courses
6. Timetable and next steps

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1) Overview of WP2

- **Key facts about WP2:**
  - **Title:** "Enhancing Entrepreneurship Education and Skills Development"
  - **Leading organisation:** University of Applied Sciences BFI Vienna, Austria
  - **Duration:** 15.07.2021 – 31.12.2022

- **Two focus areas of the WP2:**
  - Assessment of the **current status of entrepreneurship education** at the partner HEIs in Central Asia
  - **Planning and implementation** of an updated **entrepreneurship education scheme** at the Central Asian HEIs

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Overview of WP2

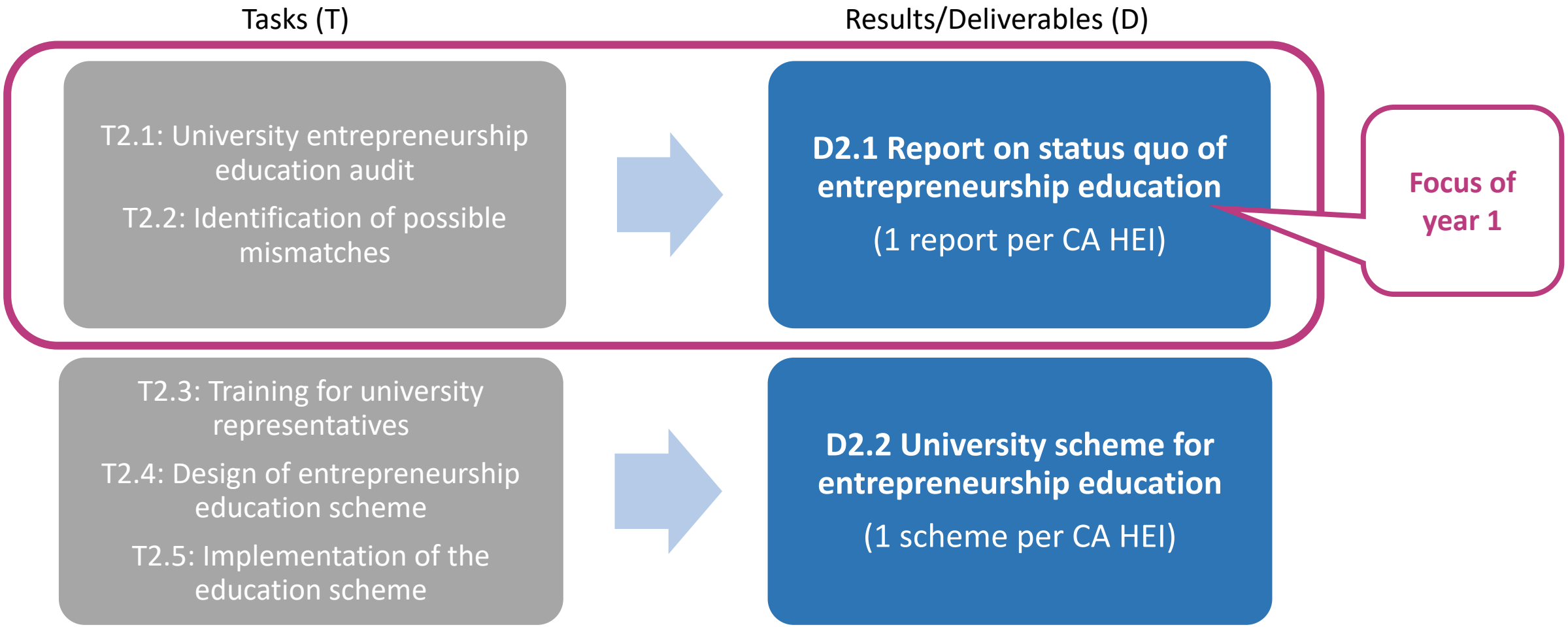
Tasks and deliverables of WP2:

Tasks (T)	Results/Deliverables (D)
T2.1: University entrepreneurship education audit T2.2: Identification of possible mismatches	**D2.1 Report on status quo of entrepreneurship education** (1 report per CA HEI)
T2.3: Training for university representatives T2.4: Design of entrepreneurship education scheme T2.5: Implementation of the education scheme	**D2.2 University scheme for entrepreneurship education** (1 scheme per CA HEI)

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2) Report on status quo of entrepreneurship education (D2.1)

Tasks and deliverables of WP2:



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Report on status quo of entrepreneurship education (D2.1)

Summary of activities:

- ✓ Successful start of the WP2, good progress in line with expectations of work plan
- ✓ 3 workshops on WP2 implementation held with all CA partners (March, May, and September 2021)
- ✓ WP2 survey among employers and alumni successfully implemented
- ✓ Detailed D2.1 reports on status quo of Entrepreneurship Education prepared

➢ **Status: Deliverable 2.1 on Status quo of Entrepreneurship Education finalised** (several feedback loops and QA)

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Report on status quo of entrepreneurship education (D2.1)

D2.1 Structure:

1. Introduction
2. Overview of current offer in entrepreneurship education at the HEI
3. Results of the HEInnovate self-assessment for the dimension “Entrepreneurial Teaching and Learning” and “Preparing and Supporting Entrepreneurs”
4. In-depth survey (employers, alumni)
5. Identified gaps and skills mismatches
6. Conclusions: Steps to further develop entrepreneurship education at the university

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3) The university scheme for entrepreneurship education (D 2.2)

Tasks and deliverables of WP2:

Tasks (T)	Results/Deliverables (D)
T2.1: University entrepreneurship education audit T2.2: Identification of possible mismatches	**D2.1 Report on status quo of entrepreneurship education** (1 report per CA HEI)
T2.3: Training for university representatives T2.4: Design of entrepreneurship education scheme T2.5: Implementation of the education scheme	**D2.2 University scheme for entrepreneurship education** (1 scheme per CA HEI)

Focus of year 2

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The university scheme for entrepreneurship education (D 2.2)

Summary of key expected results:

A) 1 university scheme for entrepreneurship education support per CA HEI:

- Structure:
  - Policy and strategy
  - Goals and objectives
  - Activities and measures
  - Required resources, infrastructure, and environment
  - Timeline and responsibilities

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The university scheme for entrepreneurship education (D 2.2)

B) 5 courses per CA HEI:

- Enhanced with a focus on entrepreneurial competencies (based on EntreComp)
- Implemented by the university in the summer term 2023
- Structure:
  - General information
  - Learning outcomes
  - Dates and contents
  - Teaching methodology
  - Assessment and grading
  - References
  - Updates implemented during TRIGGER project

➢ **Status: Deliverable D2.2 (schemes and courses) was finalised** (several feedback loops and QA)

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4) Training in Vienna (September 2022)

- **Successfully completed in September, 34 participants reached**
- **Dates and venue:** UAS BFI Vienna, Austria; 19.-30.09.2022 (2 weeks)
- **Focus:**
  - Entrepreneurship Education Scheme (D2.2)
  - Courses to be enriched with entrepreneurial competencies (5 per CA HEI)
- **Target group:** WP2 leaders, lecturers working on course development

➢ **Practical work on D2.2 to improve draft Entrepreneurship Education Schemes and courses was conducted**

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Training in Vienna (September 2022)









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5) Reporting on implementation of courses (D2.2) in spring term 2023

P02	**L.N. Gumilyov Eurasian National University**	Kazakstan	Submitted
P03	**Kh.Dosmukhamedov Atyrau University**	Kazakstan	Submitted
P04	**Toraighyrov University**	Kazakstan	Submitted
P05	**Termez State University**	Uzbekistan	Submitted
P06	**Namangan Institute of Engineering and Technology**	Uzbekistan	Missing
P07	**Jizzakh Polytechnic Institute**	Uzbekistan	Submitted
P08	**Tashkent State Transport University**	Uzbekistan	Submitted
P09	**Dangara State University**	Tajikistan	Submitted
P11	**Khorog State University named M. Nazarshoev**	Tajikistan	2 implemented, 3 on-going
P12	**Kulob State University**	Tajikistan	Submitted

In total: Participation of **2743 students** was already reported

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6) Timetable and next steps

Timetable and next steps

Task/Deliverables	Responsible	Dates
Reporting on implementation of D2.2 (courses in spring term)	CA HEIs	Deadline: **30.06.2023**
Reporting on publication of D2.1 and D2.2 on websites of CA HEIs	CA HEIs	Deadline: **30.09.2023**
Continued implementation of D2.2 (EE Scheme and 5 courses)	CA HEIs	On-going till **14.07.2024**

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Timetable and next steps

Status quo on reporting on publication of D2.1 and D2.2 on websites of CA HEIs

P02	**L.N. Gumilyov Eurasian National University**	Kazakstan	Missing
P03	**Kh.Dosmukhamedov Atyrau University**	Kazakstan	Missing
P04	**Toraighyrov University**	Kazakstan	Submitted
P05	**Termez State University**	Uzbekistan	Missing
P06	**Namangan Institute of Engineering and Technology**	Uzbekistan	Missing
P07	**Jizzakh Polytechnic Institute**	Uzbekistan	Missing
P08	**Tashkent State Transport University**	Uzbekistan	Submitted
P09	**Dangara State University**	Tajikistan	Submitted
P11	**Khorog State University named M. Nazarshoev**	Tajikistan	Missing
P12	**Kulob State University**	Tajikistan	Submitted

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Thank you for your attention!

Contact: Dietmar Paier (dietmar.paier@fh-vie.ac.at) / Johannes Wetzinger (johannes.wetzinger@fh-vie.ac.at)

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HEI and business representatives perceptions of the graduates employability enhancement and partnership with employers establishment

15 September,2023

Armiyash Nurmagambetova
Altyn Kiyasheva
Almira Seisinbinova

Summary of 10 CA HEIs workshops

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Date of workshop: October-December, 2022

Where: each CA HEIs

Duration: 1 day

Target group: academic and administrative staff, target group from industry/employers

Number of participants: at least 20 person

Language of workshop: local

Moderated by: local TRIGGER team

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The workshops focused on the following topics:

- HEI versus employers' needs addressing; what HEIs do to address employability;
- HEI measures to promote employability skills and attributes;
- Graduate skills and attributes that are valued by employers;
- What employers, students and graduates see as effective methods to promote graduate employability;
- Employers' views on factors limiting HEI engagement;
- HEI representatives' perceptions of the qualities, skills, knowledge, attributes and characteristics that promote the employability of graduates;

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The workshops focused on the following topics:

- Partnerships with employers;
- Types of employability activities;
- Use of internships, placements and work-based learning;
- Employability awards and programmes;
- Involving employers in the design and delivery of courses;
- Involving employers in committees and policy on employability;
- the economic climate and provision of an impetus for universities to
- work more closely with employers.

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OUTCOMES:

- **expert's network creation for further employability of graduate's support.**
- **help to bring a multidisciplinary cross country perspective, discussion with policymakers, practitioners, enterprises, research organizations, institutions supporting business, training organizations, employment services, social partners and others**
- **contribute to promoting awareness and networking and therefore to high dissemination of project results**

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Status of the report

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CA HEI	Number of participants	Status of the report
P02_ENU	22	submitted
P03_ATU	33	submitted
P04_ToU	29	submitted
P05_TerSU	26	submitted
P06_NIET	29	Partly submitted (missing report form, program)
P07_JizzPI	15	Submitted (missing report form, program)
P08_TSTU	18	Submitted (missing report form, program)
P09_DSU	15	submitted
P11_KSU	60	Submitted (missing list of participants)
P12_KulSU	21	submitted
Overall	268	10

Further workshops

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Workshop: a series of the workshop for further development of the cooperation with the HEI-enterprise cooperation

Where: each CA HEIs

Duration: 1 day

Target group: academic and administrative staff, target group from industry/employers

Number of participants: 20 person

Language of workshop: local

Moderat: by TRIGGER team

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Thank you for your attention!

Contact us on enu.trigger@gmail.com

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WP3- Local training after training in the Athens: Summary of the current status of 10 CA HEIs workshops

15 September,2023

Armiyash Nurmagambetova
Altyn Kiyasheva
Almira Seisinbinova

Short introduction to the training

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Date of training: July-October, 2023

Where: each CA HEIs (total will be 10 trainings)

Duration: 3 days (1,5 days local trainers+1,5 days EU partners (done for UZ, TJ))

Number of participants: minimum 20 person

Language of training: Kazakh/Uzbek/Tadjik/Russian

How to prepare training?

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Target group:

- HEIs academic and administrative staff
- HEI's partners from the enterprises;
- Associations/ authorities/ non-governmental organizations
- potential employers of your future graduates
- internship placement places
- HEI Alumni

Who will moderate/ train:

- EU experts;
- Trainers who were trained in Athens;
- institutional TRIGGER project team
- staff of the office for careers development
- staff of the Department for the academic affairs
- Deans of the Faculties, heads of the departments, faculty staff responsible for the internship

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Format of Training

Workshop (offline) using interactive methods:

- Co-creation workshop
- Consumer brainstorm workshop
- Team activation workshop

How to report the training?

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- Internal official document
- Program of training
- Invitation letter
- List of participants (template is be prepared by ENU on GD)
- Evaluation form (template is be prepared by ENU on GD)
- Promotion materials
- Photo/video materials
- Report form (template is be prepared by ENU on GD)

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The training will be focused on WP3 topics covered in Athens training

- University's policy, strategy and vision to improve graduate employability
- How to identifying and collaborating Stakeholders, outlining the measurable results and actionable steps to achieve the desired outcomes
- Outlining actions, timeline and responsibilities, resources, communication plan;
- Guidelines on careers, employability and enterprise services and examples of other HEIs and visualization.

Deadline for the report: 30th October 2023

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Dissemination and impact

The training materials will be upload

- https://drive.google.com/drive/folders/1cdsAK8C0S6gAhAXGdnztn-5NEU2R1ja9?usp=sharing.

Published on the Trigger website, official university website (e.g. www.enu.kz) and the Social media pages of TRIGGER/ ENU TRIGGER team (Facebook, Instagram)

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Thank you for your attention!

Contact us on enu.trigger@gmail.com