Social Entrepreneurship
eLearning Programme for NGOs

A Quantitative Survey
Report A

November – December 2022

Compiled: 31/12/2021

This research was in integral part of the project:

NGO eLearning - SocEntrep4NGOs
G.A. NO. 2021-1-MT01-KA220-HED-000023290
01-11-2021 – 30-04-2024

Academic Partners

NGO Partners

1. Background to the Project

Social entrepreneurship plays an important role in addressing social, economic, and environmental challenges while fostering inclusive growth, shared prosperity, and social inclusion. Moreover, social entrepreneurship contributes to job creation, at the local and international level, as well as to democratic participation and improvement of welfare services delivery. The number of social enterprises in Europe is growing and their business models and fields of activities are getting more diverse. This is a result of both bottom-up developments as well as of policy measures and programmes initiated by governments. Training is a key "actor" in the social innovation ecosystem. Countries with broad experience in social entrepreneurship include training as a key pillar of these supporting frameworks and are active actors in the promotion of social entrepreneurship. However, training on social entrepreneurship is not present in the training offer of these actors, and it's part of other formal training traditional activities provided (Dramblys, 2017).

The European Commission report on the European Social Enterprises and their ecosystems highlights, that rather than pushing social enterprises to mimic regular companies, the key challenge seems to be to strengthen new entrepreneurial thinking, building on balanced competencies across a range of functions, from business skills to a broader awareness of the organisation's social purpose and inclusive governance.

This project addresses the identified lack of research specifically to determine the challenges and the training needs by current and new social entrepreneurs. It addresses the lack of formal qualifications which are targeted specifically at social entrepreneurs. This project is developed by commercial and social entrepreneurs for commercial and social entrepreneurs. In this way the project partners can provide added benefit with practical knowledge to the students following the pilot intake which should serve as the basis for the further intakes on completion of the Erasmus+ funded project.

The SocEntrep4NGOs Consortium

The consortium is composed of Higher Education Institutions and NGOs from three countries, Malta, Italy, Greece, and Turkey. It includes the following organisations:-

Partner Higher Educational Institutions:-

      Malta - Advenio eAcademy (project leader)

      Italy – Universita Politecnica delle Marche

      Greece – University of Ioannina

      Turkey – Bogazici University

Partner NGOs

Malta – Solidarity and Overseas Services

Italy – Forum delle Camere di Commercio dell'Adriatico e dello Ionio

Greece – Academy of Entrepreneurship

Turkey - IMECE

E+ SocEntrep4NGOs Project Objectives

The scope of the project is to improve the capacity of existing NGOs working within the third sector, current and future social entrepreneurs by providing them with a formal qualification directly related to Social Entrepreneurship. The proposed programme is being designed and developed based on the feedback that the project partners will receive from the participants in the research study to be carried out in this project. The project seeks to achieve the following objectives:-

1. Research current best practices in Social Entrepreneurship (SE) and SE programmes required to support NGOs. This will help in understanding the particular challenges met by current and future social entrepreneurs, employees working in NGOs and NGO volunteers.

2. Design and develop the proposed Social Entrepreneurship programme set for the level recommended by the research and including specialist content also confirmed through the research.

3. Accreditation by the national regulator in Malta, Malta Further & Higher Education Authority (MFHEA) of the new social entrepreneurship online programme. Accreditation ensures that students completing the programme earn a qualification that is recognised within the EU and within those countries that are signatories to the Bologna process.

4. Marketing of the new Social Entrepreneurship programme to recruit suitable social entrepreneurs for participation in the pilot programme Intake #1. An online campaign will be run in each of the four partner countries to promote the programme and recruit students.

5. Implement the 18-month online Social Entrepreneurship programme as a pilot programme and evaluate its effectiveness. Based on the Erasmus+ funding, circa 60 students will be offered a full scholarship in the programme. The 18-month online programme will provide a considerable amount of interaction to facilitate and assist participants in making the transition of hands-on to a more academic but real-world approach to social entrepreneurial activity.

6. Publish and disseminate the findings of the research study and feedback from the pilot intakes students enrolled for the Social Entrepreneurship programme. The results and dissemination material will also be crucial to ensure its sustainability after the Erasmus+ funded project. The experience of the participants during the programme will be particularly relevant in identifying any support that may be required by such participants.

2.   Project Research Overview

Project Result 1 –   Research study: (A)

Social Entrepreneurship eLearning Programme for NGOs

A Quantitative Survey

This study is part of an Erasmus+ co-funded project launched in November 2021 involving one higher educational institution and an established NGO in each of the four participating countries, Greece, Italy, Malta, and Turkey. The Project includes the research into the required subject matter, development of the required specialized modules and the implementation of a pilot project in which full scholarships will be offered to participants.

This research study focuses on the identification of specialist subject matter relevant to the development of an accredited online programme in social entrepreneurship. The study seeks to prioritize the various subjects identified and to determine the most appropriate level for the development, undergraduate higher diploma or post graduate master's degree. The new programme will include foundation modules in entrepreneurship. These will be supplemented by specialized modules in social entrepreneurship. The new programme will equip participants to contribute significantly in setting up social Enterprises and in assisting NGOs in making the transition to Social Enterprises.

Research study on the current state of social entrepreneurship in each partner country - Research current best practices in Social Entrepreneurship (SE) and SE programmes required to support NGOs. This will help in understanding the particular challenges met by current and future social entrepreneurs, employees working in NGOs and NGO volunteers. This research will focus on achieving the following objectives:-

i.   Identification of social entrepreneurial core competencies

ii.   Recognition of best practices in the field of social entrepreneurship training and development programmes

iii.   Defining the Social Entrepreneurship Programme framework and its controls

3.   Project Research Results:


83
Responses

10:51
Average time to complete

Active
Status

1. Select up four of the following Soft Skills that you believe are the most relevant to key personnel in a social enterprise.

● Integrity	37
● Empathy	24
● Attitude	18
● Thinking skills	25
● Effective communication	42
● Organisation skills	48
● Leadership skills	25
● Team building skills	39
● Creativity	32
● Innovation	23
● Other	4
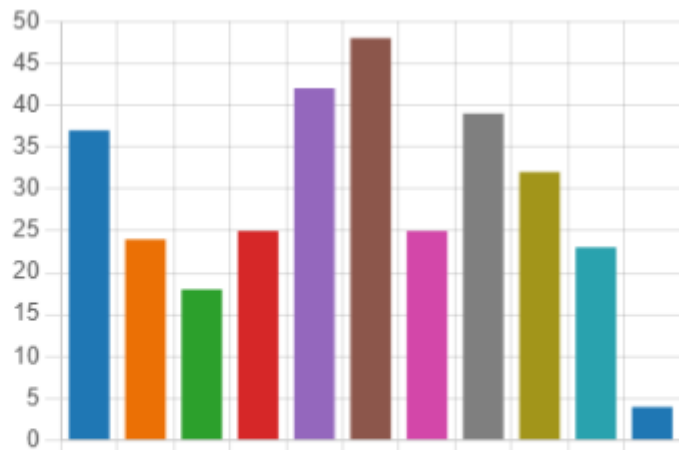
2. Select up to four of the following specialized skills you believe are the most relevant to a social entrepreneur.

|		
🔵	Regulatory Frameworks for Soci...	43
🟠	Fundraising for Social Enterprises	47
🟢	Getting from Non Governmenta...	32
🔴	Legal frameworks for Social Ent...	36
🟣	Marketing Perspectives to Social...	38
🟤	Capacity building to create glob...	47
🟣	Business English	11
⚪	Impact Modelling / Theory of C...	25
🟡	Regulatory Compliance for Soci...	17
🔵	Other	1
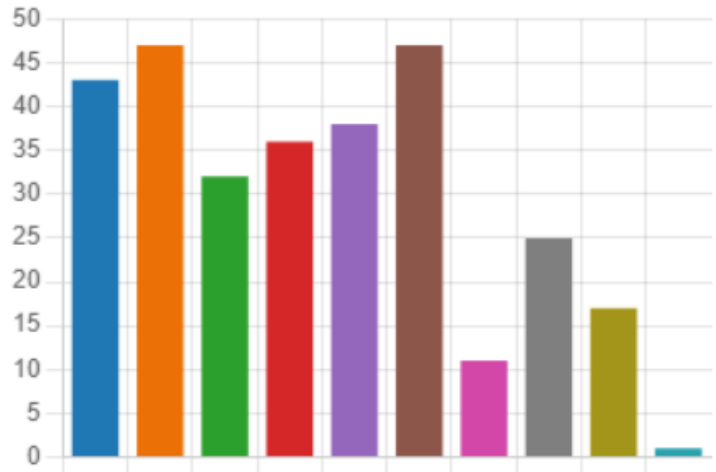
3. Select up to four of the following business skills you believe are the most relevant to a social entrepreneur.

- Designing & Building Organisati... 25
- Forming & Managing Boards in ... 14
- Team and Organization Manage... 46
- Managing Ethnic and Cultural D... 14
- Mentoring, Monitoring & Super... 24
- Recruitment & development of ... 29
- Managing Professionals & Exter... 6
- Project Management 30
- Project Cycle Management 19
- Understanding Socio-Economic ... 19
- Business/Needs Idea evaluation 15
- Problem Solving 28
- Strategic Management (Plannin... 38
- Lean Management 0
- Innovation Management 10
- Other 2
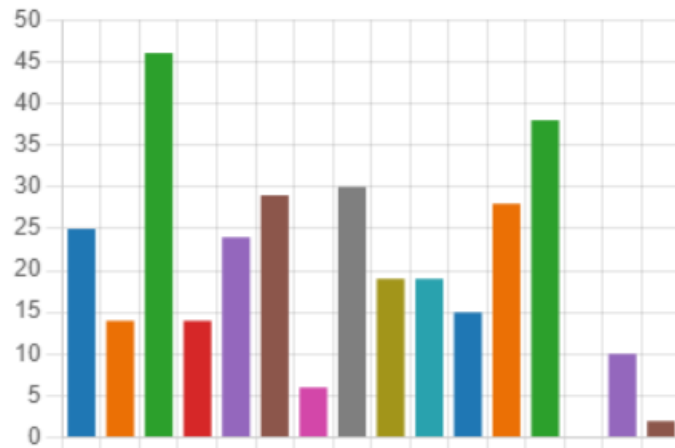
4.

Relevance of European Qualification Framework & ECTS credits. Kindly select which one of the following is required most within the sector:

- Non-accredited short courses (4... 11
- EU Accredited short courses (4-... 53
- Non accredited programmes (c. ... 4
- EU Accredited programmes (c.7... 15

5. Please select your preference of level of accredited courses/programmes

- ● Level 5 – Undergraduate Higher... 41
- ● Level 7 – Master's Degree (90 E... 42

Analysis of Programme Level Preferences

		Level 5		Level 7	
Scale of operations	International	5		15	
	Global	3		1	
	Regional	5		4	
	Local / county	11		12	
	National	17		10	
		41	49%	42	51%
Country of Residence	Cyprus	1		0	
	Turkey	5		6	
	Greece	18		17	
	Italy	10		13	
	Malta	6		6	
	Other	1		0	
		41	49%	42	51%
Scope of Activities	Campaigning	6		2	
	Operational – Service Providers	9		11	
	Campaigning & Operational	13		13	
	Research	7		9	
	Professional	4		11	
	Other	5		3	
		44	47%	49	53%
Legal Structure	Registered NGO/VO	20		19	
	Non-registered NGO/VO	4		2	
	Limited Liability Company	2		2	
	Foundation or Trust	4		4	
	Social Enterprise	5		4	
	NGO Enterprise	2		8	
	Other	4		3	
		41	49%	42	51%

6. Please select your preferred course/programme delivery channel

- Standard classroom style at loca... 3
- Fully online   28
- Hybrid classroom style with onli... 23
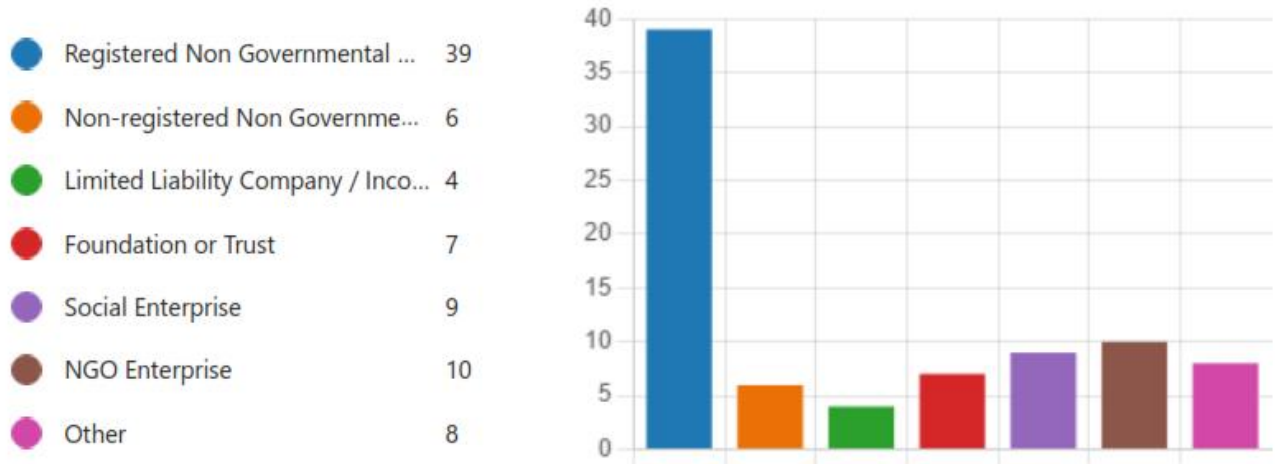- Hybrid online with support work... 40

7. Area of Involvement of your organisation

- Culture & recreation   24
- Education & research   39
- Health & Social Services   23
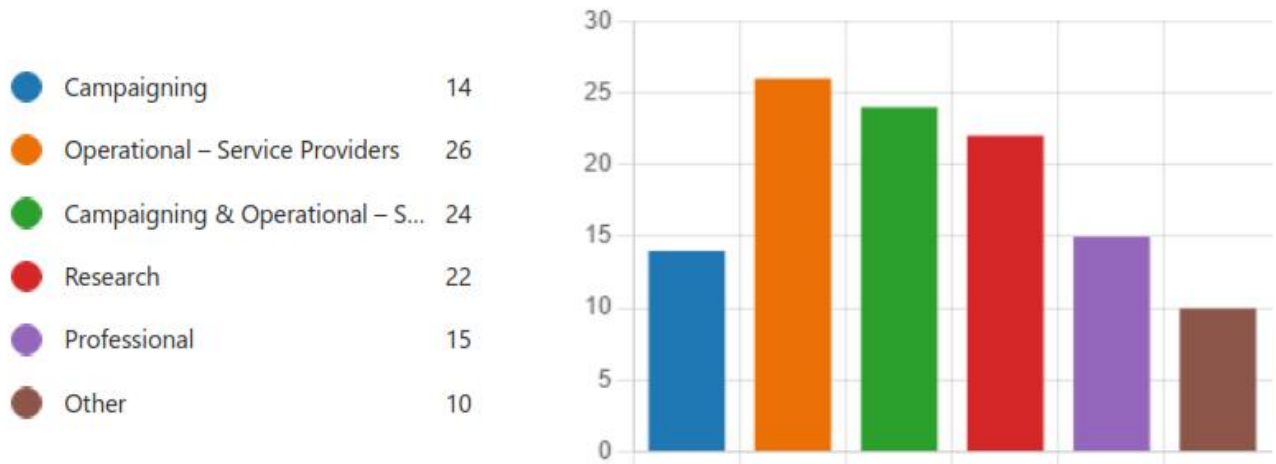- Environment   17

8. Legal Structure of your organisation

●	Registered Non Governmental ...	39
●	Non-registered Non Governme...	6
●	Limited Liability Company / Inco...	4
●	Foundation or Trust	7
●	Social Enterprise	9
●	NGO Enterprise	10
●	Other	8

9. Scope of Activities of your organisation

●	Campaigning	14
●	Operational – Service Providers	26
●	Campaigning & Operational – S...	24
●	Research	22
●	Professional	15
●	Other	10

10. Scale of operations of your organisation

🔵	Local / county	23
🟠	Regional	9
🟢	National	27
🔴	International	20
🟣	Global	4

11. Number of Employees in your Organisation?

83
Responses

Latest Responses
"3"
"2"
"1"

17 respondents (20%) answered 0 for this question.

12. Number of Trainees/Apprentices in your Organisation?

Latest Responses

83

Responses

"2"

"0"

"300"

32 respondents (**39**%) answered **0** for this question.
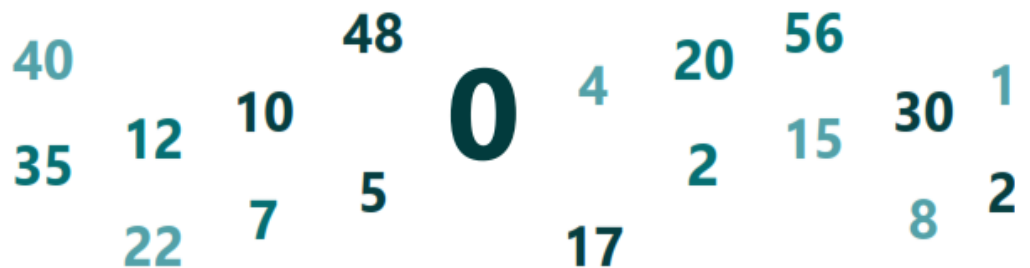
8000 300 10 50 480 5 0 4 8 2 25 12

13. Number of Volunteers in your Organisation?

Latest Responses

83

Responses

"4"

"4"

"5"

19 respondents (**23**%) answered **0** for this question.

40 35 12 10 48 7 22 5 0 4 20 56 2 17 15 30 8 1 2

14. Number of years since the inception of your organisation?

Latest Responses

83
Responses

"7"

"4"

"5"

7 respondents (**8%**) answered **5** for this question.

25   57   95

20 **4**   **5** 7 **10** 2 year:

24   **6**

30   14

μήνες 22   1964 15
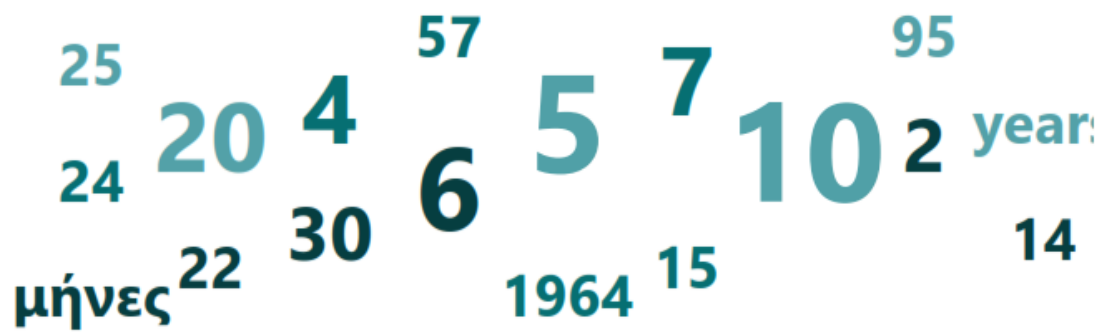
15. What is your gender?

● Male	31
● Female	50
● Other	0
● Prefer not to respond	2

16. What is your age group?

🔵	Under 18 years of age	0
🟠	18-34 years of age	18
🟢	35-64 years of age	61
🔴	65 years and older	4

17. Country of Residence

🔵	Turkey	11
🟠	Greece	35
🟢	Italy	23
🔴	Malta	12
🟣	Other	2

18. Highest level of education attained

🔵	Secondary general education	6
🟠	Post-secondary non-tertiary edu...	7
🟢	Tertiary education (Level 6 Bach...	70

19. Would you be interested in pursuing formal education in social entrepreneurship?

🔵 Yes		45
🟠 No		38
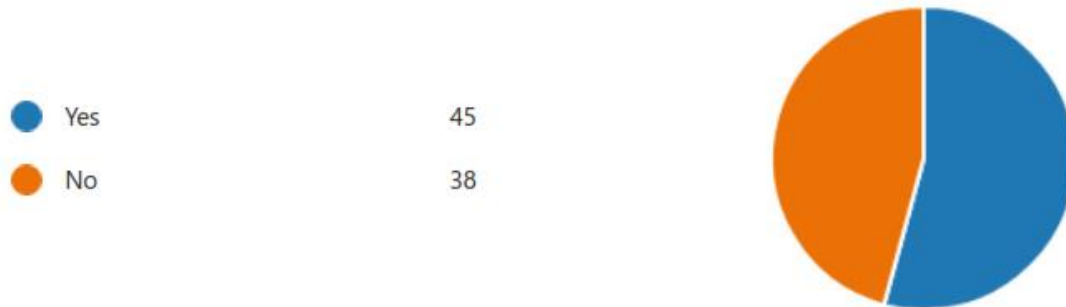
20. If you are interested in pursuing formal education and would like to know more about this programme, kindly provide us with your email address, authorizing us to keep you up-to-date with project developments.

37
Responses

Latest Responses
"chiaracifatte@gmail.com"

1 respondents (**3**%) answered **adevecioglu@hotmailcom** for this question.

nrekatsina@openousorg   alicettac87@gmailcom

@windowslivecom kleonikiyan@yahoogr

adevecioglu@hotmailcom   Yes

eri@womendobusinesseu pchrist@unipigr

info@equalact-socialorg   cm@organizatio

4.   Project Research Conclusions:

On the basis of the data collected through the survey based on feedback by 83 survey respondents and the related secondary research data, the research team has been able to identify the skills which were found to be the most key to personnel who are employed in NGOs and social enterprises.

Soft skills:

1. Organisation skills
2. Effective communication
3. Team Building Skills
4. Integrity
5. Creativity

Specialised Skills:

1. Fundraising for Social Enterprises
2. Capacity building to create global partnerships
3. Regulatory Frameworks for Social enterprises
4. Marketing Perspectives to Social enterprises
5. Legal frameworks for Social enterprises

Business skills:

1. Team and Organization Management
2. Strategic Management (Planning, organizing, execution and control)
3. Project Management
4. Recruitment & development of apprentices and volunteers
5. Problem Solving

Apart from identifying the most relevant skills which are key in social enterprises and NGOs, this survey sought to identify the most suitable EQF/MQF level at which this programme should be offered to prospective students. Approximately the same number of respondents have selected the level 5 and level 7 options (41 responses and 42 responses respectively). The further analysis included shows the marginal difference in most categories.

These results need to be taken into account in conjunction with the results of the qualitative research that was conducted and is reported on as Social Entrepreneurship eLearning Programme for NGOs, A Quantitative Survey Report B

SocEntrep4NGOs Project

5.   Appendix 1

SocEntrep4NGOs Consortium Partners

Partner Higher Educational Institutions:-

Malta - Advenio eAcademy (project leader)

Established in 2013, Advenio eAcademy is based in Malta and is accredited by the Malta Further & Higher Education Authority, (MFHEA Lic. No.: 2013-FHI-0006). It was the first higher educational institution in Malta, licensed to provide accredited online programmes. It currently offers online accredited programmes in Entrepreneurship and SME management at EQF/MQF levels 4 – 7. It is involved in various collaborations with local organisations to develop specialised content that adds value to practitioners in the field. Since 2017, Advenio eAcademy has been project leader on four Erasmus+ projects in the design, development, production and implementation of elearning programmes in entrepreneurship and related issues.

Italy – Universita Politecnica delle Marche

UNIVPM is a public teaching and research university, characterized by a technical-scientific vocation. UNIVPM offers Undergraduate and Graduate Degrees as well as PhD Courses in Agriculture, Engineering, Economics, Medicine and Biology, and Specialization Schools in Medicine and Surgery to about 17.000 students, with 700 professors and researchers, 650 administrative and technical employees. Yearly, UNIVPM attracts students and researchers from all over the world. UNIVPM offers a number of university' facilities endowed with up-to-date laboratories. UNIVPM is active within the framework of European Territorial Cooperation policy by implementing joint actions between international and local actors promoting a harmonious development. UNIVPM participates in over 50 highly competitive European research projects (FP7, H2020) joining international collaboration and mobility. The Technology-transfer office which supports and advises on business and intellectual property creates successful collaborative interactions with industry and society, protecting, evaluating, and commercialising innovation. UNIVPM cooperates with a wide range of public institutions supporting sound governance policies bridging the public sector with the local endeavours and implementing territorial development projects, financed through EU, national or regional funds, with regards to the Regional Operational Programs (ERDF).

Greece – University of Ioannina

The University of Ioannina (UoI) has more than 21.000 undergraduate and postgraduate students, 473 Members of Academic Staff, and 135 members of Technical Laboratory Staff. The University's Administrative Services employ more than 280 highly qualified employees. There are a number of postgraduate study programs on offer, which combine teaching and research elements, both at Masters and Doctoral levels. Approximately more than 2.000 students are involved in full-time study progressing to a Master's degree, while more than 2.200 students are currently pursuing their studies at the Doctoral level. The University includes 24 Academic Departments operating in 11 Faculties, more than 50 research centers and

laboratories as well as central services and infrastructures, all contributing to strengthening its education and research activities. Since its foundation in 1964, the University of Ioannina has been firmly established and its development prospects appear to be particularly promising.

Turkey – Bogazici University

Boğaziçi University (BU) was formally established in 1971. It has six faculties, six graduate & research institutions, and two schools (School of Foreign Languages and Vocational School of Applied Sciences). The faculties are offering undergraduate programs for approximately 16,000 students. The six institutes are offering graduate programs for approximately 2800 students. There are also 32 research centres working on specific or interdisciplinary areas. The lectures are in English at the University. There are permanently 915 academic staff and 811 administrative staff. BU, with its leading role in higher education and academic research, contributes significantly to shaping the new generation universities, by integrating social dimension to its education and research functions. BU Lifelong Learning Centre (BULLC) is responsible for developing, directing, and coordinating the lifelong learning activities apart from the formal graduate and undergraduate degree programs. The Center is an interface to pass the university's over 155 years of academic accumulation to a broader segment of the society by presenting high valued training. During its 19 years long operation, BULLC has reached almost 100.000 participants through over 7500 training programs. The Centre has extensive experience in adult education, vocational programs, career guidance, entrepreneurship development, and social responsibility programs.

Partner NGOs

Malta – Solidarity and Overseas Services

SOS Malta is a registered Voluntary Organisation, set up in 1991, which works with local and international partners. The organisation assists socially disadvantaged groups in improving their quality of life by providing support services and opportunities to implement development and change. SOS Malta also encourages advocacy on behalf of social causes and promotes models of good care and practice. SOS Malta works on four pillars that encompass the above objectives. These are Social Solidarity; Volunteering; Overseas Development; Research and Training.

Italy – Forum delle Camere di Commercio dell'Adriatico e dello Ionio

The Forum AIC is an Association born in 2001 that joins the Chambers of Commerce from the coastal areas of the Adriatic and Ionian basin. Its' purpose is to promote the economic development of the AI area, to strengthen the relationships among the Chambers of Commerce of transborder Countries, to encourage the juridical and administrative cooperation harmonising the procedures among the Countries, to spread business and entrepreneurial culture through the involvement of all the actors within the territory. The strategic goal of the Forum is to help a process of growth within the basin and a tangible application of European principles referred to the politics of cohesion. The Forum is one of the major promoters of the ambitious Adriatic and Ionian Macroregion project. This strategy represents a joint governance system that involves various participants, diverse politics, and attributes present on the territory of the area, increasing the value of cultural heritage and the richness of diversities. The Macroregion transforms the concepts of

territorial cohesion, environmental protection, sustainable economic and social development into tangible results and it does so by utilising existent networks, without creating new structures.

Greece – Academy of Entrepreneurship

The Academy of Entrepreneurship (AKEP) is a non-governmental, non-profit organization, with an innovative and authentic character, trying to meet the new challenges of the modern labour market as its first priority. It was established in 2007 by the historical Educational Association of Athens "HFAISTOS". Its aim is to create a healthier entrepreneurial environment on a national and European level and to try to support young people who wish to make their innovative entrepreneurial ideas come true. AKEP's main objective is the cultivation of the essential entrepreneurial attitude and transfer of the necessary knowledge to public and private organisations related to youth entrepreneurship.

Turkey - IMECE

To support impact generation enterprises and social entrepreneurship, imece runs an impact accelerator program for growth-stage start-ups supporting the 2030 Sustainable Development Agenda. It aims to accelerate the social and ecological impact that start-ups generate throughout their growth phase with the help of its tailored solutions. IMECE's focus is to contribute to the growth of start-ups and to support their investment readiness through impact measurement. To achieve this and continue its efforts to support the growth of the startups, it has launched a brand new program format with the main partnership of Zorlu Holding, the information consultancy of Business Call to Action supported by UNDP, the strategic partnership of Business Council for Sustainable Development Turkey, and the investment partnership of Startup Wise Guys. To tackle the skills gap, imece runs imeceLAB; an open social innovation laboratory that collectively creates solutions to social, cultural, and environmental challenges with young people.