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FENIX

Exploitation Report



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About the project

Due to COVID-19 many enterprises in Europe tried to survive the negative impacts caused by the pandemic, with low success rates. FENIX (Fostering organizational resilience and adaptive management in enterprises) aims to provide enterprises with guidelines and training products to become a resilient organization. Through project results, enterprises will have the coping mechanisms to achieve a healthy and positive adaptation and also new capabilities and skills to deal with future adversities.

Project Objectives

- Contribute to enterprise's resilience in face of adversity, thus fostering the strength of European organizations
- Promote a lifelong learning approach to training with European enterprises from all sectors
- Stimulate the development of learner-centered training approaches
- Support European enterprises on the implementations of systematic resilience practices creating a culture of adaptive management

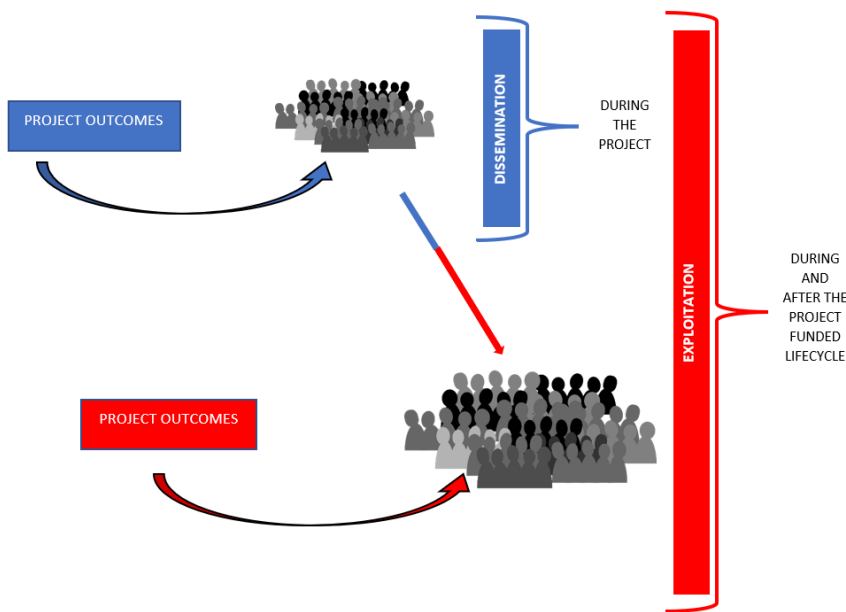
Project Results

1. Organizational Resilience and Adaptive Management Framework.
2. Gamified training for workforce skilling on Resilience Competency
3. Adaptive management crash course.
4. Guideline for the implementation of Systemic Resilience practices within enterprises.
5. Booklet (digital and online) about training pedagogical approaches to Resilience and Adaptive Management including scientific articles regarding pedagogical and methodological approaches.

Exploitation

The term "exploitation" refers to the act of utilizing and profiting from something. For Erasmus+, this involves maximizing the potential of the financed activities so that the outcomes may be utilized much beyond the project's lifespan, instead of solely relying on the dissemination of the results during the project's lifecycle. The outcomes should be designed in such a manner that they may be adjusted to the requirements of others, moved to other regions, maintained after the funding term ends, or used to influence future policy and practice.

The main difference between "dissemination" is that the latter tries to make stakeholders, policymakers, professionals, and other individuals aware of the project's success and outcomes as far as the project is running (European Commission, 2015)



Exploitation Strategy

The project's outcomes should be used by its target groups and perhaps transferred to other national, regional and local contexts, according to the plan. Exploitation was made up of two parts:

- Multiplication of target users to integrate the products of the project for professional and personal use
- Communication with other actors who are either policymakers or have decision-making roles to consider the project's products and preferably implement and utilize them

To do that we:

- a) Defined a clear and comprehensive project descriptions, goals, theoretical framework, and target groups to ensure mutual communication between consortium partners and high commitment of stakeholders as they were purely aware whether or not are interested to devote time or not
- b) Used specialized communication channels and provided relevant and catchy messages to the intended audience
- c) Reached the promised production of innovative and attractive results
- d) Warmed-up stakeholders and target users participating in project activities (piloting, etc.) for exploitation purposes to ensure sustainability
- e) Engaged associated partners relevant to the field and other actors to become active users of the project's products

Aims of Exploitation Strategy Plan

The aims of the Exploitation and Sustainability were to:

- 1) Encourage important organizations to take use of projects results
- 2) Seek collaboration with decision-making stakeholders and organizations in order to establish particular distribution and exploitation channels
- 3) Publicize and increase awareness about the project's content, progress, and outcomes
- 4) Successfully communicate the findings to relevant decision-makers and interested stakeholders in order to ensure their long-term promotion and support
- 5) Coordinate the actions of partners in terms of exploitation
- 6) Devise particular activities for use throughout and beyond the project's lifespan

How?

All partners, after the INTERIM report, identified and specified stakeholders, target users, and other interested parties that could consider and utilize the project results to ensure long-term exploitation of project findings and sustainability.

Now that the project is over, the project's online platform should be maintained to guarantee that all project-produced products are freely available and easily accessible to anyone who is interested. Also, all partners will reference the project and the platform on their corporate social media and website and if necessary, the project products per se.

Communication and project promotion:

Each partner has written 2 articles for the booklet, the press releases have been sent to relevant media reaching regional impact (please see article published in [Ultima Hora of the Balearic Islands](#)), more than 1000 visits to the project website (566 unique visitors in 2022 and 1499 in 2023). Around [1270 readers in the article by the conversation](#) and FENIX newsletters sent to [1019 IRIE \(UIB\) subscriptions](#). 73 participants, overachieving with 26 more participants than expected and 31 answering the evaluation questionnaire. High adoption rate from partners and external organizations.

IMPACT INDICATORS:

Number of projects in which the results of this project will be considered: ITC has promoted project results, and one external stakeholder is promoting proposal in the 2024 call named "Peace Education 4 Resilient Schools" (Form ID: KA220-SCH-D895A9E5

- Number of organisations adopting the project results: ITC UIB and Helix have reported the adoption of the results at different Levels (ITC as project proposal, see above, UIB promoting it in Latin America and Helix in 3 Romanian VET centres)
- Number of future joint projects among the consortium: at least 1, see above.
- Number of FENIX associated partners during the project duration: [10 support letters have been collected and are available onto Gdrive](#). Moreover, at the multiplier events more than 23 external organisations were involved, 44 organisations engaged in the piloting of the R2Game and 46 in the in the piloting of the R3Crash course overperforming the indication in the application of 10 organisations engaged.
- Number of downloads of the project deliverables from the project website: 566 unique visitors in 2022 and 1499 in 2023 not only from the EU.

LIST OF EXPLOITATION RECIPIENTS

| List of Stakeholders | | |
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| Target Group | Communication Channel | Contribution Activity |
| EIT Manufacturing | direct email contact | Providing feedback on PR4 |
| West University of Timisoara | direct email contact | Providing feedback on PR1 |
| Inteliform (SME) | direct email contact | Providing feedback on PR4 |
| Sudotim (SME) | direct email contact | Providing feedback on PR4 |
| ISIM (research centre) | direct email contact | Providing feedback on PR4 |
| Continental Automotive | direct email contact | Providing feedback on PR4 |
| Regional Development Agency Sumadija (public sector) | direct email contact | Providing feedback on PR4 |
| Polytechnic University of Timisoara | direct email contact | Providing feedback on PR1 |
| Deep tech balkans (ngo) | direct email contact | Providing feedback on PR4 |
| Regional development agency of western romania | direct email contact | Providing feedback on PR4 |
| IASIS NGO (www.iasismed.eu) | Meeting | Exploit the products to associate partners or other parties |
| ZEFIRO (.....) | Meeting | Exploit the products to associate partners or other parties |
| NOSTOS NGO (https://new.nostos.org.gr) | Meeting | Exploit the products to associate partners or other parties |
| Nikolaos Biris (IT/ VET Trainer) | Physically | Incorporate the products in their professional contexts |
| Maria Sirrakou (.....) | Physically | Incorporate the products in their professional contexts |
| Spiros Kosmas (.....) | Physically | Incorporate the products in their professional contexts |
| Antonis Aggelopoulos | Physically | Incorporate the products in their professional contexts |

| | | |
|---|--|---|
| (.....) | | |
| Sissie Andritsopoulou (Senior Counselor/ Expert for SVGs) | Physically | Incorporate the products in their professional contexts |
| YES Forum (.....) | Event | Exploit the products to associate partners or other parties |
| ERGON TRAINING (www.ergon-training.eu) | Physically | Incorporate the products in their professional contexts |
| Social Coop “Archipelagos” (https://acoop.gr/home-en/) | Physically | Incorporate the products in their professional contexts |
| Ajuntament de Buger (Library) (LOCAL AUTHORITY) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Ajuntament de Selva (LOCAL AUTHORITY) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| NAÛM, PROYECTO SOCIOEDUCATIVO (VOCATIONAL TRAINING CENTER) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Universitat Pompeu Fabra (UNIVERSITY) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Centre Jovent (VOCATIONAL TRAINING CENTER) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Casal Petit (NGO) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Cruz Roja – Red Cross | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |

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| (NGO) | | |
| Palma de Mallorca Municipality (LOCAL GOVERNMENT) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Fundación Diagrama (VOCATIONAL TRAINING CENTER) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Syndicate STEI (Syndicate) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Freelance (Architect) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Conselleria de Medi Ambient Govern Illes Balears (Balearic Islands Ministry of Environment) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Correos (Spanish public postal service) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| VET teacher CIFP PAU CASESNOVES | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Bit Foundation (Technological foundation) public | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |

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| Sofpromed (Company) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Municipality of Palma Education department | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Fundació Patronat (VOCATIONAL TRAINING CENTER) Foundation Obrer | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| VET teacher (La Salle Palma) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Calvia Municipality (Education Department) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| SME Construccions Gual (Construction sector) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |
| Network Infojove Youth Emancipation Office of the Balearic Islands (Public sector) | Registered and participated in the Symposium organized by UIB on December 2023 | Multiplier event |

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| Research Project "Teaching Practice and the Prevention of Early Leaving from Vocational Education and Training: Empirical Approach and Intervention Proposal" (Spain) | Has signed a support letter to the FENIX project (Link to the letter) | Dissemination |
| Autonomous University of Yucatan Faculty of Education (Mexico) | Has signed a support letter to the FENIX project (Link to the letter) | Dissemination |
| Stockholm University Research Group on VET (Sweden) | Has signed a support letter to the FENIX project (Link to the letter) | Dissemination |
| Laboratory for Research and Innovation in Vocational Training (LRIFP) | Has signed a support letter to the FENIX project (Link to the letter) | Dissemination |
| Co-created Education through Social Inclusion COSI.ed Project (EU Project) | Has signed a support letter to the FENIX project (Link to the letter) | Dissemination |
| Research Group "Education and Citizenship" (SPAIN) | Has added a link and logo of FENIX on its website https://eic.uib.es/es/index | Dissemination |
| Research project Academic Integrity amongst Postgraduate students: empirical approach and intervention proposals (AIPost) | Has added a link and logo of FENIX on its website https://iapost.uib.es/en/p/11/collaborations | Dissemination |
| Red iberoamericana de investigación en Integridad Académica (Red-IA) It is a scientific network | Has added a link and logo of FENIX on its website https://red-ia.org/?pagina=colaboracion-con-otros-proyectos-e-instituciones | Dissemination |

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| constituted by more than 80 researchers from 14 countries and 30 universities from Iberoamerica | | |
| Universidad de Pinar del Río (Cuba) | Has participated in the piloting of R3 and has filled the evaluation questionnaire https://forms.office.com/e/LskBVkR01E | R3 Crash Course |
| Servicio de Empleo de las Illes Balears (SOIB) Employment Service of the Balearic Islands (SOIB) SPAIN | Has participated in the piloting of R3 and has filled the evaluation questionnaire https://forms.office.com/e/LskBVkR01E | R3 Crash Course |
| University of Valencia (Ass. Professor in Vocational Education) | Has participated in the piloting of R3 and has filled the evaluation questionnaire https://forms.office.com/e/LskBVkR01E | R3 Crash Course |
| University UNED (Costa Rica) | Has participated in the piloting of R3 and has filled the evaluation questionnaire https://forms.office.com/e/LskBVkR01E | R3 Crash Course |
| UNESCO | Has participated in the piloting of R3 and has filled the evaluation questionnaire https://forms.office.com/e/LskBVkR01E | R3 Crash Course |
| Secondary school teacher (2o Lykeio Diapolitismikis Ekpedefsis Ellinikou) GREECE | Has participated in the piloting of R3 and has filled the evaluation questionnaire https://forms.office.com/e/LskBVkR01E | R3 Crash Course |
| University of Granada (SPAIN) | Has participated in the piloting of R2 and has filled the evaluation questionnaire https://forms.office.com/e/nPN4Nkw7U7 | R2 Game |
| Newspaper Ultima Hora (SPAIN) | Publication of an article on this media that has a medium of 127000 readers daily (see article here) | Dissemination |
| Newspaper The | Publication of an article on this media that has had more than 1250 reads (see article here) | Dissemination |

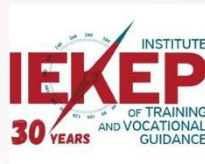
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| Conversation (SPAIN) | | |
| International conference EDUNOVATIC2023 | Presentation of a conference paper in a conference with more than 500 assistants (see article here) | Dissemination |
| International conference iceri2022 | Presentation of a conference paper in a conference with more than 600 assistants (see article here) | Dissemination |

FENIX

Consortium



Universitat
de les Illes Balears



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