



Longlist of Impact

empoweremployees

1 = operational level

2 = tactical level

3 = strategic level

On level 1 - operational level

- Companies are working as ambassadors in education. Several YEBISU partners are part of the advisory boards of VET institutes like in Estonia, Germany, The Netherlands and Finland.
- Use of the animation film about YEBISU on YouTube for ELCA Young Gardeners network. Start October 5, 2017.
- Tuomo Vainikainen (TTS) found himself another job thanks to the entrepreneurial skills developed in YEBISU e.e.
- Two employees of Luua are founding a consulting firm and a bureau as a result from the project the impact is to continue the development of YEBISU e.e.
- TTS developed a stone workers course on level 1, 2 and 3 based on YEBISU e.e. They translated it to the needs of VRJ. They will now implement it. Winter 2017 – 2018.
- Taavi Forsell from TTS starts as from 01-09-2017 with their new students a Community of Practitioners on the use of YEBISU e.e. tools, the profile of entrepreneurial behaviour and the taxonomy of DEE Fink.
- TTS and VRJ introduce the results of the YEBISU e.e. Project at Viherpäivät in Jyväskylä in February 2018. Viherpäivät (Green Days) is the largest forum for professionals in the field of horticulture in Finland.
- Wellantcollege makes the optional parts in the educational portfolio outcome based and in line with the YEBISU e.e. profile as from 01-09-2017.

On level 2 - tactical level

- An association of Estonian landscapers is formed to spread and institutionalize the outcomes of YEBISU e.e. They meet every second Saturday of the month.



- TTS is implementing the taxonomy of Dee Fink and learning outcome based entrepreneurial behaviour at VSU Landscape Architects.
- TTS is cooperating with a professor at the University of Helsinki who is working on a book about education for Finland in which she uses the taxonomy of Dee Fink. September 2017 until April 2018.
- VRJ is setting up a training program for the whole company of 400 workers based on the level thinking of EQF/Yebisu e.e. Start November 2017, the winter season.
- M van der Spek has been experimenting with a Master class team leaders who are managing employees level 1 and 2 using the Yebisu tools and concepts. They have decided to implement it in the rest of the organisation. Start October 30, 2017.
- M van der Spek and Irado are busy to construct a consortium with the municipality of Rotterdam and ... called "Learn2O" on regional level to solve the problem of long term low level unemployed. Start in September 2017.
- Irado started with a pilot in one department, specifically targeting working level 1. (24 workers). Now they implement it in the whole organization of 300 workers and use it to improve the relation of the workers with the clients. Start November 2017
- Wim Siemann from the Albeda College entered the Dutch Expert Group for ECVET. Impact: as an active member he uses, as a YEBISU e.e. trained person, the YEBISU e.e. outcomes in this group. Start August 29, 2017.
- A KA 2 project called Loasa (Learning Outcomes in Accordance with the Skills Agenda) is using the YEBISU e.e. concept of Units of Learning Outcomes and the assessment tool in this project. Date: second week of November 2017 seminar Denmark.
- Euromasc prepares an application for a new project, Sector Skills Alliance, using the outcomes of YEBISU e.e. in which YEBISU-partners will participate. Application for Call 2018.
- The Dutch ECVET expert group implements the profile of intrapreneurial behaviour in their recommendation to all VET schools to make student mobility more effective. Start from November 13, 2017.
- KCH enriches the current qualification profiles concerning entrepreneurial skills and behaviour by incorporating the learning outcomes from the entrepreneurial YEBISU e.e. profile into the digital certification performance standard. In the year 2018, KCH evaluates the effects of the addition of entrepreneurial behavioural skills to the current profiles with representatives from the industry and the school field.
- In addition, KCH, using the training elements of the YEBISU e.e. project, develops assignments that enable the student or employee to demonstrate that he /



she manages the learning outcomes or the workflow from the entrepreneurial YEBISU e.e. profile at Level 1 or 2.

- Gartenplus integrates the assessment tool/Skills Bank into the development processes within Gartenplus and their clients. On-going process
- Because of the lack of awareness of EQF and lack of soft skills in curricula in Germany Gartenplus contacts the national agency for the DQR/EQF.
- Gartenplus professionalizes the outcome of YEBISU. On-going process.
- Gartenplus designers developed a visual representation of the researchers sessions in a flowchart for education and that is used in multiplier events and dissemination activities.
- GartenPlus is developing an online toolbox for trainers, educators and coaches on the basis of the outcomes of the project, for further use in future activities. Concept version available on the first meeting of YEBISU 4, January 2018.

On level 2/3 tactical/strategical level

- Gartenplus applies the assessment tool in other branches starting with the training academy of Bosch A.G.. Start October 5, 2017.
- Magnolia Art specifically focuses on the underprivileged to give them a better chance to enter the labour market. They also support the Hungarian gardeners association in the development of entrepreneurial behaviour as started in the Multiplier Event in Hungary. On-going process.
- Albeda College implements the pilots they did on the implementation of the intrapreneurial profile in the curricula for the whole college (20.000 students). Start September 2017.
- In March 2018, 34 teachers of 7 VET schools of The Dutch Alliance NL make a trip to Finland. They want to see what the impact is of the YEBISU e.e. outcomes in the labour market. Based on that see they define what must be the effect on education and where adaptation of the curricula is necessary.
- VRJ won an award for best employer of the year because of their training program based on EQF/YEBISU, was asked to participate in the consulting group education/trade and commerce of Finland.
- VRJ also was asked to fulfil the portfolio of education and development in ELCA for the Young Gardeners Concept as a result of the YEBISU e.e. project



On level 3 - Strategic level

- By using the EQF/ YEBISU e.e. level approach ELCA and YEBISU company partners find an easier way to let people from outside the branch enter the green labour market, thus solving the shortage of workers. This way of working not only includes the ELCA partners but also other industries, like Poland . It is a very complicated initiative that started in September 2017 and will continue for years to come.
- Taavi Forsell from TTS, will, for his final thesis of his Master's study, compare the YEBISU e.e. profile and units for level 1,2 and 3 to level 4,5 and 6. It starts in the academic year 2017/2018.
- After two meetings with members of the New Skills agenda of the European Parliament an on-going dialogue between ELCA/ YEBISU e.e. members and the working group of the New Skills for Europe agenda of the European Parliament has started.
- The concept of “New Gardeners”, which was developed on the basis of Yebisu e.e. intrapreneurial skills, is implemented in the ELCA. Board meeting: September 26, 2017. ELCA Presidium concerning YEBISU impact with a presentation and workplanning for the coming half year, October 5, 2017. March 2018, next meeting.
- S-BB in the Netherlands is using the profile and descriptors of intrapreneurial behaviour in the development of the optional certificates for VET education. Start September 29, 2017.
- Liivi presents the YEBISU e.e. profile, the assessment tool and Dee Fink trainings methodology to the VET schools in Estonia. Winter 2017/2018.
- Wellantcollege organizes an international conference with focus on YEBISU in the mobility of students/employees. The target group is people inside and outside Wellantcollege. 120 participants are invited, 18 January 2018.
- YEBISU e.e. partners in ECVET expert group present the YEBISU e.e. descriptors of the NLQF to the Dutch NCP. Nov 13, 2017.
- The YEBISU e.e.-group, in the person of their project leader, will present the NLQF descriptors to the ECVET secretariat. After November 13, 2017.

On all levels, operational, tactical and strategic

- YEBISU 4 is the working title for the carrying on of the activities of the partnership without funding. Goal is to further implement the outcomes of YEBISU e.e. Focus: further development, broadening the practical scope and the involvement of the level approach in the daily work. Also the dissemination/lobbying



work will be kept up. A possible further extension of the partnership is also on the agenda. First meeting 17, 18, 19 January 2018 in The Netherlands.

- L'Orangerie implements structural integration of the assessment tool for the use of HR management. Target group: Community of practitioners of architects in Macon. On-going process.

The YEBISU partnership.