



The Building Blocks of Entrepreneurship

Facilitator Manual

SUMMARY



Growing Entrepreneurship With EntreComp



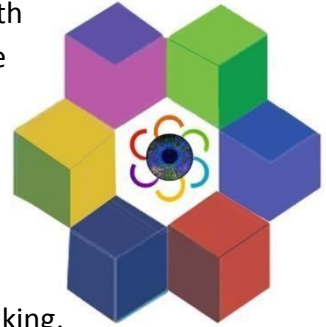
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Offered as an approach to creating and maintaining a culture for entrepreneurship, focusing on the development of entrepreneurial competences as set forth by the European Commission's EntreComp framework. When combined with inquiry-based learning and exercises on acquiring a growth mindset, individuals can become entrepreneurial – that is, identify ideas and opportunities that can be transformed into products and services of value.

This facilitator's manual for "The Building Blocks of Entrepreneurship sets forth a methodology that aims to make individuals enrolled in the training become conscious of what entrepreneurship is and understand the steps it takes to develop the skills that will support them throughout the entrepreneurial process needed to become a successful entrepreneur, intrapreneur or intrapreneur, or a self-employed owner of a micro-, small- or medium-sized enterprise (SME). Skills acquired through the coursework are the same that enhance employability, where creativity, innovation, team work, decision making, initiative, leadership, commitment and determination, negotiation, and others are in demand by the 21st Century workforce.

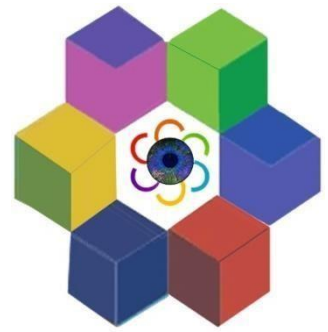


"The Building Blocks of Entrepreneurship" constitutes a training guide for implementing the Entrepreneurship Education & Training Model in facilitating the acquisition of Knowledge Economy Skills that lead toward becoming entrepreneurial:

- 1. Community of Practice**
- 2. The Future of Work**
- 3. Acquiring a Growth Mindset**
- 4. Entrepreneurship / EntreComp Competencies**
- 5. Knowledge Building Pedagogy and Strategies for Inquiry-Based Learning**
- 6. The Entrepreneurship Education & Training Model for acquiring skills**

These components work together to equip beneficiaries of a complete ecosystem of training – from learners in primary, secondary and tertiary education to the unemployed and unemployable lacking skills, individuals wishing to embark on the path toward successful entrepreneurship and those working toward solving the world's critical problems through social entrepreneurship. During the course, they will develop skills to deal with both what is expected as well as what cannot be anticipated as they explore the worlds of entrepreneurship, school readiness and the 21st Century workforce. The Entrepreneurship Education & Training Model Facilitator Manual incorporates the first five elements intended to guide facilitators in introducing and implementing coursework in a variety of innovative learning environments, with the sixth element providing an overview of the training model. The manual is organized into units around study that is intended to address the needs of learners at various levels.

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Unit 1. Community of Practice is a virtual space where instructors, trainers, teachers, facilitators and tech support staff can be trained, use the model's tools, methodologies and resources, make references to literature, case studies and best practices, and interact with each other on an ongoing basis. The **Roles of Trainers and Facilitators** are explored in addressing issues of effective teaching and learning.



Unit 2. The Future of Work focuses on how ideas have become the currency of the Knowledge Economy based on a growing codification of knowledge and its transmission through information and communication technologies and computer networks. By examining different aspects of the Fourth Industrial Revolution – commonly referred-to as Industry 4.0 – facilitators will delve into the need to prepare learners for 21st Century jobs of the Knowledge Age, including the acquisition of skills in demand by today's employers and the requirements for a different workforce than in past centuries.



Unit 3. Acquiring a Growth Mindset comprises underlying beliefs that orient behaviors and a way of thinking - a learned cognitive model that is acquired slowly and subtly, over a long period of time as the result of experiences. The course's Mindset component explores ways of driving behaviors toward success in four areas: entrepreneurship, work, school and life. It aims to promote capabilities for analytical problem-solving, innovation and creativity, self-direction and initiative, flexibility and adaptability and critical thinking from a growth-mindset perspective. These are skills needed for successful entrepreneurship and can also improve an individual's employability for the 21st Century workforce that demands a different set of skills than those taught in traditional education curricula.



Unit 4. Entrepreneurship Training / EntreComp Competencies includes activity on engaging in problem-solving and experiential learning with a review of the EntreComp framework for entrepreneurship competences. It aims to help learners acquire 21st Century skills required in the Knowledge Economy that will sustain them through their journey toward successful entrepreneurship by being able to identify ideas and opportunities that can be explored and turned into action for valued products and services that fulfill a need. EntreComp is the European Commission's framework for promoting entrepreneurship, and our model embraces the EntreComp competences as foundational to becoming entrepreneurial. These are divided into three areas (Ideas/Opportunities, Resources, Into Action) with five competences defined under each area. Assessments and evaluations are important to identify the progress made in acquiring competences and skills.



Unit 5. Knowledge Building Pedagogy and Strategies for Inquiry-Based Learning

form the pedagogical structural foundation for the Entrepreneurship Education & Training Model, bundling technology, methodologies, teacher training and assessment tools around inquiry-based interdisciplinary learning.

Knowledge Building is aligned with information and communication technology standards promoted by UNESCO's Competency Framework for Teachers that support Technology Literacy, Knowledge Deepening and Knowledge Creation. Knowledge Building also answers clarion calls for education transformation by imparting skills needed for the Knowledge Age, a significant challenge that will impact society's future in being able to integrate their citizens into the Knowledge Economy workforce by training for transversal skills required for new ways of thinking, working and living in a globally-entwined society. Knowledge Building also promotes problem-solving that binds together the STEM movement and is apparent in all business applications and valued for well-functioning societies. The Entrepreneurship Education & Training Model offers methodologies and training as mechanisms to apply acquired skills toward examining problems, with sound assessment methodologies that verify improved student learning outcomes.

Unit 6. TRAINING + LINKAGES + DIALOGUE sets the stage for coalescing stakeholders in various arenas around collaboratively analyzing and addressing complex problems while supporting a training platform for a target group of beneficiaries to acquire skills and competences.

The Building Blocks of Entrepreneurship Facilitator Manual includes practical activities, reflection questions and tools to deepen users' understanding of the concepts presented. Each unit includes introductory and intermediate tasks for use with small groups or teams to encourage dialogue, promote active engagement, foster a culture of collective responsibility, and take users deeper into the material. The tasks, discussion questions, and tools frame reflections and dialogue about the coursework and provide opportunities to apply them to a learner's experience..



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Unit 1 - Community of Practice / Role of the Facilitator

- Creating a virtual meeting place for instructors, teachers and mentor share resources and collaborate
- Tips on facilitating the coursework and e-Learning mechanisms
- Scheduling tech support and training to use the tools, methodologies and resources offered during the course
- Improving facilitators' performance through on-going opportunities for professional development

Unit 2 - The Future of Work

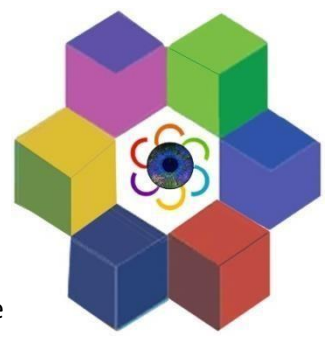
- Understanding the evolving nature of a global workforce and the skills that are in demand
- Discussing how the Knowledge Age skills – *critical thinking, collaboration, communication and creativity* – are demonstrated in the 21st Century workforce, in entrepreneurship, and in civic engagement
- Understanding how a disruption of industries will influence the Future of Work across fields

Unit 3 – Acquiring a Growth Mindset

- Understanding the characteristics of a growth mindset
- Determining whether learners possess a growth mindset that allows them to seek and exploit opportunities
- Exploring the nature of change and its drivers
- Demonstrating how an entrepreneurial growth mindset can empower ordinary people to accomplish extraordinary things
- Exploring the attitudes, skills and behaviors that individuals need to succeed, present in an entrepreneurial growth mindset, not only in entrepreneurship but also academically, personally and professionally
- Building and organizing new ideas with mindmapping
- Making choices, including goal setting
- React vs Respond
- Explanatory Styles and Self-Efficacy
- The Search and Discovery Processes
- Critical Thinking and Idea Validation
- Problem vs Need

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Unit 4 - EntreComp Competences

- Expanding an understanding of entrepreneurship and the European Commission's efforts to define entrepreneurship as a competence through EntreComp
- Examining the EntreComp Framework to identify ideas and opportunities that can be turned into action of producing valued products and services that fulfill a need
- Training mentors, instructors and teachers to facilitate the acquisition of skills and mindset towards developing entrepreneurship competences
- Introducing this program in a variety of settings, including via e-Learning or in classroom, community, sector, alternative learning or training environments
- Understanding the broader application in learning environments to teach entrepreneurship
- Creating linkages that will assist learners of all ages access resources to become successful business owners
- Establishing a virtual showcase of entrepreneurial endeavors and startup projects that seek collaborators
- Assessments and evaluations: important to identify the progress made in acquiring competences and skills.

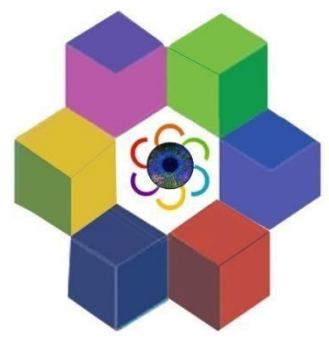


Unit 5 - Knowledge Building Pedagogy and Strategies

- Utilizing multi-disciplinary knowledge-building methodologies and technology within innovative learning environments, from traditional schools to online training, nonprofit organizations, international development institutions and governments
- Presenting learners with a range of problems presented within a social or business-related context that require actions or solutions
- Supporting learners with self-directed learning to carry out research and investigations while probing authoritative resources in order to refine their solution hypotheses over time
- Acquiring deep learning techniques for understanding problems leading toward the development of problem-solving strategies and scaffolding
- Working with learners in teams and small groups to collaboratively identify and solve problems and devise strategies that could lead to resolution or a solution, not only in local small groups but also with their peers in other cities, states/provinces and countries working in and electronic platform workspace if desired
- Mentoring learners in an exploration of a problem that will require them to employ targeted Knowledge Economy skills and set them on pathways to entrepreneurship, gainful employment or a return to formal education
- Training teachers, instructors and mentors to facilitate the acquisition of skills and enroll them as members of the Community of Practice

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Unit 6 – The Entrepreneurship Education & Training Model : Training + Linkages + Dialogue

- **ORIENTATION PHASE:** recruit beneficiaries, establish the Community of Practice, train Instructors as facilitators, equip learning environments with edtech and e-Learning devices, and data collection
- **TRAINING PHASE:** activate Community of Practice and create pathways for entrepreneurship, employment or a return to formal education; engage in training for inquiry-based learning and the acquisition of EntreComp skills
- **PATHWAYS PHASE:** establishes partnerships for beneficiaries' learning outcomes in pursuing entrepreneurship, employment or a return to formal education
- **DIALOGUE PHASE** convenes stakeholders for dialogue around issues, establishes virtual exchanges between facilitators and between beneficiaries



Supplemental Material and Activities

- recommended resources that are related to the topics contained in the coursework
- supplemental content to spark in-class discussions or to provide interested learners with more learning material outside class

