



Project title: **Gamification as Applied Growth-Hacking and Incubating method
for improving New Ground-Based Skills in Start-uppers and Enterprises**

Acronym: **GAGING**

Ref. Project: **2015-1-HR01-KA202-013109**

Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Intellectual output: IO1 Resource map

*Authors:
Name Surname, Organization*

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

This project (Project number: 2015-1-HR01-KA202-013109, is carried out with the financial support of the Commission of the European Communities under the Erasmus+ Program.

1. Document control

1.1. Document history

Date	Version	Change	Author
18.11.2013	0.1	Initial version	Tomislav Rozman, Lyubomir Grancharov
	0.2	Final version	
	0.3	Reviewed	
	0.4	Updated	
	
	1.0	Confirmed by project consortium	

1.2. Document distribution list

Whole GAGING project group (see contact list in google docs, GAGING / WP1 / 1-PM /1-001 PM Plan / Contacts)

1.3. Document location

Latest version of the document is available at:

Google Apps/Docs, project **2015-GAGING** (available at URL <https://docs.google.com>

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

for project group members)

1.4. Document privacy

Project team	The Agency	Public
yes	yes	no

Table of contents

- 1. Document control
 - 1.1. Document history
 - 1.2. Document distribution list
 - 1.3. Document location
 - 1.4. Document privacy
- I. Table of contents
- II. Executive summary
- III. Overview of entrepreneurship in the partners' countries
 - Initiatives in Bulgaria
 - Initiatives in UK
 - Initiatives in Slovenia
 - Initiatives in Italy
 - Initiatives in Croatia
 - Initiatives in Portugal
- IV. Existing practices (entrepreneurship trainings, coaching and mentorship)
 - MOOCS and distance learning resources
 - Related projects
 - Applications/software/programs
 - Articles
 - Research articles
 - Keyword: Startup
 - Keyword: Entrepreneurship
 - Keyword: Gamification, entrepreneurship
 - Keyword: Growth hacking

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

V. Overview of gamification and growth hacking in the partners' countries

Related projects

Applications/software/programs

Learning management systems which include gamification

Articles

Research articles

Other

VI. Mindmaps

VII. Potential drivers for skills and capacity building

VIII. Purpose of the qualification strategy

IX. Recommended approach in managing the delivery of training skills.

Summary

Instructions (to be deleted)

From the proposal (delete later)

Executive summary

<insert the summary of the deliverable here>

Overview of entrepreneurship in the partners' countries

1. Startups
2. Initiative support in entrepreneurship
 - a. Government programmes
 - b. Accelerators
 - c. Tech transfer offices
 - d. Economic development offices
 - e. Networks
 - f. Knowledge databases
 - g. Clusters
 - h. Crowdfunding

Initiatives in Bulgaria

Overview of entrepreneurship in Bulgaria

Bulgaria is a lower-middle income country in Eastern Europe. Its economy is in the mid-stage of market and institutional reforms. Large-scale institutional and economic reforms started after the fall of the Berlin Wall (1989), and the country embarked on a road of transition to democratization and market liberalization. Socialist central planning virtually eliminated the private sector of the economy for more than 40 years (from the late 1940s to 1989). Private businesses became legal in 1988 and have grown rapidly since then. The World Bank estimates that the growth of private businesses formation in Bulgaria outstripped the rates in countries such as Hungary or Poland (World Bank 2000). For example, there were 202 000 companies registered in Bulgaria in 2002 (of which 99.7 per cent were small and medium-sized), compared to 56 000 companies registered in Hungary, a country with a comparable population size (ASME 2004). In 2002, small and medium-sized enterprises in Bulgaria accounted for 45.6 per cent of the total gross value added and for as much as 66.5 per cent of the total employment in the economy (ASME 2004). Although growing, the contribution of SMEs to the Bulgarian economy has not yet reached its full potential. In Lithuania, Latvia, Poland, the Czech Republic and Hungary, for example, SMEs exceeded 40 per cent of the gross value added as early as the mid-1990s (ASME 2004).

The Cutting Edge: Innovation and Entrepreneurship in New Europe
 edited by Ruta Aldis, Friederike Welter

Title	Initiator (Organization)	Year	Country	URL
--------------	-------------------------------------	-------------	----------------	------------

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	Start It Smart	2009	Bulgaria	http://www.startitsmart.com/
<p>Start It Smart is an entrepreneurship organization founded in 2009 by five fellow students at the Sofia University "St. Kliment Ohridski". At that time they were confronted with the difficulties of starting their own businesses which lead to the conscious need of creating a community of peers with the same interests and problems with whom to share their experience and learn from one another. A couple of months later they organized a pitching competition for innovative business projects which quickly grew to a national level and later formed the 3Challenge accelerator program. Their activity also grew by a series of inspiring events targeted at the Bulgarian entrepreneurship ecosystem. Today more than a hundred people had been part of the team of Start It Smart and have transformed it into one of the leading start-up organization on a national and European level. Start It Smart is an entrepreneurship organization created to spread and develop the entrepreneurial way of thinking, while supporting young people to start their own business. The organisation offers:</p> <ul style="list-style-type: none"> • Mentorship program for first-time entrepreneurs; • Startup acceleration tournament for innovative business ideas; • Consultancy services for start-ups and entrepreneurs; 				

Title	Initiator (Organization)	Year	Country	URL
	Junior Achievement	1997	Bulgaria	http://www.jabulgaria.org/
<p>Established in 1997, Junior Achievement Bulgaria is a member nation of Junior Achievement Worldwide (JAW) and its regional entity Junior Achievement –Young Enterprise Europe (JA-YE). Junior Achievement Bulgaria is the first and foremost organisation in Bulgaria offering top-notch programs and courses in business, economics and the development of the entrepreneurial spirit through educational and hands-on activities in economics, financial literacy, business skills, leadership and strategies for success. JA-YE enterprise and economic education programmes are designed for young people ages 6-25 and are implemented through a partnership between local businesses and schools.</p> <p>Started with 10 pilot classes, today JA Bulgaria offers 24 educational courses and business programs and has over 33,000 students throughout Bulgaria. JA programs are taught by 2000</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

teachers in 450 cities in more than 1100 schools during the academic 2012-2013.

Title	Initiator (Organization)	Year	Country	URL
Rinker Center	Bulgarian Charities Aid Foundation	2014	Bulgaria	http://www.rinkercenter.org/

The mission of Rinker Centre is to support and develop a spirit of entrepreneurship in Bulgaria. The programmes are oriented towards creating opportunities for sustainable employment, improving competitive power, adding value and innovation aiming to improve the quality of life in Bulgaria, primarily rural areas of the country. The Centre's main programmes work towards training and spreading the spirit of entrepreneurship among children and adults. It also provides further training and qualification of the Bulgarian teachers by encouraging the use of innovative technologies, interactive methods of teaching and understanding students with special needs, learning difficulties, ethnic minorities. Furthermore, the Centre will support active young people through specific training.

Title	Initiator (Organization)	Year	Country	URL
"Institute for entrepreneurs"	Cisco	2010	Bulgaria	http://www.cisco.com/

The mission of Cisco "Institute for entrepreneurs" is to support the public prosperity by encouraging entrepreneurship and providing knowledge and skills for successful economic development. The Institute provides practical oriented training for entrepreneurs, owners of small and medium enterprises and managers in large companies. It creates a unique environment for the development of entrepreneurial and manager skills, integrating practical oriented training, business simulations, mentoring, and web 2.0 technology.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

The initiative is implemented under the auspices of the Ministry of Economy, Energy and Tourism and it aims to support the government's strategy for exploiting the potential of high technology to enhance the competitiveness of the Bulgarian economy.

Title	Initiator (Organization)	Year	Country	URL
	The Business Institute		Bulgaria	http://www.thebusinessinstitute.eu

The main activities of "The business institute" is to organise business trainings, workshops, and also to develop methodologies and tools in the areas of management, entrepreneurship and the innovations. It helps to catalyse the potential of the participants for positive changes initiatives, business development and increasing efficiency. The workshops of the Institute includes work on specific cases, the use of innovative business tools, as well as participation of guest speakers.

The Business Institute use and adapted for the Bulgarian market methodologies from Stanford University, Cornell University, Harvard University, Business Model Generation and others.

Title	Initiator (Organization)	Year	Country	URL
			Bulgaria	http://bbforums.bg/

The Bulgarian Business Forums are events, oriented to the business environment in Bulgaria. Their mission is to develop entrepreneurial thinking among the public and to support the sustainable business development. Aimed at promoting innovative and creative business thinking

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

and creating a favorable environment for the exchange of successful business models, experiences and best practices.

Title	Initiator (Organization)	Year	Country	URL
Impulse Centre for Entrepreneurs hip Education			Bulgaria	http://www.nfsg.online.bg/Web_Predpriemach/index.html

The main objective of "Impulse center for entrepreneurship education" is to create effective system for entrepreneurship education in active interaction between school, university and business practice. It will act as a driving force and will help to create a model of cooperation between business and schools, and between secondary and the higher education.

"Impulse center for entrepreneurship education" has its own computer laboratory with modern equipment, Internet and specialized software, as well as a library with a substantial collection of literature in Bulgarian, English, French and German.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Initiatives in UK

<Insert An's content here>

Introduction

Startup data benchmarking company Compass has released its second Startup Ecosystem Report. In the three years since the previous report, New York City has overtaken Tel Aviv in the rankings to become the second most significant startup ecosystem in the world, behind Silicon Valley. London is ranked sixth globally and first in the EU, validating claims made by our CEO Gerard Grech last month in the Guardian that London/UK is in fact the tech capital of Europe.¹

The Global Startup Ecosystem Ranking 2015:

	Ranking	Performance	Funding	Market Reach	Talent	Startup Exp.	Growth Index
Silicon Valley	1	1	1	2	2	3	3.1
New York City	2	2	2	3	3	4	1.8
Los Angeles	3	3	3	4	4	5	1.8
Boston	4	4	4	5	5	6	2.7
Tel Aviv	5	5	5	6	6	7	2.9
London	6	6	6	7	7	8	2.8
Chicago	7	7	7	8	8	9	2.8
Seattle	8	8	8	9	9	10	2.1
Berlin	9	9	9	10	10	11	1.2
Singapore	10	10	10	11	11	12	1.9
Paris	11	11	11	12	12	13	1.3
Sao Paulo	12	12	12	13	13	14	1.5
Moscow	13	13	13	14	14	15	1.0
Austin	14	NEW	14	15	15	16	1.9
Bangalore	15	15	15	16	16	17	1.9
Sydney	16	16	16	17	17	18	1.1
Toronto	17	17	17	18	18	19	1.3
Vancouver	18	18	18	19	19	20	1.2
Amsterdam	19	NEW	19	20	20	21	1.0
Montreal	20	NEW	20	21	21	22	1.8

Five Key Findings:

1. The London ecosystem has become more interconnected and startup teams have become more international
2. London has quadrupled in exit growth between the years 2010-2014
3. Total venture capital investment across the top 20 ecosystems rose 95% from 2013 to 2014
4. The startup ecosystems which made the biggest leaps are New York, Austin, Bangalore, Singapore, and Chicago
5. The lack of gender equality is common across all startup ecosystems. No ecosystem comes close to an equal share of male and female founders²

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

UK market overview

There were a record 586,000 start-ups in 2014/15 in the UK, bringing the total number of new companies incorporated in the UK in the last four years to more than two million. Encouragingly, the rate of business success and survival has also picked up over recent years. The Department for Business, Innovation & Skills estimates there were 5.2m companies in 2014, up from 4.3m at the start of the financial crisis.

Both the 'birth rate' and 'death rate' for companies in the UK are at their highest and lowest levels, respectively, since before the downturn, with the gap between the two the largest in more than a decade.

Of the 586,000 businesses started in 2013-14, 15,620 of these were created around the Silicon Roundabout enclave in east London. The growth in the cluster over the last parliament demonstrates how government can embrace its role as a sign poster for private sector initiatives. With some supportive comments and ministerial photo opportunities which can both now be boomed around the world in minutes, they signal their support for the hub without stifling the natural energy and private sector enthusiasm.

London is becoming a global force to be reckoned with and the digital sector has been driving the capital's economy:

- London has been ranked number one city in Europe for supporting both startups and scale-ups in the European Digital City Index
- London based tech companies raised \$1.6 billion in the first nine months of this year, eclipsing the \$1.3 billion for the total amount raised in 2014
- One fifth (nearly 40,000) of the UK's tech businesses are now headquartered in Inner London, according to Stirling Ackroyd3.

Tech Clusters

Just five years after the launch of Tech City, venture capital into London is now 10 times higher than in 2010

74% of UK digital businesses are now based outside of London. The country is has 21 thriving clusters from Norwich to Northern Ireland, all of which possess great variation in key capabilities, demonstrated in the first Tech Nation report.

The 21 tech clusters featured in the first Tech Nation report are: Belfast, Birmingham, Bournemouth & Poole, Brighton & Hove, Bristol & Bath, Cambridge, Dundee, Edinburgh, Glasgow, Greater Manchester, Great Malvern, Hull, Inner London, Leeds, Liverpool, North East, Norwich, Oxford, Reading, Sheffield, and South Wales.¹¹

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

In January 2015, the Canary Wharf Group, responsible for creating London's iconic 97-acre financial district, announced it would be opening a third dedicated space for tech startups as part of its Level39 Initiative.

Sources

1. <http://www.techcityuk.com/blog/2015/07/european-digital-capital-londons-startup-ecosystem-ranked-top-in-eu/#sthash.OYMIT00E.dpuf>
2. - See more at: <http://www.techcityuk.com/blog/2015/07/european-digital-capital-londons-startup-ecosystem-ranked-top-in-eu/#sthash.OYMIT00E.dpuf>
3. <http://www.techcityuk.com/investors/#sthash.qAXnXo8D.dpuf>
4. <http://www.techcityuk.com/investors/#sthash.qAXnXo8D.dpuf>
5. <http://www.itpro.co.uk/strategy/25522/virgin-media-launches-innovative-startup-search#ixzz3r6ZBAo7C>
6. <http://startups.co.uk/incubus-and-pwc-launch-future-of-work-start-up-incubator/>
7. <http://www.realwire.com/releases/Apps-World-2015-London-Announces-150000-Startup-Investment>
8. <http://www.lse.ac.uk/newsAndMedia/news/archives/2014/04/GEDI2014.aspx>
9. <http://www.techcityuk.com/blog/2015/05/tcuk-expands-dba/#sthash.bub3ASxo.dpuf>
10. <http://www.techcityuk.com/investors/#sthash.qAXnXo8D.dpuf>
11. <http://www.techcityuk.com/investors/#sthash.qAXnXo8D.dpuf>
12. <http://www.smeinsider.com/2015/10/12/video-games-prototype-fund-aims-to-help-gaming-startups/>
13. <http://www.techcityuk.com/blog/2015/10/tech-city-uk-builds-out-digital-business-academy-as-over-18000-people-enrol-in-10-months/#sthash.Oqe2P3wZ.dpuf>

Title	Initiator (Organization)	Year	Country	URL
-------	--------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Seedcamp	Saul Klein and Reshma Sohoni	2007	London, UK	http://seedcamp.com
<p>The Seedcamp model combines intensive coaching with seed funding and access to additional investors, investment is equity based, warranty based and can include seed capital. In eight years they have backed almost 200 companies with one unicorn and 91% having raised further funding to a tune of \$350M.</p>				

Title	Initiator (Organization)	Year	Country	URL
Wayra UnL	Telefonica		UK	http://wayra.co/en/uk
<p>Wayra UnLtd is a partnership between UnLtd, the world's largest supporter of social entrepreneurs, and Wayra, Telefonica's global tech start-up accelerator programme. 50% funded by the UK Government.</p> <p>At Wayra UnLtd we look for amazing digital start-ups that have the power to improve society. We want to accelerate businesses that do good – digital inclusion, education, e-learning, employment, environment, health and social innovation. Wayra provides investment, education and incubator space.</p>				

Title	Initiator (Organization)	Year	Country	URL
Techstars UK		2013	UK	techstars.com

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Originally founded in the US, the UK based accelerator offers a 3 month mentoring program with access to the Techstars network of investors, mentors and fellow start-ups. Technical start-ups only.

Title	Initiator (Organization)	Year	Country	URL
Virgin Media accelerator	Virgin media	2015	UK	http://www.virginmediabusiness.co.uk/accelerator

In collaboration by Techstars Virgin Media wants to back every day revolutionary ideas with technical aspects. 90 day intensive training/mentoring, investment and support to grow and idea into a business.

Title	Initiator (Organization)	Year	Country	URL
Barclays Fintech Accelerator	Barclays		UK	http://www.barclaysaccelerator.com/#/

Barclays Fintech Accelerator is a 13 weeks intensive mentoring program in collaboration with Techstars, following a similar structure of investment, networking opportunity, education and mentoring. The start-ups accepted in this program need to be in the financial innovation sector. Not limited to just UK locations, international options available.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Microsoft Ventures	Microsoft		London, UK	https://www.microsoftventures.com
Supported by Microsoft, later stage startups are invited to take part in this accelerator, no equity stake required by Microsoft. They provide office space, access to Microsoft Azure suite and ecosystem, mentoring and want ventures to be 100% pitch and investor ready at the end of their journey. 16 week program aimed at start-ups in Internet of Things, FinTech, games, machine learning, cybersecurity, enterprise solutions and consumer apps.				

Title	Initiator (Organization)	Year	Country	URL
Future Fifty	TechCity UK		UK	http://futurefifty.com
Top 50 UK companies in disruptive technology. The programme provides access to expertise within government and the private sector, builds links to the UK's institutional investor base, and offers tailored support to help companies grow rapidly and establish the foundation for IPO readiness, M&A and global expansion.				

Title	Initiator (Organization)	Year	Country	URL

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

London Stock Exchange's Elite	London Stock Exchange	2014	UK	https://uk.elite-growth.com
<p>ELITE is a platform designed to help the UK's most exciting and ambitious private companies prepare and structure for their next stage of growth. It facilitates structured engagement between the UK's private growth companies, entrepreneurs and business leaders as well as the corporate advisory and investor community.</p> <p>ELITE is a three part service of education, business support, mentoring and access delivered in collaboration with Imperial College Business School.</p> <ul style="list-style-type: none"> • Get READY. A comprehensive programme for founders and managers stimulating organisational review and change. • Get FIT. Focus on your company' specific goals with a tailored and dedicated team of advisers • Get VALUE. Capitalise on the benefits of phase one and two to assess funding options and access new business opportunities. 				

Title	Initiator (Organization)	Year	Country	URL
Springboard accelerator		2012	UK	www.springboard.com
<p>Springboard accelerator based in Cambridge originally focuses on women led ventures, however they also accept venture under specific headings such as hardware development, internet of things etc. They offer coaching, mentoring, investment and have in more recent years merged services with Techstars.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Oxygen Accelerator	Jon Bradford		UK	http://www.oxygenaccelerator.com
<p>Oxygen Accelerator is a 13-week intensive mentor led bootcamp for technology start-ups. The accelerator is suited to any technology startup with big ambitions. They give your startup the best chance of success, using our experience, networks, and tried-and-tested programmes.</p>				

Title	Initiator (Organization)	Year	Country	URL
Incubator on a bus	PWC		UK	http://www.incubuslondon.com
<p>Incubus Ventures – the start-up incubator on a bus – has announced the launch of its ‘Future of Work’ incubator initiative and is calling for applications from start-ups in three “high-growth areas”: artificial intelligence, cyber security and smart office solutions. Hosted by PwC, the 12-week programme will look to get early-stage tech start-ups ready for accelerators and funding rounds through a combination of mentor sessions, skills workshops and support services. Applications open today in three stages: 10 applicants will be chosen for phase one, five for phase two and just three for phase three. The programme costs £3,000 which includes access to course content, desk space, and use of the bus for marketing purposes.⁶</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Apps World Startup Launchpad	Apps World	2015	UK	http://world.apps-world.net/launchpad/
<p>The Apps World Startup Launchpad on the 18th November 2015 will give a selected group of digital entrepreneurs a once in a lifetime opportunity to pitch their ideas directly to a panel of industry experts and investors. Interest in the Launchpad has understandably been extremely high and following an overwhelming response, the initial group of eight chosen startups has been increased to 14.</p>				

Title	Initiator (Organization)	Year	Country	URL
Nesta			UK	http://www.nesta.org.uk
<p>Innovation charity to promote innovation to everyone's benefit. They use their resources - money, people, convening power - to promote new ideas that serve the common good. They also influence larger systems - governments, finance, science - so that good ideas can thrive. They act as an investor, researcher, funder and doer, and work both in the UK and internationally, helping to cross-pollinate great ideas from around the world.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Innovate UK	Uk government	2007	UK	https://www.gov.uk/government/organisations/innovate-uk/about

They are an organisation of around 250 staff, drawn mainly from business and with a head office in Swindon.

They work to:

- determine which science and technology developments will drive future economic growth
- meet UK innovators with great ideas in the fields they are focused on
- fund the strongest opportunities
- connect innovators with the right partners they need to succeed
- help innovators launch, build and grow successful businesses

Since 2007 they have invested over £1.5 billion in innovation, matched by a further £1.5 billion in partner and business funding. They have helped more than 5,000 innovative companies in projects estimated to add £7.5 billion to the UK economy and create 35,000 extra new jobs.

In Britain, the technology support agency Innovate UK distributes £500m in research and development grants to business each year.

Title	Initiator (Organization)	Year	Country	URL
-------	-----------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Catapult	Innovate UK		UK	https://www.catapult.org.uk/#
<p>Catapults are not-for-profit, independent physical centres which connect businesses with the UK's research and academic communities.</p> <p>Each Catapult centre specialises in a different area of technology, but all offer a space with the facilities and expertise to enable businesses and researchers to collaboratively solve key problems and develop new products and services on a commercial scale.</p> <p>Whether a business is in need of a new manufacturing process, a fresh approach to digital rights protection or a new way of balancing energy demands in a future city environment, Catapults will be able to help them. Each of the centres will run individual and specific events such as walk-in surgeries, hackathons, consultation clinics and networking sessions.</p> <p>Existing centres:</p> <ul style="list-style-type: none"> ● Cell Therapy ● Digital ● Energy Systems ● Future Cities ● High Value Manufacturing (a network of another seven centres) ● Medicines Technologies ● Offshore Renewable Energy ● Precision Medicine ● Satellite Applications ● Transport Systems 				

Title	Initiator (Organization)	Year	Country	URL
-------	-----------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Fintech innovation lab	Accenture	2013	UK	http://www.fintechinnovationlab.com
<p>The programme gives chosen startups access to <u>venture capitalists and angel investors</u> for 12 weeks to get a better idea of how their innovations can make money.</p> <p>Multiple location of interest to the financial sector, open to financial technology innovations.</p>				

Title	Initiator (Organization)	Year	Country	URL
Startup Grind	Google	2010		https://www.startupgrind.com
<p>Startup Grind is the largest independent startup community, actively educating, inspiring, and connecting 215,000 founders in over 185 cities. They nurture startup ecosystems in 70 countries through events, media, and partnerships with organizations like <u>Google for Entrepreneurs</u>. The cornerstone of their global community are monthly events featuring successful local founders, innovators, educators and investors who share lessons learned on the road to building great companies. Founded in Silicon Valley, Startup Grind has now hosted 2,000 fireside chats since its founding in 2010. To date, Startup Grind has helped millions of entrepreneurs find mentorship, connect to partners and hires, pursue funding, and reach new users.</p>				

Title	Initiator	Year	Country	URL
-------	-----------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	(Organization)			
Digital business academy	UK Government	2015	UK	http://www.digitalbusinessacademyuk.com
<p>UCL and Tech City UK have launched the Digital Business Academy, the world's first government-supported online learning platform to provide digital and business skills for anyone aspiring to start, grow or join a digital business. The programme is open to all UK residents and requires no pre-qualification.</p> <p>The Academy brings together world-class educational institutions and industry experts to give anyone in the UK free access to digital business skills. Over 1,000 people have already signed up during the pre-registration phase to online courses from UCL, Cambridge University Judge Business School and Founder Centric, a grass roots startup school that works with the likes of Seedcamp and Oxford University.</p> <p>Tech City UK has announced the expansion of its flagship Digital Business Academy programme and the latest figures on the programme's successes to date. New course content on how to track early-stage startup performance will be introduced in response to the growing demand across the nation for the essential skills needed to start, run, or join a digital business. With the addition of new course content from founding provider Founder Centric, members of the public will now be able to access nine online courses from world-class educational institutions and industry experts. Since launching in November 2015, more than 12,000 users have signed up to the platform, and the number of users that have completed the courses has reached up to 26% – almost four times industry average.⁹</p>				

Title	Initiator (Organization)	Year	Country	URL
Start Up Britain		2011	UK	http://www.startupbritain.org

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

StartUp Britain is a national campaign by entrepreneurs for entrepreneurs, harnessing the expertise and passion of Britain's leading businesspeople to celebrate, inspire and accelerate enterprise in the UK.

The campaign was founded by eight entrepreneurs and launched on 28th March 2011 by the Prime Minister, with the full support of the Chancellor and HM Government, although it is completely funded by our private-sector sponsors. The campaign is now run by the Centre for Entrepreneurs, the entrepreneurs' think tank, enabling us to communicate better policies for entrepreneurs to Government.

Title	Initiator (Organization)	Year	Country	URL
School for startups		2007	UK	http://www.schoolforstartups.co.uk
At School for Startups, they believe that ambition by itself is less valuable than when it's wrapped in entrepreneurial skills. As such, they have spent the last 8 years developing ground breaking training courses, curricula, and policy advice, which have helped over 48,000 entrepreneurs globally achieve success				

Title	Initiator (Organization)	Year	Country	URL
London Technology Week	UBM, techcity, london & partners	2014	UK	http://londontechnologyweek.co.uk

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

London Technology Week is a week of face-to-face events celebrating London's global position as a hotbed of tech innovation, business successes, entrepreneurship and creative talent.

Events range from large international conferences to intimate workshops, face-to-face investor meetings, pitching competitions and hackathons, covering a huge variety of topics including gaming, big data, IT, wearables, education, music, sport, fashion, finance and science.

London Technology Week is unique. No other festival of live events brings together as many domestic and international tech specialists and enthusiasts to London for such a variety of networking, social learning and business opportunities.

Title	Initiator (Organization)	Year	Country	URL
Happy startup school			UK	http://www.thehappystartupschool.com
At The Happy Startup School we're helping a new breed of entrepreneur to realise their dreams. Startup founders that measure success in happiness, as well as profits. They put on game-changing events, transformative e-courses and have recently launched a new collaboration space for startups.				

Title	Initiator (Organization)	Year	Country	URL

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Virgin Startup	Virgin - Richard Branson		UK	http://www.virginstartup.org
<p>Virgin has announced the launch of Virgin StartUp, a not-for-profit company, which will offer financial support, mentoring and business advice to thousands of young entrepreneurs across the UK. Working with The Start-Up Loans Company (SULC) as a delivery partner, Virgin StartUp will provide loans to entrepreneurs between the ages of 18-30 across the UK</p>				

Title	Initiator (Organization)	Year	Country	URL
Business zone	Sift media	1998	UK	http://www.businesszone.co.uk
<p>BusinessZone.co.uk and UK Business Forums (UKBF) provide editorial content and community interaction for over 500,000 visitors per month. Sift Media organises a competition called the pitch for startups as well as hosting these online communities for entrepreneurs.</p>				

Title	Initiator (Organization)	Year	Country	URL
Enterprise nation	Emma Jones	2005	UK	https://www.entreprisenation.com
<p>Enterprise Nation is the UK's most active small business network. Over the past decade we have helped thousands of people start and grow their own business. This happens through a daily blog, adviser marketplace, lively events, membership and campaigning</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

voice to government.

The company was founded in 2005 by Emma Jones MBE. It operates across the UK from hubs in London and Barnsley and with support from an entrepreneurial team and Enterprise Champions.

Small business network Enterprise Nation, which has developed a 70,000-strong membership within ten years, has announced it is to extend its national reach with the launch of a new Northern growth hub.

Title	Initiator (Organization)	Year	Country	URL
KTN UK	Innovate UK	2010	UK	www.ktn-uk.co.uk
<p>Established to foster better collaboration between science, creativity and business, KTN has specialist teams covering all sectors of the economy – from defence and aerospace to the creative industries, the built environment to biotechnology and robotics. KTN has helped thousands of businesses secure funding to drive innovation. And we support them through their business cycle to see that investment through to success.</p> <p>Working with large and small companies, government agencies and research organisations, with tech hubs and startups, public funding bodies, VCs and private investors, KTN has built a unique network that helps enterprising people and companies reach the full potential of their innovative capabilities.</p> <p>Established by Innovate UK to build better links between science, creativity and business, the Knowledge Transfer Network has specialist teams covering all significant sectors of the economy, from defence and aerospace to the creative industries, the built environment to biotechnology and robotics. Our expertise in connecting sectors, disciplines and skills with the right collaborations and business approach is what helps</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

unlock the tremendous hidden value in people and companies.

Title	Initiator (Organization)	Year	Country	URL
Impacthub			UK and other	http://www.impacthub.net
Part innovation lab, part business incubator, and part community center, they offer our members a unique ecosystem of resources, inspiration, and collaboration opportunities to grow impact.				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Initiatives in Slovenia

Title	Initiator (Organization)	Year	Country	URL
Initiative Start:UP Slovenia		2011	Slovenia	http://www.startup.si/en-us

The Initiative Start:up Slovenia is an answer to the increasingly larger gap in the evolution of the Slovenian start-up ecosystem. This is why in 2011, the leading subjects of the innovative environment have started to connect into the Initiative Start:up Slovenia in order to create and strengthen national programmes for encouraging entrepreneurship, and ensure a network of comprehensive support for launching and building start-up companies all across Slovenia.

Services:

- One of the largest start-up conferences in the region
- Promoting the best Slovenian start-ups
- Excellent programmes adjusted to the stage of development of the business idea
- Access to capital
- Experienced mentors and business consultants
- Comprehensive business infrastructure
- A dynamic community of like-minded individuals

Title	Initiator	Year	Country	URL
-------	-----------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	(Organization)			
MladiPodjetnik (Young Entrepreneur)			Slovenia	http://mladipodjetnik.si/
<p>MladiPodjetnik is web portal for entrepreneurs, including important information about entrepreneurship, forums and social media communication between members.</p> <p>It organizes events for entrepreneurs, trainings and offers co-working spaces. At the moment, 20 spaces are already occupied.</p> <p>It offers a virtual office too.</p>				

Title	Initiator (Organization)	Year	Country	URL
Startup Ptuj	Coonsortium (multiple organizations)	2014	Slovenia	http://www.startupptuj.si/
<p>Entrepreneurship program for NE part of Slovenia, which includes: entrepreneurship consulting, workshops, co-working spaces, mentors, competitions and so on.</p> <p>Its goal is to establish 25 new companies, 50 company teams, 200 new employments</p>				

Title	Initiator (Organization)	Year	Country	URL
Geek House	Multiple partners	2013	Slovenia	http://www.geekhouse.si/en

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

GeekHouse is a **business accelerator** which offers 75000€ of convertible loan. It also offers a co-working offices.

Short summary:

Global development, social progress and national welfare are based on individuals with a vision, on individuals with crazy innovative ideas. Nothing is more important to us than such individuals - including you! We have put together an offer comparable to other European accelerators and even gone one step further. Grab the unique opportunity to get much more done in significantly less time on your entrepreneurial path at the SGH accelerator.

Title	Initiator (Organization)	Year	Country	URL
Startaj.si			Slovenia	http://www.startaj.si/
Startup.si is a webportal, which offers news about startup scene in Slovenia. It promotes entrepreneurship, ideas and promotes successful startup companies.				

The Italian startup environment - Facts & Figures

As of March 2015, the number of innovative startups registered in the appropriate section of the Italian Company Register amounted to 3,711, an increase of 532 units compared to the end of December (+ 16.7%). Startups represent 0.25% of the nearly half million Italian companies. The share capital of startups has a total of 192 million euro, which corresponds to an average of approximately 52,000 euro for each business. The average capital increased by 7.5% compared to the fourth quarter of 2014.

Sectorial specialization

Talking about sectors and specializations, 73% of innovative startups provide business services: in particular, the following areas are the most crowded: software production and IT consultancy (30.2 %) R & D (16.3%) business information services (8.1%). The industry sector covers the 18.2%, excluding construction, mainly computer manufacturing and electronic and optical products (3.7%), manufacturing of machinery (3.4%), manufacturing of electrical equipment (2.3%), 4.1% in the trade sector.

The importance of new innovative companies in the field of corporates is higher than the average in business services (0.78%) and industry excluding construction (0.31%). These data show that 18.3% of corporations operating in R & D are innovative startups; Also remarkable is the share of startups among companies producing software services (4.8%).

Young and female entrepreneurship

Startups seemed to be a thriving environment for female entrepreneurship but the trend has slowed steadily. The female-led startups are 477, 12.9% of the total, a proportion lower than that of corporations female (16.4% of all companies). The companies in which at least one woman is present in the shareholding and / or administrative organs are 1,654 (44.6% of the total startup, a share quota not that far from that of corporations with presence of women, 50.1%).

Startups with a prevalence of young people (under 35) in directive boards are 879, 23.7% of the total, a proportion almost four times higher than that of normal corporations. The companies in which at least one young person is present in the shareholding and / or administrative organ are 1,526 (41.1% of startups, compared to the 13.6% of the same value when considering corporations in general).

Startups with a strong prevalence of foreign capital are, 2.4% of the total, a proportion lower than what happens in standard corporations (3.9%). The companies in which at least

one foreigner is present in management panel are 479, 12.9% of the total, the share is higher than that of joint stock companies with a foreign presence (10.1%) .

The economic impact: employment, production, income.

In terms of employment, the 1,152 startup with employees employ a total of 3,025 people, an average of 2.63 employees per firm, while at least half of them employs only one employee. There are 14,862 members in 3,623 innovative startups with at least one partner. It is conceivable that members are directly involved in an enterprise. On average every startup has 4.1 shareholders.

The average production value, calculated on nearly 1,700 companies over 2013 period amounted to 118,000 Euros, but half of innovative startups produced in 2013 around 27,000 Euros. The focus is on the average of 233 thousand Euros in business, but for half of innovative startups does not exceed 64,000 Euros. Overall, innovative startups have registered a production of 200 million euro in 2013 (value calculated on nearly 1,700 companies of which data were available), while income from operations was a negative 46 million. One of the characteristics of innovative startups is the high level of fixed asset in the balance sheet with a ratio of 29.9% and is five times the average ratio of capital companies (5.9%). During the first 3 years of operation it is likely to occur in economic loss due to the weight of the debt the must sustain in their early stages. 58.1% of innovative startups in 2013 is at a loss (this group of companies represents about 40% of total production), while the remaining 41.9% showed a profit for the year (representing 60% of production). The profitability indicators ROI and ROE of innovative startups recorded negative values, but if it refers only to companies with useful indexes are significantly better than those of other companies. For each euro of production the innovative startups generate an average of 12 cents of value added, a figure lower than that of limited liability companies (20 cents). Limited to enterprises in profit, Italian startups generate more added value instead of limited liability companies (33 cents versus 20).

Regional Focus

1. Lombardy

This region is widely recognized as the financial heart of the country. The startup ecosystem in the area encompasses 793 actors of which 592 are innovative and those financed 67, 19 institutional investors, 21 incubators and accelerators. The region is fertile ground, then, for those who want to get involved with a business idea. Not surprisingly, the mayor of Milan, Giuliano Pisapia, during the presentation of the call FabriQ, has expressed

willingness to transform Milan into the European capital of startups.

2. Emilia Romagna

Despite the difference from the first region in the list is significant (compared to 793 actors of Lombardy, Romagna has only 349, less than half) the Emilia Romagna region is the second most startup friendly region in the country. It is no coincidence that just a year ago Working Capital has decided to open a new innovation center in Bologna. Here are the data: 291 innovative startups 13 those financed, two institutional investors, 12 is the number of incubators and accelerators.

3. Lazio

Rome aims to become the capital startup ecosystem but for the moment is only in third position. The numbers speak for themselves: 338 startups, including 253 innovative startups, 24 of them financed, 4 institutional investors, 7 between incubators and accelerators.

4. Veneto

The presence of an accelerator such as H-Farm has contributed a lot to transform the Veneto region into a startup friendly environment, helping new businesses to position themselves in the market. The "factory" founded by Riccardo Donadon, in fact, has become part of the Global Accelerator Network, the international organization which brings together the world's leading incubators (including TechStars, Hub ventures, Spring Board, Startup Bootcamp). The region has 284 actors in the startup ecosystem, including 209 innovative startups, 32 are those financed, 3 institutional investors are based in veneto, 6 incubators and accelerators.

5. Piedmont

Loris Degioanni, after attending the Polytechnic of Turin, founded Cace Technologies, and with this startup was among the pioneers of the Italian exit in California. Piedmont also Bestonzo Marco, founder of Intoino, one of the most awarded startups in Europe. This is one examples of the many startupper in Piedmont that have left their mark in the world of entrepreneurship. With 250 players in the ecosystem (including 196 innovative startups, 9 financed startups financed, two institutional investors, 8 incubators and accelerators) Piedmont came in at fifth place in the country standings.

6. Tuscany

Sixth place is occupied by Tuscany with a minimum difference compared to Piedmont: 238 actors present in the region, of which 188 are innovative startups, 10 financed startups, two institutional investors, 11 incubators and accelerators.

7. Campania

It is the first region of the southern part of Italy in this ranking, proving that even the southern tip of the country can harbor startups and economic innovation. With 197 players in the ecosystem, the region came in at seventh place in the rankings. Here are the numbers: 155 innovative startups, 15 financed startups, one institutional investor, 7 incubators and accelerators.

8. Trentino Alto Adige

Along with Veneto and Friuli, Trentino Alto Adige form the so-called Triveneto area and has always been considered towing most of the Italian economy. It is no coincidence, therefore, that this region has placed eighth in the standings with 134 actors of the ecosystem (120 innovative startups, 2 financed startups, 2 institutional investors, 5 incubators and accelerators).

9. Puglia

Several times Salento was called the 'Startup Valley of Italy' because of the plethora of startups born in this region. In Puglia there are, in fact, 131 players in the ecosystem, including 116 innovative startups, startups financed 4, only one incubator but no institutional investor.

10. Marche

Marche region is the last in this ranking of the startup friendly regions, with 125 players acting in the ecosystem, of which 109 are innovative startups, One funded startups, 2 accelerators and incubators, only one institutional investor.

Other Regions

Other regions come as follows, counting the number of startups: Sicily (124), Sardinia (98), Friuli Venezia Giulia (96), Calabria (83), Abruzzo (54), Liguria (46), Umbria (42), Basilicata (19), Molise (14), Aosta Valley (12).

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

REGION	Players	Innovative Startups	Financed Startups	Accelerator and Incubators	Institutional Investors	Other
1.Lombardy	793	592	67	21	19	94
2.Emilia Romagna	349	291	13	12	2	31
3.Lazio	338	253	24	7	4	50
4.Veneto	284	209	32	6	3	34
5.Piedmont	250	196	9	8	2	35
6.Tuscany	238	188	10	11	2	27
7.Campania	197	155	15	7	1	19
8. Trentino Alto Adige	134	120	2	5	2	5
9. Puglia	131	116	4	1	0	10
10.Marche	125	109	1	2	1	12

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Initiatives in Italy

Title	Initiator (Organization)	Year	Country	URL
Smart&Start	Invitalia	2015	Italy	http://www.smartstart.invitalia.it/site/smart/home/smartstart-italia.html
<p>The programme Smart & Start Italy is reserved for innovative start-ups and are valid throughout the country.</p> <p>The business idea must have technological features and innovative, or develop products, services and solutions in the digital economy, or financial evaluation of the results of the research system.</p> <p>The facility consists of an interest-free loan to cover the costs of investment and management related to starting the proposed project. For the start up of the South and other under developed regions there is also an additional component of the grant. Start-ups with less of a year are entitled to tutoring services and technical management. Smart Start & Italy is a measure with a budget of about 200 million euro, incentives will be</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

provided subject until availability of funds.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
StartupVisa Italia	Ministry of economic development	2014	Italy	http://italiastartupvisa.mise.gov.it/
Objective of the program , in collaboration with the Ministry of Foreign Affairs , the Ministry of Interior and the Ministry of Labour and Social Policy , is to promote the opening , the renewal and strengthening national ecosystem of innovative entrepreneurship facilitating the attraction of human and financial capital from around the world , in the belief that the ability to attract global flows of talent is an important indicator of the level development of a modern manufacturing base .				

Title	Initiator (Organization)	Year	Country	URL
Bollenti spiriti	Puglia Regione	2013	Italy	http://bollentisp iriti.regione.puglia.it/
The Bollenti Spiriti (Hot Souls) programme is organized into five main actions:				
1. URBAN WORKSHOPS to turn abandoned building into productive spaces for young people, coworking spaces, etc.				
2. ACTIVE to fund the ideas of young peoples from Puglia regione with a contribution of up to 25,000 euros;				
3. SITE LEGALITY to spread among young people a culture of legality and the active struggle against the mafia in the economical sector ;				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

4. BOTTOM -UP LABORATORIES to strengthen the skills of those who do or want to do business in the Puglia region ;
5. THE SCHOOL OF "Bollenti Spiriti" to form new professionals dedicated to the activation of local development projects and community animation .

Title	Initiator (Organization)	Year	Country	URL
Startup N.I.D.I	Puglia Region	2014	Italy	http://www.finanziamenti.puglia.it/bandi-regione-puglia/startup-n-i-d-i
<p>Startup N.I.D.I. is a system of interventions to support the launch of the newly established micro-enterprises carried out by disadvantaged categories . the entire allocated budget is around 54 million euro. The measure is aimed at individuals from disadvantaged groups, who want to start a venture . At least 50 % of the new initiatives will be promoted by the disadvantaged as defined by different categories.</p>				

Title	Initiator (Organization)	Year	Country	URL
Regional Technological Cluster	Regione Puglia	2013	Italy	http://www.finanziamenti.puglia.it/bandi-regione-puglia/cluster-

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

				tecnologici- regionali
<p>The measure is aimed at companies and research institutes located in the province of Lecce , Brindisi , Taranto , Bari Barletta , Andria , Trani and Foggia . This regional resource wants to foster enterprises clustering among small and medium enterprises as well as coordination with universities and research institutions. Therefore, projects must include a group consisting of at least 2 SMEs and a research body .</p>				

Title	Initiator (Organization)	Year	Country	URL
Start Up&Restart	Regione Lombardia	2013	Italy	http://www.regione.lombardia.it/cs/Satellite?c=Redazionale_P&childpagename=Imprese%2FDetail&cid=1213642108885&packagedargs=NoSlotForSitePlan%3Dtrue%26menu-to-render%3D1194454819565&pagename=MPSWRapper
<p>Lombardy region for some time supports and encourages the creation of new businesses by intervening actively through an integrated program of action in favor of business creation. The program is aimed at developing a set of coordinated actions that proceed in two directions: support for new businesses and revitalization of existing activities. It proposes a new definition and extensive start up that includes not only the newly established companies (Start Up), but also those companies that arise from corporate</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

restructuring, and the Micro, Small and Medium Enterprises which pursue paths of restoration and relaunching (Re-Start). The support under the program aims to increase the survival rate of enterprises by increasing the efficiency of utilization of regional resources intended for them, developing at the same time actions "customized" according to the needs of businesses. Hence the idea to support businesses with grants to spend on consulting services, from a list of selected suppliers.

Title	Initiator (Organization)	Year	Country	URL
AbruzzoGlobal R&I	Regione Abruzzo	2014	Italy	www.regione.abruzzo.it/file www.piuricercainnovazione.it

The measure consists of incentives up to 35000 euro for new business from Abruzzo region, a million and 400.000 euros incentive for the creation of new innovative companies in Abruzzo. The budget planned by the third call of the grant will be focused on more Research and Innovation and is covered with 6.8 million euros through the resources of the European Social Fund. Eligible partners are new businesses or those created no more than 12 months and whose owners or members are mostly graduates and residents in Abruzzo.

b. Accelerators

Title	Initiator	Year	Country	URL
H-Farm	Riccardo Donadon	2005	Italy	http://www.h-farmventures.com/

The " Startup Farm" and Ventuure Incubator with mission to accelerate the development of internet start-up through a combination of seed capital and incubator services . Notable Examples of investments in the internet environment : Uannabe , H - humus , H -art , wifi.com , Wishpot , Bigrock , H -Care , NEW , Thounds , Shado , Shicon , Zooppa , Logpro ,

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Brand Potion , Takeacoder , Splitgigs , ShowMe , 1ring , Getbazza , Reeplay , Jobslot , Stylejam , GoWar , Tiltap , Corso12 , Responsa , Grow The Planet , Misiedo , Garage .

Title	Initiator	Year	Country	URL
EnLabs	SecretKey Inc.	2015	Italy	http://www.enlabs.com/
EnLab is an incubator and business accelerator that offers also spaces of coworking , based in Rome. It is specialized in web Analytics, Web Marketing, Social Media marketing, social driven market analysis, Inbound Marketing, E-mail Marketing. Notable business investment in the hi-tech sector : Interactive project , Nexttyler , Urlist , Soundreef , Super Savings , S5Tech , Trumedia , Ohikia , Qurami .				

Title	Initiator	Year	Country	URL
Digital Magics	Diego Gasperini	2013	Italy	http://digitalmagics.com/
Digital Magics provides services targeted to foster the establishment and development of digital startups; it supports in the search of private and public investors, both Italian and foreign, to fund the next development stages. The Digital Magics model is unique in Italy and is based on the Digital Magics LAB: the team that identifies, analyzes and launches new initiatives, providing the startups with mentorship, financial, administrative, strategic, logistic, technological, marketing and communication services as well as business management support to accelerate the company's development.				

Title	Initiator	Year	Country	URL
META	ZernikeMeta Ventures	1987	Italy	http://www.zernikemetaventures.com/
ZMV consists of a team of professionals who provide investee companies with an extensive network of contacts, advice for the procurement of any additional financial resources, the identification of managerial and professional expertise, and support service for accelerating the commercialization of products through the available global network in United Kingdom, Spain, Slovenia, Italy, USA and Argentina.				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
MakeACube	Make a Cube Consortium	2015	Italy	http://makeacube.com/
<p>Focused on Social Innovation MakeACube helps entrepreneurs in this field to start new companies, with the parallel objective of generating a positive impact on society. MAC accelerates startups bringing them on the market and encouraging the meeting with investors. The focus is in particular on SMEs but also large profit and non-profit organizations are inside the field of competences, they are helped in the encounter and collaboration with social startups to innovate identity, culture, processes, products and services.</p>				

Title	Initiator	Year	Country	URL
Working Capital	Telecom Italia	2009	Italy	http://www.wcap.tim.it/it/
<p>TIM #Wcap is Business Company Accelerator, part of the program of open innovation of Telecom Italy, which selects, finances, and accelerates startup in the digital environment. WC helps talents and ideas to develop into companies ready to enter the market, supporting startups directly during birth and development. It consists of four accelerators in Milan, Bologna, Rome, Catania, with over 4,000 square meters, which are a reference point in the panorama of Italian innovation.</p>				

Title	Initiator	Year	Country	URL
-------	-----------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	(Organization)			
Marzotto Prize	Unicredit	2015	Italy	http://www.premiogaetanomarzotto.it/
<p>Competition dedicated to new entrepreneurs and builders of the future that are able to bring together innovation, enterprise and society. The prize awards money and training periods with dedicated tutoring and mentoring. The prize money of over € 1 million is distributed as follows: Prize for the company 300 000 Euros in cash and a mentoring path worth 25 0000 euro for the best innovative company capable of generating significant positive impact in the social, cultural, environmental area. Award for the best enterprise idea (50,000 euro in cash and periods of residence and coaching within incubators and accelerators business worth a total of 735,000 euro for young up to 35 years of age); Special Prize Unicredit Start Lab from the idea to the company (training program worth EUR 150 thousand).</p>				

Title	Initiator (Organization)	Year	Country	URL
360by360 COMPETITION	360 Capital Partners	2015	Italy	http://360by360competition.com/
<p>Competition sponsored to enhance the innovation inside the Italian startup ecosystem innovation. The competition is open to innovative startups operating in the digital, industrial and cleaning tech, medical devices . It awards an investment of 360 thousand dollars to the winner and the accession in to the portfolio of 360 Capital Partners.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
TIM WCAP - CALL4IDEAS	TIM	2015	Italy	http://www.wcap.tim.it/it/call-ideas-it
<p>The call launched by Tim is giving away 40 Grant worth EUR 25 000 each, connected to as many paths speeding, intended for business projects of young people in search of the first capital to develop their ideas and launch them on the market. Students can participate, aspiring startupper, freelancers and companies established for less than 24 months. The 2015 call was closed on 11 May.</p>				

Title	Initiator (Organization)	Year	Country	URL
WIND BUSINESS AWARD .	Wind Bussiness Factory	2014	Italy	http://www.windbusinessfactor.it/wind-startup-award
<p>WBA is the acceleration program and training dedicated to the startup ecosystem launched by Wind Business Factor, the virtual incubator created by the telephone company. Three categories of startup are awarded: Italian innovation (fashion, design, furniture, food and wine, crafts and digital fabrication); Social Innovation, (education, integration, smart city, accessibility, green tech, health); Digital Innovation (web, social, mobile applications, hi-tech). Prizes: business mentorship and tutoring; entrepreneurial training courses for three weeks in San Francisco, through the startup school of Mind the Bridge; programs for the acceleration and incubation in Italy and abroad; Wind Business phone plan free for one year; a cash prize of 5,000 euro, for the startup or the profit and non-profit initiative nominated in the category of Social Innovation.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
ECapital	Marche Foundation	2013	Italy	http://www.ecapital.it/cosa/
<p>Competition between innovative business ideas. It is possible to participate individually or as a group but at least one member must have studied in one of the universities in the region. The cash prizes (up to EUR 200,000 funded by the Marches Foundation to start a business) and prizes in training (3 scholarships for the free entry to Istao Master in Management and Business Strategy and Entrepreneurship and Management of Start-up for 3 participants).</p>				

Title	Initiator (Organization)	Year	Country	URL
CARDIF OPEN @ FAB	BNP Paribas	2014	Italy	http://www.economyup.it/startup/1553_cardif-con-le-startup-vogliamo-assicurarci-l-innovazione.htm
<p>The competition aims to reward and support the ideas and most innovative digital projects in the insurance sector. Three winners selected. Prizes: 12 months of incubation at Polihub and an open channel with the company that will support them in the development of the proposed products. The new edition of the call is permanent.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
EDISON PULSE	Edison	2014	italy	http://www.edisonstart.it/
<p>Competition organized by Edison aimed toward innovative startups, SMEs and non-profit organizations . Three categories: energy, social development and smart communities. For each winner 100 thousand Euros with which to realize the project. In addition to the 30 finalists Edison offers tutoring activity, by its experts, to facilitate the development of concrete projects. In 2014 the competition was called Edison Start, in 2015, Edison will continue to support the pioneers of change and innovation through the second edition of the Edison Pulse.</p>				

Title	Initiator (Organization)	Year	Country	URL
INTEL BUSINESS CHALLENGE	Intel Italia	2014	Italy/Europe	http://www.economyup.it/startup/75_sem-il-successo-italiano-all-intel-business-challenge-europe.htm
<p>The competition is dedicated to young entrepreneurs who want to get involved with innovative technologies in various sectors: health and medical devise, energy and green tech, people & society, ICT, biotechnology, nanotechnology. The first step is at European level, after which, you can access the World Cup final, giving the chance to learn about international investors and obtain financing.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
IBM GLOBAL entrepreneurs	IBM	2014	Italy	https://www-304.ibm.com/partnerworld/wps/servlet/ContentHandler/isv_com_smp_startup
<p>The competition aims to encourage and reward innovative startups and entrepreneurs in Italy. The 4 startups selected in the first phase will have the opportunity to attend the event IBM Smart Camp and mentorship sessions with members of the committee made up of entrepreneurs, venture capitalists, academics and executives from IBM. The startup first prize will participate in the European finals and the winners of this initiative at the world finals.</p>				

Title	Initiator (Organization)	Year	Country	URL
STARTUP INITIATIVE	Intesa Sanpaolo	2009	Italy	http://www.startupinitiative.com/en/index.html
<p>The acceleration platform of the Corporate & Investment Banking Division of Intesa Sanpaolo since 2009 seeks out the best ideas of hi-tech enterprise on the national and international square, the shape with the help of coach in Silicon Valley such as Bill Barber and Joe Petillon and puts them in contact with potential investors. The sectors in which the call is addressed are manifold : nanotechnology, biotechnology, technology for clean energy sources and everything that revolves around the digital and social impact on the agricultural sector, transport, the construction sector and that of fashion and design.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
SUPERSTARTER	Superpartes Innovation Campus	2014	Italy	http://supernova.superpartes.biz/
<p>It is the contest launched by, the Brescia based on open innovation lab where you work to launch companies that connect mobile computing and the Internet of things. Devoted to technology startups in the digital domain, the contest is giving away a prize of 40,000 Euros, dished half in the form of direct financing and half by the services of Superpartes Innovation Campus: an incubation period of twelve months in which the winners will use accelerator rooms and support of members.</p>				

Title	Initiator (Organization)	Year	Country	URL
INNOVATIVE BUSINESS	Unioncamere	2014	Italy	http://www.we4italy.it/
<p>Three prizes provided plus two special prizes for a total prize pool of € 140,000. Categories: "Business innovation ecosystem"; "New Made in Italy"; "Enterprise" connective "Special awards: Special Innovation; Innovator younger under 30. In the edition of 2014 each of the three winning companies received a cash prize of 38,000 Euros with the constraint to use it to create new work. The year 2014 ended in June</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
ICT INNOVATION AWARD	Osservatorio Smau	2015	Italy	http://www.smau.it/inquiry/questionnaire/candidatura-premio-innovazione-ict/
It is a recognition that the 'Osservatorio Smau awards to the most innovative use of digital technologies by businesses. These categories: Management evolved to improve performance in the company, Open Innovation, Mobile and apps that make life easier, Building digital communities, to make the digital business.				

c. Tech Transfer offices

The process of technology transfer, is an activity that requires the development of new technological knowledge and, at the same time, the ability to exploit and market IT in the form of innovative product or process. As we have seen, these activities introduces risk characteristics different from traditional forms of entrepreneurship, due to the difficulty of assessing the feasibility of the project is innovative both returns that can generate its exploitation. Therefore, this causes additional costs in transaction and information, in addition to those R & D and to those for the development of innovative technologies and in terms of infrastructure. Transaction costs and information, however, can be reduced significantly from so-called interface organizations, which at European level are called Technology Transfer Institution (TTI), while nationally Innovation Centres and Technology Transfer (CITT).

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Edmund Mach TTC	Edmund Mach foundation	2012	Italy	http://www.fmach.it/
<p>Edmund Mach TTC is the most widespread tech center on the Italian territory for applied research and testing, services and advice in favor of agro-forestry and environment. Anticipating the needs of an area, understanding core problems, studying solutions and impart knowledge to maintain high production quality in the environment are the key objectives of the Centre.</p> <p>Expert and technicians develop and promote innovations in the area of process and product in order to achieve sustainable food goods by minimizing the use of chemicals and rationalizing the use of environmental resources.</p> <p>The applied research and experimental studies have achieved advanced technical solutions for environmental, social and economic production and for the quality and safety of food products. Specialized laboratories also provide analytical services to companies and public agencies in the fields of agricultural chemistry and wine, microbiology and plant disease diagnosis.</p>				

Title	Initiator (Organization)	Year	Country	URL
Aster	CNR, ENEA, ER, INFN et al.	2012	Italy	http://www.aster.it/
<p>ASTER is the consortium between the Emilia-Romagna, universities, public bodies national research CNR, ENEA, INFN and the regional system of Chambers of Commerce, in partnership with business associations, promotes innovation in the production system through collaboration between research and industry, the development of facilities and services for the industrial and strategic research and the development of human capital engaged in these areas.</p> <p>Its activities include internationalization of the economic system and of regional research</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

by promoting scientific and technological cooperation between universities and research centers.

It contributes to the creation of new business initiatives in knowledge-intensive activities through proven methodologies and offering services and financial incentives to newly innovative business.

e. Networks

Title	Initiator (Organization)	Year	Country	URL
Startup Italia	Riccardo Luna	2013	Italy	http://startupitalia.eu/
Startup Italia It is a platform for social startappers, venture capitalists, coworking spaces with a network of local blogs, conducted by Riccardo Luna, to develop and spread the innovators' ideas in every corner of the country. Both in Italian and English.				

Title	Initiator (Organization)	Year	Country	URL
Italy Startup Scene	Stefano Bernardi	2011	Italy	https://www.facebook.com/groups/italianstartups/
Online community with more than 5000 members. Place of discussion and ideas exchange of italian startappers, investors, entrepreneurs and everyone interested in startup and venture capital				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Siamo Soci	Siamosoci srl.	2015	Italy	https://siamosoci.com/
<p>SiamoSoci is the Italian platform where individuals can get close, in a simple and diversified way, to unlisted assets. The meeting between resources and projects is done through individual campaigns and vertical clubs that generate value, employment and entrepreneurship.</p>				

Title	Initiator (Organization)	Year	Country	URL
Startupbusiness	Ict&Strategy srl.	2008	Italy	http://it.startupbusiness.it/news/chi-siamo/
<p>Startupbusiness is the landmark Italian innovation ecosystem, offering information, content, services, connecting the Italian community of startups and the world of investors and industry.</p> <p>From April 2015, it became part of the group Startupbusiness Digital360 specialized in offering B2B editorial content, communication and marketing, lead generation, events and webinars, advisory, advocacy and coaching, as part of the digital transformation and innovative SMEs . In this new context Startupbusiness evolves, continuing to be a reference to the startup ecosystem, offering information and services even more targeted to those seeking tools and opportunities to launch or grow their own businesses innovative.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Startup Innovative	Bitvalue srl	2015	Italy	http://www.startupinnovative.it/idea.aspx
<p>A mix of Innovation and Talent Youth Development for StartUp and SMEs The project aims to support in a very concrete StartUp, University Students and SMEs with an advanced platform of Network Services and useful for the development of innovative projects, the creation of partnerships and the creation of a more effective bridge between students and the job market.</p>				

f. Knowledge database

Title	Initiator (Organization)	Year	Country	URL
Ideastartup	Ideastartup	2015	Italy	http://www.ideastartup.it/
<p>The site wants to be a clever repository so that everyone can find an ingenious solution to a business problem or to get a brilliant solution to make a dream come true (and possibly successful in the market), aware that the mere idea is not enough for a good business</p> <p>On this blog you will find described some of the original ideas of the time, stories of entrepreneurs who have made it and not, technical advice and instructions on how to start a startup, opinions, readings and Recommended blogs.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
Indigeni Digitali	Fabio Lalli	2012	Italy	https://www.facebook.com/groups/indigeni/
<p>An online community with more than 3000 members, organizes a lot of meeting, cocktails and field events. It is a very active group of startupper and entrepreneurial innovators eager to spread the startup culture and willing to create a strong network of ideas and collaboration. The community strongly support the innovation culture in Italy.</p>				

Title	Initiator	Year	Country	URL
EconomyUp Database	Economyup CORPO 10 SOC. COOP. A R.L.	2014	Italy	http://www.economyup.it/database-startup
<p>The database has all startup, in all industrial fields. Economyup launches first comprehensive database of new businesses with a strong innovation. To achieve it it took months of work, to collect and monitor data. First result: over two thousand startups. The archive, the largest in Italy, is available for free by all those who register to EconomyUp.it, inscription also includes the sending of our new weekly newsletter on the world of entrepreneurship, innovation and Made in Italy.</p>				

Title	Initiator	Year	Country	URL
Chambers of commerce Database	Registro Imprese		Italy	http://startup.registroimprese.it/isin/home
<p>The official database of the Chambers of Commerce that collects startups and innovative Italian SMEs. A service for those who make innovation, service to Italy.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

--

g. Clusters

Title	Initiator (Organization)	Year	Country	URL
Startup Italia	StartupItalia srl	2014	Italy	www.italiastartup.it

Startup Italia is the non-profit association that represents the ecosystem of Italian startups, extended to all stakeholders, private and public - innovative start-ups, incubators and accelerators startups, investors, companies and organizations - that enhance improvements, visibility and growth, believing in the creation of a new Italian business space.

Italy Startup aims to spread the passion of doing business and to promote entrepreneurial culture. In particular, its objective is to promote and enhance the youth business initiatives, bringing them closer to the Italian consolidated industry, as well as national and international investors, to strengthen and make the entire Italian ecosystem more competitive.

Title	Initiator (Organization)	Year	Country	URL
Adriatic Economic Cluster Club	Regione Marche	2011	Italy	http://www.programmicomunitari.marche.it/Portals/0/progetti/schede_IPA/1.1_ClusterClub_189.pdf

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

The overall objective of the proposal is to improve the transfer of innovation bottlenecks territorial system and the production in the Adriatic, helping to strengthen system of clusters and the creation of new with a focus on networking among SMEs, public administrations, private research institutes and associations with a view to strengthening the competitiveness of the countries involved in IPA project. Project has a focus on the boating industry and construction naval and in particular on the production chain of wood, mechanical, plastic, rubber, metal and textile.

Title	Initiator (Organization)	Year	Country	URL
CusterPolISEE		2012	Italy	http://www.clusterpolisee.eu/

ClusterPolISEE main objective is to improve the ability of regional policy makers to address, prevent and anticipate change, developing smart specialization strategies for the improvement of the cluster, thus accelerating the differentiation and the structural shift towards knowledge-based economy, in where all regions in South East can position themselves.

The partnership there is composed of 25 members and involves 11 different countries of the SEE program (8 EU Member States and 3 IPA) to develop smart policies cluster in support of territorial cohesion, research and development and open innovation systems, encouraging cooperation transnational cluster regions between high performers and weak regions performance, both represented in the partnership.

h. Crowdfunding

Crowdfunding is a growing practice in Italy, with a turnover of 56.8 million euro from the beginning of 2015 (+ 85% compared to 30.6 million in 2014), but still lags behind the leading countries as what emerges from a research by TRAILab, laboratory of the Catholic University of the Sacred Heart, which provides a comprehensive overview of this market.

Crowdfunding platforms in Italy are 82 (double compared to May 2014), of which 69 are active and 13 being launched.

The business model changes for the various platforms: 45% is based on rewards, 19% of donations another 19% of equity and 4% on the debt. 13% of the total is represented by hybrid platforms (+ rewards donations; donations + debt).

The market is in 73% of cases the national, 14% aimed at a local audience, 12% abroad.

Geographical Distribution: 26 platforms are in Northern Italy with a particular concentration in Milan, where there are 16. The prevailing legal form is the Srl, a limited liability company, while only 7 are the innovative start-ups.

The total workforce amounted to 249 people, with an average of 5.7 for each platform (1.5 employees; 2.1 permanent collaborators as many occasional).

Funded projects: the cultural and social realities prevail, respectively 37% or 34%, while employers are the 20%, destined to grow in 2016, according to entrepreneurs surveyed, expecting for next year a market share climbing to 26 %.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Italian Crowdfunding	Italian Crowdfunding Srl.	2016	Italy	http://italiancrowdfunding.it/
<p>Italian Crowdfunding explores Cf as an alternative source of financing, but also and above all, as a sharing of a choice. Many actions aimed at the same end become a unique voice that can create change. IC is a group of people driven by a common interest that decided to create a space for promotion and dissemination of information which revolve around the phenomenon of crowdfunding.</p>				

Title	Initiator (Organization)	Year	Country	URL
Crowdfundig Buzz	Digital Media Partner	2014	Italy	http://www.crowdfundingbuzz.it/
<p>Crowdfunding Buzz is a magazine dedicated to gather news and information on all forms of crowdfunding. Knowledge of the Crowdfunding is however often limited to insiders, when, instead, its success is all the greater is the "crowd" and that the public, the crowd, to be involved. Crowdfunding Buzz, an initiative of Fabio Allegreni and Technology Partners, should contribute to the dissemination and popularization of crowdfunding, proposing a structured information, news, success stories, tips for those on a project or for those who want invest. The magazine is open, upon registration, to those who want to contribute directly by publishing its own article, naturally themed Crowdfunding.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Academic resources - Entrepreneurial training, coaching and mentorship

Title	Initiator	Year	Country	URL
Tuscan Start Up Academy	Scuola Superiore Sant'Anna	2014	Italy	http://www.tuscanstartupacademy.it/
<p>Tuscan Start Up Academy is a project funded by the Region of Tuscany , drawing resources from the European Social Fund 2007-2013 , is coordinated by the Sant'Anna School and organized by all the universities of Tuscany , which aims at providing training courses for high-tech enterprises dealing with key market issues and in various sectoral perspectives . The courses are aimed at graduates of the second level , graduate students , new PhDs , grant holders and research grants holder and temporary research at universities in Tuscany , according to specifications provided by each call.</p>				

Title	Initiator	Year	Country	URL
LIF.E	UNIPisa	2015	Italy	http://www.unisi.it/sites/default/files/allegatiparagrafo/piano_didattico_life_con_docenti.pdf
<p>LIF.E is a coaching evolutionary path in the field of life sciences and is designed to offer support for the structuring of a feasibility study of entrepreneurial projects proposed and / or carried out by students . The Roadmap aims at operationally test the ability of the students not only in terms of acquiring skills and specific skills related to management , but also concerning the autonomy of the project with the aim of providing a professional experience as complete as possible to mke it easier to spend on the job market.</p>				

Title	Initiator	Year	Country	URL
SMARTUp	Università Cattaneo	2014	Italy	http://www.liuc.it/cmgenerale/maker/cm/upload/FLYER_Percorso_Coaching_Startupper_SMARTUPedition.pdf
<p>SmartUp is a coaching pathway were potential startupper are accompanied through a dedicated series of accelerating phases of entrepreneurial evolution. The cours is structured in different moments of personalized coaching with teachers and consultants of the Cattaneo Institite. The theoretical part is followed by an on-field training module</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

and an operative support to each startupper who wishes to promote innovative business model, improvement projects or enterprise renovation.

Title	Initiator	Year	Country	URL
Innovative StartUP Cofounder	UniUdine	2014	Italy	http://startup-news.it/scuola-startup-udine-parte-corso-universitario/
<p>Main focus of the courses is to give young entrepreneurs the opportunity communicate and promote their " business idea " to get financial support , organizational / legal and technical / specialized startups in the ecosystem ; translate the business idea into a business model scalable , repeatable and profitable (using the business model canvas methodology) ; manage the start-up with specific management skills in view of the nature of the startup (methodology : the development process of the customer base and agile engineering for product development - Lean Startup)</p>				

Title	Initiator	Year	Country	URL
CoachICTR	Scuola Superiore Sant'Anna	2015	Italy	http://www.sssup.it/ist_context_elen_co.jsp?ID_LINK=13032&id_context=57670&page=4&area=46
<p>The CoachICTR training plan cuts across the teaching methods , and is highly oriented toward individual support and tutoring , with a focus in bussiness reputation in the specific fields of ICT and Robotics . The course aims to strengthen the skills of students who wish to explore the themes in the first stage of their spin-off or startup, with an ambition towards the growth of the same, with a transversal approach but marked by experienced specialists on ICT and Robotics .</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
PAI Int	UniFi	2015	Italy	http://www.unifi.it/not-5333-gli-studenti-guardano-all-impresa-con-la-palestra-di-intraprendenza.html
<p>The course includes 30 hours theoretical part of direct frontal lessons. Advanced and base courses can be chosen by students depending on their preference. The initiative aims at promoting an innovative method of approach to the business perspective and provides motivational scouting , introduction to the public systems of support to start-ups and the spin offs , introduction to business plans creation and business canvas methodology .</p>				

Title	Initiator	Year	Country	URL
PhD Plus	UniPI	2013	Italy	https://www.unipi.it/index.php/phd-plus/item/5588-coaching
<p>PhD Plus is a series of activities designed to accompany teams of PhD students interested in innovation and entrepreneurship, participating in the refinement of the business idea and business plan . The activities will consist of individual and group meetings and discussion seminar. Will be madee use of all appropriate support to be the primary means of gathering information , learning and sharing of their business plan .</p>				

Title	Initiator	Year	Country	URL
StartUpLab	Unina2	2013	Italy	http://www.economia.unina2.it/it/startuplab
<p>The business model of the Start -up Lab wants to be light and effective at the same time : from tailor-made support services , geared to the specific needs of startupper and large enterprises (evaluation of business ideas , coaching for the development of business plans , support for academic spin-offs , pitch and executive summary development , mentoring , networking). The lab is aptly skilled to support the interaction with the best partners for the supply of specialized services offered by qualified persons on the national and international market (choosing the best of the best business plan competition and</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

accelerator programs , contacts with venture incubator and units specialized in intellectual property management , business advisor for raising venture capital) .

Title	Initiator	Year	Country	URL
First Mile	UniRoma Tor Vergata	2015	Italy	http://myfirstmile.co/
<p>FirstMile combines structured training online and offline : the theoretical teaching , readings and exercises of each team / founders are performed remotely via webinar (with ability to interact in real time with the teachers) and a virtual space dedicated . In this way, learning is flexible , adapts to the needs of each and there is no need to put on stand -by their own lives to keep up with the group . In addition, the community , managed collaboratively by students and teachers , enabling them to exchange feedback , ideas , tips and information on the topics covered during the course .</p>				

Title	Initiator	Year	Country	URL
Talent Campus Garden	Cosenza Campus	2015	Italy	http://cosenza.talentgarden.org/
<p>Talent Campus Garden is a coworking space with continuous training facilities with a staple network of innovators in the digital sector always researching and confronting between themselves to shape new ways of shaping the startup experience. Courses and teaching tools are focused on growing your business , becoming an innovator in your profession , or build the next revolution in the sector where your startup or spinoff rightly fits. The Talent Campus Garden offers space and community support to support many different kind of projects. Cosenza Campus hosts a global network of digital communities that connect , support and accelerate digital innovation .</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching



Initiatives in Croatia

Overview of entrepreneurship in Croatia

The Croatian systematic support model of entrepreneurship development started in 1997 with first Government Programme on Entrepreneurship and SME Development.

In 2012 there was an increase in the number of businesses, but the structure of the economy with regard to company size (the small and medium enterprises compared to large enterprises) experienced only minor changes. The largest increase in 2012 compared to 2011 was in the category of small companies (6.8%), than in the category of medium-sized companies (1.3%), while in the category of large enterprises declined by 3.1

The structure of the companies in Croatia with regard to the size of the company in 2001, 2011 | 2012

	2001		2011		2012	
	No	%	No	%	No	%
SME sector	56.416	99%	90.831	99,5	96.906	99,6
Small Enterprises	54.213		89.539		95.597	
Medium Enterprises	2.203		1.292		1.309	
Large	571	1	359	0,5	348	0,4

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Enterprises						
Total	56.987	100	91.190	100	97.254	100

Sources: "Small business", Croatian Chamber of Economy for Small Business, 2011 ;
"Overview of economic trends for the year 2012", Croatian Chamber of Commerce, 2013.

In addition to the number of business entities, small and medium enterprises in 2012 have a significant share in total revenue (51%), an increase of 0.8 percentage points compared to 2011 (due to the increase of the total income generated from small businesses). In 2012 the total revenue generated by exports of Croatian companies to grow by 1,04% in comparison with 2011, due to the increase of export medium-sized enterprises (growth of 2,1 percentage point compared to 2011). State of employment in 2012 is different from the situation in 2011 - an increase employment is evident in the small business sector (5,3%), while the decline in employment was recorded in medium (6,2%) and large enterprises (4,8%).
Company size and total income, employment and exports in 2011 and 2012

Economic criteria for valorization of the sector	Company size					
	Small		Medium		Large	
	2011	2012	2011	2012	2011	2012
Total revenue (mil. kn)	191.232	199.774	111.896	111.966	300.152	298.636
Total revenue (share)	31,7%	32,7%	18,5%	18,3%	49,8%	48,9%
Employment	386.692	406.834	159.616	149.787	287.035	273.253
Employment (share)	46,4 %	49,0%	19,2 %	18,04%	34,4 %	32,9%
Izvoz (000 kn)	20.636.597	20.420.000	19.697.332	21.961.000	55.747.578	54.701.000
Izvoz (share)	21,5%	21,0%	20,5%	22,6%	58%	56,3%

Sources: Center for entrepreneurship, innovation and technological development, Croatian Chamber of Commerce, 2012 ;
Observatory report SMEs in the Republic of Croatia, 2013, p. 16; "Financial results of entrepreneurs in Croatia", Financial Agency FINA, 2013, p. 20

Report on small and medium enterprises in Croatia - in 2013, including the results of the GEM – Global Entrepreneurship Monitor survey for Croatia for the year 2012, Center for Small and Medium Enterprise and Entrepreneurship (Centar za politiku razvoja malih i srednjih poduzeća i poduzetništva)- CEPOR
http://www.cepor.hr/izvjesce%20o%20malim%20i%20srednjim%20poduzecima%202013_CEPOR.pdf

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Governmental programmes and initiatives

Title	Initiator (Organization)	Year	Country	URL
The new regulatory framework of incentives for start-up companies	Ministry of Entrepreneurship and Crafts	2016	Croatia	https://poduzetnistvo.gov.hr/

Summary:

The new regulatory framework of incentives for start-up companies - newly established companies whose main activity is related to investment in knowledge, research, development, innovation and creative activities. Criteria for obtaining the status of start-up companies will be elaborated in a separate ordinance. New incentives provided for the scope of the new regulatory framework are:

- Acclaimed tax incentives for business start-ups (including the promotion of employment of highly qualified personnel) and
- Acclaimed tax relief to investors in start-up companies, which would encourage the development of venture capital markets and Business Angels.

New innovative enterprises (startups) are confronted with administrative and structural difficulties arising from the high-risk investment, high uncertainty of investment activity in the research, development and innovation. A single regulatory framework will allow the creation of an enabling environment for the establishment, growth and development of innovative enterprises in the Republic of Croatia and a higher survival rate of start-up companies.

Title	Initiator (Organization)	Year	Country	URL
Funds for economic cooperation	Ministry of Entrepreneurship and Crafts	2011	Croatia	https://poduzetnistvo.gov.hr/UserDocImages/arhiva/Strategije,%20programi%20i%20zakonski%20akti//STRATEGI%20PLAN%202016-2018.pdf

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

<p>Summary:</p> <p>In order to facilitate access to financing, risk sharing with entrepreneurs and encourage the development of economy and competitive enterprises, in 2011 the funds for economic cooperation were established. The objective of the establishment was to promote economic development, preservation of existing and creation of new jobs, strengthening existing and launching new businesses, through ownership restructuring through the investment of additional capital.</p> <p>Improved access to finance for operators of small and medium enterprises at all stages of their development, required the establishment of a financing model to suit the business needs of entrepreneurs, also, providing support for innovative companies (including innovative startups), investing in new and innovative technologies and business models, and high technology. This will be achieved through the introduction of financial instruments (eg, venture capital, seed capital, business angels) to bridge the financing gap market.</p> <p>Funds for economic cooperation are venture capital funds in which investors in equal parts by the Republic of Croatia and private investors (companies, insurance companies, banks, pension funds). At the end of 2014 operated the four fund management companies for economic cooperation, which are managed with 5 Funds for economic cooperation</p>				

Title	Initiator (Organization)	Year	Country	URL
	SEECCEL- South East Europe Centre for Entrepreneurial Learning	2009	Croatia & 7 countries SEE.	http://www.seecel.hr/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Summary:

SEECEL established in 2009 on the initiative of eight pre-accession countries of South East Europe (Albania, Bosnia and Herzegovina, Croatia, Kosovo, FYR Macedonia, Montenegro Serbia and Turkey) with the full support of the European Commission and the Croatian Government represented by the Ministry of Entrepreneurship and Crafts and Croatian Chamber of Economy.

SEECEL's mission is to work on systematic development of lifelong entrepreneurial learning as a key competence, in line with policies and practice of those of the European Union, implemented through structured regional cooperation. It promotes knowledge based, conceptual and implementable solutions in the field of entrepreneurial learning as a key competence.

As an institution, SEECEL is governed by an international steering committee composed of two representatives from each SEECEL member state – one from the ministry of education and one from the ministry in charge of the Small Business Act for Europe (SBA). This ensures a policy dialogue between the world of education and economy.

SEECEL also cooperates very closely with: the European Commission (DG Enlargement, DG Enterprise and Industry, DG Education and Culture, DG Regional Development, and DG Employment and Social Affairs), the European Training Foundation (ETF), the Organization for Economic Cooperation and Development (OECD), and the Regional Cooperation Council (RCC). SEECEL, as the first institutional development from the SBA, shares all of its developments with European and international institutions and agencies, EU member states, and other interested parties.

SEECEL activities are an integral and complementary part of the SEE 2020 strategy and the EU 2020 Strategy. In sharing its developments and contributing to other congruent strategies and initiatives, SEECEL generates benefits for SEECEL member states as well as EU member states and fully respects all EU policy recommendations in the field of lifelong entrepreneurial learning development.

Title	Initiator (Organization)	Year	Country	URL
Entrepreneurial Learning: A Key Competence Approach (ELKCA)	SEECEL	2010	Croatia & 7 countries SEE.	http://www.seecel.hr/UserDocsImages//ISCED%205-6%20-%20Reloaded.pdf

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Summary:

This instrument was strategically piloted at 16 **higher education institutions** (HEIs), out of which six teacher-training and 10 non-teacher training and non-business HEIs in eight countries during the 2011-2012 school year. This bottom-up piloting approach was aimed at the implementation of SEECEL-defined learning outcomes and modules, as well as the development of entrepreneurial HEIs.

The strategic regional piloting of the SEECEL instrument does not only give concrete results for all SEECEL member states; it also provides support to existing national development in terms of experience, instruments, tools and networks.

The regional pilot also gave birth to a regional network of entrepreneurial institutions and it is supporting the further development of LLEL on a daily basis. It is our wish and intention that the experiences from this pilot phase act as an impetus for the development of all HEI professionals, the curriculum, HEIs, and policy developers in the everyday development of LLEL because we believe that the developed SEECEL instrument and methodology have broader applicability.

Title	Initiator (Organization)	Year	Country	URL
Micro-credit program designed for starting entrepreneurs	HAMAG-BICRO Croatian Agency for SMEs, Innovations and Investments	2014	Croatia	http://www.hamagbico.hr/baner/mikro-kreditiranje/

Summary:

Implementation of the micro-credit program, which is intended for start-ups operating less than 24 months in order to launch and expand business activities and the promotion of self-employment. The funds will be directed towards the financial instruments as a modality to provide a more flexible and sustainable forms of financing, and to attract investors from the private sector, with a significant multiplier effect. According to the estimated needs, and established market failure state will use financial instruments for investment in small business, those with innovative technologies and to promote energy efficiency.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Community of Practice	SEECEL	2014	Croatia & 7 countries SEE.	http://www.seecel.hr/
Summary: Community of Practice (CoP) is designed by SEECEL as a web-based platform to promote sharing of good practices, knowledge and experiences through facilitating the work and discussions of experts, working group members, practitioners and beyond.				

Initiatives in Portugal

Startups

Title	Initiator (Organization)	Year	Country	URL
Improve			Portugal	http://improve.pt/
Summary Improve is an innovation and services company that has experience in several areas as Public Relations, Creativity, Reputation Management, Events and Digital and Public Affairs.				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Initiative support in entrepreneurship

a) Government programs

Title	Initiator (Organization)	Year	Country	URL
Passaporte para o Empreendedorismo (Passport for entrepreneurship)	+E+I programme, managed by IAPMEI - Agência para a Competitividade e Inovação, I.P.	Started on 2013	Portugal	http://www.passaporteempreendedorismo.pt/index/
<p>Summary Passaporte para o Empreendedorismo is a measure within the +E+I programme seeking to stimulate young entrepreneurs to develop their innovative entrepreneurial project, at the idea phase, providing a set of technical and financial tools.</p>				

Title	Initiator (Organization)	Year	Country	URL
Programa de Ignição (Ignition Programme)	+E+I programme, managed by Portugal Capital Ventures	2013	Portugal	http://www.ei.gov.pt/Iniciativas/detalhes.php?id=30
<p>Summary Ignition Programme is a measure within the +E+I programme to promote investment for market-oriented scientific and technological projects in the seed capital phase.</p>				

Title	Initiator	Year	Country	URL
-------	-----------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	(Organization)			
Finícia Jovem	Instituto Português do Desporto e da Juventude	2013	Portugal	https://juventude.gov.pt/Emprego/FINICI AJOVEM/Eixo2/Paginas/Eixo2Apoioainici ativasempresariaisdejovens.aspx
<p>Summary Finícia Jovem is a programme which aims to support entrepreneurs and promote entrepreneurship. Finícia Jovem comprises 3 Axis, with Axis 2 being dedicated to support the best business initiatives promoted by young people.</p>				

Title	Initiator (Organization)	Year	Country	URL
CoopJovem	CASES - Cooperativa António Sérgio para a Economia Social	2013	Portugal	http://www.cases.pt/programas/coopjovem
<p>Summary CoopJovem is a programme that aims to support young people in the promotion of cooperatives as a way of developing a culture of solidarity and collaboration through the creation of its own employment. This programme has a strong component of training and capacity building through Academia ES, and FORMAES.</p>				

Title	Initiator (Organization)	Year	Country	URL
Programa Nacional de Microcrédito (National Microcredit Program)	IEFP - Instituto do Emprego e Formação Profissional and CASES - Cooperativa António Sérgio	2012	Portugal	http://www.ei.gov.pt/iniciativas/detalhes.php?id=31

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	para a Economia Social			
<p>Summary Programa Nacional de Microcrédito intends to provide entrepreneurs with easier access to credit through MICROINVEST, as well as technical support in the first years of their business. It is aimed at young people with greater difficulties in accessing the labour market.</p>				

b) Accelerators

Title	Initiator (Organization)	Year	Country	URL
WEB Summit	WEB Summit	2016 2017 2018	Portugal	https://websummit.net/2for1
<p>Summary Mundial conferences about entrepreneurship and technology</p>				

Title	Initiator (Organization)	Year	Country	URL
Lisbon Challenge	Beta-i	2015	Portugal	http://www.lisbon-challenge.com/
<p>Summary Lisbon Challenge is an ambitious 3-month acceleration program aimed at eager international tech startups in prototype or product phase, looking for a truly innovative and empowering experience. It aims to offer consistent methods and resources for startups acceleration.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
StartUp Pirates		2011	Portugal	http://startuppirates.org/
<p>Summary With a very hands-on approach and the support of a large community of experienced entrepreneurs, the program delivers targeted content and workshops, providing participants with a unique environment to test business ideas and improve their entrepreneurial skills.</p>				

Title	Initiator (Organization)	Year	Country	URL
Building Global Innovators	ISCTE-IUL and MIT	2010	Portugal	http://buildingglobalinnovators.eu/
<p>Summary BGI is a deep innovation global accelerator based in Lisbon (Portugal) and Cambridge (MA/USA). BGI is directed at would-be tech entrepreneurs and Innovators (tech start-up / university spin-outs under 5 years old), working on 4 market verticals: 1. Medical Technologies & Health IT; 2. Smart cities & Industrial Tech; 3. Enterprise IT & Smart Data; 4. Ocean Economy.</p>				

c) Tech transfer offices

Title	Initiator (Organization)	Year	Country	URL
Unidade de Transferência de Tecnologia da Universidade de Aveiro (Aveiro University Tech Transfer Office)	Universidade de Aveiro	2006	Portugal	https://www.ua.pt/uatec/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Summary

Unidade de Transferência de Tecnologia da Universidade de Aveiro (UATEC) aims to support Universidade de Aveiro in its goal of being a national excellence center on creation, dissemination and transfer of knowledge through: a) protection and management of intellectual property rights; b) promotion and enhancement of its technologies in the market; c) fostering connection between university / company; d) promotion of entrepreneurship in the academic community and support for business creation. UATEC intends to establish itself as a Transfer Technology Unit of excellence, ensuring a close link between the Universidade de Aveiro and the national and international business community, through the promotion and marketing of the knowledge produced within the academic community.

Title	Initiator (Organization)	Year	Country	URL
U. Porto Inovação (Porto University Innovation)	Universidade do Porto	2004	Portugal	http://upin.up.pt/

Summary

U.Porto Inovação is a structure of Universidade do Porto established in 2004 to support the innovation chain at the University, promoting the sustainable transfer of knowledge and technology and strengthen the link the University to Industry. With over 10 years of experience, U.Porto Inovação focuses its activities on research done at the University, the entrepreneurship of the academic community and the increasingly connection to businesses.

Title	Initiator (Organization)	Year	Country	URL
INOV-C	Universidade de Coimbra	From 2003	Portugal	http://www.uc.pt/gats/quem_somos

Summary

Divisão de Inovação e Transferências do Saber da Universidade de Coimbra (DITS) was established in October 2003 by the Reitoria (formerly known as GATS.UC), as an interface unit directed to the areas of relationship with external entities, innovation, knowledge transfer and entrepreneurship. DITS seeks to promote, stimulate and support the establishment of relationships, projects and partnerships from Universidade de Coimbra with the outside world for a reciprocal approach and learning. The skills of DITS are carried out in two main areas: i) Identification of opportunities to transfer innovation knowledge from

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

the University to society and the business world; ii) Promotion of initiatives and projects that make that transfer possible.

Title	Initiator (Organization)	Year	Country	URL
Tecminho	Universidade do Minho	2000	Portugal	http://www.tecminho.uminho.pt/tt_index.php?zid=403

Summary

TecMinho's Technology Transfer Department mission is to support companies and researchers on the development and commercialisation of Ideas/technologies. The department is specially oriented to: i) Industrial Property Protection; ii) Creation and management of strategic R&D partnerships (Collaborative Research); iii) Patens/know-how licensing.

Title	Initiator (Organization)	Year	Country	URL
Gabinete de Tecnologia (Technology Office)	Fundação para a Ciência e Tecnologia		Portugal	https://www.fct.pt/apoios/tecnologia/index.phtml.en

Summary

The mission of the FCT Technology Office is to enhance knowledge transfer between academic R&D and industry by bringing together and developing programmes that strengthen the links between those sectors.

d) Economic development offices

Title	Initiator (Organization)	Year	Country	URL
CADES - Centro de Apoio ao Desenvolvimento	CADES		Portugal	https://www.facebook.com/CADES-Centro-de-Apoio-ao-

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Económico de Serpa (Serpa Municipality Economic Development Support Office)				Desenvolvimento-Económico-de-Serpa-527860050723820/info/?tab=page_info
<p>Summary</p> <p>This Office intends to contribute to the growth and modernization of the municipal business community for the settlement of people, especially the younger and, in general, economic and social development of the resident population, with natural reflections on the respective quality of life and well-being.</p>				

e) Networks

Title	Initiator (Organization)	Year	Country	URL
Rede de Percepção e Gestão de Negócios (Business Perception and Management Network)	IEFP - Instituto do Emprego e Formação Profissional	2013	Portugal	http://rpgn.juventude.gov.pt/index/
<p>Summary</p> <p>Rede de Percepção e Gestão de Negócios aims to provide support to young entrepreneurs from the idea to the development of a sustainable initiative. It includes the following actions: i) Network of Business Development – for candidates wishing to implement previously identified business opportunities; ii) Ideas and Projects Competitions for candidates wishing to present proposals, ideas and innovative solutions considering the results of visits made to companies and associations; iii) Support to Business Creation – for candidates wishing to develop business initiatives; iv) Sustainable Projects – for candidates wishing to act as project facilitators.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Ignition Partners Network	Portugal Ventures		Portugal	http://www.portugalventures.pt/pt-pt/_network-and-partnerships/8/zone%3Dall#false
Summary				
In the preparation and qualification of projects, entrepreneurs can benefit from the support and guidance of one of the entities of the Network Partners Call Ignition Program For Entrepreneurship (Ignition Partners Network), enhancing the ability of them to the risk of capital investment.				

f) Knowledge databases

Title	Initiator (Organization)	Year	Country	URL
Summary				

g) Clusters

Title	Initiator (Organization)	Year	Country	URL
	CLUSTER DAS INDÚSTRIAS		Portugal	http://www.addict.pt/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	CRIATIVAS NA REGIÃO DO NORTE (North Region Creative Industries Cluster Association)			
<p>Summary CLUSTER DAS INDÚSTRIAS CRIATIVAS NA REGIÃO DO NORTE work collectively to claim this region (North) as an entrepreneur, creative and dynamic place. Its mission is to contribute to the implementation an appropriate governance model that supports increased capacity and creative entrepreneurship, the growth of creative businesses and the attractiveness of the territory, aimed at strengthening the critical mass of the region.</p>				

Title	Initiator (Organization)	Year	Country	URL
	PÓLO DE COMPETITIVIDADE DA ENERGIA (Competitiveness and Energy Technology Cluster Association)		Portugal	http://www.energyin.com.pt/
<p>Summary ENERGYIN, the Competitiveness and Energy Technology Cluster Association for Portugal is a private association, non-profit, recognized in 2009 as a "Collective Efficiency Strategy" for the energy Sector in Portugal. Based on the initiative of some large anchor companies, the Association aims at boosting a productive cooperation between the business and scientific communities, stimulating technological developments activities Research and Innovation for Energy systems, targeting the sector's increased competitiveness and bigger contribution for economic development and skilled employment in Portugal.</p>				

Title	Initiator (Organization)	Year	Country	URL
	PÓLO DE COMPETITIVIDADE DAS TECNOLOGIAS		Portugal	http://www.tice.pt/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	DE INFORMAÇÃO, COMUNICAÇÃO E ELETRÓNICA (Information Communication Technologies Cluster Association)			
--	--	--	--	--

Summary

The National Portuguese ICT Cluster - TICE.PT was created in 2008, with headquarters in Aveiro. It engages and mobilizes relevant actors throughout Portugal, and in particular in the regions of Braga, Porto, Coimbra and Lisbon, covering the entire value chain in the area of ICT. The concertation platform TICE.PT ensures and promotes the interfaces between the academic world, represented by universities and institutes R&D, the business world, represented by the affiliates and also through networks, in particular of Smes, represented by their associations. The National Portuguese ICT Cluster TICE.PT, Site of Information Technologies, Communication and Electronics, was formally recognised by the Portuguese Government in August 2009, within the framework of Collective Efficiency Strategies of NSRF. The TICE.PT aims to promote and leverage networking strategies for the sector. Network between companies and R&D centers, in order to induce a renewal active in national economic context, producing positive effects on national offering, enhanced by innovation and knowledge, creating export capacity and added value in domestic products.

Title	Initiator (Organization)	Year	Country	URL
	PÓLO DE COMPETITIVIDADE DAS TECNOLOGIAS DE PRODUÇÃO (Production Technologies Cluster)		Portugal	http://www.produtech.org/

Summary

PRODUTECH-Production Technologies Cluster is an initiative promoted by the Portuguese Industry of Manufacturing Technologies. This Cluster comprises companies that are capable of addressing competitiveness and sustainability challenges by delivering innovative, flexible, integrated and competitive solutions in response to the manufacturing industry's needs. PRODUTECH embodies collective efficiency strategies aimed at innovating, qualifying and modernizing the developers and users of manufacturing technologies. As a key partner in several projects, PRODUTECH promotes initiatives and actions fostering the

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

international competitiveness of the Portuguese economy, and boosts the cooperation between companies and other relevant stakeholders in a structured way.

Title	Initiator (Organization)	Year	Country	URL
	PÓLO DE COMPETITIVIDADE E TECNOLOGIA ENGINEERING & TOOLING (Engineering & Tooling Cluster Association)		Portugal	http://www.toolingportugal.com/index.php/pt/

Summary

The Vision of PÓLO DE COMPETITIVIDADE E TECNOLOGIA ENGINEERING & TOOLING is to allow Engineering and Tooling Industry in the upcoming 10 years to be recognized worldwide as one of the most advanced area under the technological point of view and of added value in the design and mouldmaking, special tools and high precision metal parts. For That, the mission is develop and produce moulds in order to achieve products and manufacturing processes optimization of its customers, assuring total quality and reducing the total costs throughout the life cycle of the product; to integrate the mould in a widened chain of high tech engineering services, that means to innovate at the level of end product in which the mould is just a part of the manufacturing process; to develop and to produce special tools and high precision machined parts with high added value for the customer, supported by innovation of product and manufacturing processes; to develop and produce moulds in order to achieve products and manufacturing processes optimization of its customers, assuring total quality and reducing the total costs throughout the life cycle of the product; to integrate the mould in a widened chain of high tech engineering services, that means to innovate at the level of end product in which the mould is just a part of the manufacturing process; to develop and to produce special tools and high precision machined parts with high added value for the customer, supported by innovation of product and manufacturing processes.

h) Crowdfunding

Title	Initiator (Organization)	Year	Country	URL
-------	-----------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

NOVO BANCO Crowdfunding	Novo Banco	2012	Portugal	https://novobancocrowdfunding.pt/pt
-------------------------	------------	------	----------	---

Summary

Crowdfunding developed by NOVO BANCO, a pioneering project in Portugal, answered the need of finding new forms of participation and social contribution, enabling anyone to contribute to a given cause through the Internet and the materialization of a project collectively, in which Novo Banco accounts for 10 per cent of the total funding.

Title	Initiator (Organization)	Year	Country	URL
PPL	PPL	2011	Portugal	http://ppl.com.pt/en

Summary

Crowdfunding is a recent and simple way to raise funds for a specific project with the help of a community that shares the same interest. PPL is an online platform that gathers those networks of entrepreneurs and supporters. Our objective is to allow the huge potential of ideas elaborated by our community to become a reality, by helping project owners in their hard fund raising process.

Title	Initiator (Organization)	Year	Country	URL
Massivemov crowdfunding	Massivemov Crowdfunding	2011	Portugal	http://massivemov.com/index.php?lang=en

Summary

Massivemov is a reward based funding platform that promotes creative projects.

IV. Existing practices (entrepreneurship trainings, coaching and mentorship)

MOOCS and distance learning resources

In Croatia

Title	Initiator (Organization)	Year	Country	URL
Online Specialist study programme - Management of SMEs	Education group Zrinski Open University Petar Zrinski	2014	Croatia	http://www.zrinski.org/en/

Summary:

Education group Zrinski is developing Lifelong learning for Entrepreneurship as a member of the system of institutions of education for Entrepreneurship Croatian Chamber of Economy E4E (Education for Entrepreneurship).

Open University of Education group Zrinski is the first higher education institution in Croatia, which has the approval of the Ministry of Science, Education and Sports for implementation of study programs through the online system - the system of distance learning (online study).

It is founded to promote:

- Development of entrepreneurial learning at all levels and forms of education (formal, non-formal and informal education for entrepreneurship),
- The entrepreneurship for economic development,
- Applied specialized scientific research of national and international business projects and
- Entrepreneurial philosophy, pedagogy and psychology.

Students in Croatia, Bosna and Herzegovina Montenegro and Serbia have the opportunity to enroll undergraduate professional studies Entrepreneurial Economics and specialist professional graduate study Management of SMEs.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Online classes takes place on a schedule that is designed to suit students - at any location where there is access to the Internet (office, house, apartment, ...). Students have access to the recorded lectures, video presentations, educational materials and online communication with other students. Communication between teachers and students (lectures, questions / answers, interaction with other students, etc.) Takes place in a virtual classroom (as in a traditional classroom) thanks to an interactive communication system that connects students, resources and mentors / teachers.

Title	Initiator (Organization)	Year	Country	URL
Service Leadership and Innovation	Rochester Institute of Technology (RIT)	2014	Croatia	http://www.croatia.rit.edu

Summary:

The American College of Management and Technology (ACMT) is established in Croatia in 1995 when the Ministry of Science, Education and Sports of the Republic of Croatia initiated the establishment of private higher education institutions. Due to its reputation in creating and maintaining successful international partnerships, one of the most prominent private American universities, Rochester Institute of Technology (Rochester, New York) was chosen as the best partner in these efforts.

Lectures are in English and combine **both both online and in-classroom sessions**.

Nowadays they offer education in these sectors:

- International Hospitality and Service Management (Dubrovnik),
- International Business (Zagreb),
- Information Technology (Dubrovnik and Zagreb), and
- Master of Science program in Service Leadership and Innovation (Zagreb).

In Portugal

Title	Initiator (Organization)	Year	Country	URL
Plataforma para a Educação do Empreendedorismo em Portugal (PEEP)	Plataforma para a Educação do Empreendedorismo	2015	Portugal	http://www.peep.pt/#/en/c1qsu
Summary				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Plataforma para a Educação do Empreendedorismo em Portugal (PEEP) is a not-for-profit association that has as its mission to help in the development and implementation of programmes related to entrepreneurship education and training, accomplished through research projects, capacity building and public policy development.

Title	Initiator (Organization)	Year	Country	URL
Coursera	Coursera		Portugal	https://www.coursera.org/
Summary Coursera provides universal access to the best education in the world by partnering with the best universities and organizations to offer online courses.				

Title	Initiator (Organization)	Year	Country	URL
EMMA			Portugal	http://platform.europeanmoocs.eu/
Summary European Multiple Mooc Aggregator (EMMA) is a pilot action 30 months, with the support of Eueopean Union. It aims to show the excellence and innovation in teaching methods and learning approaches through "pilot" large-scale MOOCs in different themes. EMMA provides a system for the distribution of free courses, open online in multiple languages, from different European universities, to help preserve the rich cultural heritage, educational and linguistic diversity in Europe and to promote intercultural and multilingual learning.				

Title	Initiator (Organization)	Year	Country	URL
Summary:				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL

- MOOCs - Italy

To assess the impact of MOOCs on the Italian academic and training system it is necessary to frame the system itself. The Italian university system currently consists of 95 universities, including private and public institutions, including 11 universities telematics.

The latter, have a recent history in Italy, as their birth dates back from 2003.

Nowadays, they offer mainly high-quality content in the form of audio, video and texts, often accompanied by individual exercises and opportunities to interact (synchronous or asynchronous mode) with lecturers and / or tutors. Aside from isolated exceptions, these courses are based on traditional approaches to teaching, with a rather low level of peer interaction.

Looking at this scenario, you would think that the culture of online learning, open educational resource and therefore the use of MOOCs, are very far away from the educational culture of this country. Instead, almost surprisingly, the interest that the MOOC environment has awakened in Italy is significant, equal to that generated in other countries.

At the same time it must be recognized that the experience gained from the Italian on-line universities, combined with the scientific debate turned on in this country since the dawn of MOOC, shows a genuine interest and a positive attitude towards this phenomenon, and have a good departure for a serious reflection on the MOOC and - more importantly - for a global rethinking of the Italian university system. In this sense it is true that the MOOC can serve, as suggested by several studies, as a stimulus for a debate and a discussion on existing practices, both in universities and in traditional ones online. The MOOC can really act as 'disruptive' innovations, whether they will be able to 'force' academic institutions to change, to align themselves or find sustainable alternatives to the phenomenon of online learning and 'open', calling into question a number of aspects fundamental as certification, mobile learning, quality control.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
Open Education Europe			Italy	http://openeducationeurope.eu/it/

The main objective of the portal Open Education Europe is to establish a link between all the collections of Open Educational Resources existing in Europe , in different languages , to offer them to students , teachers and researchers .

Open Education Europe is a dynamic platform built with the latest open source technologies, that offers tools to communicate , share and discuss . The portal is structured into three main sections :


- The research section presents MOOC , courses and Open Educational Resources Section sharing The depth section hosts eLearning Papers.
- The content sharing section.
- The library and study section with papers and Ebooks

Title	Initiator	Year	Country	URL
Bocconi MOOC	UniBocconi	2014	Italy	http://www.sdabocconi.it/it/news/2014/10/ora-il-mooc-moda

The Bocconi University offers different courses with innovative content in traditional fields such as finance manager, business management but also Managing Fashion and Luxury Companies.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Related projects

Title	Initiator (Organization)	Year	Country	URL
Entrepreneur 2.0 	Project Coordinator: CYBERALL ACCESS Contact Name: Mr Nikolaos Floratos Email: nf@cyberall- access.com	2015	Greece (Consortium) Slovenia partner	http://www.entrepreneur2.eu/


Summary:

ONLINE SHORTCUTS TO RUN YOUR BUSINESS SMARTER

A collection of Web 2.0 and cloud based tools and services (R1) suitable for advancing businesses of current or potential entrepreneurs that includes also a collection of good practices and successful stories (R2) of new entrepreneurs, startups and SMEs that have exploited efficiently web 2.0 tools and have advanced their businesses

Title	Initiator (Organization)	Year	Country	URL
ECQA EU Researcher - Entrepreneur			France (Consortium) Slovenia partner	http://www.researcher-entrepreneur.eu/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

				
<p>Summary: Research, Innovation and Entrepreneurship are closely linked to one another, and they are considered as the keys to a wealthy and sustainable economy.</p> <p>The best way to turn research into innovations is to consider key innovation factors from the earliest phases of research all along the way to products and services. Creating successful and sustainable enterprises is then the logical next step, which can be leveraged significantly by the early sensitisation of creative minds for entrepreneurship.</p> <p>The ECQA Certified Researcher-Entrepreneur training and certification program covers all the key aspects that are associated with these considerations upfront the process of the creation of a new enterprise, as well as with boosting the innovation power of existing companies. To this aim, it deals with:</p> <ul style="list-style-type: none"> ● The process of shaping ideas, ● Innovation transfer to bring research to innovation, ● Knowledge networking leveraged by people networks, ● The creation of learning organisation environments, ● European and national facilitators of entrepreneurship, ● Risk consideration and mitigation, etc. 				

Title	Initiator (Organization)	Year	Country	URL
Programme PROGRESS -	Novia University of Applied Sciences,	2014	Finland, Croatia, Slovenia, Portugal	http://www.zrinski.org/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Project Developing Skills for Future Job	Finland			
<p>Summary: Project established a network of professors and students and create a network group for counseling of employers in order to build long-term relationships between higher education and business. Higher education institutions are invited all interested representatives of small and medium-sized enterprises to join the project and to exchange knowledge and experiences with students through workshops and lectures and offer them a valuable opportunity for networking through the web portal project: http://skills.zrinski.org. As one of the major benefits is made and the so-called manual. "Handbook of Good Practices", with the significant subtitle "How to enter the entrepreneurial spirit at your higher educational institution?"</p>				

Title	Initiator (Organization)	Year	Country	URL
Project stARTs2	Ministry of Economy and Energy	September 2014 - June 2015	Bulgaria	http://www.jabulgaria.org/
<p>Summary: Full name of the project: "stARTs2 – entrepreneurial learning and developing training enterprises in art schools and sports schools" The initiation for the "stARTs" project came from the Ministry of Economy and Energy. Junior Achievement Bulgaria was selected to implement the project based on the quality of the submitted proposal in response to a government public procurement procedure. The project aims to introduce the practice of training companies in the art schools: creation of training companies, training their teachers, teaching the students using different educational initiatives and competitions. 5 schools were selected to participate in the project: National Vocational High School for Polygraphy and Photography (Sofia), National High School for Applied Arts "St. Luka" (Sofia), National High School of Art "Tsanko Lavrenov" (Plovdiv), High School of Sports "Vasil Levski" (Plovdiv), High School of Stage and Film Design (Plovdiv).</p>				

Title	Initiator (Organization)	Year	Country	URL
Green	Junior	29 January 2014	Bulgaria,	http://green.jab

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

entrepreneurship for sustainable development	Achievement	- 30 April 2015	Norway	ulgaria.org/
<p>Summary:</p> <p>The objective of the project is to educate the future leaders of green business in Bulgaria by sensitizing them how to include ecological thinking into product design and production processes. 80 young people from Bulgaria and Norway will develop skills and practical experience in starting and managing a green business. The project outputs are online course in green entrepreneurship with live video lectures delivered by mentors; practical Eco camp in Bulgaria for the best performing students; concrete recommendations to the educational authorities in Bulgaria. Students from Bulgaria and Norway will gain practical insights into running a green business through an innovative curriculum. Local communities will also benefit, as their members will be involved in the generation of business ideas.</p>				

Title	Initiator (Organization)	Year	Country	URL
Implementing Social Entrepreneurship Training Programme - the Swiss expertise	SOS Entrepreneurs Foundation	2014	Bulgaria	http://swissbgcooperation.bg/
<p>Summary:</p> <p>The project is aimed at promotion and popularisation of the Swiss experience and know-how with respect to shaping policies for support of social entrepreneurship in Bulgaria through implementing of a training programme developed by the Swiss partner and adapted to the Bulgarian environment.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Project's specific objectives include:

- Presenting in Bulgaria of the Swiss experience and know-how in shaping policies for support of social entrepreneurship.
- Building capacity for applying of the training programme in social entrepreneurship with modern tools – a web-based E-Learning platform and a mobile application.
- Establishing of sustainable partnership between the EA and the Swiss partner.

In Portugal

Title	Initiator (Organization)	Year	Country	URL
Connect	EBN	2014	Belgium	http://www.eubrazilconnect.com/

Summary

CONNECT promotes the exchange of new entrepreneurs between Brazil and Europe. It aims to support promising entrepreneurs and SMEs to grow and develop their international outlook and competitiveness, promoting an exchange of experience between Brazil and CIP participating countries and enhancing entrepreneurship overall.

Title	Initiator (Organization)	Year	Country	URL

Mooc-related Projects - Italy

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
SEEProject		2013		http://www.seeproject.eu/category/mooc-platform/
<p>SeeProject MoocPlatform is a repository of multimedia contents and lessons on emergency related knowledge. Ranging from behavioral advices to tutorials and lessons on how to prevent and/or avoid harmful actions during an emergency.</p>				

Title	Initiator	Year	Country	URL
ICARD		2015	Italy and al.	http://www.icard-project.eu/index.html
<p>Drawing from the existing best practice of the Queensland University of Technology (QLD QUT) in Australia, the ICARD project develops a transversal, transdisciplinary European Career Development Programme (ECDP), a learning programme, covering the entire study cycle (entry-ongoing-exit).</p> <p>The ECDP aims to provide University students with personalized and systematic guidance and individual support, helping them realise their potential, abilities, competencies, skills and ambitions and build their career path, using MOOCs and other online resources.</p>				

Title	Initiator	Year	Country	URL
ECO	ECO Learning srl		Italy	http://project.ecolearning.eu/
<p>ECO is using state of the art technologies in the construction of the new platform MOOCs (created starting from the individual platforms and resources provided by each partner of the project) , allowing you to activate training opportunities combined and cross-border through the hub (pilot projects) involved in the project . ECO will help to raise awareness in Europe about the benefits of open educational resources for the citizens and the European institutions . The project will demonstrate the potential of Mooc (courses and communities) to lower or eliminate the technological barriers in the learning process for users with special needs or at risk of marginalization .</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Applications/software/programs

Title	Initiator (Organization)	Year	Country	URL
SMART CLASSROOM	Junior Achievement	2015	Bulgaria	http://smartclassroom.bg/
<p>Summary:</p> <p>SmartClassroom.bg is an online platform for blended learning, combining classroom work and individual online activities. It is an interactive and work collaborative environment, which aims to modernise and facilitate the learning process for students and teachers. The main objective of the platform is to improve the quality of the education in Bulgaria, such as:</p> <ul style="list-style-type: none"> • create an environment in which the users will collect and develop qualitative lessons that teachers can share and use; • help teachers to enhance their digital skills in order to communicate more effectively with their students and to respond adequately to their interest in the digital environment; • provoke the interest of students in the learning process with new methods of teaching by their teachers; • raise the perception of information by students and the effectiveness of the learning process. 				
Title	Initiator (Organization)	Year	Country	URL

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Summary:

Articles

Title	Initiator (Organization)	Year	Country	URL
Project PACINNO	Start-up incubator Rijeka, Croatia	2015	Croatia	http://www.netokracija.com/pacinno-hrvatska-prijave-edukacija-109946

Commento [1]: Is this an article or initiative?

Commento [2]: Article

Summary:

PACINNO is a collaboration platform that connects into a single regional innovation system researchers and academic institutions, policy makers, and innovative companies of the eight countries belonging to the Adriatic region (Albania, Bosnia-Herzegovina, Croatia, Greece, Italy, Montenegro, Serbia, Slovenia) Educational cycle PACINNO Startup 2015 provides a startup from the area of the Adriatic or individual projects that will be carried out in the Adriatic region the opportunity to collaborate with teachers and mentors who will approach a range of topics. Lectures and workshops will address;

- The creation of a business model,
- Internet marketing,
- Startup funding, negotiating with potential investors and
- Public relations.

Reported startups will be able to participate in PACINNO Demo Day and will have a chance to present themselves to investors.

Title	Initiator (Organization)	Year	Country	URL
-------	-----------------------------	------	---------	-----

Summary:

In Portugal

Title	Initiator	Year	Country	URL
-------	-----------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	(Organization)			
Portuguese people are more insurance that European member states average to invest in own business	Público (Diary Newspaper) "Portugueses mais confiantes do que média europeia na capacidade de lançar negócios"	2015	Portugal	http://www.publico.pt/economia/noticia/portugueses-confiantes-na-capacidade-de-lancar-negocios-1716053 http://www.oecd-ilibrary.org/employment/the-missing-entrepreneurs-2015_9789264226418-en
Summary OCDE Reports conclude that Portuguese young are more assured about their own entrepreneurship's capacities and skills, in spite of the financial crises and high youth unemployed.				

Title	Initiator (Organization)	Year	Country	URL
Google and Uniplaces increase their partnership to accelerate a Portuguese startup development	Público (Diary Newspaper) "Google e Uniplaces reforçam parceria para acelerar crescimento da startup portuguesa"	2015	Portugal	http://www.publico.pt/tecnologia/noticia/google-e-uniplaces-reforcam-parceria-para-acelerar-crescimento-da-startup-portuguesa-1715394
Summary Google and Uniplaces, a Portuguese platform that allows college students to find accommodation online, strengthened their partnership and entered a business phase to accelerate the growth of the national company. Since the end of last year, the two companies work together and in this new phase the Portuguese platform will access the resources of the American company "to pursue its growth strategy in different geographies," as indicated by a note from Google. The collaboration between the two companies aims to				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

help the startup to "get displaced students looking for an apartment/room in their new destination, raise homeowners with properties available for student housing and the construction of Uniplaces brand," as the note also states.

Title	Initiator (Organization)	Year	Country	URL
The majority of entrepreneurship in Portugal is based of self-employment	Público (Diary Newspaper) Maioria do empreendedorismo em Portugal está assente no auto-emprego	2015	Portugal	http://www.publico.pt/economia/noticia/maioria-do-empreendedorismo-em-portugal-esta-assente-no-autoemprego-1710609

Summary

A PhD thesis from the Faculty of Economics from Universidade de Coimbra concluded that the majority of entrepreneurship in Portugal is started by need, generates turbulence in the business environment and contributes to and "anemic" growth of the economy. The doctoral thesis, which began in 2012, notes that the majority of Portuguese entrepreneurship comes leveraged by unemployment, which leads to an entrepreneurship "by necessity" rather than "by chance".

Title	Initiator (Organization)	Year	Country	URL
From design to agriculture	Público (Diary Newspaper) Do design para a agricultura	2015	Portugal	http://www.publico.pt/economia/noticia/do-design-para-a-agricultura-1714338

Summary

This article is about the development of a sensor that records various parameters in a culture, allows farmers to analyze them on a computer or mobile phone and precisely adjust the amount of water they need to irrigate.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Financial training to SME have now a "guide" of goals	Público (Diary Newspaper) Formação financeira para as PME passa a ter um "guia" de objectivos	2015	Portugal	http://www.publico.pt/economia/noticia/formacao-financieira-para-as-pme-passa-a-ter-um-guia-de-objectivos-1712858
Summary				
<p>The training sessions to business owners and managers of micro, small and medium enterprises (SMEs) will now have a "guide" with the great issues that must be addressed in courses on financial information promoted by IAPMEI (Agency for Competitiveness and Innovation) among small business and entrepreneurship projects. The National Council of Financial Supervisors, which coordinates the national level of financial education, developed with IAPMEI a document is to standardize the working methods of the training, indicating objectives and proposing general guidelines for the content to work by trainers and duration of sessions.</p>				

Research articles

Keyword: Startup

Title	Initiator (Organization)	Year	Country	URL
Imprese e territori dell'alta tecnologia in Italia. Rapporti di Artimino sullo sviluppo locale	Trigilia C. Ramella F.	2008	Italy	

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Migliorare le politiche di Ricerca e Innovazione per le Regioni. Contenuti e processi di policy.	MISE – Ministry for economical development	2012	Italy	

Title	Initiator (Organization)	Year	Country	URL
Le imprese spin-off della ricerca pubblica: Convinzioni, realtà e prospettive future.	Lazzeri F. Piccaluga A.	2012	Italy	

Title	Initiator (Organization)	Year	Country	URL
--------------	-------------------------------------	-------------	----------------	------------

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Le iniziative regionali per favorire l'innovazione delle imprese	Various Authors / Banca d'Italia	2013	Italia	

Keyword: Entrepreneurship

Title	Initiator (Organization)	Year	Country	URL
Politiche di partecipazione al capitale di rischio delle imprese innovative	Fidanza B. Santini C. IRPET	2012	Italy	

Title	Initiator (Organization)	Year	Country	URL
Business Incubators: Effective infrastructure s or waste of public money?	Tavoletti E.	2013	Italy	

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Ricerca, spin-off, Incubatori: Strategie ed opportunità per le università italiane.	Patrissi M.	2007	Italy	

Title	Initiator (Organization)	Year	Country	URL
Gli incubatori di imprese in Italia.	Auricchio M., Cantamessa M., Colombelli A., Cullino R., Orame A., Paolucci E	2014	Italy	

Keyword: Gamification, entrepreneurship

Input by Slovenia

Article info:	Burke, B. B. (2013). The Gamification of Business . Forbes, 2013-2015. Retrieved from http://www.forbes.com/sites/gartnergroup/2013/01/21/the-gamification-of-business/
Abstract	When designed correctly, gamification has proven to be very successful in engaging people and motivating them to change behaviours, develop skills or solve problems. Leveraging some of the features used in real games, gamification

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	can turn many other types of activities into games. Gamification is currently being applied to customer engagement, employee performance, training and education, innovation management, personal development, sustainability, health and wellness – and the list continues to grow.
--	--

Article info:	Bajdor, P. (2011). the Gamification As a Tool To Improve Risk Management . <i>Annales Universitatis Apulensis Series Oeconomica</i> , 13(2), 574–583. Retrieved from http://oeconomica.uab.ro/upload/lucrari/1320112/38.pdf
Abstract	The following article presents the application of the mechanism games, "gamification" as a tool to support risk management in the enterprise. After presenting the risk characterization, risk management and the concept of gamification, we present practical steps to be taken in accordance with the concept of gamification, allow for the efficient operation of Risk Management in any enterprise. We have chosen an enterprises, producing the small plastics objectives, as an example how the Risk Management System might be improved by adding the action taken from the gamification mechanisms.

Article info:	Burke, B. (2012). Gamification 2020: What Is the Future of Gamification? Gartner. Retrieved from https://www.gartner.com/doc/2226015/gamification--future-gamification
Abstract	Gamification is a tool to design behaviors, develop skills and enable innovation. Combined with other technologies and trends, gamification can cause major discontinuities in innovation, employee performance management, education, personal development and customer engagement.

Article info:	Bellotti, F., Berta, R., De Gloria, A., Lavagnino, E., Antonaci, A., Dagnino, F. M., & Ott, M. (2013). A gamified short course for promoting entrepreneurship among ICT engineering students . <i>Proceedings - 2013 IEEE 13th International Conference on Advanced Learning Technologies, ICALT 2013</i> , 31–32. http://doi.org/10.1109/ICALT.2013.14
---------------	---

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Abstract	Gamification is gaining an increasing interest, also in the field of instruction and training, thanks to its promise of engaging and motivating users. This paper presents the experience of a gamified short course on promotion of entrepreneurship that we have designed and executed for Electronic Engineering students. The short course relied on an extensive use of serious games for business and featured a team competition rewarding students' gaming and written/oral reporting activities, assigning a cumulative score to define the team ranking for the final day playoff matches. The course experience was positive, and able to meet the goals in terms of engagement, learning and promotion of interest towards entrepreneurship. The presence of teachers was very important, introducing and explaining topics and giving indications and discussing the experience with students. It is important to balance extrinsic motivation with development of intrinsic motivation, in view of promoting real education.
----------	--

Article info:	Burke, B. (2014). Gartner Redefines Gamification . Retrieved from http://blogs.gartner.com/brian_burke/2014/04/04/gartner-redefines-gamification/
Abstract	Gamification is often loosely defined, leading to market confusion, inflated expectations and implementation failures. An updated definition is required to clarify what gamification is, and what it is not. Gartner is redefining gamification as "the use of game mechanics and experience design to digitally engage and motivate people to achieve their goals"

Article info:	Burke, B. B. (2013). The Gamification of Business . Forbes, 2013–2015. Retrieved from http://www.forbes.com/sites/gartnergroup/2013/01/21/the-gamification-of-business/
Abstract	When designed correctly, gamification has proven to be very successful in engaging people and motivating them to change behaviours, develop skills or solve problems. Leveraging some of the features used in real games, gamification can turn many other types of activities into games. Gamification

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Article info:	Dale, S. (2014). Gamification : Making work fun, or making fun of work? Business Information Review, 31(2), 82-90. http://doi.org/10.1177/0266382114538350
Abstract	Gamification is about understanding and influencing human behaviours that organizations want to encourage amongst their workforce or customers. Gamification seeks to take enjoyable aspects of games – fun, play and challenge – and apply them to real-world business processes. Analysts are predicting massive growth of gamification over the next few years, but is there any substance to the benefits being touted? This article takes a critical look at the potential of gamification as a business change agent that can deliver a more motivated and engaged workforce.

Article info:	Deterding, S. (2012). Gamification: designing for motivation. Interactions, 19, 14-17. http://doi.org/10.1145/2212877.2212883
Abstract	

Article info:	Deterding, S., & Dixon, D. (2011). Gamification : Using Game Design Elements in Non-Gaming Contexts. CHI 2011: Conference on Human Factors in Computing Systems, 5-8. http://doi.org/10.1145/1979742.1979575
Abstract	“Gamification” is an informal umbrella term for the use of video game elements in non-gaming systems to improve user experience (UX) and user engagement. The recent introduction of ‘gamified’ applications to large audiences promises new additions to the existing rich and diverse research on the heuristics, design patterns and dynamics of games and the positive UX they provide. However, what is lacking for a next step forward is the integration of this precise diversity of research endeavors. Therefore, this workshop brings together practitioners and researchers to develop a shared understanding of existing approaches and findings around the gamification of information systems, and identify key synergies, opportunities, and questions for future research.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Article info:	Deterding, S., Dixon, D., Khaled, R., & Nacke, L. (2011). From Game Design Elements to Gamefulness : Defining " Gamification ." In <i>Envisioning Future Media Environments</i> (pp. 9-11). http://doi.org/10.1145/2181037.2181040
Abstract	Recent years have seen a rapid proliferation of mass-market consumer software that takes inspiration from video games. Usually summarized as "gamification", this trend connects to a sizeable body of existing concepts and research in human- computer interaction and game studies, such as serious games, pervasive games, alternate reality games, or playful design. However, it is not clear how "gamification" relates to these, whether it denotes a novel phenomenon, and how to define it. Thus, in this paper we investigate "gamification" and the historical origins of the term in relation to precursors and similar concepts. It is suggested that "gamified" applications provide insight into novel, gameful phenomena complementary to playful phenomena. Based on our research, we propose a definition of "gamification" as the use of game design elements in non-game contexts

Article info:	Groh, F. (2012). Gamification: State of the Art Definition and Utilization. Research Trends in Media Informatics , 39-46. http://doi.org/10.1145/1979742.1979575
Abstract	This paper analyzes a definition of gamification as "the use of game design elements in non-game contexts". In this context, gamification can be set in relation to and differentiated from existing research. Due to the fact that this definition allows various game design elements, these are related to the self-determination theory. Consequently, there is a discussion about what gamified applications are able to offer and what problems they indicate.

Article info:	Hamari, J., Koivisto, J., & Sarsa, H. (2014). <i>b System Sciences (HICSS), 2014 47th Hawaii International Conference on</i> , 3025-3034. http://doi.org/10.1109/HICSS.2014.377
Abstract	This paper reviews peer-reviewed empirical studies on gamification. We create a framework for examining the effects of gamification by drawing from the

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	<p>definitions of gamification and the discussion on motivational affordances. The literature review covers results, independent variables (examined motivational affordances), dependent variables (examined psychological/behavioral outcomes from gamification), the contexts of gamification, and types of studies performed on the gamified systems. The paper examines the state of current research on the topic and points out gaps in existing literature. The review indicates that gamification provides positive effects, however, the effects are greatly dependent on the context in which the gamification is being implemented, as well as on the users using it. The findings of the review provide insight for further studies as well as for the design of gamified systems.</p>
--	---

Article info:	<p>Huotari, K. (2012). Defining Gamification - A Service Marketing Perspective. Proceedings of the 15th International Academic MindTrek Conference: Envisioning Future Media Environments, 17-22. http://doi.org/10.1145/2393132.2393137</p>
Abstract	<p>During recent years "gamification" has gained significant attention among practitioners and game scholars. However, the current understanding of gamification has been solely based on the act of adding systemic game elements into services. In this paper, we propose a new definition for gamification, which emphasises the experiential nature of games and gamification, instead of the systemic understanding. Furthermore, we tie this definition to theory from service marketing because majority of gamification implementations aim towards goals of marketing, which brings to the discussion the notion of how customer / user is always ultimately the creator of value. Since now, the main venue for academic discussion on gamification has mainly been the HCI community. We find it relevant both for industry practitioners as well as for academics to study how gamification can fit in the body of knowledge of existing service literature because the goals and the means of gamification and marketing have a significant overlap.</p>

Article info:	<p>Kappen, D. L., & Nacke, L. E. (2013). The kaleidoscope of effective gamification: deconstructing gamification in business applications. Proceedings of the First International Conference on Gameful Design, Research, and Applications - Gamification '13, 119-122. http://doi.org/10.1145/2583008.2583029</p>
---------------	--

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Abstract	Developers of gamified business applications face the challenge of creating motivating gameplay strategies and creative design techniques to deliver subject matter not typically associated with games in a playful way. We currently have limited models that frame what makes gamification effective (i.e., engaging people with a business application). Thus, we propose a design-centric model and analysis tool for gamification: The kaleidoscope of effective gamification. We take a look at current models of game design, self-determination theory and the principles of systems design to deconstruct the gamification layer in the design of these applications. Based on the layers of our model, we provide design guidelines for effective gamification of business applications.
----------	---

Article info:	Kim, B. (2015). Understanding Gamification. Library Technology Reports , 51(2), 37. http://doi.org/http://dx.doi.org/10.5860/ltr.51n2
Abstract	Gamification, which refers to applying gaming elements to a real-world activity, is not necessarily a new idea. But (1) the rapid adoption of the smartphone, (2) the tremendous growth of the mobile web, and (3) the increased use of social media have made it possible for gamification to be implemented in an unprecedentedly seamless, ubiquitous, and social manner, thereby transforming it into a portable activity inter-woven with reality. This report explains the concept of gamification and how it differs from related concepts such as games, playful design, and toys; distinguishes game mechanics, dynamics, and aesthetics from one another; describes a number of gamification examples and projects in businesses, education from K-12 to higher education, and public and academic libraries; and discusses what they do, how they work, and how successful they are. This report also addresses a number of issues and variables that need to be taken into consideration when designing successful gamification for educational purposes, including the undermining effect of gamification's external rewards on intrinsic motivation.

Article info:	Koivisto, J., & Hamari, J. (2014). Demographic differences in perceived benefits from gamification. Computers in Human Behavior, 35, 179-188. http://doi.org/10.1016/j.chb.2014.03.007
Abstract	In recent years, "gamification" has been proposed as a solution for engaging

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	<p>people in individually and socially sustainable behaviors, such as exercise, sustainable consumption, and education. This paper studies demographic differences in perceived benefits from gamification in the context of exercise. On the basis of data gathered via an online survey (N = 195) from an exercise gamification service Fitocracy, we examine the effects of gender, age, and time using the service on social, hedonic, and utilitarian benefits and facilitating features of gamifying exercise. The results indicate that perceived enjoyment and usefulness of the gamification decline with use, suggesting that users might experience novelty effects from the service. The findings show that women report greater social benefits from the use of gamification. Further, ease of use of gamification is shown to decline with age. The implications of the findings are discussed. ?? 2014 Elsevier Ltd. All rights reserved.</p>
--	--

Article info:	<p>Kumar, J., Herger, M., Deterding, S., Schnaars, S., Landes, M., & Webb, E. (2013). Gamification @ work. In CHI '13 Extended Abstracts on Human Factors in Computing Systems (p. 2427). http://doi.org/10.1145/2468356.2468793</p>
Abstract	<p>Abstract Gamification is a buzz word in the businesses these days. Is this just the latest hype, or a meaningful trend worth paying attention to, or a bit of both? Most importantly, what promises or benefits does gamification hold for the enterprise, and what are the ...</p>

Article info:	<p>Lee, J. J. J., & Hammer, J. (2011). Gamification in Education: What , How , Why Bother? Academic Exchange Quarterly, 15(2), 1-5. Retrieved from http://dialnet.unirioja.es/servlet/articulo?codigo=3714308</p>
Abstract	<p>Today's schools face major problems around student motivation and engagement. Gamification, or the incorporation of game elements into non-game settings, provides an opportunity to help schools solve these difficult problems. However, if gamification is to be of use to schools, we must better understand what gamification is, how it functions, and why it might be useful. This article addresses all three questions – what, how, and why bother? – while exploring both the potential benefits and pitfalls of gamification.</p>

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Article info:	Luminea, C. (2013). Gamification . Financial Management (14719185), (March), 13. Retrieved from http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=86054076&site=ehost-live
Abstract	The article looks at gamification, which the author defines as the use of game-like structures for non-game activities, particularly drawing on video games. She says that activities structured like games help to foster participant engagement and self-direction. She offers examples from both school and work settings, and says that for companies, gamification can be useful in both internal activities with employees and external activities aimed at consumers and the public.

Article info:	Prince, J. D. (2013). Gamification . Journal of Electronic Resources in Medical Libraries, 10(3), 162-169. http://doi.org/10.1080/15424065.2013.820539
Abstract	Gamification is a new technology that incorporates elements of game play in nongame situations. It is used to engage customers, students, and users in the accomplishment of quotidian tasks with rewards and other motivators. Librarians may want to consider how well-designed gamified applications can enhance the experience of using libraries.

Article info:	Prince, J., Wiki, G., Blohm, I., Leimeister, J. M. J., Luminea, C., Blohm, I., & Leimeister, J. M. J. (2013). Gamification . Business & Information Systems Engineering, 5(4), 275-278. http://doi.org/10.1007/s12599-013-0273-5
Abstract	The article looks at gamification, which the author defines as the use of game-like structures for non-game activities, particularly drawing on video games. She says that activities structured like games help to foster participant engagement and self-direction. She offers examples from both school and work settings, and says that for companies, gamification can be useful in both internal activities with employees and external activities aimed at consumers and the public.

Article info:	Raymer, R. (2011). Gamification: Using Game Mechanics to Enhance eLearning . eLearn, 2011(9), 3. http://doi.org/10.1145/2025356.2031772
Abstract	Is gamification just another empty buzzword, or can the principles that game designers employ to engage players really be applied to the design of eLearning software? What exactly is gamification? And, can the theories of gamification be applied to a variety of projects regardless of scope and budget? This article will address specific ways that game mechanics can be applied to your eLearning projects.

Gamification - An overview Italy

The term Gamification can be a bit hard to define, "gamify" the relationships with customers or internal staff sounds bad at first, better to resort to the usual phrasing: "apply the typical dynamics of the games within the company, taking advantage of the potential to increase the individual involvement and the consequent psychological wellness with internal and external parties. "

In other words, setting the relationships with customers in a gamified environment, does not decrease the seriousness of the commercial offer, but rather distinguishes and strengthens the reputation, improves the brand image and ultimately encourages sales.

Indisputable examples also show how Gamification benefits "internal customers", that is, employees: the game, in fact, enhances skills and productive behaviors, improving business processes and teamwork climate.

The underlying reason for the success comes from the pragmatic approach , which poses a simple question: "If some virtuous mechanisms of games work so well when we are using a PC or a console why not export them into other areas and make the most pleasant relations with the people who come in contact with our organization or working for it? "

Whether it's a pleasant visit to a business site, or any activity within the company there is an alternative way to overcome the routine and the lack of interest and introduce those mental stimulation that multiply the energy and the desire to get to the bottom line.

The fun approach, as the best antidote to boredom, to reach that particular state of mind that makes you lose track of time; activities to be carried out turned into a stimulating challenge, playing with the surprise effect;

This approach ensures High levels of involvement (Engagement) until obtaining an inevitable reward

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

(material and otherwise);

While the Italian environment concerning gamification is not so developed many experiences of recreational-business tools of gamification will have evolved from a first generation of the 80s, based on the mere transmission of information with interactive mode directed either to the external (customer) or internal (employee). The second generation has turned sharply toward the acquisition of new skills by creating virtual scenarios and proposing "missions" increasingly challenging, the achievement of which generally coincided with the personal improvement of the player himself.

But the real turning point has occurred in recent years with the Gamification 3.0 which sets ambitious targets for change of behavior of the people involved, to guide them to specific business needs, for example by making pleasantly engaging and above all continuous in-time experience contact customers with its product offering.

Title	Initiator	Year	Country	URL
Nissan Leaf Carwings	Nissan Italia	2015	Italy and Others	www.nissan.it
The gamification app of this hybrid car is inside the dashboard connected to the Internet and allows you to monitor in real time how much fuel the car is consuming and creates a score that is compared with other drivers in the same province, region and country. Thus, it generates a ranking that determines who has the best driving style in a given territory. And according to the ranking they receive rewards. It's an interesting technique to stimulate the driving environmentally sustainable. "				

Title	Initiator	Year	Country	URL
Mulino Bianco Challenge	Mulino Bianco Spa	2014	Italy	www.mulinobianco.it
The Mulino Bianco Challenge wants to develop a gamification strategy to increase participation and boost the loyalty of users Mulino Bianco, introducing ways to improve the tracking of consumer behavior and opportunities related to the brand. Mulino Bianco chose Badgeminton, Gamification multichannel platform, owned by fullDigi, developed on LIFERAY, allowing you to engage users, stimulating interactions and trace their behavior in real time. NUMBERS: 98,294 players - 50 different game actions - 20 missions implemented				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
Cubrick	WebRatio	2015	Italy	http://www.cubrikproject.eu/
<p>The <u>CUBRIK</u> project , has developed a "Gamification Framework", which can be integrated with applications, and accelerates the development of rich and flexible gamification add-ons. The projects wants to help companies in the field of energy & utilities, telecoms and retail industries to enhance the interaction with their customers and increase customer retention and loyalty.</p>				

Title	Initiator	Year	Country	URL
Beintoo	Dada Spa	2014	Italy	http://www.beintoo.com/en/Index
<p>With <u>Beintoo</u> everybody wins. Gamers are rewarded with real-world prizes as well as 'Bedollars', whilst brands can make the most of mobile advertising. With innovative gamified apps, Beintoo is changing the way that brands engage with their customers. BeClub, Beintoo's mobile engagement platform, works on three main principles:</p> <ul style="list-style-type: none"> It creates engaging and rewarding experiences for gamers around the world; It gives brands the opportunity to capture the imagination of millions of mobile users; It helps app publishers to reward user activity, increase revenues and grow their user-base. 				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
Rage		2016	Italy/Europe	http://www.rageproject.eu/
<p>European gaming studios, developers and researchers will soon have access to advanced gaming technology resources and state-of-the-art knowledge to develop “applied games” (non-leisure games) easier, faster and more cost-effectively thanks to RAGE (Realising an Applied Gaming Eco-system), a Horizon 2020 research and innovation project on gamification technologies.</p>				

Title	Initiator	Year	Country	URL
PEGASO		2014	Italy/Europe	http://pegasof4f.eu/home
<p>Using the mechanics of games and group challenges (gamification), the project researchers will seek to change the behaviour of these youngsters by making them aware of the importance of healthier eating. Furthermore, with the use of portable sensors (wearables) the physical parameters of the adolescent users and the environment will be monitored in order to complete the study. The creation of mHealth apps and a virtual community to encourage the social interaction of the participants are also planned.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator	Year	Country	URL
Eupole	PYMEV	2014	Italy/Europe	http://www.europole.org/news-progetti/gamification-project-erasums-plus-2014.html
<p>The main aim of the project consists of setting up and developing three serious games inspired in the methodology of gamification allowing the improvement of skills, abilities and knowledge of people under thirty years old so that they can become entrepreneurs in the retail sector.</p> <p>This project follows a logical order in its approach in order that the impact on different stakeholders (business associations, supporting entrepreneur centers, Business Angels Networks, VET centres, employment agencies , research centers and companies of ICT development applied to education sector, ECVET EQF- Consultants , ...) is appropriate to the stated objectives.</p>				

Articles on Gamification

Article info:	Using Gamification to Incentivize Sustainable Urban Mobility
Abstract	<p>Sustainable urban mobility is an important dimension in a Smart City, and one of the key issues for city sustainability. However, innovative and often costly mobility policies and solutions introduced by cities are liable to fail, if not combined with initiatives aimed at increasing the awareness of citizens, and promoting their behavioural change. This paper explores the potential of gamification mechanisms to incentivize voluntary behavioural changes towards sustainable mobility solutions. We present a service-based gamification framework, developed within the STREETLIFE EU Project, which can be used to develop games on top of existing services and systems within a Smart City, and discuss the empirical findings of an experiment conducted in the city of Rovereto on the effectiveness of gamification to promote sustainable urban mobility</p>

Article info:	Gamification and Education: A Literature Review
Abstract	<p>The term “gamification” is generally used to denote the application of game mechanisms in non-gaming environments with the aim of enhancing the processes enacted and the experience of those involved. In recent years, gamification has become a catchword throughout the fields of education and training, thanks to its perceived potential to make learning more motivating and engaging. This paper is an attempt to shed light on the emergence and consolidation of gamification in education/training. It reports the results of a literature review that collected and analysed around 120 papers on the topic published between 2011 and 2014. These originate from different countries and deal with gamification both in training contexts and in formal educational, from primary school to higher education. The collected papers were analysed and classified according to various criteria, including target population, type of research (theoretical vs experimental), kind of educational contents delivered, and the tools deployed. The results that emerge from this study point to the increasing popularity of gamification techniques applied in a wide range of educational settings. At the same time, it appears that over the last few years the concept of gamification has become more clearly defined in the minds of researchers and practitioners. Indeed, until fairly recently the term was used by many to denote the adoption of game artefacts (especially digital ones) as educational tools for learning a specific subject such as algebra. In other words, it was used as a synonym of Game Based Learning (GBL) rather than to identify an educational strategy informing the overall learning process, which is treated globally as a game or competition. However, this terminological confusion appears only in a few isolated cases in this literature review, suggesting that a certain level of taxonomic and epistemological convergence is underway.</p>

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Article info:	http://www.gamification.co/2012/12/21/encouraging-gen-y-entrepreneurship-with-the-gamification-market/
Abstract	Emma Collins, the brains behind <i>MBAOnline.Com's 2012 Online MBA Rankings</i> , brings her business savvy to bear in the following Op-Ed about the many benefits of interesting even young kids in gamification. Gamification Co. has highlighted many of the most cutting-edge ways of <i>involving top industry professionals</i> ; getting elementary and high school students interested in the field is not discussed as often. Read on for an exciting look at how gamification is expected to expand and grow in the coming years.

Input by Bulgaria

Article info:	http://sociobrain.com/website/w1465/file/repository/64_70_Miglana_Stoyanova_Theoretical_aspects_of_gamification.pdf
Abstract	Gamification is a new trend which integrates activities related to the introduction of game mechanics in non-game applications to increase engagement, motivation and participation of users. The purpose of this article is to present various aspects of gamification. A discussion about the definition of gamification is given. Emergence and progression aspects of games are described. Main psychology aspects of games are presented too

Article info:	http://dspace.uni-sz.bg/bitstream/123456789/12/1/293-Kiryakova.pdf
Abstract	Today's learners are digital natives. They grew up with digital technologies. Teachers have to solve important issues related to the adaptation of the learning process towards students who have different learning styles and new requirements for teaching and learning. Gamification is one of the educational approaches and techniques that increase motivation and engagement of learners. The aim of the current work is to study and present the nature and benefits of gamification and to provide some ideas how to implement it in education.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Article info:	http://www.researchgate.net/profile/Darina_Dicheva/publication/270273830_Gamification_in_Education_A_Systematic_Mapping_Study/links/54c95c4b0cf2807dcc262a1c.pdf
Abstract	<p>While gamification is gaining ground in business, marketing, corporate management, and wellness initiatives, its application in education is still an emerging trend. This article presents a study of the published empirical research on the application of gamification to education. The study is limited to papers that discuss explicitly the effects of using game elements in specific educational contexts. It employs a systematic mapping design. Accordingly, a categorical structure for classifying the research results is proposed based on the extracted topics discussed in the reviewed papers. The categories include gamification design principles, game mechanics, context of applying gamification (type of application, educational level, and academic subject), implementation, and evaluation.</p>

Article info:	http://www.readcube.com/articles/10.1111%2Fj.1540-6520.2007.00222.x?r3_referer=wol&tracking_action=preview_click&show_checkout=1&purchase_referrer=onlinelibrary.wiley.com&purchase_site_license=LICENSE_DENIED
Abstract	<p>In this article, we sought to empirically validate an instrument for measuring country institutional profiles for the promotion of entrepreneurship in a sample of 254 business students from three emerging economies: Bulgaria, Hungary, and Latvia. Results from the confirmatory factor analysis suggest high reliability, internal consistency, and construct validity of the instrument. Further, we find important differences in the three dimensions (regulatory, cognitive, and normative) of the institutional profiles across the three emerging economies, reflecting their idiosyncratic cultural norms and values, traditions, and institutional heritage in promoting entrepreneurship. Implications for future research, managerial practice, and public policy are discussed.</p>

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Article info:	http://www.readcube.com/articles/10.1111%2Fj.1540-6520.2007.00180.x?r3_referer=wol&tracking_action=preview_click&show_checkout=1&purchase_referrer=onlinelibrary.wiley.com&purchase_site_license=LICENSE_DENIED
Abstract	Based on expectancy theory and social psychology perspectives, this study looks at the differential effects of men and women entrepreneur's human capital and networking on their growth expectancies in the context of a transitional economy. Survey data from men and women new venture owners in Bulgaria (n = 544) suggest that growth expectancy among men is significantly and positively associated with outside advice achieved through networking. Among women entrepreneurs, growth expectancy is significantly and positively associated with perceived benefits from prior experience. A Chow test for coefficient differences reveals that the determinants of growth expectancy for women entrepreneurs are significantly different than those for men, rendering support for perspectives from social psychology, which suggest that women have different socialization experiences and, as a result, conceive of their new venture growth differently. Implications for managerial practice and public policy are discussed.

Input UK

Gamification, Entrepreneurship

Article info:	Roth, S., Schneckenberg, D. and Tsai, C.-W. (2015), The ludic drive as innovation driver: Introduction to the gamification of innovation , Creativity and Innovation Management, Vol. 24 No. 2, pp. 300-306. http://tinyurl.com/j35dcmr
Abstract	Gamification has recently been receiving increased attention in corporate innovation and business research alike. In this article, we first outline the main streams of research on gamification in the creativity and innovation literature. We then introduce the selection of contributions to this special section by theoretically embedding them in their application contexts. Thus referring to research fields as different as business model innovation, design thinking and crowdsourcing, we indicate theoretical challenges for future research on gamification, among the most

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

important of which we count theoretical approaches to the question of whether and how organizations actually can play with persons.

Article info:	Anke Smilde (10868135) June 27, 2015, The use of gamification in fostering an entrepreneurial attitude http://tinyurl.com/nhtxeqo
Abstract	Although the concept of gamification has been widely applied by companies, there is limited academic foundation regarding the effects of gamification. Furthermore, companies recognize the growing value of having employees with an entrepreneurial attitude. However, established companies experience difficulties in striving towards being more entrepreneurial. Therefore, the following research question was formulated: How can innovation management use gamification in order to foster an entrepreneurial attitude? A literature review was performed and interviews were held in order to establish short-term effects coming from gamification and sustain important factors in fostering a long-term entrepreneurial attitude. The results and implications are discussed in detail. Innovation management can use gamification to foster an entrepreneurial attitude by designing a well-considered gamified project that has actual meaning as well as company wide support.

Growth Hacking

Article info:	Marius GERU, Ema RUSU, Alexandru CAPATINA, Growth Hacking Practices In A Start-Up: A Case Study On Thecon.Ro http://tinyurl.com/ou7wx8x
Abstract	Despite the increasing awareness of content marketing tools in the academic community, the benefits of growth hacking were highlighted especially in blog

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

posts and several e-books. This paper examines the particular features of growth hacking techniques, which differentiates it from traditional marketing. Specifically, a content analysis was conducted to identify the experts' opinions regarding the effective use of growth hacking techniques, to detect the specific skills that a growth hacker must gain and to compare the tools related to this concept from both inbound and outbound marketing perspective. On the other hand, we outlined the need for development of start-ups, without spending huge amounts of money in marketing. Using a case study methodology, we examined the motivations of adopting growth hacking techniques by an Internet pure player - Thecon. Results show that the effective mix of growth hacking techniques applied by this company tends to forward more online content than its competitors.

Article info:	Marita Rauhala & Laura Sarkkinen, Growth hacking a global community http://tinyurl.com/h8vmkle
Abstract	As technology is developing at a fast phase people are engaging in community activities more and more online, either by extending their offline social life or by creating themselves a whole new parallel life as a member of virtual community. Companies behind communities are rivaling for attention and need to come up with increasingly clever tactics to attract and engage new members.

Article info:	Tony Conway, Tanya Hemphill, Growth Hacking: Aiding UK Technology Start-ups http://tinyurl.com/oaf779t
Abstract	This working paper introduces a research project which endeavours to provide insight into

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

the current use of growth hacking (the inter-linkage of marketing and digital technology) by UK technology start-up companies. The aim particularly is to explore the potential impact growth hacking is having on such companies in terms of it helping to achieve high online growth within a short period of time. The paper explains the context and key features of the growth hacking process and then discusses the ongoing research project.

Keyword: Growth hacking

Note: no scholarly articles can be found using this combination of keywords.

Article info:	
Abstract	

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Assessing the main determinants of entrepreneurship in Portugal	Figueiredo, Vanessa & Oliveira, Ana Brochado (2015). Assessing the main determinants of entrepreneurship in Portugal. <i>Tourism & Management Studies</i> , N. 1, Vol. 11, pp. 182-190.	2015	Portugal	http://www.scielo.mec.pt/scielo.php?script=sci_arttext&pid=S2182-84582015000100023&lng=pt&nrm=iso

Summary

Without question, entrepreneurship is present in all spheres of our lives, especially in economic and social areas. This field is significant in the development of societies and is also considered a useful tool in promoting innovation and job creation in many countries. For this reason, it needs to be promoted as a central component of economic growth. As a result, the creation of new businesses or projects and the promotion of self-employment have been stimulated by public and private organizations. The goal of this research is to determine what triggers individuals to be actively involved in entrepreneurial activity in the initial phases, based on a survey by Global Entrepreneurship Monitor conducted in Portugal, in 2012. The results of this analysis revealed that early-stage entrepreneurial activity is associated with younger (25-34 years old) males, who have a medium to higher level of household income, as well as diplomas. They are self-employed, and they have loose ties to other entrepreneurs. They perceive themselves as possessing entrepreneurial skills and have a low level of perceived risk and a positive personal attitude towards individual innovation.

Title	Initiator (Organization)	Year	Country	URL
Narratives of relations between the State and the Third Sector organizations:	Guerra, Paula & Santos, Mónica (2014). Narrativas das relações entre o Estado e as	2014	Portugal	http://www.scielo.mec.pt/scielo.php?script=sci_arttext&pid=S0872-34192014000200008&lng=pt&nrm=iso

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

some clues for analysis	organizações do terceiro setor: algumas pistas de análise. <i>Sociologia</i> , Vol. 28, pp. 145-166.			
-------------------------	--	--	--	--

Summary

This article is part of a specific axis of a research project on social entrepreneurship in Portugal, the axis of the Portuguese social entrepreneurship policy towards third sector organizations. In an exploratory way, we aim to identify, within the key stakeholders and third-sector Portuguese organizations, the representations about the emergence (or not) of policies that enable the development of practices of social entrepreneurship. From here we are going to reflect about the articulation between the State and third sector entities in order to find out the main trends of this relationship and forms of action.

Title	Initiator (Organization)	Year	Country	URL
Conceptions and meanings of social entrepreneurship in Brazil and Portugal: Crisis, performance and common good	Casaqui, Vander (2014). Concepções e significados do empreendedorismo social no Brasil e em Portugal: crise, performance e bem comum. <i>OBS Observatório</i> , N.º 2, Vol. 8, 67-82.	2014	Portugal	http://www.scielo.mec.pt/scielo.php?script=sci_arttext&pid=S1646-59542014000200004&lng=pt&nrm=iso

Summary

This article focuses in the cultural meanings of social entrepreneurs in comparative research between Brazil and Portugal. It is part of a broader post-doctoral investigation, that aims to understand how social scenarios, the media climate and the economic situations influence the allocation of value and production of meanings to this social actor that comes together two facets of capitalism (the role of the entrepreneur and the defense of "social economy"), pointing to a synthesis that seeks to place the future projections of the world of work. Accordingly, we analyze the role of social entrepreneurship in the capture of professional staffing and the emergence of planetary utopias framed in the capitalist system. The study involves conceptual survey from the investigation and discourse analysis of organizations and projects of social entrepreneurs, according to

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

the theoretical and methodological proposal of French Discourse Analysis.

Title	Initiator (Organization)	Year	Country	URL
Motivations and perceptions of entrepreneurship success in Centro Histórico of Porto	Lopes, José Luís da Silva Master Thesis in Economy and Management of Innovation Faculty of Economy of University of Porto	2014	Portugal	https://repositorio-aberto.up.pt/bitstream/10216/77650/2/106701.pdf

Summary

Entrepreneurship has been growing in interest for researchers and economic agents due to the weight it represents in the economic development of the different countries. The entrepreneur is the main actor in the whole process, as someone who is responsible for operating opportunities through the creation and development of business. This study aims to look over the motivational factors that encourage entrepreneurs, including the success factors of the business and the success factors of the entrepreneur himself and the importance that the urban context plays in the location of the business. Specifically, this study aims to meet the motivational factors that inspire entrepreneurs to start new businesses and to develop their activity in Oporto's historic downtown, as well as the main factors they attach more importance to on the perception they have of their own success and the success of their business. In order to carry out this goal, we performed an exploratory study based on interviews to 17 entrepreneurs whose businesses are located in Oporto's historic downtown. The study reveals that the entrepreneurs started their business mainly stimulated by pull factors and the characteristics of Oporto's historic downtown exerted great influence on their decision to invest in this area. Regarding the entrepreneurs evaluation of their own success, it appears that they attach particular importance to subjective criteria such as personal achievement, doing what they appreciate, happiness, pride and deciding their own actions for themselves, which contribute to a feeling of success. There is also a clear distinction between the evaluating factors of the entrepreneur's success and the evaluating factors of the business success.

Title	Initiator (Organization)	Year	Country	URL
-------	-----------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Motivations on social entrepreneurship	Braga, Joana Master Thesis in Services Management Faculty of Economy of University of Porto	2013	Portugal	https://repositorio-aberto.up.pt/bitstream/10216/70013/2/16331.pdf
--	---	------	----------	---

Summary

It is undeniable the importance that social entrepreneurship has in today's society and the role social entrepreneurs play in the social impact. The way they see what surrounds them, either in their personal or professional life, allows them to detect social needs for which still do not exist solutions or those solutions have not obtained success yet, either by making a difference in the search of alternative or innovatory solutions for the already existent problems, or by the way they face their work, with their competencies and characteristics of resilience, passion and belief that it is possible to change the world. The main purpose of this dissertation is to explore the factors that motivate people to create, develop and maintain a social entrepreneurship project and also to explore the principal difficulties and expectations social entrepreneurs have in the process. This investigation is based on an exploratory study that included the collection and analysis of qualitative data, involving 13 interviews to social entrepreneurs with different types of projects. The study provides information about the motivations that take individuals to initiate and maintain a social project, standing out the altruism, the passion, the influence of role models, volunteering experiences previously lived and the willing to create and innovate. The mobilization of financial and human resources, as well as the bureaucracy, are the most frequent difficulties in the process of social venture creation but the will to fight, the persistence and the passion the interviewers have, it means, their motivation, seems to be the motto for continuing to battle for their goals.

Title	Initiator (Organization)	Year	Country	URL
Entrepreneurship: Agent-based models to creation of news enterprises	Amaro, Pedro Miguel Mendes Master Thesis in Modulation, Data Analysis and Systems of Decisions Support Faculty of Economy of University of	2013	Portugal	https://repositorio-aberto.up.pt/bitstream/10216/70476/2/16692.pdf

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	Porto			
<p>Summary Agent-based models have recently been considered an important research methodology in the study of entrepreneurship. This thesis aims to approach this methodology within the process of creating new ventures. This process has two main phases: the business opportunity identification by the entrepreneur, considering the various factors that influence the entrepreneurial attitude and the second phase is the business opportunity development, taking into account the required complementariness between the entrepreneurs for the new venture formulation. Entrepreneur's social networks are highlighted throughout the process, because of its importance in the design and formulation of the project. The Holian and Newell (2012) model was presented and analyzed, culminating in the proposal of a new agent-based model arising from entrepreneurship investigation. A simulation was developed in order to incorporate a new variable in the model - the entry costs of market - to study the entrepreneur behavior.</p>				

Title	Initiator (Organization)	Year	Country	URL
Global Entrepreneurship Monitor (GEM) Portugal 2004-2013: ten years of entrepreneurship in Portugal	ISCTE-UL SPI IAPMEI Fundação Luso-Americana	2013	Portugal	https://repositorio.iscte-iul.pt/handle/10071/8058
<p>Summary The Global Entrepreneurship Monitor is the world's foremost study of entrepreneurship. Through a vast, centrally coordinated, internationally executed data collection effort, GEM is able to provide high quality information, comprehensive reports and interesting stories, which greatly enhance the understanding of the entrepreneurial phenomenon - but it is more than that. It is also an ever-growing community of believers in the transformative benefits of entrepreneurship.</p>				

Title	Initiator (Organization)	Year	Country	URL
Entrepreneurial Policies: Portugal in	Santos, Luís Guilherme Ranito	2013	Portugal	https://repositorio-aberto.up.pt/bitstream

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

the context of the European Union	Cabral dos Master Thesis in Economics and Innovation Management Faculty of Economy of University of Porto			m/10216/70121/2/16348.pdf
-----------------------------------	--	--	--	--

Summary

This thesis aims at analyzing entrepreneurship activity in Portugal since 1994. A comparative analysis with the Netherlands is developed, since this country is one of the European innovation driven countries, as recognized by the Global Entrepreneurship Monitor. A mapping of entrepreneurship policies of both countries is proposed in order to identify the areas that should be as priorities for enhancing entrepreneurial activity in Portugal by the government. With this mapping, and also based on the analysis of relevant statistical indicators, we systematize a set of measures that may be able to promote a better performance in terms of the growth dynamics of Portuguese Small and Medium Enterprises (SME).

Title	Initiator (Organization)	Year	Country	URL
Create the Educational Service in Palácio das Artes - Fábrica de Talentos: exploring youth entrepreneurship sphere	Silva, Daniela Filipa Ribeiro da Master Thesis in Educational Sciences Faculty of Psychology and Educational Sciences of University of Porto	2013	Portugal	https://repositorio-aberto.up.pt/bitstream/10216/69093/2/90034.pdf

Summary

This document relates to the report of the internship process that took place between October 2012 and April 2013. It was developed within the scope of the Master's degree of Educational Sciences, in the specialization of Youth, Education and Citizenship. The internship took place in the Youth Foundation, more specifically in the Arts' Palace - Talent Factory, which is its cultural equipment. Since there was a need to create an educational service in this place, the internship focused on that task by developing concepts and

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

actions. Both the Foundation and the Palace are institutions whose primary goal is to develop initiatives to support the access of young people into the labor market. Given that, they are institutions that work with and for youth. It's essential that this process is focused on this audience. Hence, working on issues related to youth became crucial in this internship. In this regard, and employability being such a current theme and inherent to young people, because of its key role in the transitions to adulthood, it became essential to focus the educational service in this area. Nowadays, this process of transition to adulthood has been initiating later in life. This happens not only because of the extension of time spent in education (Which leads to a later ingress in the labour market), but also because of the vulnerability in labour market insertion, mainly characterised by unemployment and the precariousness. Therefore, the creation of the educational service takes this issue into account, following the main goals of the institution above mentioned and structuring actions and activities within this theme. Above all, we aim to meet the needs of young people in this area of their lives. The report named "Desenvolvimento de um Serviço Educativo no Palácio das Artes - Fábrica de Talentos: Explorando a Esfera da Empregabilidade Juvenil" gives information about the intervention process in the exploration of this area as an attempt to contribute to the creation of the educational service during the 7 months of the internship. It also includes a critical reflection about the action developed around the issues that become important to take in consideration while creating an educational service within the sphere of youth employability.

Growth Hacking - Italy

Title	Initiator (Organization)	Year	Country	URL
Growth Hacking Italy			Italy	https://www.linkedin.com/grps

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

				/Growth-Hacking-Italia-8323530
<p>GHI is an online community for professionals and novices interested in knowing more on growth hacking tools and strategies. It focus mainly on the following topics: Marketing, online marketing, direct marketing, digital marketing, SEM/SEO, CRM, web scraping, etc. The mission of the community is promoting growth hacking in Italy as a way to growth stronger startups and reinforce marketing strategies of big companies. Networking opportunities with professionals, entrepreneurs, professionals, investors and venture capital funds. Promote and expose growth hacking entrepreneurs, their businesses and the people behind their success. Creating partnerships Provide support, advice, ideas and tools for growth hackers.</p>				

Title	Initiator (Organization)	Year	Country	URL
Okkei.it	Giuseppe Schettino	2012	Italy	www.okkei.it
<p>Okkei.it was created in order to help companies , merchants and professionals to be as conscious as possible to what are the dynamics behind the current marketing and what's to come .</p> <p>The role of okkei.it want to support all those organizations who want to implement in</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

their economic activity means that the web makes available to them using innovative techniques, Seo and Growth hacking.

Through me you will find a valuable collaborator , trainer and source of information and updates related to the field of web marketing , mobile marketing and social media marketing .

Growth Hacking - Resources and projects

Title	Initiator (Organization)	Year	Country	URL
The startup videos				http://thestartupvideos.com/uncategorized/gamification-techniques-for-startups/
A large repository of interesting videos about different aspects of startup upscaling techniquet such as Growth Hacking and Gamification				

Title	Initiator (Organization)	Year	Country	URL
http://mystartuplab.com/	Young entrepreneur Council			https://businesscollective.com/startupcollective/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

The Young Entrepreneur Council, a non-profit organization that promotes youth entrepreneurship as a solution to unemployment and underemployment. The YEC recently launched #StartupLab, a free virtual mentorship program that helps millions of entrepreneurs grow businesses following the latest growth hacking techniques.

Title	Initiator (Organization)	Year	Country	URL
Gamified Startup toolkit	Founderscope Startup Studio	2015		http://www.gamifiedstartup.com/

The toolkit is a gamified instrument to allow startups to use advanced growth hacking and other innovative techniques to upscale their business using the lean startup technique. It is composed of three pillars:

- The GameSet is a collection of board games similar to business model canvas, which helps you to understand the customers and stakeholders, to design the product, the business model and to develop and test the growth engines.
- The GamePlan is a process and recommendations which helps you to decide what to do next. It helps you to focus and define the work.
- The GamesScore is a set of tools and recommendations which helps you to measure what really matters and to find out if it works. It informs the next round of idea generation with the GameSet

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

V. Overview of gamification and growth hacking in the partners' countries

Related projects

Title	Initiator (Organization)	Year	Country	URL
„Gamification - Innovative Solutions for Social Issues“	CET Platform - Poland		Poland, Bulgaria, Croatia, Romania, Italy, Malta, Lithuania, United Kingdom and Czech Republic	http://cetplatform.org/
<p>Summary: The project will explore gamification as a method of youth work, designed to engage youth in solving problems of their local communities. Social engagement of youth will be expected to leverage youth position in their local communities, and thus prevent social and economic exclusion. Youth workers and youth leaders will discuss ways of engaging youth for taking actions for their communities, exchange good practices and discuss possible boundaries of engaging young people in social actions. Participants will learn principles of gamification – methodology of social engagement using elements of game mechanics and will develop methods of using the knowledge and skills in youth work.</p>				
Title	Initiator	Year	Country	URL

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Young volunteers: fostering volunteering in Bulgarian schools and universities	(Organization) Time Heroes Foundation		Bulgaria	http://eeagrants.org/project-portal/project/BG05-0166
---	--	--	-----------------	---

Summary:

The project addresses the need for greater involvement of young people in volunteering in Bulgaria. The project aims at promoting volunteering by setting up volunteer's clubs in schools and universities. First, informal volunteer's clubs will be set up in 6 universities and 10 high schools in 6 cities (Sofia, Plovdiv, Varna, Burgas, Blagoevgrad, Veliko Tarnovo). Second, NGOs with relevant causes will be identified, attracted and young volunteers will be involved in supporting them. Third, the Teams section will be created on TimeHeroes.org. Volunteer's clubs will be able to compete as teams, score points, win awards, be ranked and volunteering will be bound with gamification. Fourth, volunteer's certificates will be awarded by the relevant club and TimeHeroes. Finally, an online campaign to promote youth volunteering will be held. The project will benefit young people in Bulgaria as well as NGOs, informal groups working with minorities, children, the elderly and the disabled.

In Portugal

Title	Initiator (Organization)	Year	Country	URL
Future Quest 2015	SONAE	2015	Portugal	http://sonaefuturequest2015.com/

Summary

Sonae Future Quest 2015 is an innovation competition run by Sonae companies as part of their Contacto Programme, challenging final year university students to imagine and create disruptive

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

ideas for Sonae's Future Businesses. The competition's objective is to attract and select individuals with collaborative leadership potential, able to learn and practice new ambidextrous working protocols and promote a true culture of synergic collaboration.

Title	Initiator (Organization)	Year	Country	URL
Research project GAMILearning - Jogos Digitais para a Literacia Mediática e Informacional	Centre for Research in Applied Communication, Culture, and New Technologies (CICANT)	2015	Portugal	<a href="http://cicant.ulusofo
na.pt/research/gami
learning-jogos-
digitais-para-a-
literacia-mediatica-
e-informacional/">http://cicant.ulusofo na.pt/research/gami learning-jogos- digitais-para-a- literacia-mediatica- e-informacional/

Summary

Working with cohorts of youth aged 9 to 12 in Portugal and Austin, Texas, GAMILearning (UTAP-ICDT/IVC-ESCT/0020/2014) builds on field-tested research to address the need for student awareness and skill in managing their digital identities with game play and production. In the process, the project explores the way that the game analysis and production supports a wide range of media literacy and learning skills.

Title	Initiator (Organization)	Year	Country	URL
Gamification in commercial teams	WORTEN WEBWISE FRACTAL MIND	2015	Portugal	<a href="http://www.webwis
e.pt/RH/ProjServico
s.aspx">http://www.webwis e.pt/RH/ProjServico s.aspx

Summary

Webwise and Fractal Mind promote the first project to implement the gamification on Worten commercial teams, based in design thinking methodologies.

Title	Initiator (Organization)	Year	Country	URL
-------	-----------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Gamification project	SOLIDTIER WEBWISE	2015	Portugal	http://www.webwise.pt/RH/ProjServicos.aspx
Summary Webwise promoted a gamification project for the SolidTier (from Dubai) to develop learning experiences with web tools.				

Title	Initiator (Organization)	Year	Country	URL
Marketing strategies	Coca-Cola	2015	Seúl	https://www.youtube.com/watch?v=DgtljpUNKGo http://www.altonivel.com.mx/34439-las-7-mejores-ejecuciones-de-gamificacion-en-marketing.html
Summary Marketing strategies playing based (dance dance revolution) and using Kinect technologies from Microsoft.				

Title	Initiator (Organization)	Year	Country	URL
Summary:				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Applications/software/programs

Title	Initiator (Organization)	Year	Country	URL
DSK Gameo app	DSK Bank	2013	Bulgaria	https://dskbank.bg
<p>Summary: The DSK Gameo app, developed by software company Misys, incentivizes customers to learn about bank products and set and meet financial goals with points that can be redeemed for prizes including tickets to concerts and sports events. DSK is the first bank to debut Misys' BankFusion Gameo platform.</p>				

Learning management systems which include gamification

Title	Initiator (Organization)	Year	Country	URL
TalentLMS				http://www.talentlms.com/
<p>Summary: TalentLMS is Learning Management System, which includes some gamification elements: points, badges, levels, leaderboards, prizes (in terms of discounts). Easy to use, basic plan is free. More than 30 000 companies uses it. BICERO uses it for its e-learning courses (http://elearning.bicero.com).</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

--

Title	Initiator (Organization)	Year	Country	URL
Academy LMS				http://www.growthengineering.co.uk/academy-lms/

Summary:
 The Academy LMS is the #1 NextGen LMS that learners and admins actually enjoy using! Unlike other online learning platforms that simply deliver content, the Academy LMS is an engagement engine, packed full of exciting gamification and social features as well as powerful reporting and admin tools.

- Pioneering Game Mechanics to drive engagement...
- Social features to enable informal learning...
- Intuitive admin tools to make your life easier...

Title	Initiator (Organization)	Year	Country	URL
<u>Accord LMS</u>				http://www.accordlms.com/smart/gamification

Summary:
 This gamified LMS utilizes a partnership with social technology company Evoq Social to integrate game elements into their offering. Features include activity points, badges, leaderboards, and community

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

functionality like profiles and dashboards. Community managers have access to analytics across courses as well, giving insight into how learners are interacting with gamified courses.
 Accord starts at \$300 per month for up to 200 learners, but does charge extra for the gamification module.

Title	Initiator (Organization)	Year	Country	URL
<u>Axonify</u>				http://www.axonify.com/

Summary:
 Axonify builds gamification into the bones of its learning solution. Not only does it include game-like elements such as points, awards, badges, and leaderboards, it includes a host of actual games right in the application itself. These short games (imagine "Candy Crush" or Memory) intersperse game-playing with subject-related questions that are triggered by certain game actions (for instance, if you match three squares of the same color, a question will pop up). According to Axonify this type of testing helps employees retain knowledge better.

Title	Initiator (Organization)	Year	Country	URL
http://www.axonify.com/ <u>ExpertusONE</u>				http://www.expertus.com/expertus-one/expertusone-gamification/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Summary:

This cloud-based LMS also includes gamification functionality right from the get-go. With customizable badges (you can change the icon, name, etc.), points, and leaderboards, ExpertusONE focuses on learner motivation. Integration with third party rewards systems also allows learners to redeem points for tangible gifts, and a full-featured dashboard tracks progress and employee achievement metrics.

Title	Initiator (Organization)	Year	Country	URL
http://www.axonify.com/ Matrix LMS				https://www.matrixlms.com/info/features

Summary:

A relative newcomer to the gamified LMS field, Matrix LMS just went live with some extensive gamification capability. This includes a leaderboard, points, badges, and levels. The ability to also use rules to set when certain badges appear creates added flexibility within the system. Matrix LMS starts at \$120 a month for 50 active students.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Input UK

We partner with Growthengineering and their Academy LMS mentioned above and also with HT2, who have the Curatr LMS. In the LMS market most companies now include at a minimum points, badges and leaderboards, however to consider this effective gamification I would seriously question. I recommend the above two systems. I would also recommend Classcraft and Classdojo for use in the classroom by teachers.

List of gamified LMS options:

Learning management systems which include gamification

Title	Initiator (Organization)	Year	Country	URL
TalentLMS				http://www.talentlms.com/
<p>Summary: TalentLMS is Learning Management System, which includes some gamification elements: points, badges, levels, leaderboards, prizes (in terms of discounts). Easy to use, basic plan is free. More than <u>30 000 companies</u> uses it. BICERO uses it for its e-learning courses (http://elearning.bicero.com).</p>				

Title	Initiator (Organization)	Year	Country	URL
Academy LMS				http://www.growthengineering.co.uk/academy-lms/
<p>Summary: The Academy LMS is the #1 NextGen LMS that learners and admins actually enjoy using! Unlike other online learning platforms that simply deliver content, the</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Academy LMS is an engagement engine, packed full of exciting gamification and social features as well as powerful reporting and admin tools.

- Pioneering Game Mechanics to drive engagement...
- Social features to enable Informal learning...
- Intuitive admin tools to make your life easier...

Title	Initiator (Organization)	Year	Country	URL
Accord LMS				http://www.accordlms.com/smart/gamification
<p>Summary:</p> <p>This gamified LMS utilizes a partnership with social technology company Evoq Social to integrate game elements into their offering.</p> <p>Features include activity points, badges, leaderboards, and community functionality like profiles and dashboards. Community managers have access to analytics across courses as well, giving insight into how learners are interacting with gamified courses.</p> <p>Accord starts at \$300 per month for up to 200 learners, but does charge extra for the gamification module.</p>				

Title	Initiator (Organization)	Year	Country	URL
Axonify				http://www.axonify.com/
<p>Summary:</p> <p>Axonify builds gamification into the bones of its learning solution. Not only does it include game-like elements such as points, awards, badges, and leaderboards, it includes a host of actual games right in the application itself.</p> <p>These short games (imagine "Candy Crush" or Memory) intersperse game-playing with subject-related questions that are triggered by certain game actions (for instance, if you match three squares of the same color, a question will pop up).</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

According to Axonify this type of testing helps employees retain knowledge better.

Title	Initiator (Organization)	Year	Country	URL
<u>ExpertusONE</u>				http://www.expertus.com/expertus-one/expertusone-gamification/
<p>Summary:</p> <p>This cloud-based LMS also includes gamification functionality right from the get-go. With customizable badges (you can change the icon, name, etc.), points, and leaderboards, ExpertusONE focuses on learner motivation. Integration with third party rewards systems also allows learners to redeem points for tangible gifts, and a full-featured dashboard tracks progress and employee achievement metrics.</p>				

Title	Initiator (Organization)	Year	Country	URL
<u>Matrix LMS</u>				https://www.matrixlms.com/info/features
<p>Summary:</p> <p>A relative newcomer to the gamified LMS field, Matrix LMS just went live with some extensive gamification capability. This includes a leaderboard, points, badges, and levels. The ability to also use rules to set when certain badges appear creates added flexibility within the system. Matrix LMS starts at \$120 a month for 50 active students.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
ClassDojo				https://www.classdojo.com/
<p>Summary:</p> <p>ClassDojo is the easiest way for teachers to encourage students and share their best moments with parents.</p> <ul style="list-style-type: none"> -Easily encourage students -See a timeline of students' progress -Students love it - and so will you! 				

Title	Initiator (Organization)	Year	Country	URL
Curtr				http://www.curatr3.com/
<p>Summary:</p> <p>Gamification is how we guarantee learner engagement in social learning. Without it, the WIIFM of social learning really falls down. Done right, Gamification can lead to stellar results; mass engagement, healthy competition and real recognition. Do it wrong and you can find yourself in a bit of a mess...</p>				

Title	Initiator	Yea	Countr	URL

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Docebo	(Organization)	r	y	https://www.docebo.com/saas-lms-cloud-e-learning-startup/
<p>Summary:</p> <p>Docebo is not just an elearning tool, and it is not just a single product – it is a product that was designed to be delivered in SaaS as an ecosystem of features and modules that can be enabled or disabled per customer requirement/s. It is extendable and flexible, with a component based architecture. This unique approach means companies can rapidly extend and scale their solution according to needs. What's more Docebo can easily be integrated with your existing IT systems (HR, CRM and other preferred platforms) via an API system.</p> <p>The LMS is very easy to use and has been widely recognized for its user friendly and modern UI, and UX. It manages, delivers and tracks Web-based Training (WBT), Instructor-led Training (ILT), and Blended Learning activities.</p>				

Title	Initiator (Organization)	Year	Country	URL
EIDesign				http://www.eidesign.net/
<p>Summary:</p> <p>Through a strong core featuring creative Instructional Design, we offer a range of innovative learning designs that help learners internalise the information better. Some of the techniques we use are:</p> <ul style="list-style-type: none"> -Gamification -Interactive videos -Decision making – Branching simulations -Story-based learning 				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

-Scenario-based learning
-Guided exploration

Title	Initiator (Organization)	Year	Country	URL
Gamivation				http://www.gamivation.com/

Summary:

Gamified Training With Brain-based Technology Mapping the Pathway From Learning to Performance.
Applying Neuroscience-Backed Training and Brain-based Motivation Techniques Boosts Engagement and Results.

-Incentives
-Ongoing Reinforced Training
-Gamification

Title	Initiator (Organization)	Year	Country	URL
Immerse Learning				https://immerselearning.com/

Summary:

We're experts in designing and building customised experiences that suit our customer needs. From gamified procedural training to realistic representations of your workplace, we can bring your specific training to startling 3D life.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Kahoot!				https://getkahoot.com/
<p>Summary:</p> <p>Create, play and share fun learning games for any subject, for all ages, for free!</p>				

Title	Initiator (Organization)	Year	Country	URL
Litmos				http://www.litmos.com/
<p>Summary:</p> <p>Litmos is the world's easiest to use Learning Management System. Litmos has over 3,000,000 users and is used by large enterprise companies, SMB's and not-for-profits.</p>				

Title	Initiator (Organization)	Year	Country	URL
Moodle				https://moodle.com/
<p>Summary:</p> <p>Moodle is the open source platform that lets you build the perfect education solution for your needs.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Morf Learning				http://morflearning.com/
<p>Summary:</p> <p>Morf Playbook is a Complete System for Managers to Level Up Leadership, Skill Building, & Training on a Smartphone or Tablet with Courses from Industry Experts.</p>				

Title	Initiator (Organization)	Year	Country	URL
NEO				https://www.neolms.com/
<p>Summary:</p> <p>The NEO LMS user interface is elegant and intuitive, which keeps users happy and engaged, and makes the whole experience of using the site more productive and enjoyable. We designed our system so that it's easy to use without referring to online help or guides.</p> <p>Use gamification to make a class more engaging. Award points and badges based on rules. Students can advance through levels, gain points, and see a leaderboard with the top players and rankings.</p>				

Title	Initiator (Organization)	Year	Country	URL
OnPoint Digital				http://www.onpointdigital.com/
<p>Summary:</p> <p>ONPOINT DIGITAL is a global provider of technology-enabled learning solutions for</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

many of the world's leading organizations. By offering a superior collection of functionality, customization, extensibility, and security, OnPoint is able to deliver user-optimized learning experiences to its customers' internal and external audiences on their device or platform of choice.

We leverage "first mover" advantages across critical tech sets including apps, responsive UI/UX, gamification and social to deliver next-gen solutions.

Title	Initiator (Organization)	Year	Country	URL
Ovos Play				http://www.ovosplay.com/
Summary:				
<p>We believe in playful learning as the most effective way to motivate learners and support sustainable learning. Our OVOS PLAY products provide an easlily manageable way to create and handle game-based trainings.</p> <p>Gamification enables new approaches towards various forms of training and continuing education, and leads to engaged learning.</p>				

Title	Initiator (Organization)	Year	Country	URL
SmarterU				http://smarteru.com/
Summary:				
<p>We'll solve your training pain. Providing both a Learning Management System (LMS) and Online Training Course Design.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

GAMIFICATION

Provide learners with opportunities to practice and assimilate course materials.

Title	Initiator (Organization)	Year	Country	URL
Socialcube				http://socialcube.co.uk/
<p>Summary:</p> <p>We help small, medium and large businesses target their markets through the following: Website Design Bury, Ecommerce, Content Management Systems, Search Engine Optimisation (SEO), Email Marketing, Graphic Design, Branding, Brochure Design, Corporate ID (Logo Design), Ad Design, Flyers, Ad Campaigns, Stationery and Print.</p>				

Title	Initiator (Organization)	Year	Country	URL
Solar Games				http://thesolargames.com/
<p>Summary:</p> <p>The Solar Games is a platform for games, artists and organization to affect real change through video games.</p>				

Title	Initiator (Organization)	Year	Country	URL
Spoke				https://www.unboxedtechnology.com/products/spoke/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Summary:

Reward performance and participation and motivate learners to do more. Users earn Spoke coins, unlock badges, and level up as they complete courses and share helpful content. Caution: the leaderboard is sure to ignite a little friendly competition.

Title	Initiator (Organization)	Year	Country	URL
The School of Games				http://theschoolofgames.org/
Summary:				
Deliver quality education by providing personalized learning experience to every child in the world.				

Title	Initiator (Organization)	Year	Country	URL
Trajectory IQ				http://www.trajectoryiq.com/
Summary:				
Everything you need to create a game-powered learning experience.				

Title	Initiator (Organization)	Year	Country	URL
Worldclass.io				https://www.worldclass.io/
Summary:				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Get your brand on the Apple App Store and Google Play Store today!

With Worldclass.io, you get a 100% white-label mobile academy for your content and for your users.

Create, publish and sell beautiful courses that are made for the 'bite-sized learning' generation.

Give your users the modern and native mobile experience they expect.

Title	Initiator (Organization)	Year	Country	URL
XP-based grading system				https://blog.haschek.at/post/fa5b5
Summary:				
A modern approach to grading in the year 2014.				

Title	Initiator (Organization)	Year	Country	URL
Degreed				https://degreed.com/
Summary:				
A million ways to learn—one place to discover, track, and measure all of it.				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title ClassCraft	Initiator (Organization)	Year	Country	URL http://www.classcraft.com/?utm_expId=68436248-16.FsfWA-pVRD-vAtbreyavDg.0
<p>Summary:</p> <p>Transform any class into a role-playing game that fosters stronger student collaboration and encourages better behavior.</p>				

Title Captain Up	Initiator (Organization)	Year	Country	URL https://captainup.com/
<p>Summary:</p> <p>Supercharge your brand with cutting edge user engagement tools Using behavioral economics & social game mechanics.</p>				

Title Alumnelms	Initiator (Organization)	Year	Country	URL http://alumnelms.com/en/
<p>Summary:</p> <p>Encourage a more engaged participation by gamifying your courses easily and simply.</p>				

Title	Initiator	Year	Country	URL
-------	-----------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Aktiv Learn	(Organization)	r	y	https://www.activelearnprimary.co.uk/login?c=0
<p>Summary:</p> <p>Supporting your assessment of pupil progress and attainment.</p>				

Title Adobe Prime	Initiator (Organization)	Year	Country	URL http://www.adobe.com/products/captivateprime.html
<p>Summary:</p> <p>Create a participatory culture that results in users embracing learning rather than dodging it. Improve course completion rates by making learning exciting through gamification, leaderboards and badges. Enable users to learn on the move on their mobile devices. Ensure learner satisfaction by improvising training based on course effectiveness, and feedback from learners and their managers.</p>				

Title Academy by Growth Engeneering	Initiator (Organization)	Year	Countr y	URL http://www.growthengineering.co.uk/
<p>Summary:</p> <p>#1 FOR GAMIFICATION Engagement is the key to effective learning and nothing engages people more than fun! Our LMS is built on Game Mechanics that take your L&D to a new level of 'wow'!</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Attensi				http://www.attensi.com/
<p>Summary:</p> <p>Train your employees in a challenging environment with defined certification levels to guarantee that they adopt routines and techniques.</p>				

Title	Initiator (Organization)	Year	Country	URL
Appnotic				http://appnotic.com/
<p>Summary:</p> <p>Enhance Learning by Making it Fun, Engaging & Social.</p> <p>Gamification Platform Appnotic gaming engine runs on smart phones, tablets, web and desktops. It can function with and without active internet connection, can work within secure interanet and can be made widely available over internet. Engine is flexible to handle variety of content by trainers.</p> <p>Gamification Analytics Appnotic's Analytics empower you to measure how well users comprehend, giving you the insight necessary to design better training, mentoring or coaching plans that foster long term retention and comprehension. The analytics provide individual as well as collective</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

statistics.

Title	Initiator (Organization)	Year	Country	URL
Acclaim				http://www.getacclaim.com/blog/acclaim-now-integrates-with-all-lms-providers/
Summary:				
<p>It's here! Acclaim is a fully LTI compliant tool that integrates across all LMS providers, including Blackboard, Canvas, Brightspace (Desire2Learn), Haiku Learning, Schoology, Moodle, and others.</p>				

Title	Initiator (Organization)	Year	Country	URL
Paradiso LMS				https://www.paradisosolutions.com/moodle/what-is-moodle
Summary:				
<p>At Paradiso we do all of this hard work for you. We include crucial features that are missing from LMS and which represent the future of e-learning as an industry, like multi-tenancy, gamification, social learning and cloud management. We also understand that your needs are specific to your organization and work with you to provide a solution that is tailored to your business. We provide 24/7 support and guide you through every step of the implementation process.</p>				

Title	Initiator (Organization)	Year	Country	URL
Playject				http://www.playject.com/

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Summary:

Playject® is an experiential Learning and Assessment platform that is uniquely designed to simulate work experiences that are based on real life complex situations. Playject is designed based on the principles of Discovery learning, Gamification, Experiential Learning in a virtual environment. The platform provides various skill enhancing games and simulations designed to provide superior learning capabilities.

Title	Initiator (Organization)	Year	Country	URL
Proprofs learning management system				http://www.proprofs.com/training/software/lms-software/

Summary:

- E-learning Authoring Software
- Automate Grading and Certification
- Access Detailed Reports and Analytics
- Earn by Selling Courses

Title	Initiator (Organization)	Year	Country	URL
Simformer				https://simformer.com/

Summary:

Simformer is an unparalleled project. We have created not only a powerful, multi-user business-simulation environment, but also a platform that is fundamentally

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

changing the current approach to business education.

Title	Initiator (Organization)	Year	Country	URL
http://www.axonify.com/				
Summary:				

In Portugal

Title	Initiator (Organization)	Year	Country	URL
Gamification at PHC FX		2015	Portugal	http://pt.phcfx.com/fast-forward-phc-fx-blog/gamification-no-phc-fx/
Summary PHC FX is a company's management software for web using (100 % online).				

Title	Initiator (Organization)	Year	Country	URL
-------	-----------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Strava	Strava			https://www.strava.com/about
<p>Summary Strava is a community of athletes from all over the world. Alone or together, we strive. Strava lets you experience what we call social fitness - connecting and competing with each other via mobile and online apps. No matter the weather, day after day, we prove ourselves. Strava lets you track your rides and runs via your iPhone, Android or dedicated GPS device and helps you analyze and quantify your performance. Strava provides motivation and camaraderie, and helps us prove that we're out there doing what we love to do.</p>				

Title	Initiator (Organization)	Year	Country	URL
Fitocracy	Fitocracy		Portugal	https://www.fitocracy.com/about-us/
<p>Summary Fitocracy's mission is to make fitness a more fun, more addictive experience. Play Fitocracy to beat challenges, push your boundaries, and show your friends who's boss. Get addicted to your fitness.</p>				

Title	Initiator (Organization)	Year	Country	URL
CityON	Biodroid EDP	2011	Portugal	http://www.biodroid-entertainment.com/#!/work_4_3
<p>Summary CityON, is an on-line serious game, launched at the end of 2011, targeted at young adults, and aims to communicate sustainability, energy efficiency, electric mobility, smart cities and renewable energies in an innovative way. The game was developed for EDP, the largest electricity Portuguese company and in collaboration with Instituto Superior Técnico, a leading engineering university in Lisbon. CityON was shortlisted for the Digital Communication Awards 2012 in the Corporate Game category</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Planeta BES	Biodroid BES		Portugal	http://www.biodroid-entertainment.com/#1/work_5_3
<p>Summary Planeta BES is an open world 3D game for browsers, launched in 2010, that allows you to get in touch with the many sustainability initiatives that BES, a leading Portuguese bank, champions. You can visit renewable energy production facilities, look for the endangered animal and plants species, learn about antique furniture restoration, challenge yourself to mathematics and logic puzzles and admire the latest acquisitions of the bank's art and photo collection in the virtual gallery.</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Articles

In Portugal

Title	Initiator (Organization)	Year	Country	URL
Manage behavior and results on a fun way with gamification	Falandoti – Spot Virtual Luso-brasileiro	2015	Portugal / Brasil	http://www.falandoti.com/comportamentos-resultados-com-gamification/
Summary The article is about the success of gamification in human resource management and its market's development.				

Title	Initiator (Organization)	Year	Country	URL
Gamification – A Trend to Improve Your Business?	Atomrain	2014	Los Angeles	http://www.atomrain.com/it/business/gamification-trend-improve-business
Summary Gamification that is entering businesses now, however, is no child's play. It is using the principles of game thinking and game mechanics aiming for: i) Engaging employees in solving problem; ii) Improving engagement in project; iii) Increasing return on investment (ROI); iv) Improving the delivered data quality; v) Finishing projects on time; vi) Overall motivation to learn and add to the employee's skill sets.				

Title	Initiator	Year	Country	URL
-------	-----------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	(Organization)			
A Gamification and Innovation Success Story: Portugal Telecom	Toronto Sustainability Speaker Series	2013	Portugal	http://ecoopportunity.net/2013/06/a-gamification-and-innovation-success-story-portugal-telecom/
<p>Summary</p> <p>An idea market is an online platform that applies the principles of gamification (i.e. the process of taking the concepts used to design games to be engaging and applying them in non-game environments) to idea generation and innovation management. What better way to get all of your employees thinking about how to solve the challenges facing your company than by motivating them to do so through a process of fun and play? In 2009, PT implemented Exago Market, an industry leading idea market platform that offers employees the chance to participate in a virtual stock market of ideas. PT's idea market has four 'permanent' challenge areas: Operational Efficiency, Customer Experience, Products and Services, and Culture and Organizational Behavior. Additionally, every 2-3 months, PT's CEO introduces an 'innovation challenge' into the idea market. Employees can offer insights in three ways: i) present their own ideas about how to address the challenge; ii) offer comments to discuss and perhaps build upon ideas presented by others; iii) indicate their support (or lack thereof) for a particular idea by choosing how to 'invest' their virtual currency in the market.</p>				

Title	Initiator (Organization)	Year	Country	URL
Summary:				
Title	Initiator (Organization)	Year	Country	URL
Summary:				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Research articles

In Portugal

Title	Initiator (Organization)	Year	Country	URL
"Who wants to know?" Evaluate the using of multiple choice game platform	Barradas, R. & Lencastre, J. A. (2015). "QUEM QUER SABER?" Avaliação de usabilidade de uma plataforma de jogos de escolha múltipla. In Maria João Gomes, António José Osório, & Luís Valente (orgs.), Proceedings of the IX International Conference on ICT in Education - Challenges 2015 - Half a century of ICT in Education (pp. 498-512).	2015	Portugal	http://repositorium.sdum.uminho.pt/handle/1822/36337

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	<p>Braga: Universidade do Minho. Centro de Competência TIC</p>			
<p>Summary This article describes the development cycle of the multiple choice game platform named 'Quem quer saber?'. This platform was developed as a pedagogical tool for the implementation of gamification in a scholar environment. Consists of two applications with different audiences: students and teachers. This description comprises the phases of preliminary investigation, with the completion of an exploratory test with the target audience; the development of an alpha version of both applications, submitted to heuristic evaluation; and a beta version, rated by similar end-users using a satisfaction questionnaire. The satisfaction average value of 96 points for the teacher's application and 92 points for the game, seem promising for the implementation phase and motivating for similar experiences.</p>				

Title	Initiator (Organization)	Year	Country	URL
<p>Gamification in mobile application using in cultural events: the experience of XXV FITUA</p>	<p>Correia, Ana Carolina Master Thesis in Communication and Multimedia Department of Communication and Art University of Aveiro</p>	<p>2015</p>	<p>Portugal</p>	<p>http://ria.ua.pt/handle/10773/14767</p>
<p>Summary How can an application of a cultural event use gamification as a way to engage with the users? What strategies should be adopted to promote interaction? These are the main questions that this study tries to answer. Beginning with paradigms that switch typically analog content to digital environments and Web 2.0, this study focuses on the interaction with the user and the strategies that promote two-way communication between the institution and the individual. Through analysis of existing applications and conducting a focus group, it was possible to conceptualize a model of functionalities based on audience preferences and having as target the XXV edition of the Festival Internacional de Tunas da Universidade de Aveiro. The model of functionalities was applied to the</p>				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

development of a functional prototype, which was validated with a sample of users through a task script and complemented by a questionnaire survey. It was possible to conclude that a mobile application, for the promotion of a cultural event, can benefit from a gamification strategy, and that this can have a positive impact on the user and the event visitor.

Title	Initiator (Organization)	Year	Country	URL
Dark patterns in gamification strategies	Silva, Ruben Master Thesis in Engineer Faculty of Engineer University of Porto	2015	Portugal	https://repositorio-aberto.up.pt/handle/10216/79494

Summary

Through this research it will be possible to understand how dark patterns can affect user experience on gamified systems. Hence, along this dissertation a research was undertaken with the intent to clarify the reader about the concepts of gamification and dark patterns. Taking into account the growing emergence of systems that employ gamification strategies that intend to increase engagement among the users, increase their productivity, facilitate the learning process, etc., this dissertation deconstructs such strategies. Thereby, theories and models will be described to explain behaviors, motivations and user desires when they are interacting with gamified systems. In addition, several game mechanics and dynamics will be described, in order to understand how users interact with these systems. Thus, it becomes possible to research about dark patterns, describing and completing the work developed in this area until now. Based on a critical perspective about the use of such patterns, we also relate the concepts of dark patterns and of gamification, identifying and describing case studies where it's possible to verify the existence of these patterns inside gamified experiences.

Title	Initiator (Organization)	Year	Country	URL
Gamificatuion in Bank: case study about methodological approach in	Rodrigues, Luís; Costa, Carlos & Oliveira, Abílio	2014	Portugal	http://revista.apsi.pt/index.php/capsi/article/view/251

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

software development				
Summary This research analyzing three gamification projects in Portuguese bank sector which used framework 5PMG (Five-step Project Management for Gamification).				

Title	Initiator (Organization)	Year	Country	URL
Gamification in mobile application to touristic activities based in geo-localization	Silva, João Master Thesis in Interactive Media Institute of Social Sciences University of Minho	2014	Portugal	http://repositorium.sdum.uminho.pt/handle/1822/34236
Summary With the increase in the purchasing power of the people associated with the evolution of technology, we are witnessing a growth in sales of smart mobile devices, as well as an improved quality of life. These changes led to an increase in travel and tourism and with these new needs have emerged in the field of support to tourist experiences mobile applications. These needs have been addressed by various applications that have been able to make use of the new technological possibilities offered by mobile platforms. Yet these applications have arisen applied to an international level, thus presenting gaps in a specialized regional supply, particularly for Portugal. Once identified this gap, this project proposes to disclose the major local and tourist activities in the country, besides working on the habits of users, applying the concepts of gamification in order to not only raise interest in domestic tourism, but also influence and promote the attractions visited in the least publicized areas. Through a major patterns based on the gamification approach, this project aims to contribute to progress of new models of communication and interaction that contribute to the development of mobile applications dedicated to tourism, by capturing and presenting solutions that aspire to create better and more engaging tourist's experiences.				

Title	Initiator (Organization)	Year	Country	URL
-------	--------------------------	------	---------	-----

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Personalize learning support platform with digital educative resources	Anhas, João Master Thesis in Engineer Faculty of Engineer University of Porto	2014	Portugal	https://repositorio-aberto.up.pt/handle/10216/76350
--	--	------	----------	---

Summary

Currently, it's very important that the learning process of children in school age is extended from school to home. However, the time children spend in school is increasing, reducing the time they can devote to leisure activities. Therefore, it is necessary that the work done at home is somehow fun and motivating. In this dissertation it was identified a solution for the creation of digital games which, in this case, will integrate educational resources. This solution also integrates a platform that enables the management of educational resources, allowing to control the registers of the use of these resources by children. This platform adapts to the level of knowledge of each child by creating a distinct learning pathway adapted to their needs. The basis of this feature is the use of learning metrics (learning analytics) that aim to create individual learning paths for each child and also allow teachers to do more in-depth analysis of the performance of a class or check if there is any particular topic that is more difficult and should be strengthened. It was also integrated in this solution a gamification strategy aiming to motivate and encourage children to participate in the platform. For this purpose it was created a mascot that will have to be cared for by the child. This mascot interacts with the child by encouraging the study of areas that may present more difficulties. The aim is to give children a space to review and consolidate their knowledge in a fun and motivating way. The validation of the solution was performed with a case study on preparing for final exams of elementary school.

Title	Initiator (Organization)	Year	Country	URL
Project "flappy crab": an edu-game for music Learning	Gomes, Cristina; Figueiredo, Mauro; Bidarra, José & Gomes, José University of Algarve (Research Center of Arts, Communication of Open University; Research Center of	2014	Portugal	http://w3.ualg.pt/~mfiguei/papers_pdf/14_celda_CG.pdf

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

	Marine and Environment; Institute of Engineer)			
<p>Summary This paper discusses some possibilities of gamification and remixing process for music education. Analyses also the concepts of gamification, mashup, remix and present its possible usage in education - music teaching - through the development of the project/educational game "Flappy Crab". The article begins with a brief introduction to the concepts of education, gamification, remix and mashup and software development. After that, we will make the summary presentation of the music edu-game "Flappy Crab", a clone of the GEARS Studios Flappy Bird, developed for mobiles devices with the Unity3D game-engine.</p>				

Title	Initiator (Organization)	Year	Country	URL
Summary:				
Title	Initiator (Organization)	Year	Country	URL
Summary:				

Other

In Portugal

Title	Initiator (Organization)	Year	Country	URL
Gamificação:	Centro e-Learning	2015	Portugal	http://gamificationportugal.c

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

estratégias de jogos aplicadas ao e-learning (Gamification: game strategies applied to e-learning)	TecMinho			om/ http://www.tecminho.uminho.pt/showcourse.php?plan=1&course=2805
Summary E-learning intensive course about "Gamification: gaming strategies in e-learning"				

Title	Initiator (Organization)	Year	Country	URL
Conference Young Crew: "Gamification in Projects Management"	Porto Business School University of Porto	2015	Portugal	https://www.pbs.up.pt/?page_id=14060
Summary Conference about a concept of gamification, the it application at Project Management.				

Title	Initiator (Organization)	Year	Country	URL
1st International Academic Conference Edutainment: Games and ICT in Education	University of Évora	2015	Portugal	http://www.ecs.uevora.pt/divulgacoes/eventos/%28item%29/16587
Summary Edutainment is an international interdisciplinary conference for the researchers of edutainment, gamification of education, and the use of games, ICT and other innovations in teaching and learning.				

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

Title	Initiator (Organization)	Year	Country	URL
Course of Gamification	Portucalence University	2012/2013	Portugal	http://www.upt.pt/uc.php?d=1015
Summary Learning outcomes of the curricular unit: 1. Understand the concept of gamification and its elements; 2. Recognize gamification dynamics, mechanisms, and components; 3. Identify the main phases for the creation of a gamification project; 4. Increase awareness of various areas on which gamification can and is applied; 5. Identify intrinsic and extrinsic motivation processes; 6. Understand the advantages and reasons to gamify a system as well as the risks that might be involved in gamification.				

Title	Initiator (Organization)	Year	Country	URL
Summary:				
Title	Initiator (Organization)	Year	Country	URL
Summary:				

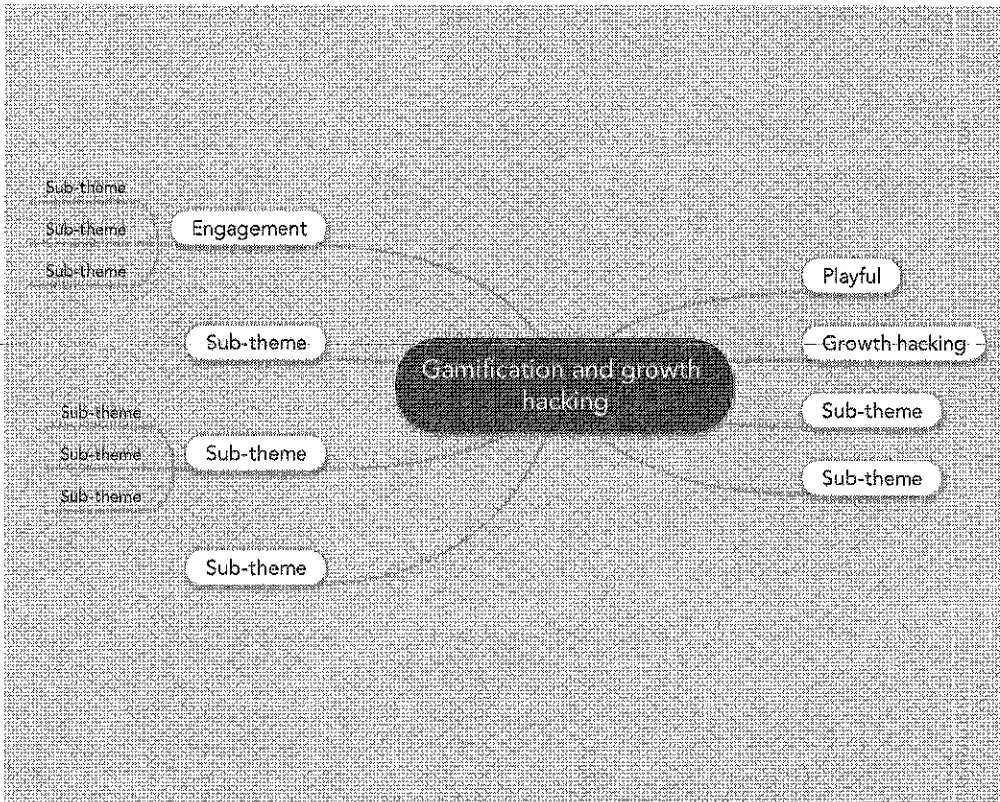
Mindmaps

Examples of Google Docs plugins:

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

- Gamification and growth hacking
 - Engagement
 - Sub-theme
 - Sub-theme
 - Sub-theme
 - Playful
 - Sub-theme
- Growth hacking
- Sub-theme
 - Sub-theme
 - Sub-theme
 - Sub-theme
- Sub-theme
- Sub-theme
- Sub-theme
- sub-theme

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching



(MindMeister)

VII. Potential drivers for skills and capacity building

<text>

VIII. Purpose of the qualification strategy

<text>

IX. Recommended approach in managing the delivery of training skills.

<text>

Summary

<insert the content>

Instructions (to be deleted)

Dear partners,

Now that the report on the kick-off meeting is concluded we can start working on the IO1 and IO2 of the project. As you all know the NDA is a coordinator of WP3 so I would kindly ask you to start collecting the following materials:

1. Mapping of already existing curricula and business coaching methods within your country. During this phase we need to identify the emerging skill-needs in the field according to the Holistic Management Approach.

2. We need to use the following template:

"The capacity mapping approach will be used to identify existing community resources linked to the entrepreneurship coaching field. As part of this approach, inventories will be used and generated to provide information for the general resource and capacity map. For the first inventory, partners are asked to determine available **training resources; distance learning technologies and courses or modules addressing important competency domains**. For the second inventory, distance-accessible training modules will be collected.

The workforce development capacity map produced from these two inventories will reveal substantial resources available for use by individuals or agencies wishing to improve training in the field.

The Capacity Map will be drafted in order to generate common awareness and consensus on:

1. Purpose of the qualification strategy;
2. Existing practices and background;
3. Potential drivers for skills and capacity building
4. Recommended approach to managing the delivery of training skills."

We also need to select a proper software solution which can support the map according to the template.

We will be sending progress sheets twice a week starting from next week .

Deadline for first outputs is 07.12.2015.

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

best regards,
Lyubomir

From the proposal (delete later)

~~Resource and Capacity Map of existing, emerging and missing skills in entrepreneurship coaching~~

Dashboard and Interactive Maps of emerging skill-needs and the multi-sector innovative skills related to different local contexts and managerial/organizational models in the entrepreneurship coaching field as a pilot test for skill mapping. Partners will cooperate to generate an integrated and Interactive Map of emerging skill-needs and multi-sector innovative skills.

The data gathering and collection will be supported by the preliminary identification of main Drivers for Change, Challenges, Pro and Cons Forces that are leading to a new skill set in entrepreneurial coaching and business development. Key existing, emerging and missing skills and related training needs will listed. The list will be be used to audit an rank: 1. emerging skills distribution; 2. existing skills and competence sets among entrepreneurship coaching and business development; c. existing resources in order to value, share and upgrade strategic skills; d. skill gaps.

The capacity mapping approach can also be used to identify existing community resources linked to the entrepreneurship coaching field. As part of this approach, inventories will be used and generated to provide information for the general resource and capacity map. For the first inventory, partners are asked to determine available training resources; distance learning technologies and courses or modules addressing important competency domains. For the second inventory,

Project title: GAGING, IO1: Resource and capacity map of existing, emerging and missing skills in entrepreneurial coaching

distance-accessible training modules will be collected . The workforce development capacity map produced from these two inventories will reveal substantial resources available for use by individuals or agencies wishing to improve training in the field. The Map will be drafted in order to generate common awareness and consensus on: 1. Purpose of the qualification strategy; 2. existing practices and background; 3.potential drivers for skills and capacity building 4. Recommended approach to managing the delivery of training skills.

Media(s)

Text

Database

Interactive Resource

Activity Leading Organisation

NDA (replaced Agencija za razvoj Zadarske zupanije ZADRA NOVA)

