



Enhancing Intercultural Learning in European Enterprises

Newsletter

February 2016

Who is EILEEN?

EILEEN stands for Enhancing Intercultural Learning in European Enterprises. EILEEN is a 2-year project (01.09.2014 - 31.08.2016) funded by the ERASMUS+ Programme. The project seeks to promote intercultural competences and a welcoming culture in European enterprises.

The Europe Union is making significant efforts to eliminate the barriers to labour mobility. However, most of the enterprises in European countries do not necessarily have the essential intercultural know-how for receiving employees with a different cultural background. At the same time, often the foreign employees are not ready to face the challenge of working in a different country, and encounter difficulties in identifying the new cultural paradigms, accepting the differences and acquiring cultural knowledge.

Given this context, the EILEEN project team has developed training modules on intercultural topics both for multipliers in European enterprises and for young people that are ready to do an internship abroad. Both groups will be trained on how to cope with cultural diversity at the workplace.

The competences (e.g. intercultural, entrepreneurial and mentoring competences) acquired by both groups will be validated and documented through the innovative LEVEL5 methodology developed by the network REVEAL (www.reveal-eu.org), aimed to promote, visualise and validate informal and non-formal learning.

Where is EILEEN?



EILEEN is about to inaugurate the national pilots in all partner countries. The team has set up the EILEEN e-learning platform with the training modules for entrepreneurs in European enterprises, on the one hand, and for young groups willing to go on an internship, on the other hand.

The unique approach of EILEEN consists in the idea to not only enhance intercultural learning in European enterprises but also to offer a system that assesses, evidences and documents the competence developments of the participating learners.

For this purpose the EILEEN team has adapted and further developed the LEVEL5 system. One training module is dedicated on how to successfully plan and assess the learning processes and outcomes by means of LEVEL5.

The EILEEN modules at a glance

The modules addressing representatives in European enterprises:

- Intercultural competences in European enterprises



- Cultural self-awareness
- Experiencing cultural differences
- Communication with other cultures
- Working with other cultures
- Practical things around welcoming culture

Mentoring

- What is mentoring?
- Building a relationship
- Cooperation between mentor and mentee
- Tools and techniques

Validation

- Validate your competence development
- Internships as learning spaces
- The LEVEL5 procedure to assess and evidence competence developments
- The EILEEN competences
- Develop your own learning project
- Assessment of competence developments
- Show your competences (e-portfolios)

Modules addressing young people:

Intercultural learning in internships

- Cultural self-awareness
- Experiencing cultural differences
- Communication with other cultures
- Working with other cultures
- Going abroad

Mentoring and your internship

- Being a mentee
- Building a relationship
- Social aspects during your internship
- Planning tools

Validation

- Validate your competence development
- Internships as learning spaces
- The LEVEL5 procedure to assess and evidence competence developments
- The EILEEN competences
- Develop your own learning project
- Assessment of competence developments
- Show your competences (e-portfolios)

Right now the modules are being translated into national partner language.



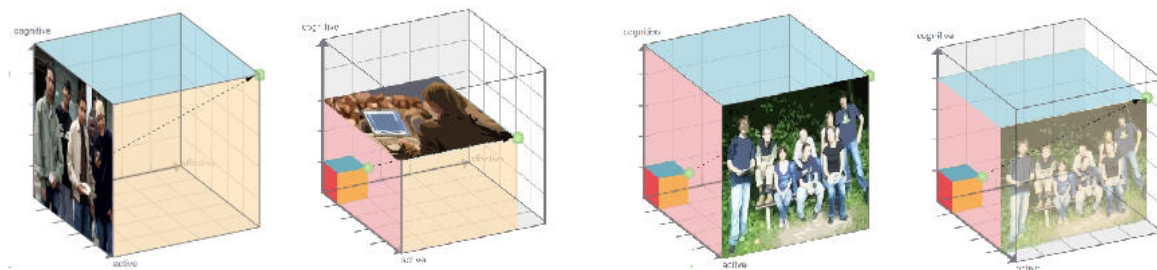
If you are interested in our training programme, please go to the e-learning platform and sign up: <http://learning.vita-eu.org>

Validation in EILEEN

“Validation is the process of identifying, assessing and recognising a wider range of skills and competences which people develop through their lives and in different contexts...” (CEDEFOP, European Centre for the Development of Vocational Training and the number 1 for validation related matters at European level).

EILEEN makes use of the LEVEL5 system which is specifically designed to assess and validate personal, social and organisational competence developments in rather non- and informal learning settings. It is based on a 3-dimensional approach to validate cognitive, activity related and affective learning outcomes – the LEVEL5 cube.

How does it work?



In a so called LEVEL5 reference system a competence, like intercultural communication, is described for each of the three dimensions on five ascending levels. The levels of development are derived from Bloom's revised taxonomy¹ of learning objectives.

With such a reference system it is possible to assess and rate individual competence developments against a theory based framework. In the process the abstract levels are substantiated by individual reasoning, at the beginning and at the end of a learning experience.

These results then are documented and visualised in a three dimensional cube.

The EILEEN team has created a number of such reference systems related to intercultural competences and has created a clear procedure on how to apply them.

All learners interested in having their learning outcomes assessed and validated can do so by means of LEVEL5. The system is introduced in detail in the respective training module on the EILEEN e-platform.

Please find more details on our website:

<http://eileen-org.eu>

¹ Benjamin Bloom edited the first volume of *Taxonomy of educational objectives: the classification of educational goals*, which outlined a classification of learning objectives that has come to be known as Bloom's Taxonomy and remains a foundational and essential element within the educational community.



Project Partners



BUPNET

Coordination

BUPNET GmbH, Göttingen, Germany
www.bupnet.eu

apricot

Apricot, Loughborough, UK
www.apricot-ltd.co.uk

CATRO

CATRO Bulgaria EOOD, Sofia, Bulgaria
www.catro.com



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www.spi.pt

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Co-funded by the
 Erasmus+ Programme
 of the European Union

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